

Proceedings and Officers' Reports

**Fifty-Fifth Convention
Oakland, September 16-20, 1957**

CALIFORNIA STATE FEDERATION OF LABOR

C. J. Haggerty, Secretary-Treasurer

**810 DAVID HEWES BUILDING
995 MARKET STREET, SAN FRANCISCO**

IN MEMORIAM

Harry Lundeberg

Whereas, The labor movement of the world suffered a great and lasting loss in the death of Harry Lundeberg; and

Whereas, The California State Federation of Labor, in which he held office as a vice president from 1939 until his death on January 28, 1957, is especially bereaved; and

Whereas, Brother Lundeberg brought a new life of dignity and economic decency to thousands of seamen and allied workers; and

Whereas, More than any other man, he turned back the forces of totalitarian advance in the American merchant marine; and

Whereas, His entire life was dedicated to the highest principles of the labor movement; and

Whereas, The unionists of the West Coast will never forget his brave and challenging spirit in the hours of trade union crisis; and

Whereas, He has now joined the great Andrew Furuseth as an immortal of American unionism; now, therefore, be it

Resolved, That when the 55th convention of the California State Federation of Labor adjourns, we shall stand for a moment in silence, regretting that one of the labor movement's gigantic figures has departed from us, and remembering with gratitude and pride his many achievements during the years he spent in our midst.

REPORT OF OFFICERS

REPORT OF PRESIDENT THOMAS L. PITTS

Los Angeles, August 15, 1957.

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

We are about to gather for the 55th convention of this outstanding State Federation of Labor to enjoy the privilege of speaking our minds freely on many subjects. While we do so, I think it is fitting, however, that we pause for a moment to check, weigh and balance our position, our privileges, and so forth, with the positions and privileges of people scattered throughout the world.

The Fight for Civil Rights

Since our last convention we have witnessed many things which give us cause for concern—not only abroad but in our own country. With all of the problems placed before us resulting from the discriminatory practices of foreign nations, we find that even in our own land the Congress of this nation is not willing to establish procedures to implement the opportunity of gaining the equal rights of citizenship that are guaranteed in the constitution. As weak as the Administration's civil rights measure was in its original form, it is evident that the representatives of the people sitting in Congress are yet unwilling to respond to the will of the people. A great need exists, therefore, for the mass of Americans to better understand the need for the action being taken by the trade union movement, not only to seek consideration of all in this nation, but, in addition, to contribute to the betterment of those workers in other nations where they are even more oppressed than those in our nation.

The AFL-CIO is working around the clock, through its representatives throughout the world, to aid in the development of understanding, and to provide assurance that the American trade union movement means what it says in relation to rights and protection of workers. Without a doubt, this work does much to show the way to democracy, which, despite its few imperfections, we have found to be the most representative form of government.

The Responsibility of Labor's Leaders

With all of the work done in this direc-

tion, I would like to point up that much is yet to be done by our unions, such as more complete organization politically, so that when the representatives of labor speak, it is clearly understood that their word is that of the mass of workers in the nation, and that a response should be forthcoming from politicians which reflects the views of the nation's workers.

This will result only when sufficient confidence exists in the elected leadership, and such confidence will stem from a full education and understanding by the members of organized labor. Hence the responsibility rests on the shoulders of elected leaders to bring to their constituent members information necessary to guidance in all matters pertinent to the welfare of the working people. Failure on the part of labor's representatives to supply this information would represent a great loss of opportunity. Education and enlightenment on matters pertaining to international affairs, civil rights, and many other rights should therefore play a prominent role in our union activities.

The 1957 Legislature

This year, being the year of the regular session of the California legislature, has, of course, been a very busy one for all associated with the Federation's office. Secretary Haggerty has reported preliminarily to all our affiliates, and will more completely report in "The Sacramento Story," regularly published by our Federation after each regular session.

Much can be said about the recently completed session; but suffice it to say that it was the most difficult and trying session in which your president ever had the opportunity to work. It also was most gratifying in some respects. Particular gratification comes in knowing that good, forward strides were made in advancing the benefits paid in the social insurance field, such as workmen's compensation, unemployment disability compensation, and unemployment insurance. While these, along with many other beneficial gains to the workers of California, were made, many bad measures affecting several segments of our people and other bad measures affecting all of our people, were defeated. In numerous instances, much credit is due representatives of many of our unions for having offered and given freely of their time and knowledge to those

of us who had to appear before the many committees of the Assembly and the Senate, either supporting or opposing measures. To all those with whom it was my privilege to work, I am deeply indebted for their ever-willingness to aid, and for their readiness and ability to provide the information and data necessary to the support of or opposition to a measure. Without their help, the work would have been much more difficult.

The State AFL-CIO Negotiations

There have been many meetings of committees of the Federation since our last convention, most of which I have attended. One of the important, outstanding committees is the Committee on Merger. I shall not dwell on this committee's work except to say that it has been one of the hardest working committees of the Federation that I can recall. While its work is not yet completed, I must say that every member of the committee has worked toward a sound and lasting solution to the many problems that spring from the attempts to merge our Federation and the State CIO Council. Much credit is due the members of this committee for their attention to duty in this instance. I am confident that a report on the matter will be forthcoming at the convention.

The Coming Election Year

The year ahead will again be one filled

with political problems. What with the election of a United States Senator, Congressmen, state officers, members of the Assembly and Senate in the year 1958, it is again important that leaders begin to properly organize registration and election committees in our affiliates. This must be done if we are to succeed in our work. The grass roots of our organization must be alerted to the problems and the way to solve them. I trust all will carry out their full responsibility in this direction.

Work in the Los Angeles office before and since the legislative session has been very interesting and educational. The cooperation extended by the representatives of unions, councils, and members of the executive council in dealing with the coordination of activities on organizing efforts and in meeting local ordinance problems has been invaluable. For all this I am very grateful.

In closing, I desire to express to all the delegates my wish for a very successful convention, and, in addition, to express my appreciation to Secretary Haggerty, to the attorneys of the Federation, and to all the staff; and further, to all the representatives of the various councils and local unions who have contributed so much in the way of cooperation with this office at all times throughout the past year.

Faternally submitted,

THOMAS L. PITTS.

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

San Diego, August 1, 1957.

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

At the writing of this report let me state that up to the month of July, San Diego has hit a peak in an all-time high of employment. However, it is well to realize in reviewing certain factors that from now on, beginning with the month of August, we will be taken over the hump, and that by September the descent of employment will be gathering full momentum.

Importance of Aircraft Cut-Backs

One of the greatest problems which the area has to face is an unusual one, in that there is no diversification of manufacturing and any decline in aircraft production means a quick decrease in distributive and service employment.

While at this time we do not know how soon official word will be forthcoming as to cut-backs in aircraft production, a practical analysis of the problem reveals that a cut-back in aircraft manufacturing is sure to come, all of which adds up to high unemployment.

Construction activity has passed its peak and the volume of new building, which has been one of the highest in the country, will undoubtedly decrease quite rapidly.

Retailers are already complaining about the drop in purchases and the annual Fiesta, which was in its second year of operation, did very little to help.

It is, therefore, well to anticipate that in this plane manufacturing center, this so-called "air capital" of the world faces a serious recession which may compare to the one had in the area in '48 and '49. As the era of manned planes is rapidly pass-

ing out and we approach the era of jets, rockets and missiles, fewer workers will be required, since rockets and missiles are being stockpiled and replacements will not be necessary. Such is the practical and more realistic situation which this community faces.

Industrial Relations

On the whole, it may be said that our labor-management relationship has been conducted on a friendly basis with our employers. Few strikes have occurred, and wage increases secured through negotiations have been carried out to cope with normal increases which have taken place throughout the balance of the state. Without specifically pointing out the wage increases of any particular union, one can analyze that the average increases secured vary from 10 cents to 22½ cents per hour.

It is also well to point out that considerable advancements have been made by the various trade unions in our city in that the vast majority now have health and welfare provisions embodied in their collective bargaining agreements.

In the field of pensions, following the pension plan first started and negotiated by the Teamster unions, other unions have followed suit in establishing pension programs that range from 7½ cents to 10 cents for each individual hour worked, to go into a pension fund for the members covered by the respective agreements.

Political Activity

In the field of political activity, it can be said that the San Diego County Labor League for Political Activity conducted its most extensive campaign in the area to register voters. Despite this activity, however, the general character of the voting in San Diego County followed the pattern throughout the nation.

Civic Activity

Our labor unions, as they have for the past many years, again participated wholeheartedly in the various campaigns, such as United Success Drive, Red Cross, and activity in other charitable and community projects.

Under the heading of civic activity we might well include mention of the establishment of a local Committee on Health and Welfare Programs. This committee commenced functioning this past year and is composed of members of organized labor, insurance executives and respective employers. Its aim is to halt "raids" on union health and welfare programs by

sharp practices of a minority group of doctors and hospitals.

The reason for the investigation made by this committee was the rapid increase and out-of-reason costs which were coming from certain sources. Such practices are keeping up the cost of insurance and seriously threaten the continuation of the plans. It may be well to state that the majority of physicians are ethical and honest, but it is those few who are not who give reason for argument.

Silver Dollar Days

Outstanding special events took place in Imperial County, where this year the entire labor movement sponsored what was known as "Imperial Valley Silver Dollar Days." The idea was to demonstrate to the Imperial Valley communities the purchasing power of organized labor. This energetic and successful campaign by the labor movement in the Imperial Valley clearly demonstrated the buying power of the labor movement by the tremendous flow of silver dollars circulating during this event. The leadership in this area is to be complimented for its most worthy efforts.

Other special events have taken place during the year with the full cooperation of our affiliated local unions. Included in such events is labor's annual Christmas Party for underprivileged children, which is the largest of this type held in the county each year. The joy and the happiness that is brought to the children has now become an institution and clearly demonstrates the unselfish cooperation and response of organized labor in this area.

Another special event, labor's Fiesta Ball, has again been most successful. The proceeds of this affair are used as a fund in contributing to worthwhile community activities and work.

The annual counseling courses designed to acquaint union members and the public with local health and welfare service received full cooperation and attendance from representatives of the various local unions. These courses were conducted under the leadership of Robert Eagles, our labor liaison representative with the Community Welfare Council.

The AFL Bowling League is now an outstanding annual affair and brings greater participation from affiliated unions each year.

Little League Baseball Team

A new development this year in special events was the establishment of a com-

pletely union-sponsored Little League Baseball Team, known as the Mike Morrow Little League. In this important function it is well to point out that local unions donated funds for the purchase of equipment and baseball uniforms for youngsters ranging from the age of 9 to 12 or 14 years of age. This worthy pursuit lent itself to educating youngsters in constructive activity by developing the great American sport of baseball. The response from the youngsters involved and their parents has been most gratifying and makes worthwhile the time and effort expended by our respective local unions.

It is with deep regret that I mention here the death of Willard "Doc" Wilson, past editor of our Labor Leader, who passed away in January of this year.

I wish to state in a most sincere manner my humble and deep appreciation of the splendid support I have received from our California State Federation of Labor while facing a most unusual and trying ordeal. It is needless to try to convey to

you my full appreciation through words for the consideration given me by the secretary, the president, counsel, officers of this Federation and the delegates.

Legislative Achievements

The benefits achieved by our Federation in the legislative field during the last session reflect millions of dollars for the workers in this great state, and I, as one officer, am most appreciative of the efforts and fine work of our secretary, Brother Haggerty, President Pitts, as well as Vice President Harry Finks and Counsel Charles P. Scully, for the tremendous job they have rendered in this important field.

It has again been a pleasure to work with my colleagues on the executive council, whose advice and counsel I value highly. I equally appreciate the full cooperation I have received from our affiliated local unions in this territory.

Fraternally submitted,
MAX J. OSSLO.

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

Long Beach, July 16, 1957.

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

Greetings:

Building Trades

Once again we pause to reflect upon the activities of the past year, and we find that for the second successive year building in Long Beach was at a peak, soaring to a total of \$67,884,575. The increase over the previous year consisted primarily of the expansion project of the Douglas Aircraft Company, and the two bridges financed by the Harbor Department. Residential housing construction advanced during the month of December over the November figure, and December building was topped in 1956 only by the month of March. It is of interest, I believe, to note that the Douglas permit was the second largest permit on record in Long Beach, the figure being \$13,800,000, exceeded only by the Naval Shipyard Permit in 1941, in the amount of \$18,012,500. A number of new contractors in the subtrades and general trades have been signed, and most of the crafts have enjoyed wage increases and other benefits.

Labor-management relations have in most instances been completely harmo-

nious. Various meetings were held with city officials, and in one instance only was difficulty encountered, and it was necessary to stop work in the City Hall when it was found that work was being done with city employees, and should have been given out to contracts.

In looking ahead, continued high activity is foreseen, as there are two more sizable bridge jobs, a \$14,500,000 hospital program, a new \$4,660,000 public safety building, and numerous apartment buildings. Incidentally, the "own your own apartment" is becoming quite popular in this area. The bond issue increasing the California veterans' loan to \$15,000, will, of course, help to increase the building of homes. We have one problem, however, a little thing called building space.

Service Trades

Naturally, the activity of the building trades more or less governs the activities of the service trades, as, of course, the service trades are dependent upon the purchasing power of those living and working in the community. The service trades, therefore, have in most instances made marked progress. The Retail Clerks have been very active. The Culinary Workers and Bartenders in the Long Beach-

Orange County area received a three cents an hour wage increase in April as provided for in the cost of living clause in their contract, which, incidentally, is not an escalator clause.

Strikes

At the present time the Local Joint Executive Board of Culinary Workers and Bartenders are maintaining picket lines on the six Lucky Boy Sandwich establishments within its jurisdiction. This chain operates in Arizona and New Mexico, and would, of course, prefer to bring to California the same wage structure and working conditions under which they are able to operate in those states. The Retail Clerks, Machinists Local 1484, Teamsters Local 84, and the Painters have all had damage suits filed against them as the result of picketing. I am confident that the unions will emerge victorious in these suits.

The Plumbers, Sheet Metal Workers, and the Hod Carriers are also on strike throughout the area, which naturally affects all of the building trades crafts, and, of course, the service crafts.

The layoff at North American has, of course, caused apprehension, but we hope that other plants will be able to absorb these workers, or at least the majority of them.

Retirement of E. L. Brown

We are indeed sorry to report that Brother E. L. Brown, who so ably served the central labor council in the capacity of secretary for a number of years, has retired. At the present time Brother M. R. Callahan is acting secretary.

Orange County

This area continues in its amazing growth, and very soon will be needing additional building space. Due to tight money, construction over the county slowed up to a marked degree, but once again is on the upgrade. The service trades, although encountering obstacles, have been able to make favorable progress; the Nixon restaurants and markets are now under union contract. The Beet Sugar Workers emerged from their strike with a satisfactory overall wage increase.

Brother William Fountain, secretary of the central labor council, has worked closely with the Boy Scouts, the Boys' Clubs and other groups throughout the county, thus building up favorable public opinion.

I had hoped that before the deadline for this report was reached that I would be able to report on the Disneyland negotiations, but we are still in meetings, and it will probably be several weeks before these negotiations are concluded.

The coming year will, I am sure, be fraught with problems which will have to be worked out in a little different way than we have been accustomed to in the past few years, but as always labor will meet and cope with these situations as they arise, and will emerge victorious.

In closing, I would like to say that it has been a privilege and pleasure to serve on the executive council, and I am so deeply appreciative of the cooperation that I have received from all.

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, PAT SOMERSET, HARVEY LUNDSCHEN, JOHN T. GARDNER, J. J. CHRISTIAN and JAMES L. SMITH

Los Angeles, June 24, 1957.

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

Greetings:

Building Trades

Activities in the field of building and construction trades are highlighted by

two serious events occurring during the last year. The "tight money" situation became so serious that the entire nation was alarmed about it. The financing of subdivisions, slowed down by the questionable methods of mortgage bankers, land and property costs and other factors beyond the control of organized labor, required much effort on the part of all

building and construction trades' councils and unions, the State Federation of Labor and the legislative representatives of the AFL-CIO in an effort to urge Congress into action on the amount of down payments to prospective home owners, the amount of interest rates charged on loans by FHA and Veterans' Administration, and the amount of money available for lending for residential construction. The several building and construction trades councils and representatives of their affiliated local unions spent time and effort at the national Capitol in this regard, as well as being aided and assisted by the State Federation of Labor on conferences held in California toward alleviation of the hold back on money. In most areas, from 10 to 30 per cent of construction workmen were and continue to be unemployed for this reason. The national highway program has not yet begun to show its effect in California roads and highways, although there are approximately \$100,000,000 planned for contract awards beginning the fiscal year July 1, 1957, in southern California. Naturally the trades hit hardest because of the "tight money" situation were those crafts usually employed upon residential construction work

'Force Account' Construction

The use of "force account" in political subdivision construction and repair of buildings, sidewalks, roads, etc. developed to an alarming extent in some areas, and in this regard the building trades unions owe much to the able assistance of the legislative representatives of the California State Federation of Labor for their assistance and efforts in opposing legislation which would increase the amount of such work which could be done with day labor, using maintenance forces at less than construction hourly wage rates and without benefit of fringe issues. It is sincerely hoped that construction contractor associations now advising their legislative representatives to oppose legislation in Sacramento affecting the welfare of working men and women in general will awaken to the need of joining with organized labor in standing shoulder to shoulder to defend the contract method and their businesses, and not place so much emphasis upon opposing their friends and aiding their enemies.

Construction Industry Master Agreement

Five of the basic trades in the construction industry covering all of southern California, except San Diego County, have just concluded terms for renewing the

master labor agreement in the construction industry for five years. In behalf of the Carpenters, Laborers, Cement Masons, Construction Teamsters and Operating Engineers, this long-term agreement, now expiring in May, 1962, cannot be reopened in the interim regarding any of its administrative language or articles, but cost items may be reopened by either party just prior to May of 1959, 1960 and 1961, as well as a general reopening in 1962. An average amount of 47½ cents for these unions has been concluded for the next two years, with some of the unions taking all of the money in wages and some of them taking that amount of money in wages and a 10 cents per hour pension plan effective for payment January 1, 1959. Additional classifications were added to the agreement for several of the trades, particularly to cover advanced and new equipment.

For several weeks during negotiations beginning March 15, 1957, it seemed a general strike in the construction industry would take place shortly after May 1, 1957, because of the confusing legal aspects of the National Labor Relations Board's review and questioning of the customary hiring provisions of the master labor agreement, and the provisions for transferring workmen from one area jurisdiction to the area jurisdiction of another local union. Based upon what it expressed as being a desire to eliminate discrimination entirely, the NLRB still takes the position that it cannot be certain as to whether the transfer provisions of the agreement will stand the test of NLRB courts resulting in a hands off policy by both the national and regional boards.

At this writing, negotiations at Los Angeles are continuing for terms for renewing the agreement between employers and the Painters, Sheet Metal Workers and Pipe Trades of the United Association. It seems possible that the Painters may reach satisfactory conclusions in the near future, but it also seems quite probable that a several county strike will take place involving the Sheet Metal Workers and members of the United Association and their various employer groups.

Building Trades' Donations of Labor

During press releases of the charges against various top flight labor representatives, it might be well to report that the members of the Building and Construction Trades Council and the unions themselves of this general area continue to donate labor without charge to very many chari-

table organizations and other organizations interested in the welfare of unfortunate children of all races, creeds and colors. During the last four years in Los Angeles County alone, the building trades' mechanics and laborers have donated labor to the extent of \$500,000 on such worthwhile projects. This free labor activity, we regret to report, also cost the life of Brother Al Orcutt, staff representative of the Los Angeles Building and Construction Trades Council, caused by an A-Frame truck crushing him against a building while donating labor to the Eastside Boys' Club.

Organization in Antelope Valley

Activities in the Antelope Valley area continue full scale, with organizing efforts by the several service trades as well as the building trades. Newly elected Supervisor Warren Dorn of Los Angeles County has just appointed a Metropolitan Transportation Engineer Board to "begin at once a careful long-range study of highway needs of Antelope Valley" and has given a position on this board to Brother Harold Lennox, staff representative of the Los Angeles Building and Construction Trades Council in the Antelope Valley area. This previously farm and ranch area is rapidly becoming an urban area, and is accepting the philosophy of organized labor readily, due to the hard work of the representatives of the many crafts employed in this now considered business locality.

Political Victories

The AFL Voters' League has had an excellent year of progress. Now headed by Thelma Thomas as its new executive director, the League was successful in removing three reactionary members of the Los Angeles City Board of Education and replacing them with liberals, as well as accomplishing results in practically every political field it engaged in this year. A program of creating a greater interest in the League is now entered into, which, it is hoped, will bring about cooperation and better results for the members of organized labor in the smaller municipalities and political subdivisions for the balance of the county.

Progress in Palm Springs

After the city of Palm Springs passed a "right to work" ordinance, it was declared unconstitutional by Judge McCabe of the Riverside Superior Court sitting in Indio. At the present writing, the city council of Palm Springs has appealed the

decision of Judge McCabe and it has gone to a higher court. Lionel Richman, attorney, is handling this case for the Riverside County Ordinance Committee.

The organizing campaign continues on, with the building trades joining in and giving excellent support to the culinary workers. The Culinary Workers Union to date has signed between 35 to 50 establishments coming under its jurisdiction. Some of these places are of the largest of their kind in the area. Excellent support is also being given by the Hollywood Film Council, and its affiliates are supporting this program wholeheartedly.

L. A. Central Labor Council

The Los Angeles Central Labor Council has continued to increase both the number of affiliated unions and the number of members upon which the unions pay per capita. The affiliated unions increased during the year from 249 to 267, while the per capita increased by 9,674 members over the previous year.

During the year 23 unions affiliated or reaffiliated with the council, one union withdrew, one was merged with another union, and three were suspended for failure to pay per capita tax. American Flint Glass Workers No. 139 withdrew by a vote of the membership. Garment Cutters No. 36 merged with Garment Cutters No. 125. Unions suspended for failure to pay per capita tax were Textile Workers No. 92, Processors & Fabricators No. 802, and Coopers No. 152. Musicians No. 47 and Operative Potters No. 133 reaffiliated.

New Affiliates

New affiliates to the council were: Actors Equity Association, Brick & Clay Workers 674, L. A. County Child Welfare Workers 816, Dental Trades 132, Flight Engineers (AA Chapter), L. A. Furniture Workers 87-F, Glass Bottle Blower Locals Nos. 19, 69, 100, 122, 192 and 200, Hotel, Restaurant Employees and Bartenders 500, L. A. Leather, Handbag and Luggage Workers 213-L, Machinists 795, Machinists 1600, Machinists 1932 (Air Transport Lodge), Repeatermen and Toll Testboardmen 1011, Teachers 1294 (Lynwood), Typographical 852, and Wholesale Wine Salesmen 151.

Negotiating Experience

The major resistance with which the affiliated unions were faced in negotiations during the year were (1) the amount of wage increase, and (2) a resistance on the part of many employers to continue

with union shop clauses, which in most instances have been a part of the contract for many years. However, with the continuing propaganda for so-called "right to work" legislation, many employers and employer associations have attempted to eliminate the union shop clauses in the absence of any state or federal legislation covering California. In spite of the concerted resistance against wage increases and union shop clauses, there were no major strikes, with the exception of a strike in the brewery industry of short duration, which was called by Machinists District Lodge 94.

The number of requests for assistance in negotiations and for strike sanction also decreased. This year the council staff handled 192 applications for assistance in negotiations and/or strike sanction. This is a decrease of 69 applications as compared to the previous year. Staff representatives adhered strictly to the policy of the council in attempting to continue negotiations and obtain an agreement without the necessity of strike action. Only after all attempts to settle a dispute were exhausted did the council approve strike sanction in 74 cases; however, in only 45 cases were the unions finally required to take strike action. Most of the strikes involved only a small number of members, and 28 of the cases have now been settled. Most of the picket lines that are continuing are involved in organizational efforts rather than in renewal of contracts. In 246 cases, through the efforts of the council, the disputes were settled amicably.

Teamsters

While employment has been spotty in some industries during the past year, membership in Teamster local unions affiliated with the Joint Council of Teamsters No. 42 has continued to increase at a slow, steady rate. This is due in great part to alertness by local union secretaries watching new industries and serving the interests of employees in non-union firms. A continued program of organization, supplemented by aid from the Joint Council, must also be credited for a continued membership increase. At the same time skillful negotiations have resulted in continued wage increases for members in all industries. Concentrated effort to bring the Teamsters' pension plan to members in all local unions has resulted in more and more Teamsters being brought into the plan. In spite of a continued cost increase in health and welfare plans, local union negotiators have negotiated in-

creased contributions from employers so that members would not suffer a loss in benefits. In some instances, additional coverage for members and their dependents has been negotiated.

Teamsters' New Building

The Joint Council Investment and Construction Association undertook the erection of a new building at Ninth and Union to house Teamsters local union offices and the Teamsters security fund. Increases in office staffs to serve additional new members as well as increased personnel in the security fund made the new building a necessity. Teamster local unions, the joint council and departments, and the security fund have moved into the fine, modern five-story building.

Considerable progress has been made in reaching complete organization in some industries. During the past year the last major vending machine company was organized. The open shop in the laundry industry in San Diego was cracked by a joint Teamster-Laundry Workers' organizing drive. Considerable progress was made in the organization of specialty industries employing drivers. New local unions have been chartered in Los Angeles, Nevada and Orange County. In each instance better service to members in specialized industries was the primary factor.

Educational, Safety and Other Campaigns

The very serious threat of "right to work" legislation has been brought to the membership through the **Southern California Teamster**, and an intensive educational program about such legislation is under way.

The joint council and local unions have been conducting an areawide traffic safety campaign that has brought commendation from traffic enforcement and governmental officials. Media used included newspapers, billboards, films and speakers at local union meetings. The Drivers Safety Center, jointly sponsored by the California Trucking Associations and the Teamsters unions, has been exhibited in industry shows, labor exhibitions, scout affairs and fairs. In some instances the entire center was transplanted and operated free of charge for the public. This, in turn, has brought about an increasing awareness of the skill of the professional driver and need for traffic safety on streets and highways.

The increasing apathy of members toward their union blood bank has been

overcome by intensive programs on a local union level. In some instances, particularly in the case of the dairy unions, these programs have been highly successful in securing blood contributions and assuring members of blood when needed by themselves or their families. A broad educational program designed to alert members to the importance of registering and voting has been accelerated. Cooperation with various industries legislatively and otherwise toward improving conditions in the industry has been continued and in many instances improved.

Printing Trades

Printing trades unions concluded gains in wages, hours, working conditions and medical benefits through amicable negotiations, except where Photo Engravers 32 was required to strike the rotogravure printing establishments. This incident resulted in the hourly wage rate being increased to \$4.00 and for a reduction of 15 minutes per day in the hours worked. Stereotypers 58 completed negotiations with Pacific Press, which provides an increase of \$3.75 a week on the day shift and \$10.00 a week on the night shift. This contract also provides for a reduction of 15 minutes per day in working hours.

Offset Workers and Printing Pressmen 78 completed negotiations of a new contract providing for a \$2.75 per week increase in all classifications, as well as 8 cents per hour paid by the employer into the retirement fund. This fund is in addition to the health and welfare plans covering all printing trades members in the commercial field. Most of the unions in the newspaper industry are preparing to enter negotiations in the near future.

Bookbinders Convention

In July, 1956, Bookbinders and Bindery Women 63 were host to the 29th convention of the International Brotherhood of Bookbinders and Bindery Women held at the Ambassador Hotel. The convention was attended by one of the largest delegations in its history, and was declared by the international officers and the delegates to be one of the most outstanding conventions ever held.

L. A. Times and Mirror-News

The council has continued a vigorous campaign against the Los Angeles Times and Mirror-News throughout the year, and most of the newspaper unions report substantial progress in their organizing efforts in the Times-Mirror plant. In the

commercial printing field, the unions have sustained an organizing drive against the notoriously non-union Charles R. Hadley Co., which specializes in the printing of bookkeeping systems and ruled forms. In this organizing drive, several of the AFL-CIO unions outside of the printing trades have been working in conjunction with the Printing Trades Council, and at the time of this writing a certification election will be held in the near future covering the machinists and some of the other crafts.

Political Activity

The printing trades unions have shown an increased interest in political affairs, and most of the affiliates have extended full support to the United AFL Voters League and California State LLPE, Offset Workers & Printing Pressmen 78, which had withdrawn from political activities for several years, recently reaffiliated with the Voters League.

Health and Welfare Plan Gains

The unions in the commercial field report important gains and progress in improvements in the health and welfare plan during the past year. These gains were secured in life insurance and accidental death benefits, as well as the hospitalization coverage of the Greater Los Angeles Printing Trades Welfare Program.

Union Products and Services Show

The council was exceptionally active in the Union Products and Services Show held in the Pan-Pacific Auditorium in August, 1956, with the council conducting one of the most popular booths in the entire show, and the affiliated unions cooperating with various employers in special displays, such as operating a type setting machine, printing presses, folding machines, etc. Participation in the show has proved to be of valuable assistance to the Printing Trades Council in promoting the demand for the union label. The council is doing everything possible to spread and improve the activities of the Union Label Council in developing a program of general interest to all members of organized labor.

Motion Picture Industry

During the year no significant changes have taken place with respect to the economic position of the motion picture industry and other firms under contract with unions affiliated with the Hollywood Film Council. Theatre attendance is still

on the decline. The number of theatrical motion pictures produced in Hollywood are also continuing to decline. Some loss in employment has been overcome by the production of films for television, but a number of unions affiliated with the council have continued to face increased unemployment throughout the year.

The council attributes most of the loss in production and employment on motion pictures to the fact that there is an ever increasing tendency on the part of American companies to produce their shows in foreign countries. The film council has continuously tried to discourage foreign production and has engaged in extensive publicity campaigns as well as other activities in attempting to return production to Hollywood. During the year the council broadened the base of its attack. Appeals are being made to the U. S. government for aid in combatting artificial and special monetary attractions offered to motion picture producers in foreign countries. The council is currently engaged in conducting a comprehensive survey of motion picture financing, as well as taxes imposed upon the industry. In many instances, American producers have been encouraged to make their films in foreign countries as a result of direct subsidies offered by a particular government, in addition to the fact that foreign-made pictures avoid certain tax regulations of the United States, which the survey the council is now conducting may disclose as being discriminatory.

Television Production

In addition to combatting foreign made pictures, a special committee of the council made an extensive survey to ascertain methods of improving and expanding television production. Upon receiving the report of the committee, the council launched a campaign in this field by adopting a resolution calling upon the Federal Communications Commission to authorize widespread public tests of subscription television service. The council believes that subscription television service could revolutionize the entertainment industry by making available to the public vastly improved entertainment, cultural and educational films through their home television sets.

Support of Palm Springs Organization

The council and its affiliated unions have extended assistance and cooperation in helping the organizing drive at Palm Springs, as well as combatting the anti-labor "right to work" ordinance adopted

by that city. Several of the council officers and delegates have contributed personal efforts in that direction.

Culinary Workers

The Hotel and Restaurant Employees and Bartenders local unions of Los Angeles have carried on a continuing organizing program during the past year with outstanding success. Since our last report, they have organized and negotiated new first contracts with over 150 restaurants and hotels employing in excess of 3500 employees. Of special importance was the successful organization and first contracts with the Van de Kamp's, Nixon's and the Globe chains. The Joint Board is preparing industrywide contract negotiations for substantial wage increases for all crafts employed in hotels and restaurants in this area.

Health, Welfare, Retirement Plans

In the past several months, their industry health and welfare and retirement plans have been broadened, providing the following additional benefits: (1) A 20 per cent increase in their pensions for retired members. (2) Unlimited disability credits. Previously, disability was limited to six months. This six months' limitation has been eliminated so that their members are now protected by having their health and welfare and retirement eligibility continued during illness or injury without limitation. (3) The Los Angeles Joint Board has negotiated and won trustee approval for a reciprocal arrangement whereunder members transferring from Los Angeles to surrounding local unions of their International are guaranteed that there will be no gap in their hospital and medical coverage. The same protection is afforded members transferring into Los Angeles from surrounding local unions. (4) Their dental care program has been extended to provide dental care to one dependent per member, effective June 15, 1957. The Joint Board's dental program is the most outstanding in the nation in that it is the only dental care plan providing for the complete dental needs of members, including orthodontic care and cosmetic as well as functional dentistry. A recent survey by outside experts rated the service provided under the Los Angeles hotel and restaurant dental plan superior to the average in private practice in this area.

Credit Union

The Joint Board's credit union has made rapid strides, passing the \$350,000

mark in the first fifteen months of operation. This is one of the few multi-union credit unions in operation that we know of, and is providing popular additional union services to our 21,000 members. On July 1, 1957, the board of directors of the Los Angeles Joint Board Credit Union announced a 5.2 dividend to members who have deposited over \$350,000 in share accounts in the credit union.

Fund-Raising and Community Services

The Church, Civic and Charities Committee of the Los Angeles Central Labor Council has been actively engaged in reviewing and considering endorsements of civic and charitable fund-raising agencies which apply for and request approval from the labor council. An investigation is made by the committee in each case of the purpose of the organization, budget of operation, sponsoring organization and C.P.A. audit, along with a detailed accounting of purposes and services of such organizations. The organizations that have received the endorsement of the council are as follows:

- L. A. County Tuberculosis and Health Association
- U. S. Marine Corps Reserve Toys for Tots Campaign
- 1956 CARE Food Crusade
- NAACP 1956 Freedom Seal Drive
- March of Dimes
- Southern California Arthritis and Rheumatism Foundation
- L. A. County Heart Association
- St. John of God Hospital
- Leonard Stovall Home for the Aged
- Braille Institute
- City of Hope Holiday Collection
- Crippled Children's Society of Los Angeles County
- Harlan Shoemaker Fund for Paralytics
- Urban League 1957 Membership Drive
- Coro Foundation
- City of Hope (reaffirmed endorsement)
- NAACP Membership Drive (1957)
- National Multiple Sclerosis Society
- American Cancer Society
- Friendship Day Camp, Inc.
- United Cerebral Palsy Association
- Los Angeles County Epilepsy Society
- City of Hope "Telorama" Program

Full support has been given to the Community Chest and Red Cross in line with the basic agreements between the AFL-CIO nationally. Special attention has been given to the development of federated or united fund-raising drives under the joint sponsorship of labor and management. Special emphasis has been placed

on the development of AID-United Givers (Associated-in-Group Donors). It is estimated that the unions affiliated with the council contribute more than \$3,000,000 annually to the Community Chest, Red Cross, March of Dimes and various charitable organizations directly or through united fund drives.

Assistance to Members

In addition to assisting on fund-raising campaigns, the Central Labor Council maintains 3 referral offices to work closely with officers of local unions in assisting members to obtain proper community services. These referral offices are: AFL Office Veterans Service Center, Community Chest Labor Participation Department, and AID Agency Service Department. Any officers needing special assistance for members who have been unable to obtain assistance through any of the community or charitable organizations will receive full cooperation by calling any of the above offices.

Religion and Labor Council

Throughout the year the committee members continued to work closely with the Religion and Labor Council of Los Angeles County. This organization is composed of representatives of practically all denominations as well as representatives of the central labor council, the Greater Los Angeles CIO council and their affiliated unions. In the latter part of April, committee members participated in the seminar of ministers in industrial relations of the Southern California-Arizona Methodist Conference, which was co-sponsored and endorsed by the central labor council. One of the highlights of the conference was a special luncheon attended by AFL-CIO members and ministers of various denominations at which time Reverend Charles C. Webber, national religious representative, AFL-CIO, was the principal speaker. Community programs in which the council and committee members participated, along with the Religious and Labor Council, were: (1) a meeting at which union representatives spoke to the Conference on Women's Auxiliary of St. Matthews Episcopal Church in Pacific Palisades; (2) attended Westley Methodist Church at the annual sermon of Protective Order of Dining Car Waiters 465; (3) conferences of Students-in-Vocation sponsored by the YMCA and YWCA last August; (4) addressed senior class of Immaculate Heart College; (5) attended and spoke to meetings of church groups of practically every denomination.

Garment Industry

Work in the Los Angeles garment industry during the past year has been spotty. Neither of the two major seasons were good ones in any segment of the industry, and employment in the industry has been poorer than in any recent years.

Organizational Activity

A continuing organizational drive has been maintained at a good pace. As was reported last year, a campaign had been initiated in the strategic accessories industries. This has been continued, and at the present time the shoulder pad, belt, embroidery, pleating, stitching, seam binding and button industries are fully organized. In the coat and suit industry, which is completely union, a permanent "watchdog" operation is maintained to bring into the union newly established shops as quickly as possible. The major objectives of organization are the dress and sportswear industry. During the year, some of the largest and most important of these firms have been organized. A few profiteers in anti-unionism have conducted harassment campaigns against the ILGWU, and have forced some court cases and NLRB contests. In these cases, the union has been victorious.

New Agreement Provisions

Many new firsts have been attained in new agreements. These include a second week's vacation pay, overtime pay for work in excess of seven hours a day and 35 hours a week, and paid holidays for the piece workers in addition to the week workers who have been receiving them heretofore.

The dress agreement, which was signed last December, is for three years. Major gains are: (1) a ten cents an hour increase for all workers, retroactive to September 24, 1956; (2) time and one-half pay for all work over seven hours a day and 35 hours a week for piece workers as well as the time workers, who already had this condition; (3) five paid holidays a year, brought up gradually during the life of the contract, for all piece workers (time workers are already receiving six paid holidays); (4) a second week's vacation pay for all workers; (5) increase in minimum pay rates; cutters' new minimum is \$85.00 a week; hourly minimums are: operators \$1.40 an hour, pressers \$1.85 an hour, underpressers \$1.75 an hour, shippers \$1.60 an hour, and general floor workers \$1.15 an hour.

The sportswear agreement, which was

signed in March, expires on December 31, 1959. However, prior to December 31, 1958, the employers' association may exercise its option to extend the agreement for an additional year, to December 31, 1960. The major gains are: (1) a ten cents an hour wage increase for all workers, effective April 21, 1957; should the employers exercise their option to extend the agreement for an additional year, there will be a further five cents an hour increase for all workers effective January 1, 1960; (2) overtime pay at time and a half for all workers, piece and week alike, for all work in excess of seven hours a day and 35 hours a week; (3) five paid holidays for all piece workers (as in the dress industry, time workers already receive six paid holidays a year); (4) a second week's vacation pay for all workers; (5) increase of minimum wage rates for operators, \$1.50 an hour for machine to \$85.00 a week for cutters, \$1.30 an hour pressers, \$1.30 an hour for underpressers, and \$1.15 an hour for miscellaneous floor workers, and \$1.60 an hour for shippers.

The belt agreement was also reached in March. It expires December 31, 1960. In this agreement, the hours of work were reduced from 40 to 35 a week, without loss in pay. Other major gains are: (1) a twenty cents an hour increase for piece workers effective on a three-step plan; a ten cents an hour increase for time work in addition to the adjustment in wages due to the change in length of work week; (2) time and a half pay, adjusted during the life of the contract, for all piece workers and time workers; (3) a second week's vacation pay; (4) higher minimum wage rates ranging from \$1.50 to \$1.65 an hour. All belt workers are already receiving five paid holidays a year.

Vacation Checks

During the months of April and May, 1957, the ILGWU issued vacation checks covering earnings for last year. Paid on the basis of 2 per cent of each worker's annual earnings, the combined total for all vacation benefit payments was \$440,782.24. The Los Angeles Cloak Joint Board issued 4,087 checks, the largest of which was for \$241.27. The total paid out in cloak vacation benefits was \$212,347.63. The Los Angeles Dress and Sportswear Joint Board Fund paid out \$228,434.61. There were 7,800 checks, the largest for \$192.15.

Health Center

Health fund payments for sickness, hospitalization, surgery, maternity, and eye-

glass benefits continue at a high level. The health center, now in its seventh year of existence, also continues to maintain a high rate of use. On last July 1, all restrictions on amount of free use available to workers in the garment shops were lifted. From that time, every eligible patient has been able to obtain all the free preventive care medically indicated.

Building Service Employees

On an overall basis, during the past year the Southern California Joint Council of Building Service Employees Unions have shown an increase in membership, and an additional local was chartered in January. The various locals' continued gain in membership is due primarily to organizing, particularly in the civil service and industrial fields, rather than to any employment increase in the industries covered. Stable employment situations characterized the amusement, apartment house and hotel industries. Some additional employment for building service members was provided by the rapid growth in hospitals and in one segment of the amusement industries, the bowling alleys. There have been some losses in specific occupations within the building service jurisdiction due to technological innovations and automation, particularly in the bowling alleys, but also affecting the elevator operators, while changes in management practice have resulted in employment losses to both window cleaners and janitors in the market industry.

Active Organizational Work

Elevator Operators and Starters Union Local 217 has offset declining membership due to introduction of automatic equipment by continued organizing in the office buildings and hotels, and Local 399, Service and Maintenance Employees Union, has also made the heaviest gains in office buildings and in the maintenance contracting industry. In each case, these gains have been the result of active organizing. Employment and membership have both expanded within the jurisdiction of the Window Cleaners Local 349 at a steady rate, reflecting the continued organizing of independent window cleaners and among the contractors in areas such as Pomona, Redondo Beach and the San Fernando Valley. The membership of the Ticket Takers and Ushers Local No. 76, Guards Local 193, Building Service Local 278 and the Pari-Mutuel Employees Guild Local 280, have remained stable, reflecting the full organization of their

jurisdiction and the relatively stable employment situation in the industry. The Los Angeles County Board of Education Employees Local 99 and Los Angeles City, County and State Employees Local 347 have employed additional organizers since last year and are continuing their rapid growth within the civil service jurisdiction.

Collective Bargaining Gains

The private industry locals made substantial collective bargaining gains during the past year. Bowling alley agreements were improved 7 to 12 cents by classification, and dependent coverage was added to the current health and welfare coverage. The building service pension plan was extended to several major agreements during the past year, including the food market agreement, furniture stores and several newly organized office buildings. The standard maintenance contractors' agreement and several other long-term agreements were increased by automatic increments negotiated during 1955, and in every other industry and industry segment, all industrial locals were successful in continuing their past progress on economic items.

Local 347 was again successful in gaining consideration for proposed increases for all classifications and the local's brief in support of fringe item improvements as well as wage increases is now being studied by the appropriate government agencies. Local 99 received a general 5½ per cent increase, affecting most of its membership, in July of 1956, and was successful in obtaining a further review in April, 1957, the first time the school board has effectively acted upon the so-called mid-year wage adjustments. Increases were again 5½ per cent for most classifications, effective April 1, 1957, with some classifications receiving as much as 11 per cent. The local is submitting justifications for further increases for its members, to be effective in July of this year, as well as proposed wage adjustments for those classifications which were not considered at the time of the mid-year adjustments.

Metal Trades

The Metal Trades Council of Southern California in negotiating its contracts has been successful in securing wage increases averaging 14 cents per hour, additional fringe benefits and improvements in health and welfare plans, all without a single strike. Employment in plants under council contract has increased ma-

terially in some and decreased only slightly in others. One of the trends in contract negotiations has been that of the two-year contract, some of which call for wage reopenings only, or specific clauses reopening only, at the end of one year.

Shipbuilding

Negotiations were opened on the Pacific Coast master shipyard agreement and a wage increase of 18 cents per hour as well as other betterments resulted. The Off-Shore Constructors, Inc., a newly organized corporation in Southern California engaged in making barges for off-shore drilling for oil, was added to the companies under the master shipyard agreement. In the shipyard negotiations this year, the former CIO Industrial Union of Marine and Shipbuilding Workers of America Local No. 9 cooperated to the fullest extent with the Pacific Coast Metal Trades District Council's negotiating committee, Local 9 attended Metal Trades negotiations and the Metal Trades sat in on Local 9's negotiations.

One of the major activities of the metal trades council was the participation in Governor Knight's committee for ship construction and repair on the west coast. Through this committee, efforts are being made to bring shipyard work to the west coast and it appears as though the efforts of this committee will be at least partially successful.

In closing, we wish to express to the officers and members in the district and to the officers of the California State Federation of Labor our gratitude for the fine cooperation we have received. It has been a privilege to serve as vice presidents of the California State Federation of Labor.

Fraternally submitted,

C. T. LEHMANN
PAT SOMERSET
HARVEY LUNDSCHEN
JOHN T. GARDNER
J. J. CHRISTIAN
JAMES L. SMITH

REPORT OF VICE PRESIDENT ROBERT J. O'HARE FOR DISTRICT No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

Santa Monica, August 1, 1957.

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

The incredible growth of the area embraced by the California State Federation of Labor's Fourth District continues without let-up. New industries, new people needing homes, schools, stores, meeting places, recreation facilities, arrive daily, and there seems to be no end in sight.

Industrial relations, established on a firm basis many years ago, have kept pace with developments. It is probable that, thanks to this trade union tradition, we have had fewer than our share of trade disputes. At the present time, negotiations of the Plumbers' Union and the Sheet Metal Workers with their master associations in Southern California have bogged down, idling some ten or twelve thousand workers, but expectations are that agreement will be reached in the near future.

Construction Activity

Building and construction activity has reached new highs, despite the "tight money" policy which has slowed down this industry elsewhere. The influx of new people and the establishment of new and

the expansion of existing industries have brought in their train both small and large business establishments. The back-log of construction seems never to diminish.

Since my last report, the American Air Lines project has been completed, and other similar projects are about to get underway.

In the San Pedro and Redondo districts, large homes and new schools are still being constructed by the Grandview Corporation.

The Rand Corporation, a government research outfit, has finished a million and a half dollar job in an area in Santa Monica, and two others at three million dollars apiece are underway and should be completed in about six months.

A three million dollar municipal auditorium for the City of Santa Monica is being built by the C. L. Peck Company. Completion is expected in approximately ten months.

The Santa Anita Turf Club and C. B. S. have purchased the Ocean Park Pier and all its facilities, as well as the Aragon Ballroom and the Lake Pier properties, and are planning to spend between thirty and forty million dollars to remodel the project within the next year.

For the first time in twenty years, we have all union people employed on these piers.

Contract Gains

Wage increases and other benefits, including health and welfare plans, have been won by unions throughout the district.

All in all, it has been an excellent year, with what promises to be an even better year ahead for members of the unions in District No. 4.

Conclusion

It has been a pleasure for me to have served as vice president of the California State Federation of Labor 5 in this district during the past year. To the many who worked with me in the district in a friendly spirit of cooperation and helpfulness, I wish to express my gratitude. And my thanks also go to my fellow members on the executive council, and to President Pitts and Secretary Haggerty, with whom it has been an honor to serve the California State Federation of Labor.

Fraternally submitted,
ROBERT J. O'HARE.

REPORT FOR DISTRICT No. 5 (Ventura, Santa Barbara and San Louis Obispo Counties)

(Following the resignation in April of Brother William A. Dean as vice president of District No. 5, the executive council elected Brother William Phillip-

pini at its June meeting to serve for the remainder of Brother Dean's unexpired term. There is no report to the convention, therefore, from District No. 5.)

REPORT OF VICE PRESIDENT PAUL L. REEVES FOR DISTRICT No. 6 (Kern, Tulare, Kings, Fresno, Madera, Inyo and Mono Counties)

Fresno, August 14, 1957.

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

During the past year, all local unions in the Sixth District have reported gains in membership and contract conditions. Negotiations brought forth substantial gains in both hourly wages and fringe benefits.

Employment Conditions

The percentage of unemployment was low throughout the district, with some local unions reporting full employment during the year. This seemed to be true with the miscellaneous crafts. The machinists suffered a short unemployment period during a called strike to obtain a satisfactory settlement of negotiations.

At present, the carpenters, laborers and cement masons are engaged in a strike against the home builders in the valley area, creating some unemployment in the building trades. The dispute does not seem close to a solution at present, but like all collective bargaining disputes, some one will give a little sooner or later.

Construction Industry

While construction of housing fell off during the year, it is still well above the average year, with dollar volume continuing at a high rate.

Motel construction continues, with four million dollars to be spent on two new motels in the Fresno area alone. Visalia, Hanford, Madera and the Bakersfield areas all have motel construction adding to employment opportunities. Approximately five hundred units will be completed soon on these projects.

State Projects

New contracts and completion of contracts awarded by the Division of Architects and Division of Highways set an all-time record for the district. The completion of freeways on Highway 99 at Delano, Tulare, Fresno, Chowchilla and Madera will allow Highway 99 traffic to pass around or through these towns uninterrupted. The motoring public will benefit greatly from these projects.

The new state building in Fresno has been let to contract and is now under con-

struction. Construction continuations of the Fresno State College consists of three new buildings.

The state hospital at Porterville is being expanded.

Three new hospitals, including a new county hospital, with state financial assistance are under construction.

Commercial Construction

More than thirty million dollars is being spent on new stores, office buildings, supermarkets and shopping centers in the area. The majority of this type of construction is located away from the congested areas where there are ample parking facilities.

Heavy Construction

The Pacific Gas and Electric Company Project on the Kings River is continuing at a rapid pace. This ninety million dollar project will add many kilowatt hours of electricity for the use of industry and rural areas.

The federal government has most of the opposition to the location of the proposed Naval Air Base at Lemoore suppressed. Latest reports assure the commencement of construction of this vast undertaking in the near future. When completed, aside from the military payroll amounting to millions yearly, four thousand civilian employees will be needed to maintain the base. Approximately twenty thousand acres have been purchased for the site. All of central California will benefit greatly when the base is completed.

Two new dams are scheduled in Tulare County in addition to Central Valley Projects already completed, therefore employment on heavy construction will continue at a high rate for the next two or three years.

Organizing

Organizing activities in the area have continued successfully with one exception.

In Tulare County continued opposition is from the California Association of Employers. Some progress is reported, but the over-all condition has not been good. The one item preventing complete open shop conditions was the much-needed assistance supplied by the State Federation of Labor, the State Building Trades Council, and the aid received from voluntary contributions from local unions over the state. The pressure has been continued and will continue if finances will permit.

The Madera County area continues to be a threat to organized labor. Little progress has been made in this county. The newly formed committee may have more success than past efforts to organize this district.

Labor League for Political Education

The State Federation of Labor has continued its splendid activities in the political field. These have brought forth a great percentage of favored candidates. The results to organized labor by the state officers are indicated clearly by gains in unemployment and disability benefits. The qualified personnel is second to none in the country, and should be supported by all labor with the small monetary contributions of three cents per member per month.

It has been a pleasure to serve with the state officers during the past years. On behalf of the membership in the Sixth District, may I thank them for their splendid support. We have a "Winning Team" and all should support them to the best of their ability.

I wish to thank the many labor representatives and the membership for their cooperation and support and wish them the very best for the years ahead. It has been a pleasure to work with you and for you.

Fraternally yours,

PAUL L. REEVES.

REPORT OF VICE PRESIDENT C. AL. GREEN FOR DISTRICT No. 7 (San Joaquin, Stanislaus, Merced, Mariposa, Tuolumne, Calaveras and Alpine Counties)

Modesto, August 15, 1957.

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

I am happy to report many benefits and more than satisfactory progress in District

No. 7. All programs started a year ago are still going strong. It is gratifying to see that indifference and apathy have diminished in the past twelve months. Our two central labor councils maintained their policies of keeping the affiliated local unions informed through their local

weekly labor papers, and particularly had several drives to get the rank and file to write and wire their congressmen, senators, assemblymen and county and city officials making their requests known as to what was needed for the good of the country, as well as for labor.

Political Activity

The Labor Leagues for Political Education in both counties did a terrific job in seeing to it that labor's friends were elected to both state and national offices. This year San Joaquin County is holding its second annual Labor Day Picnic to raise more funds for future political action. They will feature a first class show and games for children and adults, and will award many prizes, including a station wagon. Such a program was highly successful last Labor Day.

Community Service

Much donation of labor has been given this past year to the youth of our two counties. Children's camps are being sponsored and built by some of our individual unions, which will be used by the members' children during summer vacations.

Baseball for Boys boasts of over 500 members in Modesto. Teams are sponsored by the Modesto Building Trades Council and the Central Labor Council. Several officers of the baseball club are union members, from the Laborers, Cannery Workers and Retail Clerks. This program has done much to win favor from the general public.

Facilities for donating blood for our members still continue every Thursday at the Teamsters Building at Modesto. This blood is placed in the Delta Blood Bank. Any members donating blood indicate for which union this blood is being given.

The past year has shown a much higher rate of interest among the unions in sending delegates to the many miscellaneous conferences, conventions, district council meetings, state meetings and national meetings. Where once upon a time it was usually the officers or business representatives who attended such gatherings, now many of the rank and file members are being sent.

Stanislaus County Central Labor Council

During the past year the Stanislaus Central Labor Council has been called upon many, many times for help in negotiating new contracts and averting strikes. Perhaps the most difficult job was done dur-

ing the long period of negotiations between the Culinary Workers, Bartenders and the Hotel and Restaurant Employers Association at Modesto. Settlement finally resulted in the members accepting a 40 cents a day increase beginning July 1. A state labor conciliator had to be brought into this fight. Also won was an increase of 10 cents an hour for short hour workers, those who put in less than 6-hour shifts, to a new rate of \$1.25 an hour. Those working a split shift will receive a 50 cents a day premium.

The Modesto Barbers' Union, just this month, set up new by-laws to include starting a local benefit fund for burial and sickness. In a two months drive recently they signed up 23 barber shops. Picketing one shop at a time proved successful with them.

Machinists Strike

Striking machinists at Norse Thermador, Riverbank, through the help of a labor commissioner, won vacation pay in the amount of \$5,600. Management had refused to pay the owed vacation wages on the grounds that they refused to subsidize a strike in progress at the time. At this writing (August 9), the strike is still in progress and negotiations are at a standstill. Unfair labor practice charges against the company are pending before the NLRB. About 50 per cent of the strikers have been placed on other jobs.

The Carpenters' local at Modesto received quite a bit of extra work this summer due to many movie companies working in the two counties. Many movie sets were constructed, one in particular employing some sixty carpenters. The Carpenters' annual picnic for members and families was again successful this year with a very large attendance.

The Office Employees Local negotiated for increased wages and health and welfare benefits for the building trades and central labor council office secretaries and were successful. Office secretaries working for individual unions had been receiving their benefits through the particular union they worked for, but the council's employees were not covered until this past year.

Stanislaus LLPE

The Stanislaus Labor League for Political Education was responsible for over 2,600 registrations for the November 6 1956, elections. This was reported by the chief election clerk at Modesto. Any public gathering, county or town affair, and,

in fact, even the main streets were set up to take care of registering the night shoppers, as well as the people attending the fairs, theaters, picnics and parades. All registrars volunteered their services. Many union offices donated the use of their offices for the great mass of literature mailed out to the rank and file and general registered voters. Congressman John J. McFall from the 11th District personally thanked labor for its great help in getting him elected.

Quite an extensive campaign was put on through the Stanislaus-Merced Union weekly paper (Farmer-Labor-News) to stir the membership into a more frequent attendance of union meetings. For many weeks the members were urged to realize the necessity for showing more interest in attending their unions' meetings. The problem was brought out as a very serious one due to the lack of attendance. More attractive functions were tried out to stir up interest, such as educational movies, speakers, refreshments, and occasionally prizes offered for attendance records.

Apprentice Program

The apprentice program saw thirty new journeymen receive their trade certificates in May. The ninth apprenticeship completion ceremony was held in Modesto, starting with a dinner, during which representatives from labor, management and government extended their congratulations to the new craftsmen. Musicians' Local Union 652 from Modesto furnished the dinner music.

The Retail Clerks' Union in Modesto has added a new department in its organizing this year. Lady demonstrators are now members of the union. They have between 25 and 30 ladies signed up, and these girls are being used exclusively in the union stores throughout the area. The clerks this year also exercised their contract by notifying stores that stocking of shelves by the book salesmen must be discontinued.

Stanislaus Building and Construction Trades Council

Substantial wage increases and health and welfare benefits were granted to all crafts without the interruption of any major strikes.

Thirty building trades agreements were signed with the council, fifteen of which are with locally established contractors.

Future work seems plentiful. Major projects are a one-half million dollar job at Tioga Pass, and another million dollar

job in Tioga Pass. These two projects are part of the "Mission 66" Project sponsored by the federal government, of which 22 million dollars is appropriated for Yosemite National Park for the next 10 years. Work for the next year or so will be in our mountain area in Mariposa and Tuolumne Counties. The large Tri-Dam Project, consisting of the Donnels, Beardsley and Tulloch Dams, is now practically completed.

Larger projects now under construction in the Modesto vicinity are: Shell Chemical Laboratory, California Food and Vegetable Concentrate Plant, Science Building at the Modesto Junior College, and a large Safeway Market at Turlock.

The following breakdown of prospective work for our district makes the picture appear encouraging:

Cherry Valley

The City and County of San Francisco has voted a bond issue of \$54,000,000 for power plants, tunnels, and transmission lines on the Cherry Valley and Hetch Hetchy projects.

Stanislaus County

This county has voted \$5,000,000 in road bonds. Also 1.5 million dollars for a new courthouse. Plans for a new city hall are in progress, the lots having already been purchased by the City of Modesto. The city and county has \$500,000 for a new runway at the airport.

State

The state has just appropriated \$1,000,000 for a new auditorium at the Modesto Junior College; also \$500,000 for a new state college to start in Modesto.

Gallo Winery

This company is starting to put up a 2½ million dollar bottling plant. Recently word was received that a 475-unit housing project and shopping center will commence very shortly in Modesto's area.

San Joaquin County Central Labor Council

Individual affiliates have their political leagues and committees active. Stockton also is concerned with its youth and several unions are sponsoring Baseball for Boys teams.

The San Joaquin LLPE was successful in the election of their endorsed candidates, Assemblyman William Biddick and Congressman John McFall.

This year saw four Fire Fighters' organizations become affiliated. They have an active committee which works to try to settle negotiations without resorting to strikes.

The council has set up a blood bank program through various individual unions.

San Joaquin Building and Construction Trades Council

The past year has been somewhat quiet up to the present time. The summer months, however, kept practically all the crafts busy. The Johns-Mansville Transite Pipe Plant is in its final stages. This was a five-million-dollar project.

Gravem Inglis put up a two-million-dollar bakery, which is nearly completed.

Practically completed are two high schools and several grammar schools that were constructed this year, some of which are still being worked on. They will not all be ready for the new school term.

Housing has slowed down, but we do have a million dollar low-rental housing

going on in Stockton, Thornton and Tracy. Considerable cannery building is going on, and this year saw the completion of the Diamond Walnut plant, which was a three-million-dollar project.

The building trades and central labor councils are putting on a large Labor Day celebration.

I wish to take this opportunity to thank everyone for their fine cooperation and courtesies extended to me during the past year, and to express my appreciation for the individual reports sent in to me for this annual report. I also wish to thank the president and secretary of the State Federation of Labor for their help any time it was needed, and to congratulate them for the fine job they have done at all times.

Believe me, it is a privilege and an honor to serve as your vice president in District No. 7.

Looking forward to seeing you at the convention, I remain

Fraternally and sincerely yours in
UNION,

C. AL GREEN

REPORT OF VICE PRESIDENT THOMAS A. SMALL FOR DISTRICT No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties)

San Mateo, July 8, 1957.

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

Greetings:

Biggest and most important happening in this district during the past year is the anti-labor campaign in San Benito County, where a "right to wreck labor unions" ordinance was enacted for the county.

Through efforts of Otto E. Sargent, secretary of the Santa Clara-San Benito Counties Building Trades Council, and the council attorney, Robert Morgan, San Jose, the labor unions won their first court test of this law.

A court action was filed for injunction on July 3. Superior Court Judge Stanley Lawson of Monterey County came in to conduct the hearing on July 5. He held that no injunction was to be granted against a Hollister union, as requested by a painting contractor.

Undoubtedly, further action will be taken between time of this writing and our Federation convention, and perhaps I will have further news of this situation. Present indications are that union leaders

in the entire Eighth district are alerted and watching for possible anti-labor legislation which might be introduced in cities and counties.

Otherwise, this district has had a fine year. Employment has been as good or better than elsewhere in the state, although "tight money" has caused a lot of concern in the building trades.

Community Service

Labor unions and leaders have done wonderful community service. In San Mateo, the local blood bank (originally founded by labor) got a big boost when 120 building craftsmen turned out as donors on "B-Day." And the building trades had a "C-Day" also in San Mateo County, with proceeds going into the United Crusade.

Several union officials are on grand jury groups in their respective counties. Labor councils and groups have excellent scholarship programs now gaining public acclaim. Activity in sports programs for children is high.

San Mateo and San Jose had labor-management conferences sponsored by colleges, with good results. Union labor

councils have been established in San Mateo, Palo Alto and San Jose. The labor press of the area has been boosted and strengthened, and the conferences called by the labor press have been excellent opportunities for areawide planning and discussion.

In Santa Cruz and Monterey counties, with two labor councils and a building trades council, coordination of effort is being achieved in new conferences of labor councils, which have been well supported.

Election activity in this district last November was good, although results were the same as elsewhere—not enough of our friends elected, too many enemies of labor not defeated. However, political committees are mustering forces for stronger support next year.

Court Decisions

A number of good court decisions have been won. Hotel and Restaurant Employees and Bartenders Local 340 won a legal battle to keep pickets at a drive-in cafe where we were seeking union conditions. Santa Clara County's Culinary and Bartender unions won unemployment compensation for locked-out workers of their 1955 general strike, a court reversing the state Department of Employment's denial of benefits. In Monterey, the building trades, with the help of our attorney, Charles Scully, won an important right of picketing, defeating an injunction move by non-union contractors.

In Santa Cruz County was started the idea of tagging union dues to wage increases when Charles Shaw, Carpenter organizer, suggested that dues should be increased 25 cents a month for each five cents per hour (\$8 per month) wage increase. Many unions are following this principle now.

The labor movement lost some good leaders during the past year in this area. Dave Mosses, veteran Redwood City Painters union official; George Miller, pioneer leader in the San Jose Laborers union; "Doc" Rowe, colorful and early-day Musicians union leader in San Jose; Leroy Pette, former secretary of the labor council in Santa Clara County—these are only a few of our regrettable losses in leadership.

Surprise in the Carpenter ranks in the San Jose area is the election of Joseph C. Kiefer, Mountain View, as secretary of the Santa Clara Valley District Council of Carpenters. Kiefer upset the veteran F. O.

Jorgensen, who has led carpenters of that area since World War II days.

I was fortunate to be able to spend quite a bit of time in the five counties of my district and helped install officers of labor councils and unions upon occasion. At the Watsonville council dinner I met Francis Silliman, chairman of Santa Cruz County Supervisors, and found him quite different from my earlier beliefs. Silliman once formed an independent union, I am told, but now is a staunch opponent of laws contrary to the best interests of our AFL-CIO movement.

New Labor Buildings

By the time this is in print, the new labor temple in Salinas will be almost ready for occupancy, replacing the old remodeled dwelling which has housed unions in Salinas for the past 22 years. Another new labor building is the million dollar United Auto Workers center near Milpitas, first unit of which is underway. The UAW is planning a meeting hall, big auditorium and recreation area for its people and friends. Many other unions have improved quarters in the past year.

Organizing effort in the Santa Cruz area is paying off for the Culinary-Bartenders, Local 345. Francis L'Hommedieu has been assigned to the Santa Cruz area full time by Secretary Mildred Rowe, and steady progress is reported with several major contracts gained. Throughout the district many new contracts have been gained and labor unrest has been low. Some new unions of city firemen and other employees have been formed.

Monterey will be host to the 1958 convention of the State Council of Carpenters. This area is pressing for recognition as a convention city, particularly with the anti-labor attitude at Santa Cruz, and also because of the continued slowness in the sardine process industry which once made Monterey the "sardine capital of the world."

San Mateo Sales Tax

Steps against sales taxes in San Mateo County have paid off, and this county is one of the cleanest in the state in the matter of such taxes. Elsewhere, unions and leaders have been active in urban redevelopment programs and on city and county commissions, protecting labor's rights.

In San Jose, a concerted effort to change the labor council setup with a full-time secretary and business agent—a drastic change from the part-time "three secre-

tary" plan now in effect—was launched and we hear that it may come up again. Earl Moorhead, veteran of 35 years in labor leadership at San Jose, is executive of the council, but on a part-time basis only. He also serves the Butchers union, which made history by allowing a college student to spend several months in the union office learning about "operation of unions."

There were the usual successful Christmas parties in Salinas and Monterey for children of the area, and local unions entertained families on many an occasion with dinners or picnics or shows. Several unions held 50-year anniversary celebrations.

It's been a good year in the Eighth District, a year to be remembered both for the many advances and for the anti-labor legislative effort, a year with many contract gains, a year with a minimum of labor strife, a year with improved community standing, a year which has seen the labor movement rise in stature.

Once again, I thank the State Federation of Labor for all support given to the local unions in this district. Both the Federation and the AFL-CIO leaders have given much assistance when requested.

In such a report as this, with limited time and limited space, only the highest points of achievement can be recorded. I sincerely regret any omissions of names or events, and I realize full well that many, many good activities have not been mentioned. The indulgence of all the good people in the district is asked in such cases.

In closing, may I thank my many friends and supporters for keeping me in this office and for giving me every possible co-operation during the past year. And I certainly wish the State Federation, its officers, and all the local unions of the state the finest in the years to come.

Fraternally submitted,

T. A. SMALL.

**REPORT OF VICE PRESIDENT MORRIS WEISBERGER
FOR DISTRICT No. 9A
(San Francisco)**

San Francisco, July 6, 1957. To the Fifty-fifth Convention of the California State Federation of Labor—
Greetings:

Harry Lundeberg, who so ably served as a vice president of the California State Federation of Labor since 1938, and was unanimously reelected at the last convention, died unexpectedly on January 28, 1957.

Having been elected his successor as secretary-treasurer of the Sailors' Union of the Pacific, the executive council of the State Federation conferred upon me the honor to serve as vice president for District No. 9A for the unexpired term.

My predecessor, who departed from life all too soon, at the age of 50, had an unexcelled record of devotion to the labor movement. In his short life he raised standards in the seagoing profession beyond the dreams of the pioneers who came to California via Cape Horn.

Ever ready to fight the shipowners for fair wages and decent working conditions, he recognized the menace of subversive infiltration and never failed to challenge Communist intruders.

No words of mine could ever do justice

to Harry Lundeberg's service and unparalleled achievements for his fellow men. His memory, like that of his illustrious predecessor, Andrew Furuseth, will live forever in grateful appreciation of unmeasurable service unselfishly rendered.

The Year's High Lights

As reported to the last convention, the Crown-Zellerbach Corporation was planning to use a Japanese-built Liberian flag pulp carrier in the coastwise trade between Canada and Antioch, in San Francisco bay, where the Crown-Zellerbach's new plant is located. The ship, named the **Duncan Bay**, arrived at Antioch in late September, 1956, and was manned by the cheapest obtainable crew, including 28 Okinawans. The Sailors' Union of the Pacific was determined to resist this intrusion of substandard wages in the coastwise trade and received the ship with a well organized picket line.

The anticipated court injunction (restraining order) was promptly issued, but building trades workers employed in the last stages of plant completion refused to go through the picket line. They responded 100 per cent, and received a standing vote of appreciation at the regular Sailors'

Union meeting. The membership also directed that letters especially be sent to Hugh Caudel, secretary of the Contra Costa County Labor Council; to Erle Carter, secretary-treasurer and business manager of the General Truckdrivers, Warehousemen and Helpers of Contra Costa County, Local 315, and to Howard (Chick) Reed, business representative of the Building and Construction Trades Council.

On October 6, 1956, the fight was won. The Duncan Bay Tank Ship Company, which operated the ship for Crown-Zellerbach, signed a standard union agreement providing for the highest prevailing wages, hours and working conditions in the Pacific coastwise trade. It was a notable victory which reflected high credit upon all participants.

Pension and Welfare Plans

Substantial progress was made during the year in strengthening pension and welfare plans of the three Pacific Coast seamen's unions affiliated with the Seafarers' International Union of North America.

The Standard Oil Company and other tanker operators which have had their own company pension plans, agreed to join the SUP Pension Trust Fund and remit 53 cents per day for each union member on ships articles.

Thereafter, the three seamen's unions, Sailors, Firemen, and Stewards, voted in favor of merging their respective pension funds.

Completion of the merger is pending and subject to approval by the Fund's board of trustees.

Bonus in Suez Canal Area

The Sailors, Firemen and Stewards unions obtained amendments to existing agreements with the American President Lines providing for a bonus when ships are in a defined Suez Canal area.

The area bonus was fixed at \$10 per day. In addition, vessel attack bonus of \$150 is payable to each crew member of a vessel. Finally, war risk insurance in the amount of ten thousand dollars is in effect on all members of the component unions while in the war risk area specified.

Seafarers of U.S. and Canada Meet in San Francisco

In May, the San Francisco Seafarers' unions were host to the eighth biennial convention of Seafarers' International Union of North America. It was a well at-

tended and productive meeting of delegates representing unions of seamen, fishermen and fish cannery workers from the United States and Canada.

Moving Andrew Furuseth's Statue

In March, 1957, it became necessary to move the statue of Andrew Furuseth, erected by the Sailors' Union of the Pacific, and for several years the only monument in the little open space facing the San Francisco Ferry Building. This was made mandatory because of the projected freeway along the waterfront. Accordingly, the statue was moved to an appropriate spot facing the beautiful Sailors' Union building on the corner of First and Harrison Streets.

The membership of the Sailors' Union has expressed the desire to parallel Furuseth's statue with a similar sculptor's masterpiece of Harry Lundeberg.

Fishermen and Fish Cannery Workers

Fishermen and fish cannery workers' unions in California have lost members due to the mounting unemployment situation created by the increasing raw and canned fish imports, displacing our members working in a diminishing fishing industry.

Heavy imports of cheap fish produced under slave wages and conditions, compared to our fishermen and fish cannery workers' union wages and conditions, make it difficult to keep pace with other unions in the United States and obtain wage increases, welfare and pension plans, commensurate with increased cost of living.

For reasons stated, the work force in the San Diego canneries has been drastically reduced. The tuna clipper and purse seiner tunaboats have been forced to lie idle without compensation for six weeks or more between trips, and in most cases just waiting for the canners to accept delivery of tuna fish they ordered. In the meantime, fish canners are processing cheaper tuna imported from Japan and Peru.

Unfortunate developments confront the members of the San Francisco Bay and Monterey fishermen and fish cannery workers' unions. The lack of sardines and the sporadic operation of the canners that process tuna in these two areas have forced the cannery workers and fishermen to accept token wage increases so as not to lose the meager employment opportunities that now exist.

New Trade Union Buildings

During the year two magnificent trade union structures were added to those already in existence along the San Francisco waterfront.

The Marine Cooks and Stewards Union, an affiliate of the Seafarers' International Union, on September 26, 1956, dedicated to service with appropriate ceremonies, a beautiful three-story headquarters building located at 350 Fremont Street. The main floor is arranged for a meeting hall and is also used as the dispatch or hiring hall. The upper floors, served by an elevator, have ample space for the administrative offices, conference rooms, the union's records, and a well-stocked library. Last, but not least, the basement serves as a garage and has, in one corner, a private cocktail lounge for members and their guests. Total cost of the building, including the lot, was approximately \$700,000.

This union has another fast moving project; namely, a recreation and training center, near Santa Rosa. There, the union will train new members and upgrade those already on the roster. In addition, this center, which comprises approximately one hundred acres, will provide a home for pensioners and recreational facilities for members and their families.

The new headquarters building of the Marine Firemen's Union, also an affiliate of the Seafarers' International Union, had dedication ceremonies on Friday, June 7, 1957. This building, located at 240 Second Street, is a reinforced concrete structure finished with white, sandy marble and imperial red granite. Over the main entrance is a beautiful sculptural panel depicting marine firemen in the engine room of a ship.

On the first floor is the meeting hall, which also serves as the hiring hall. There is a restaurant, open to the public. A large mural, over the speaker's platform, is a map of the Pacific with ships of companies having contractual relations with the union.

On the second floor are the executive offices, a library and recreation room and

rental offices. Total cost of building and lot are close to \$800,000.

There is an 11,360 square foot parking lot at the rear of the building, and, with the basement garage, parking for 100 cars is provided.

It should be noted that the headquarters of maritime unions coordinate the activities and problems of the branches in other states, as well as activities in the San Francisco Bay area.

Every day a volume of information, advice, etc., goes forth from headquarters to branches and even to ships at sea. Thus, San Francisco is the nerve center of Pacific seafaring unions and must have ample space and all necessary facilities to efficiently serve the migratory membership.

Conclusion

I am deeply appreciative of the honor conferred upon me by my election as a vice president of the State Federation of Labor. It is, of course, primarily a tribute to the Sailor's Union of the Pacific, a loyal affiliate of the Federation since its inception. A distinguished member of the SUP, Walter MacArthur, took a leading part in the formation of the Federation and made the welcoming address to the trade unionists who had assembled for that purpose in Pioneer Hall, San Francisco, on January 7, 1901. The old-timers of the Sailors' Union have gone to their reward. A new generation is at the helm, but the ideals of the founders and the policy established in the early days has remained unchanged.

It is gratifying to be able to report that all unions affiliated to the Seafarers' International Union and functioning in California, are in affiliation with the Federation.

The California State Federation has an outstanding record for achievement. In behalf of the Sailors' Union of the Pacific, I pledge cooperation for continued and unbounded success.

Fraternally submitted,
MORRIS WEISBERGER.

REPORT OF VICE PRESIDENT ARTHUR F. DOUGHERTY FOR DISTRICT No. 9B (San Francisco)

San Francisco, July 1, 1957.

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

Twelve months have elapsed since reporting to you at the 1956 convention of the California State Federation of Labor.

As a vice president of the Ninth District, I have the privilege and honor of serving many unions, including the Hotel and Restaurant Employees of San Francisco, numbering some 24,000.

Their problems are no different from those of other unions; however, 1956

proved to be one of the most fruitful in many a year. A determination to gain wage increases paid off, and the union committees proved once again that you must search for the answers in presenting your case before the employers. The committees did search, and the answers were found. This will be evidenced by the substantial gains made in the past twelve months.

Reopening of Agreements

The reopening of our collective bargaining agreements with the four major associations, representing some 24,000 members of the San Francisco Local Joint Executive Board and its affiliated unions, were completed on September 18, 1956; namely, The Hotel Employers Association of San Francisco, The San Francisco Club Institute, The San Francisco Hotel Owners Association, The Golden Gate Restaurant Association, and in addition, some 2,200 independent restaurants.

The conclusions reached were the result of some four and one-half months of continuous negotiations with the employers of San Francisco.

In approaching our negotiations with the employers this year, the unions were fundamentally and vitally concerned with two major problems, (1) the matter of substantial wage increases, and (2) important revisions in the craft rules of the respective unions. In order that the unions could attack these problems constructively during negotiations and reach satisfactory conclusions, it was necessary to have factual data beforehand.

In the matter of wages, there had been no changes in the wage structure of hotel, club and restaurant employees since 1953. During this period, all other industries had received substantial annual improvements in their wage scales, whereas in the hotel and restaurant industry, the only increases granted its employees were \$3.25 per month increase in the contribution to the health and welfare plan, and \$5.25 per month contribution to a pension fund (reported to you at the 1956 convention). This is not to say that such fringe increases were not beneficial to our members, but merely to point out to our employers that the increased cost to their operation was relatively small during the two-year period.

With respect to craft rules, it had been about ten years since any really serious changes had been made, particularly on subjects which directly affect the working conditions of the members of the respective unions affiliated with the San Francisco Local Joint Executive Board.

This also was pointed out to our employers during the long four and one-half months of direct negotiations. Each year craft rules have been regularly shoved aside each time they were open for negotiations, in favor of what has been considered more "important and pressing" problems. Many subjects, such as overtime, split shift penalties, uniforms, etc., needed consideration at this time.

Hotel Agreements

The first group of employers to meet with the unions, on June 2, 1956, was the major hotels represented by the Hotel Employers Association of San Francisco, and, after some six weeks, an agreement was reached affecting the six unions affiliated with the Board and the Apartment and Hotel Employees Union, Local No. 14 of the Building Service Employees International Union. The agreement was for a period of two years, and granted a general wage increase to all employees in the amount of five percent effective July 1, 1956, and an additional four percent effective July 1, 1957. In addition, many inequities that existed in many of the classifications were eliminated, in that those classifications received 50 cents per day in addition to the five percent for 1956; namely, head waiters, head waitresses, captains, hostesses, checkers, cashiers, telephone operators, housekeepers, pastry chef and cook's helpers. Overtime provisions were corrected in some of the classifications, and minimum rates of pay and benefits were established for executive chef and a 70-cent penalty for a six-hour split shift for waiters and waitresses.

The San Francisco Hotel Owners Association, representing some 200 Class C, D and E Hotels, adopted a similar pattern, granting to room clerks, telephone operators and housekeepers, a \$1.00 per day increase in 1956 and an additional four per cent in 1957. All other classifications received the general wage increase of five percent in 1956 and four percent in 1957.

Club Agreement

The San Francisco Club Institute, representing all the private membership clubs and country golf clubs, for years followed the pattern established by the major hotels. In addition, special consideration was given to three-hour shifts for waiters and waitresses, bus boys and bus girls, in that they receive, in addition to the general wage increase, 25 cents per shift. The fall of 1956 brought two new private membership clubs under the industry agreement. After several months of negotiations with the union committee, the

Franciscan Club and the University Club agreed to be bound by the San Francisco club institute agreement.

Restaurant Agreement

The last Association to deal with was the Golden Gate Restaurant Association, representing some 250 major restaurants, employing some 8,000 union members. Negotiations with this group were long and drawn out. Sometimes, in the opinion of the unions, it seemed that the whole subject matter would be determined by arbitration.

However, patience and determination on the part of the union negotiating committee, proved fruitful. On September 18, 1956, an agreement was reached, granting to the unions a general wage increase of five percent in 1956 and four percent in 1957; reclassification of some restaurants; increase in overtime rates (long overdue); uniform penalty; and a 70-cent penalty for a shift of six hours within nine hours for all waiters and waitresses. The agreement reached was not satisfactory to all unions; however, in the interest of the general harmony that exists among the San Francisco unions, it was ratified at a special meeting held the following day. This agreement extends to some 2,200 independent restaurants under agreement, affecting some 9,000 members of the unions.

During this period of negotiations, the hotel and restaurant industry instituted a general increase in room rates and food prices. Every effort to place the blame on the unions for their increase, however, were met by the unions and stopped! The hotel and restaurant industry has been enjoying the best of business for the past three years, but this is the first increase granted the employees since 1953.

Improved Relationship

I would like to point out that there has

been a general improvement in the relationship between the employers and the unions, which has come about over the years. We believe that this improvement is the result of increased responsibility on the part of the representatives of both sides, and an increasing respect for the opinions and positions of each side, as well as a recognition of our mutual problems. I trust that this same responsibility, respect and mutual understanding continues throughout the contract year.

The next reopening of our agreements will be in 1958, covering craft rules, health and welfare, life insurance, pensions and the contributions thereto, in addition to wages in the major hotels.

Federation Pension Conference

I wish to take this opportunity to express my appreciation for the California State Federation-sponsored pension conference, held in Monterey. The conference was most interesting and educational. I am sure that our unions have benefited and been helped in their present negotiations with the hotel and restaurant industry pension program — industrywide. These conferences bring a wealth of information to the unions. I am sure that every union or council in the state will send delegates to this conference each year, and take advantage of the opportunity afforded them to learn more about timely subjects, vitally affecting all members of the labor movement.

In closing, I wish to express to all my appreciation and gratitude for affording me the opportunity to serve you as a vice president of the California State Federation of Labor for the Ninth District.

Fraternally submitted,

ARTHUR F. DOUGHERTY.

REPORT OF VICE PRESIDENT JACK GOLDBERGER FOR DISTRICT No. 9C (San Francisco)

San Francisco, August 15, 1957.

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

Greetings:

Labor Day Celebration

The San Francisco Central Labor Council this September again joined with the Alameda Central Labor Council in sponsoring a joint Labor Day television show. The joint show will be produced in cooperation with Television Station KRON-TV on Sunday, September 1.

Gordon Walder, local television writer, who produced the three previous Labor Day presentations and was cited as an outstanding writer by the Northern California Academy of Television largely because of one of his Labor Day scripts, will produce the show again this year.

This year's program will review the careers of some of the Bay Area's noted trade unionists, including Andrew Furueth of the Sailors Union of the Pacific; John A. O'Connell, long time secretary of the San Francisco Labor Council; William

Spooner, secretary of the Alameda County Labor Council; and William Fee, a veteran officer of the Alameda County unit.

Also included will be a filming of the San Francisco Labor Council in session at a regular Friday night meeting.

A kineoscope recording of the program will be made, and will be available in the near future to local unions for showings at their meetings.

San Francisco Teachers

San Francisco labor unions this spring gave strong support to proposals of the city school teachers for a \$5,000-\$10,000 salary schedule.

At the request of the San Francisco Federation of Teachers, Local 61, one of the city's major teacher organizations, the council made representations before the city Board of Education on behalf of the increased pay schedule. Numerous members of affiliated unions also appeared and spoke to the Board of Education favoring the salary boosts.

The Board finally granted a pay raise of 6.65 percent which established a pay range from \$4,500 to \$8,250, compared to the \$4,250-\$7,700 range formerly in effect. Dan Jackson, president of the San Francisco Federation of Teachers, Local 61, told the Labor Council that "it was not exactly what we had hoped for", but he noted that organized labor had made the strongest and boldest fight for adequate pay raises in the city's history.

Medical and Surgical Fee Schedule

This May the San Francisco Labor Council opened a new round in its fight to get the city's doctors to accept—and live up to—a reasonable schedule of medical and surgical fees.

In a letter to all members of the medical profession, the Labor Council asked whether the doctors in San Francisco would be willing to accept a reasonable fee schedule on the basis that such a schedule would constitute a maximum charge for specified professional services rendered to union members who are covered by health and welfare plans.

As a result of the correspondence, negotiations have been opened on the subject between the Labor Council and the County Medical Association.

Annual Christmas Party

The San Francisco Union Label Section's annual Christmas party for teenage youngsters was held last December and proved another outstanding success.

The teenage guests enjoyed one of the fanciest bills of entertainment the city's theatres, clubs and hotels could provide, a sumptuous Christmas dinner and a stack of Christmas gifts. All of this took place at the San Francisco Labor Temple.

In accord with the spirit of the introduction of the program, each guest was welcomed as an individual. The presents he or she received were individually purchased to the young guest's personal order. Not only did the youngsters tell the Union Label "Santa" what they liked for Christmas, but the gifts were individually purchased, with long and tiring efforts by some of the ladies in the labor movement, and were individually wrapped. Some 250 individually wrapped gifts were presented.

Entertainment was provided by musicians from Local 6 and Local 669, stars of the amusement world holding membership in the American Guild of Variety Artists, American Federation of Television and Radio Artists, and technicians from Motion Picture Projectors Local 662.

The teenage audience was made up of young boys and girls from the Protestant, Catholic and Jewish orphanages of San Francisco.

Fair Employment Practices

San Francisco became the first California city to adopt a FEPC law. The Board of Supervisors this July adopted a measure setting up a seven-member Commission of Equal Employment Opportunity charged with the responsibility of enforcing the ordinance.

The ordinance makes it unlawful for an employer or a labor union to discriminate in hiring or employment because of race, color, religion, ancestry, national origin or place of birth.

If, upon investigation, the Commission certifies such a discrimination complaint to the City Attorney's office, the accused party becomes subject to legal enforcement action in the courts. Violation of the ordinance makes the guilty party open to damages for monetary judgment up to 90 days pay for the job involved. Violators may also be denied the right to enter into contracts with the city government.

John F. Henning, research director of the California State Federation of Labor, was named to the seven-member Commission as labor representative.

New Headquarters Buildings

As an unmistakable sign of labor progress in San Francisco, the year saw the erection of new union headquarters for several organizations.

Two maritime unions, the Marine Cooks and Stewards-AFL, and the Marine Firemen's Union, both dedicated new structures in the general waterfront area.

Local 6 of the International Brotherhood of Electrical Workers opened its new building at 55 Fillmore Street while Waiters Union, Local 30 did a complete overhaul job on their headquarters building located at Geary near Van Ness. Machinists Local 1327 took over the old Lux School on 17th Street near Potrero and remodeled it for union purposes.

Political Activity

On the political front, the San Francisco labor movement last year succeeded in getting the local registrar of voters to name 27 deputy registrars from the officers and staffs of local unions.

The 27 deputies accounted for a total of 1,434 registrations of which 833 were new and the balance re-registrations. Deputies named represented only those

unions which acted promptly after an agreement had been reached with city officials on the idea of union offices providing year-round registration deputies.

This year we have the same system in effect. Union deputized registrars are now active in numerous labor headquarters.

In the 1956 general elections we succeeded in electing two Assemblymen who faced run-offs from the primaries. Labor-endorsed Edward M. Gaffney and Charles W. Meyers were both returned over heavily-backed opposition.

This has been a year of great significance to the labor movement in California, and I have found the opportunity to serve that movement as vice president of District 9C to be a source of great pleasure and pride.

Fraternally submitted,
JACK GOLDBERGER.

REPORT OF VICE PRESIDENT HARRY W. METZ FOR DISTRICT No. 9D (San Francisco)

San Francisco, August 15, 1957.
To the Fifty-fifth Convention of the
California State Federation of Labor—
Greetings:

Employment as of go-to-press time showed a sharp increase in the San Francisco area for operating engineers. Of course, the increase in construction work has benefited all of the building trades crafts.

Construction Activity In San Francisco

Commercial building in San Francisco has hit a record level. Large non-residential projects started this year included Crown-Zellerbach Corporation's 20-story office building, a \$4,260,000 job; Eastman Kodak Company's warehouse and offices, \$1,900,000; PGE power plant facilities, \$1,180,000; the five-story Ellis and Stockton Street Garage, \$1,700,000; and a new public high school for \$1,720,000.

Construction of the \$7 million Embarcadero freeway is rolling along on schedule, but it will be almost two years before motorists can drive on the elevated roadway.

The government will spend \$50 million for drydock facilities at Hunters Point, which will include a large aircraft carrier drydock and repair site.

Construction will start soon on the new \$7,225,000 unit of the central freeway running from South Van Ness Avenue to Turk Street.

All in all, it is a bright picture at the moment, highlighted by the swing to revitalizing the lower Market Street area by such giant structures as the new Zellerbach building.

United Crusade

Firms and workers in San Francisco's building and construction industry contributed \$252,583 to the 1956 United Crusade, topping the 1955 record by \$34,419, or 16 per cent.

The total was 94 per cent of the amount sought by a combined labor-management team. In San Francisco, Crusade campaigners all together achieved 89.1 per cent of their goal, raising \$3,013,900 in all. The entire five-county United Bay Area Crusade, of which the San Francisco campaign is one part, raised \$10,150,000—or 92 per cent of its \$11,017,000 quota.

Honor and merit awards were sent to local unions and representatives for their fine job in the 1956 campaign.

Co-chairmen of the Construction Division drive were Harry A. Hilp, Jr., and Joseph A. Murphy.

Home Modernization Drive

The San Francisco Chamber of Commerce this year came up with something new in stimulating home modernization work.

Through its "Better Your Living at Home" program, six San Francisco home

builders and home suppliers agreed to buy old homes, remodel them to 1957 standards and open them as model homes for public display to show what can be done and encourage voluntary home modernization in San Francisco.

The need for home modernization work in San Francisco is tremendous. It is estimated that of 91,000 single family dwellings in the city, 69,000 or approximately two-thirds, are 20 years old or older.

It has been proved over the years that a dwelling deteriorates at an estimated \$500 per \$10,000 investment per year. Maintenance and improvement of the home at that rate will keep it at comfortable modern standards indefinitely.

Dave Ryan Memorial

The memory of Dave Ryan, who served for 22 years as secretary-treasurer of the Bay Counties District Council of Carpenters, was honored this year by creation of the \$6,000 David H. Ryan Memorial Fund for youngsters at Hanna Boys' Center, the state's "Boys Town."

The \$6,000 grant is being used to equip the wood shop in the home's trade school. The shop will serve as a permanent memorial to Brother Ryan, who died in 1955 at the age of 83, after a lifetime of service to the labor movement. He held continuous membership in Carpenters' Union, Local 483, from 1901 to 1955, and was a member of the committee which organized the present California State Council of Carpenters in 1928.

Members of the David Ryan Memorial Committee were Clement A. Clancy, San Francisco, president; C. R. Bartalini, Alameda, executive secretary; John L. Hogg, Ernest Aronson and Mrs. Rose M. White, San Francisco; Earl Risley, Oakland; and Les Simonds, San Mateo.

Harbor Pay Scale

The San Francisco Building Trades Council played a major role during the 1957 state legislative session in establishing the right of the San Francisco Harbor Commission to pay prevailing wages to its building trades per diem workers.

The state legislative action restores the system in effect for twenty years or more under which the Harbor Commission surveyed union agreements and other data to determine the prevailing wages and reported its findings to the State Personnel Board, which in turn authorized it to pay the prevailing scale.

Last year, however, the state blanketed the Harbor Commission in its order freezing wages of all construction per diem

workers for an indefinite time, until the pay ranges of salaried employees could be brought up to their level.

The Building Trades-sponsored bill changed this situation through **Senate Bill 1648**, introduced by Senator Robert McCarthy of San Francisco. Following its adoption by both Assembly and Senate, it was signed into law by Governor Knight.

The California State Federation of Labor, through Secretary-Treasurer C. J. Haggerty, gave full and constant support to the measure. In 1956, union mechanics working for the Harbor Board lost out on that year's round of pay hikes and would also have lost out on this year's gains, according to John Fisher, executive officer of the State Personnel Board. Fisher, who appeared before both Assembly and Senate committees opposing the bill, said that union mechanics working for the Harbor Commission would have had to wait until 1959 or 1960 before any wage raises could be considered. Dan Del Carlo, secretary of the San Francisco Building Trades Council, spoke in behalf of SB 1648 before Assembly and Senate committees. He pointed out that construction mechanics working for the Harbor Board are not used merely for maintenance but for expensive new construction, including such projects as the ambitious World Trade Center in the Ferry Building.

Ready-Mixed Concrete Strike

This August, Operating Engineers Local 3 was obliged to strike two ready-mixed concrete companies in the San Francisco area because of their adamant position against reasonable wage increases.

When our union struck two companies, the Ready-Mixed Concrete and Materials Association of Northern California then called a lockout in which all other companies in the industry shut down their operations.

Other building trades unions were also concerned with wages, including the material drivers and laborers.

The strike involved all heavy construction operation in San Francisco and San Mateo counties. The strike ended in the first week of September when Local 3 ratified a new wage pact granting a 22½-cent increase as of June 1, 1957, 2½ cents September 1, 1957, 22½ cents June 1, 1958, 2½ cents January 1, 1959 and 10 cents an hour in pension contributions after January 1, 1959. The contract expires May 31, 1959.

I wish to express my appreciation of the opportunity to have served the California State Federation of Labor as vice president of District No. 9D, and to thank the Federation's officers for their friendly cooperation and the courtesies extended to me during the past year.

Fraternally submitted,

HARRY W. METZ.

REPORT OF VICE PRESIDENT ROBERT S. ASH FOR DISTRICT No. 10A (Alameda County)

Oakland, August 1, 1957.

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

The most significant and important matter of progress to report since the last convention is the merger of the old AFL Central Labor Council and the old Greater Alameda County CIO Industrial Union Council into Central Labor Council of Alameda County, AFL-CIO.

Merger Negotiations

This merger was accomplished by a lot of long hours and hard work on the part of a merger committee of nine from each council and a subcommittee of six from the full committee. Except for a few summer weeks, the committee met at least every week and put in five and six hours at each meeting. We found that there was no basic difference as trade unionists between the members of the two committees, and since have found that difference does not exist between the delegates of the former councils. There was one minor difference in the beginning, and that was on the matter of how to put together an organization which would last, guarantee the autonomy of each group of unions, and would not destroy the basic structure of industrial or craft unions. The hardest period of the negotiations was the first few weeks when we were trying to understand one another and what each group wanted out of the merger.

Constitution and Agreement

In the drafting of the constitution and merger agreement, we negotiated with one another no differently than we would negotiate a collective bargaining agreement. Each time we disagreed and couldn't settle the matter in a short time, we passed it and went on to the next subject. After three or four months, we were back to those matters we disagreed on and started working them out. In November of last year, the committee had three matters they had to resolve and these were worked out by negotiating.

The final document was by no means agreeable to each member of the committee, but was recommended to the two councils by a unanimous action. The merger agreement was adopted by the two councils separately. Subsequently, a joint convention of the delegates to the two

councils was called for February 16 to act upon the constitution. The constitution was adopted after a day-long meeting with but a few opposing votes, and there were only three changes made by the convention. During the course of the merger negotiations, President Meany's staff was consulted to check out proposed sections of the constitution before final action was taken by the committee.

The New Council

The new charter was installed by Director of Organization John Livingston, and the officers of the new council were installed by Regional Director Daniel W. Flanagan on March 18. In addition to Brothers Livingston and Flanagan, Secretary Neil Haggerty of the State Federation, President Manuel Dias and Secretary John Despol of the State CIO, State Federation Vice President Jack Goldberger, and representatives of Bay Area councils were in attendance.

As a result of the merger and its additional work load, the council now has two assistant secretaries: Richard Groulx, Office Employees Local 29, and Arthur Helder, Communications Workers Local 9412.

Serving the council as officers and committee members are men and women from both the old AFL council and old CIO council.

In the months since the chartering of the new council and election of officers and committees, the council has functioned as though there had never been a split in the labor movement. It is true, the road has not been as smooth as a new freeway, but it is also true that there have been very few rough spots. It's a good council and it is proud to be the first to merge.

Organizing

Notable advances in organizing efforts in the past year have been made among the public employees, white collar workers and factory workers. Some of them are:

East Bay Municipal Employees No. 390 has been making steady progress among the employees of the various political subdivisions, particularly in the cities of Berkeley and Oakland. The union has been successful in securing salary adjustments for its members in excess of the general increases granted non-union city employees.

Office Employees No. 29 continues to

show steady increases in membership in face of complete opposition by employers.

Steelworkers locals in the county also carry on active organizing campaigns, having brought into the labor movement this past year several hundred new members.

Oakland Federation of Teachers No. 771 and a committee from the Central Labor Council are presently working on a campaign for teachers' organization, having had a trial run in the spring that proved fairly successful.

Printing Trades unions have organized under contract this past year all the previously unorganized weekly papers in the county. These, with their long-time union dailies, complete that portion of their jurisdiction.

The Communications Workers local is now in the middle of an organizing campaign among the clerical employees of the telephone company and with some success.

Negotiations and Wage Increases

In almost every instance, good substantial wage increases have been negotiated by the unions in the area, the average being higher this year. In a few cases, unions have had to strike to secure their demands.

The councils have been active in each strike, lending assistance through aid in negotiations for settlement and prosecuting the strike.

Home Building

The "hard money" policy of the Eisenhower Administration has hit the home building industry in Alameda County hard this past year. Fortunately, there has been an increase in apartment house construction and in commercial, industrial and public work to offset to some degree the drop in home building. For the first time since 1949, we have had unemployment in several crafts during the peak building season. No improvement seems likely this year or next year, unless there is a basic change in policy by the Republican Administration.

Public Activities

The Central Labor Council has subscribed to the "AFL-CIO News" and the "AFL-CIO American Federationist" for all the public and high school libraries in Alameda County.

Speakers representing the labor movement have made many appearances before public and civic groups explaining the la-

bor movement, and in the past few weeks have been called upon to discuss with outside organizations the "right to work" bills.

Representatives of affiliated unions continue to serve on important civic and public bodies, a few of them being: Hugh Rutledge, Painters No. 127 on the Oakland Planning Commission; Joe Pruss, Sheet Metal Workers No. 216, on the Oakland Urban Redevelopment Agency; Vernon Pankey, Cannery Workers No. 750, on the Oakland Housing Authority; Frank DeMartini, Teamsters No. 170, on the Oakland Civil Service Commission; Charles Roe, Carpenters No. 1622, on the Alameda County Welfare Commission; Jeffery Colohan, Milk Wagon Drivers No. 302, on the Berkeley City Council; Floyd Attaway, Culinary Workers and Bartenders No. 823, on the Hayward City Council; Robert Taylor, Chauffeurs No. 923, and your vice president on the Hayward Union High School Board of Trustees, and John King, Machinists Regional Office, on the Oakland School Board.

Several times I have reported on the progress of the program of urban redevelopment and renewal for Oakland. The Citizens Committee has done an excellent job. They have been able to break down the long standing resistance in Oakland to urban redevelopment and are on their way to cleaning up Oakland's slums and substandard housing. J. L. Childers, Building Trades Council business representative, has been active in this campaign and has been one of the few to keep working at it to the point where the job is now about to start.

Political Activities

Believing that something has been wrong in our approach to voluntary fund-raising for political expenditures, the labor movement in Alameda County sponsored an AFL-CIO picnic last fall and raised in excess of \$15,000. Awards were made at the picnic comprising trips to Hawaii, Mexico City, a TV set and others. Because of the success of the picnic last year, the two county councils voted to make the picnic a yearly affair.

Fund Raising Controls

Last year I reported on our activities with regard to supplemental fund-raising drives by health, welfare and charitable organizations and the action of the United Crusade in limiting such supplemental drives. During the last year the Central Labor Council and Building Trades Council have adopted new procedures in an at-

tempt to effect some control on the many appeals coming to our unions. The two councils now require complete information from all agencies, and have drafted a questionnaire which is sent to all agencies or organizations soliciting our support or endorsement.

Again I wish to thank the officers and unions affiliated with the Federation, the unions and their officers in Alameda

County for their help, advice and cooperation during the past year.

On behalf of the unions, their officers and members, and of the Central Labor Council of Alameda County, AFL-CIO, I wish to welcome you to this 55th convention and hope your stay here is a pleasant one.

Fraternally yours,
ROBERT S. ASH.

REPORT OF VICE PRESIDENT PAUL L. JONES FOR DISTRICT No. 10B (Alameda County)

Oakland, August 15, 1957.

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

Alameda County Building Trades Council

All of the crafts affiliated with the Alameda County Building Trades Council have negotiated and signed contracts with their respective employers for the coming year. There has been a trend to sign longer than one-year agreements during this last year. In fact, the trend has been established for next year's wage rates, and from the way it looks now, it is apparent that our people will get a substantial raise next year. Some of the affiliates had to strike, such as Lathers No. 88, but they were out only a few days. They were successful in obtaining what they had asked for. A few of the crafts received vacations and pensions in their contracts. This will pave the way for other crafts and help them get vacations and pensions later on.

The construction industry has been much slower this year than for a long time in this county, and this last summer there has been a lot of unemployment. Speaking for my own local, I would like to explain that even with the same amount of dollar-wise construction as of a few years ago, we would not get as much money out of it now because of the machinery and methods used in the industry. For example, on housing tracts, they use machinery to dig the foundations. The lumber is all cut on power saws and brought to the site and distributed. A list is used to put everything on second floors or roofs. Formerly, this was all done by hand labor. The big road jobs have very few men, but lots of machines. So far, for the dollars spent in construction, labor does not get the same share it did before.

The council has made changes in its agreement with the employers to further

protect the affiliated crafts under the laws. There is now a procedure, for crafts who must strike, to follow. This has been a rule for the last few years, but has not been put into writing before.

The office of the council has been remodeled. Whoever laid it out really did a swell job. The council has interested itself in all civic affairs. We have allowed payroll deductions for our members in the United Crusade Drive. Several of the council members have served on committees and commissions both of the city and the county.

Political Activity

In the political field, the labor movement in Alameda County has been very active. A women's division has checked the registrations for the different local unions so that they might get their members checked and be sure that they were registered. They did a good job last year on this. Labor's candidate beat the candidate of the Tribune for the Oakland City Council. Some of the newspapers in San Francisco gave the Tribune the horse-laugh on its loss. In the general election of 1956, I am sure that labor's opponents knew that we were active in that election. We did not win them all, nor did we lose them all.

1957 Legislature

The general consensus is that Secretary Haggerty of the California State Federation of Labor did a very good job at the state legislature this year, and particularly on unemployment insurance, disability insurance, and workmen's compensation, by getting raises in maximum amounts under these, which will amount to millions of dollars for our people.

East Bay Labor Journal

The Alameda Central Labor Council and Alameda Building Trades Council own their own paper, the East Bay Labor

Journal. We moved to a new home a few years back, and have some very new equipment—linotype machines, etc. Several locals have recently subscribed to the paper for their members, giving us a much better circulation than before. Our job printing is showing profit. Financially,

the paper is in the best condition it ever has been.

Hoping for a successful convention, and with very kindest regards,

Faternally yours,

PAUL L. JONES.

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

Martinez, July 10, 1957.

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

Contra Costa Central Labor Council

Contra Costa Central Labor Council reports that meetings have been held on the merger committees of the AFL-CIO councils. Several problems have arisen; however, progress is being made in resolving them, and it is hoped that the merger of the two councils will be accomplished in the near future.

Many affiliated locals reported progress and have accomplished much in the field of organizing and negotiations. Bartenders and Culinary Workers' Local 595 negotiations were completed on May 1, with an increase of 4 per cent across the board on all contract classifications, with a further 3 per cent increase effective May 1, 1958. They report they have been fortunate to maintain their membership of some 1700 during the year and report only a very small number on the unemployed list. It became necessary for the culinary workers to put on a new representative for restaurant row, known as the "Tunnel Strip" area, giving them four outside field agents to police some 475 restaurants, taverns, hotels, drive-ins and fountains which are signed under their working agreements and display the International house card.

Allied Hospital Employees Local 251 gained a 6 per cent overall increase during the past year; also a health and welfare plan with 50 per cent of premium for employees up to \$4.00 monthly paid for by the county; straight pay for overtime instead of time off as in the past. The secretary of Local 251 was appointed by the board of supervisors to the health and welfare committee which is set up by the county civil service commission. County employees who are disabled in line of duty or accidents receive full pay up to one year for the time they are off work. Both Locals 251 and 302 were appointed to

serve on this committee, who recommended to the civil service commission adoption of the above benefits, which was accepted, and this adoption by the county board of supervisors now awaits action. Secretary-Treasurer Maxine Page Johnson is working member on both east and west campus Contra Costa Junior College Advisory Committees on Related Medical Sciences and Nursing Problems. Several months ago Local 251 affiliated with the Bay Area AFL-CIO Health and Welfare Council.

Public Employees' Local 302 has progressed with getting the board of supervisors to make further adjustments in inequities in salary and fringe benefits that have existed for a long time as to overtime pay and classification differentials.

The Central Labor Council has cooperated closely with the California State Federation of Labor on legislative matters and is happy to report that our assemblymen and state senator have been most cooperative. The council supported the program of the local COPE on indorsements of candidates, registration and getting the voters out at election time.

Contra Costa Building and Construction Trades Council

While the five basic crafts have gained increases for their members ranging from 10 cents to 33 cents per hour, with vacation allowance and pension plan payments, employment among the building trades crafts is not up to normal. Specialty crafts have also made fine headway in their negotiations with employer groups for pensions, vacation allowance and health and welfare for members and their dependents.

Building tradesmen know from bitter experience what the drop in home building means to employment opportunities. Tight money, or building only for the high income groups, has resulted in fewer jobs and persistent unemployment for carpenters, plumbers, electricians, laborers and construction and building material teamsters. The only bright prospect in sight

for continued employment on heavy construction is the building of freeways, bridges and industrial plants.

This year will see the completion of another Crown-Zellerbach plant near Antioch, and the beginning of the Ethyl Corporation plant in the same area. Du Pont de Nemours is expected to add another plant in the near future, and the E. J. Maas Chemical Company has recently purchased property in the Richmond area, where construction for a chemical plant is to be started before the winter months. There are no limits to Contra Costa County's expansion in the industrial field, and population is increasing steadily.

While disputes have arisen through the year, none were of such serious nature that they could not be amicably settled. The construction of swimming pools, which seem to have become a necessity rather than a luxury, has caused the building tradesmen considerable difficulty, and those pool contractors not under current agreement with the council have all been invited to a meeting to discuss ways and means of forming crews whereby each would be fair competition to the other. Since the popularity of home swimming pools, this has become quite an extensive field of operation.

County COPE Women's Division

Organization of women's divisions to insure election of candidates friendly to labor is sought by Contra Costa COPE, as seen in letters sent to labor unions in the county by the secretary of COPE. The record seems to show plainly that labor-endorsed candidates are more certain of being elected where there are women's divisions. Women have been recruited from housewives of members, from already formed women's auxiliaries, and from women who are themselves members of local unions.

With a COPE area conference report showing the effectiveness of women's divisions, Contra Costa COPE has high hope of establishing women's divisions soundly and actively.

In conclusion, I wish to thank the officers of the California State Federation of Labor for the fine support they have given unselfishly when called upon, and to congratulate them for their outstanding ability in combatting the anti-labor pressure groups presented at the last state legislature.

Fraternally submitted,

HOWARD REED.

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

Vallejo, August 14, 1957.

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

This report will deal with the general situation and condition, along with some of the accomplishments, of the labor movement in District No. 12. In checking over gains by unions, we can say every local has made some progressive economic gains during the past year. I have attended numerous council and special meetings in the four counties, and have installed officers at various times. The growth of the 12th district, by population, has been noticeable, and the councils and unions have kept pace with organizing and participating in community activities.

Marin County

An aggressive organizing campaign has been carried out in hospitals in this county successfully. Retail Clerks and Machinists have also been active in extending their membership within their jurisdiction. The building trades and central labor coun-

cils have made it a point to place labor members on important commissions, such as county planning commissions, redevelopment agencies, and the North Bay United Crusade. Projects sponsored successfully were: scholarships in high schools, polio shot campaigns, and a challenge to the officials within the county against activation of handbill ordinances. This last has played an important part in several militant strikes and lockouts.

The famed San Francisco Bay Area model was officially completed this last year in Sausalito, and will be a basis of study of the water currents by the United States Corps of Engineers for the next three years. This model was constructed by union mechanics under the supervision of the U. S. Corps of Engineers, and all of our members living in the San Francisco Bay Area, who are interested in progress and development, should visit the site of this model. Many controversial plans for the storage and use of water will be tried and studied by means of the new model.

Construction work has been good to fair, housing construction having declined considerably.

The Marin councils took on a court fight to uphold teachers' tenure in a case where the school district wished to dissolve teaching jobs. The winning decision, in behalf of the teachers, will have a far-reaching effect in California.

As this is written, strikes and lockouts are in progress in the restaurant and tavern industry, and have been going on for approximately a month and a half. The Bartenders and Culinary Workers have the complete support of the labor movement and stand to win favorable increases.

Sonoma County

Here we have an area which has participated in two militant fights against anti-labor movements calculated to block labor progress for many years. Apparently prompted by the anti-labor promoter, State Senator Abshire, a series of articles were printed in the Santa Rosa Press-Democrat against labor organization, as such, and principally from our attempts to organize from the top. This was a move planned by supporters of the Abshire type of legislation to build a climate against labor unions in general, leading to the possible enactment of so-called "right to work" legislation. This challenge was met head-on by the labor councils and their officers and affiliates, and was answered effectively. In the end, the Abshire-proposed "right to work" legislation was completely stricken in Sacramento.

A complete unification of two central labor councils under one charter was accomplished at the beginning of 1957, and this movement by our people has brought about closer unity in the aims and objectives of labor in general. Mendocino County is now under the jurisdiction of the building trades council, chartered for Sonoma and Mendocino Counties by the Building Trades Department.

Construction work has held up fairly well, with the exception of housing construction. The Coyote Dam Project on the Russian River is finally under way and will prove a boon to the future development of the area. Several strikes and lockouts were experienced, the Sheet Metal Workers and Roofers being examples, resulting in considerable gains for the members.

Organizing work in retail lumber yards, jointly by the Carpenters and Teamsters, has resulted in complete success. Notable accomplishments for the community, par-

ticipated in or supported by the labor councils, is the continuing fight for a building code in Sonoma County, more community hospital construction, and assisting the poultry producers to save their industry against the inroads of alleged inferior poultry from Texas and other parts of the country.

The dedication of the Marine Cooks and Stewards' training school near Santa Rosa, first of its kind in the country, is an achievement to be proud of and an example for other labor organizations to follow.

Lake County "Right to Work" Ordinance

A proposed "right to work" ordinance for Lake County was a challenge to the labor movement in this district, and the campaign that was inaugurated and carried on, principally by officials from the Sonoma councils, is an example to be studied by other areas attacked, because, in my opinion, this fight clearly indicated foresight and organization by labor.

Lake County is a resort and agricultural area. Some union organization has been carried on by unions in Sonoma, Mendocino and Napa Counties, all contributed in the successful effort to nullify the adoption of a local county "right to work" ordinance by the supervisors. I observed, at close range, and had a small part in securing aid from the State Federation and other sources, and I believe some of the methods used can be adopted by other labor groups in combatting the enactment of local "right to work" laws. The councils and unions in this fight are to be commended. It has finally come out officially that the notorious California Association of Employers was behind this movement in the same manner they have spearheaded other like situations in California.

Briefly, the kind of campaign against the proposed "right to work" ordinance for Lake County by labor and its friends was to counteract moves of the sponsoring group as quickly as possible, principally in an educational campaign to the citizens of the county. Purchased newspaper advertising was authorized, and statements by responsible people were released for publication. Voters in the county were circularized by mail with pamphlets and material exposing pitfalls of the "right to work" philosophy as set forth in the proposed ordinance. Personal contacts were made with prominent people, and these things were carried out by local people on labor's side, so as to counteract the charge of the carpetbaggers'

program, which, by the way, we were able to use in relation to the sponsoring group.

The result of the open hearing held before the supervisors, on whether this ordinance should be adopted or not, was most gratifying, because of labor's educational program. Many Lake County citizens appeared at the meeting, and, without advance notice to us, spoke heatedly and movingly to the supervisors, urging them to abandon any thought of adopting such legislation in Lake County. At this writing, the ordinance has not been adopted and there is no indication that it will be.

Petaluma City Council Election

The citizens of the city of Petaluma elected a labor representative to the city council with 54 per cent of all votes cast, and the only man to gain a majority over nine other candidates. The election of this brother, a former secretary of the Petaluma Central Labor Council, and the representative of the Butchers' Union in this area, points up the necessity for our members and officers engaging in activities for the welfare of the community, while they, in turn, are doing their job. In this locality in particular, the successful election was a momentous accomplishment and speaks volumes for the labor movement and the representation before the public.

Napa and Solano Counties

While these two counties have their separate central labor councils and building trades councils, many of the affiliated unions of these councils have territorial jurisdiction covering both counties. This brings the economic gains made by the affiliates into being in both counties.

Construction unions have improved their scales and fringe benefits in spite of a very noticeable cut in work volume. Housing has always played the heavy role in providing work, and, of course, this year, particularly in Solano and Napa Counties, the slump in housing construction has been very noticeable, with more unemployment at one time than in the last ten years. Facilities, such as the Monticello Dam, Vacaville Medical Facility, Yountville Veterans' Home, and Napa State Hospital, all have been completed or have played a minor role this past year. Construction of canals leading from Monticello Dam, freeways, and military construction at Travis Air Force Base and Mare Island Naval Shipyard have provided most of the employment in this field.

The Retail Clerks organizing of an ex-

tension of contract coverages in Napa County is being accomplished. The increase in plant facilities at the Basalt Plant and Kaiser Steel has led to more employment here, and further expansion will take place this year.

Participation in city and county agencies and commissions in Solano County is always a "must" with the labor group. This year labor will chair the County March of Dimes Drive, and is taking part in other community welfare programs in a leadership capacity, such as the North Bay United Crusade and the development of Boy Scout facilities and headquarters. The Building Trades Council furnished 95 per cent of the labor on a volunteer basis for the Silverado Area Boy Scouts Administration Building. This project brought commendation in good will from people generally.

The official labor press in the 12th district has improved in quality and circulation the past year. The result of the added local coverage of events in the respective counties and the acceptance of such improved readable papers by the membership is noticeable.

A strong labor press is a "must." Labor officials should make every effort to supply material of interest, and use the press available to them in a manner which is not only educational to their membership, but acts as a public forum from labor's point of view. The labor press has been used to excellent advantage by councils and unions in the 12th district in the several anti-labor campaigns sponsored by our enemies.

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The elections held since our last convention brought results not altogether satisfactory from our point of view. We were successful, however, in returning to Sacramento senators and assemblymen who are fair-minded and whose vote can be counted, in the majority, favorable to our program. In the first Congressional District, a campaign was conducted by a new face and personality, who gave the incumbent Congressman, who is no friend of ours, the race of his life. Our political effort is improving at every election.

In serving on the executive council and on several special committees appointed by the president, namely the Merger Committee, Pension Committee and Press Ethics Committee, as well as Legislation, I have felt a deep responsibility to the membership in District No. 12 and to our Federation in general. It has been a pleasure to work with my fellow colleagues on the

Federation's executive council, and with the administrative officers and personnel of the Federation and the western office of the AFL-CIO, and I express my appreciation for all of the fine cooperation re-

ceived by me from these officers and from the members and officers of labor councils and unions within District No. 12.

Fraternally submitted,
LOWELL NELSON.

**REPORT OF VICE PRESIDENT HARRY FINKS FOR DISTRICT No. 13
(Sacramento, Yolo, Colusa, Glenn, Butte, Sutter, Yuba, Nevada, Placer,
El Dorado and Amador Counties)**

Sacramento, July 1, 1957.

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

Greetings:

An especially active year for the labor movement in District No. 13 has passed since my last report to the annual convention of the State Federation of Labor. The 1957 general session of the state legislature dominated the scene from the first of this year until early in June, but before that and throughout the legislative period the unions and councils in this eleven-county district were fully engaged in the numerous community, political, and out-and-out union activities that never end for these organizations.

State Legislature

During the recent session of the legislature, which convened on January 7 and adjourned on June 12, I worked with Secretary Haggerty out of the Federation's legislative office in Sacramento. The duties I performed were the usual ones connected with liaison between the Federation and the members of the Assembly and Senate committees considering Federation-sponsored bills or bills opposed by us.

Although the duties were the usual ones, this year's session differed from its predecessors in the increased number of bills introduced—more than 7,000—the sharpness of the conflict between opposing points of view, and the long-drawn-out wrangling over certain vital issues. Although it was one of the toughest sessions in our experience, we came out of it with many outstanding gains for labor, and no damaging anti-labor laws.

The secretary's detailed report on the session will be found in the separately issued "Sacramento Story, 1957." I take this opportunity, however, to express my admiration and appreciation of the members of the Federation's legislative staff, as well as my pride in belonging to this fine team. The services performed by Secretary Haggerty, President Pitts, Attorney Charles Scully and Don Vial are

absolutely invaluable in accomplishing this primary function of a state federation of labor. Special mention must also be made of the union legislative representatives who worked closely with the Federation staff, notably Wayne Hull, George Mulkey, Vern Cannon, and the Fire Fighters' group composed of Al Albertoni, Fred Smith and Ken Severitt.

"Right to Work"

Northern California has been a prime target of the anti-labor forces seeking the enactment of county "right to work" ordinances as a preliminary to the attempt to get a state "right to work" law. Since the secretary will, I am sure, be reporting in some detail on the statewide campaign to enact these ordinances, I shall confine my own report to the northern part of the state.

Tehama, Lake, Sutter and Yuba Counties were the scenes of the activities of the two organizations promoting the ordinances, the California Association of Employers and the Committee for Voluntary Unionism. Having been assigned to function in the northern counties campaign against the ordinances, I had the opportunity to observe how these organizations functioned, and was impressed by what seemed to be a centrally directed, well-coordinated effort.

The labor movement's resistance, however, was equally well directed and coordinated and the anti-union forces have so far not fared well. The Tehama County ordinance, pushed through after an hysterical campaign against a union organizing campaign in the area, ran into trouble as soon as its proponents sought to use it in the city of Red Bluff. The unions immediately took legal action, with the result that Superior Court Judge Curtiss E. Wetter, at the end of June, ruled that, as a county ordinance, it was inapplicable to the city of Red Bluff. No attempt has yet been made to use the ordinance against labor outside of the city, so no decision has been made as to whether the Tehama ordinance is unconstitutional, as has been

held in other cases, such as the Palm Springs and San Benito "right to work" ordinances.

A few days after the Wetter decision was handed down, the boards of supervisors of Sutter and Yuba Counties voted to postpone action on "right to work" ordinances. Lake County has also been hesitant about passing such an ordinance. Thus, the situation remains fluid at this writing, with labor representatives alert and watchful to check the first sign of renewed activity by the "right to work" proponents.

1956 Election

Within the boundaries of District No. 13 there are two congressional, seven state senate and five assembly districts. Again last year it was not possible for us to have a complete slate of CLLPE-endorsed candidates, since in certain districts there were no candidates who were acceptable to labor. Our campaign to elect endorsed candidates was energetic and efficient, with the following gratifying results:

Congress: Clair Engle (District 2) elected at the June primary; John E. Moss (District 3) elected in November.

State Senate: Harold T. Johnson (District 7) elected at the June primary; Nathan F. Coombs (District 11) elected in November.

State Assembly: Lloyd Lowrey (District 3) and Thomas J. MacBride (District 8) elected at the June primary; Roy J. Nielsen (District 9) elected in November.

Not only do the unions and councils of District No. 13 deserve great credit for their achievements in the election, but it must be noted that labor's success in this area can be attributed in great part to the fine coverage the Sacramento Labor Council's official paper, the "Sacramento Valley Union Labor Bulletin," gave labor-endorsed candidates throughout the campaign. During the final weeks of the campaign, at the request of Secretary Haggerty, I went to Southern California, where I made radio and television appearances in connection with the election, spoke at labor gatherings, and did whatever else seemed helpful to get out the vote and elect our candidates.

Minimum Wage

As a member of the amusement and recreation wage board, I attended the hearings held by the Industrial Welfare Commission on a revision of the minimum wage order for the employees in these

fields. The figure called for by the State Federation of Labor was \$1.25 an hour minimum wage for women and minors, and labor representatives on all the wage boards fought hard to achieve this, at best, inadequate increase from the 75 cents per hour in the last wage order. When the commission's decision was announced in June, however, the minimum wage had been raised only 25 cents, to \$1.00 an hour. Indicating that even this lower figure was a victory for labor was the 3-2 vote which established it. The new wage order will go into effect some time this fall.

Governor's Advisory Council On Department Of Employment

As one of the three labor representatives, along with Secretary C. J. Haggerty of the Federation and the Federation's chief counsel, Charles P. Scully, of the new seven-member Governor's Advisory Council on the Department of Employment, I have attended meetings in San Diego, Los Angeles, Fresno, San Francisco and Sacramento. Reports of this labor-management group, created by the 1955 legislature, cover employment, and unemployment and disability insurance problems, and are made directly to the Governor.

California State Fair

Labor's day at the California State Fair in Sacramento was celebrated on September 3, as part of the national observance of Labor Day. Labor officials from all parts of the state attended the special program of events arranged under the sponsorship of the California State Federation of Labor, including a luncheon and the AFL Purse race, with a blanket and trophy being presented to the winner by Governor Knight and Secretary Haggerty. The day came to a brilliant end with a special fireworks display featuring the AFL banner and the union label in front of the grandstand prior to the night show. At the request of Secretary Haggerty, I made the arrangements for Labor Day at the State Fair on behalf of the Federation.

Sacramento Ship Channel

The Sacramento Deep Water Channel Project, which, when completed, will allow ocean-going ships to move up the river to the capital city, has long been an active concern of labor. Authorized by Congress ten years ago, the project has progressed rapidly or slowly, depending on whether or not Congress has been willing to vote appropriations in the amount requested. It has now reached the point,

however, where construction will begin on major features of the project. The channel will be 25 miles long and will by-pass a narrow, winding stretch of the Sacramento River.

At this writing, the outlook for the 1957-58 appropriation is very promising. The House has approved \$2,815,000 for the continuation of dredging, and the Senate is expected to take similar action. This would bring the total of federal money spent on the project to \$8.3 million; in addition, the Sacramento-Yolo port district has spent some \$4 million of its own money to buy right-of-way property.

Mike Elorduy, secretary-treasurer of Cannery Workers No. 857 in Sacramento, is a member of the Port Commission, and accompanied Port Director W. G. Stone to Washington, D. C., last November to confer with government officials as well as Congressman John E. Moss about the 1957-58 appropriation. It is the concensus of opinion now that, with adequate appropriations from Congress, ocean-going vessels should be able to tie up at the West Sacramento Lake Washington harbor in July, 1961.

Central Labor Council

The activities of the Sacramento Central Labor Council in both trade union and community affairs increase from year to year, and its standing in this area is an enviable one.

Governor Goodwin Knight headed the list of notables who addressed the council's installation of officers in January, and was made an honorary delegate by the council. Mayor Clarence Azevedo and numerous city and county officials were also present for the ceremonies. Secretary C. J. Haggerty was the installing officer.

Union Labor Bulletin

The "Sacramento Valley Union Labor Bulletin," published weekly by the Sacramento Central Labor Council, is the official voice of organized labor in this area, and has been doing a fine job keeping the workers informed about national, state and local labor questions, as well as important civic affairs. We were therefore very gratified when our paper received a commendation last November during the California annual labor press conference in Fresno.

Easter Seal Rehabilitation Center

The Easter Seal Rehabilitation Center, which has had the enthusiastic support of

all labor in the area since work on it began four years ago, was officially dedicated last year on September 16. This project of the Sacramento County Society for Crippled Children and Adults is the result of the joint volunteer efforts of building and construction tradesmen and local building contractors.

The building, situated on a five-acre plot, contains 7,000 square feet. Schooling for children, most of whom are cerebral palsy victims, is provided, and in addition, there are special facilities for some 1,000 children and adults—a speech clinic, an occupational workshop, physical therapy rooms, and a day nursery.

All of labor participated in the project. Construction workers donated time—working at night and weekends—money and technical knowledge. Other workers who were not connected with the construction industry donated their time and money by supplying and serving meals to the workmen as the job progressed.

Hard-of-Hearing Children

The Children's Hard-of-Hearing Project is another undertaking which receives our warm support. A large number of these children are sponsored by the central labor council, which arranges outings for them and special programs throughout the year.

Approximately forty of the children from the Fremont and Arden-Carmichael schools, plus their parents and teachers, were entertained at the central labor council's annual Christmas party, held on December 17. Each child received a gift, chosen by his parents and bought by the council's Christmas party committee, and a program of entertainment was provided, followed by refreshments.

United Crusade And Other Civic Activities

As always, the United Crusade receives our fullest support. It has been my pleasure to serve this worthy undertaking as labor-management co-chairman. The City of Hope, Boy Scouts, Civil Defense Committee and countless other groups have only to call upon the central labor council for assistance to receive it.

Conclusion

It has been a very full and rewarding year, and I regret that space does not permit me to describe more of labor's activities in District No. 13, or to illustrate, by recounting numerous examples, the fine spirit of cooperation and loyalty I have

always enjoyed here. All the unions and councils have responded to my requests for action, and when it has been necessary for the whole district to function as a unit, it has been gratifying to see how the central bodies and craft councils become linked together organizationally to rouse the district's union members and accomplish what is needed. The list of names of those I should like to thank here for their fine work would be a long one, but I must mention one—George Mock of Teamsters Joint Council No. 38,

with whom it has been rewarding to work in close cooperation in many trying situations.

Thus I close, with my thanks to everyone in District No. 13 who helped make it a good year for labor here, and to the officers of the State Federation of Labor, with whom I have been proud to serve the statewide labor movement.

Fraternally submitted,

HARRY FINKS.

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

Eureka, July 15, 1957.

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

"We've had it" would be a fitting expression for the past year's experiences of the local unions and councils in the fourteenth district.

A general economic recession, employer pickets, exceptionally favorable strike and negotiation settlements, with others just the reverse, the loss of several prominent local labor officials—these are the highlights. Now for some of the details.

"Hard Money" and Lumber Industry

The "hard money" policy of the present national administration has dealt a body blow to the economy of this northwestern California area. With approximately 70 per cent of the area's economy dependent upon the lumber industry, you can readily visualize what the drop in housing starts has done to this vital industry. Its snowballing effects have been felt by the membership of virtually every craft. This area's economy cannot afford the "around the corner" cure of the 1930 medicine man. The time for action is now. Organized labor in this area has taken definite steps to alert our legislators and the national administration to this effect.

Employer Pickets in Culinary Strike

The innovation of "employer pickets" was a new experience for the labor movement of this area during last summer's Culinary Workers' and Bartenders' dispute which centered in Eureka. Members of the California Association of Employers and the local tavern owners' association picketed establishments that had signed agreements with the local unions,

charging that these establishments had signed a "sweetheart agreement" with the unions. The local unions Nos. 220 and 318 countered with members carrying signs to the effect that the establishments were fair to organized labor. The dispute was finally settled with the local unions obtaining a substantial wage boost for their respective memberships.

Negotiations and Strikes

Many of the local unions were successful in negotiations and strike actions, with gains in wages and working conditions above normal settlements. On the other side of the ledger was the settlement reached between the Moving Picture Machine Operators No. 430 and the theatres represented by Theatre Service Agency. This settlement came after more than five months of strike action and picketing. The Central Labor Council protested the reported employer discrimination against certain members of Local No. 430 involved in this dispute. Lumber and Sawmill Worker unions have also been faced with minimum settlements due to strong wage increase resistance from the industry.

Labor Loses Some Leaders

Notable among the more prominent union officials who are no longer active in the local labor movement are Henry J. Tornwall, Stanley Jordan, H. R. Talbert and Jim Abbott.

Brother Tornwall retired from the position of secretary and business representative of the Electrical Workers No. 482 and the Humboldt Building Trades Council due to a serious illness.

Stanley Jordan, secretary and business representative of Lumber and Sawmill Workers No. 2808, resigned his position after many years of service to his local

union and the District Council of Lumber and Sawmill Workers.

H. R. Talbert, who served a number of years as business representative of Carpenters No. 2143, Ukiah, passed away during the past year.

Jim Abbott, secretary and business representative of Loggers No. 3006, retired due to illness.

The labor movement of the 14th district regrets the loss of these and other officials who gave many years of service to organized labor.

Humboldt Central Labor Council

The Central Labor Council of Humboldt County was called upon many times during the past year to assist local unions in negotiations and strike situations. In addition to its functions in assisting local unions and coordinating the local AFL-CIO, the council is organized labor's primary voice and contact in community affairs.

Representatives of the council serve on various city and county commissions and committees. Sponsoring of a \$150 scholarship to Humboldt State College and co-sponsorship of the annual Eureka High School graduation party are among the council's projects. Appearances before senior high school history classes on the subject of "Background, functions and objectives of the AFL-CIO" are being continued.

The council also sponsors the annual community-wide Labor Day celebration. Plans for this year's celebration are similar to previous years with the exception of the parade, which has been eliminated. In lieu of the parade, special emphasis will be given to the program for observance of Union Label Week.

Humboldt Building Trades Council

The big drop in home building has had its adverse effects on the local building trades unions, particularly the Carpenters, who have a large number of members unemployed.

Heavy and highway construction is holding up very well. This has taken up some of the slack. The Operating Engineers, however, have been swamped by calls for equipment operators, due to the large amount of dirt moving required on the highway projects, particularly the Dyerville by-pass.

The affiliates of the building trades have once again taken the lead in negotiating substantial wage increases and

other improvements for their respective members.

Contract Gains

The Laborers, through their Northern District Council of Laborers, led off in negotiations with the AGC this year by obtaining an 18 cents per hour increase effective May 1, 1957, making their new minimum rate \$2.50½ per hour. The five-year agreement also provides for an 18 cents per hour increase for each of the following four years. Upward adjustments in other classifications were also negotiated.

Hodcarriers negotiated a 10 cents per hour increase, making their new rate for plasterer tenders \$3.25 per hour, and brick and blocklayer tenders \$3.00 per hour. New travel time provisions provide for 10 to 25 miles—1 hour per day (one way), 25 to 45 miles—2 hours per day (one way).

The Carpenters' settlement with the AGC provided for substantial gains which included a 22½ cents per hour increase effective June 1, 1957, making their new journeyman rate \$3.22½ per hour. The agreement also provides for an automatic increase of 15 cents per hour effective June 1, 1958, and an employer payment of 10 cents per hour to a pension plan effective January 1, 1959.

The Laborers and Carpenters experienced some resistance to the new wage rates from members of the Home Builders Association, who questioned the validity of their signed memorandum of agreements tying them to changes in the AGC master agreement. After several weeks of hasseling, most of the members of the HBA paid the new rates under protest.

Lowell Rotermund, former business representative of Carpenters No. 1040, is once again serving in that capacity.

Operating Engineers No. 3 negotiated outstanding improvements in their new agreement with the AGC. They include an average increase of 22½ cents per hour with upgrading of a number of classifications due to changes in equipment. With the automatic increase May 1, 1958, the total increase will average over 40 cents per hour. The contractor will pay 5 cents per hour to a pension plan effective January 1, 1958, with an additional 5 cents per hour payment on January 1, 1959. They were also successful in establishing a new dispatching provision which will provide for dispatching according to experience classification.

Painters No. 1034 had some difficulty in negotiations this year with the PDCA.

After a breakdown in negotiations, they signed a majority of the independents to a three-year agreement providing for an increase of 15 cents per hour effective June 1, 1957, making their new journeyman rate \$3.00 per hour. Additional increases of 15 cents per hour on June 1, 1958, and June 1, 1959, plus a 10 cents per hour health and welfare plan effective June 1, 1959, were also included in the three-year package. After approximately three weeks of economic action, the local was successful in signing the PDCA to the same agreement as previously signed by the independents. The irony of this dispute was the fact that the PDCA had rejected this settlement, which was jointly recommended by their negotiating committee and the union committee prior to the work stoppage. Glaziers under the jurisdiction of Local No. 1034 negotiated a 10 cents per hour increase, making their new rate \$2.85 per hour, with an additional 5 cents per hour, effective January 1, 1958.

Electrical Workers No. 482 have negotiated a new agreement with substantial wage increases, making their new journeyman rate \$3.75 per hour, effective July 1, 1957, with automatic increases of 25 cents per hour on July 1, 1958, and July 1, 1959. The settlement, however, provided for the elimination of the health and welfare plan and vacation provisions that existed in the previous agreement. Henry J. Tornwall, long-time secretary and business representative of Local No. 482, retired earlier this year due to a serious illness. William Schieberl, Jr. is the local's new secretary and business representative. The local is now established in an office at 431 F. Street in Eureka.

Plumbers No. 471, after a work stoppage, was successful in obtaining a number of improvements in their agreement. Notable among these improvements was the wage increases which provided for a journeyman rate of \$3.525 per hour, effective July 1, 1956, \$3.675 per hour, effective January 1, 1957, and \$3.925 per hour, effective July 1, 1957.

Cement Masons No. 481 negotiated a 22½ cents per hour increase, making their new rate for journeyman \$3.22 per hour. Their new agreement also provides for an automatic increase of 15 cents per hour on June 1, 1958, with a pension plan to go into effect in 1959.

Most of the other building trades unions are now in negotiations for changes in their existing agreements.

New Officers

The new president of the Building Trades Council is Ken Brooks of Operating Engineers No. 3.

The council has made an arrangement with the central labor council for the operation of a joint office. The writer was recently elected to the position of secretary-business representative of the building trades council also.

Redwood District Council

The Redwood District Council of Lumber and Sawmill Workers and its affiliated unions have been hard hit by the drastic decline in the lumber market. A number of smaller firms have ceased operations, with others operating on a curtailed basis.

The purchase of the Hammond California Redwood operations by the Georgia-Pacific Company was the outstanding change in local management during the past year. Locals No. 2592 and No. 3006 have negotiated a 5 cents per hour increase with the new management plus the establishment of a full union shop condition.

Negotiations with the other mill operators have not borne much fruit, except for renewal of agreements with reopening in wage rates for further negotiation in the near future. Everyone is apparently waiting for a wage pattern to develop on an industrywide basis.

Local No. 2952 has been on strike against the Morrison-Jackson Lumber Company, located at Myers Flat, since April 1 of this year. This company had been under agreement for the past eight years but took an adamant position this year by refusing to meet with the union for extension of the agreement. The Redwood District Council of Lumber and Sawmill Workers and the Brotherhood of Carpenters and Joiners are giving financial assistance and direction to this strike action.

Leonard Cahill is the new president of the Redwood District Council of Lumber and Sawmill Workers, replacing Brother George Faville, who resigned to take a position with Local No. 1959 in Riverside. Brother Cahill is also the new secretary-business representative of Local No. 2808.

Mendocino Central Labor Council

The Mendocino Central Labor Council is presently engaged in a full scale campaign to assist Bartenders and Culinary Workers No. 770 in their effort to bring all restaurants and taverns in Mendocino and

Lake Counties under union agreement. The council has granted strike sanction against 19 firms to be invoked at the discretion of Local 770. The CAE claims to represent most of the establishments involved in the current action.

The membership of the council's affiliated unions is being fully alerted to the seriousness of the "right to work" campaign that is being spearheaded in northern California by the California Association of Employers. The "right to work" proponents have been active in neighboring Lake County, but prompt action on the part of local unions having membership in that area resulted in the board of supervisors taking no action on the proposed "right to work" ordinance at the preliminary hearing.

The council is continuing its active participation in community affairs. The seating of Reverend Norman Short as a delegate from the Ukiah Ministerial Association was another event which highlighted the activities of the Mendocino Central Labor Council during the past year.

Political Action

The Humboldt County Labor League for Political Education carried on an extensive educational program during the general election campaign last year. Labor's endorsed candidates did well in Humboldt County. Congressional candidate Clem Miller carried the county by a substantial margin, while Stevenson and Richards ran a close race with their opponents. The League's endorsements in the recent Eureka city election did not fare too well due to the lack of strong issues and the crossfire in which League-endorsed school board candidates found themselves on a proposed school board charter amendment which the League opposed.

Local Union Activities

Barbers No. 431 is continuing its campaign against Jack's Barber Shop on Harris Street in Eureka, although pickets have been removed temporarily. This cut-rate shop remains on the central labor council's "we don't patronize" list.

Bakers No. 195 has obtained a health and welfare plan in their retail agreement. Negotiations for further improvements in the retail agreement are about to be concluded. The machine shop agreement negotiated last year runs until May 1, 1958.

Bartenders No. 318 and Cooks and Waiters No. 220 finally concluded their dispute last summer after several days of "strategic" picketing. The new three-year agree-

ment provided for wage increases in all classifications of approximately 7½ per cent on July 1, 1957, and 5 per cent on July 1, 1958. Additional adjustments in some classifications provided for substantially larger percentage increases, particularly in the first year. A health and welfare plan was not included in the new agreement.

During the course of the dispute, members of the CAE and the North Coast Restaurant and Tavern Owners Association picketed establishments that had signed with the union, charging that they had signed a "sweetheart agreement" with the union. Locals 220 and 318 met this new technique by placing members in front of these establishments with signs to the effect that the establishment was "Fair to Organized Labor." Labor daily newspapers by-lined the incident as "Pickets Picketing the Pickets." Participating in the final negotiation meetings, in addition to the local union committee and central labor council representatives, was International vice president C. T. McDonough, state conciliator Lewis De Wolfe, and CAE president Winston Caldwell.

Butchers No. 445 negotiated a new three-year agreement last November which provides for \$4.00 per week increase the first year, \$3.00 per week the second year and \$3.00 per week the third year, three weeks' vacation with pay after 5 years of service, an increase in the employers' health and welfare payments from \$10.18 to \$11.76 per month, and an employer payment of 10 cents per hour to an employee pension plan, effective January 1, 1959. Market managers received a \$9.00 per week increase in their rate. Local No. 445 has also made plans for an extensive organizational campaign in the fish products industry.

Hospital and Institutional Workers No. 327 has concluded negotiations with the General Hospital and has signed a new two-year agreement which provided for a 10 per cent increase this year and a 5 per cent increase next year. Local 327 has made no further progress in organizing other hospitals in this area.

Laundry Workers No. 156 was successful in signing the Model Laundry to their agreement. Local No. 156's present agreement is not subject to reopening until October of this year. Local officials are very unhappy about the suspension of their International union from the AFL-CIO.

Fire Fighters No. 652 received a 10 per cent across-the-board increase, plus a reduction of three hours in their work week

through action of the Eureka City Council. Local 652 had previously conducted a campaign for passage of an ordinance by a vote of the people which would have established fire fighters' scales at an equitable level and provided a basis for automatic increases or decreases in future years based upon the average increases or decreases of certain trades in the building trades council. Despite the large number of voters who signed the firemen's pay ordinance petition and the apparent lack of any organized opposition, the ordinance was defeated by a small margin at a special election which drew a very light vote. The fire fighters will continue their efforts in the future to establish a pay scale commensurate with the skill and hazards of their profession.

Municipal Employees No. 54 sent their committee to meet with the Eureka City Council regarding a wage increase and were successful in getting an increase of 10 per cent across-the-board.

Machinists No. 540, having signed a two-year agreement last year, are now enjoying the benefits of this year's 10 cents per hour increase, which went into effect on July 1. A reported 41.6 per cent decline in the automotive business in Humboldt County so far this year has resulted in considerable unemployment for Local 540's members. Further progress has been made in organizing non-union shops.

Moving Picture Machine Operators No. 430 reached a compromise settlement with the Theatre Service Agency after more than five months of strike and picket action. The members who carried the brunt of the picket line action during this period are to be commended for their action in fighting for wages and working conditions they believed to be right. Those volunteers from other local unions who assisted on the picket lines are also worthy of commendation.

Terms for the settlement of the dispute were handled under the direction of John Forde, International representative of the IATSE. The report that certain members of Local No. 430, who were active in the dispute, were being discriminated against to the extent of not being re-employed by theaters represented by Theatre Service Agency brought a strong protest from the Central Labor Council of Humboldt County. The International union was advised accordingly. The long range results of this first strike by Local No. 430 will not be known for some time, but it is hoped that theater management will approach future bargaining sessions

with a more enlightened and compromising viewpoint.

Theatre Employees No. 110 suffered a set-back as a result of the Local No. 430 settlement. The future of this newly organized local is now in the hands of the International union.

Musicians No. 333 has been conducting a series of band concerts at the Sequoia Park, Eureka, under the auspices of the International's recording fund. Recently Local 333 honored one of its charter members, Ida May Anthony, on the occasion of her eightieth birthday. Mrs. Anthony was also one of the original directors of the Union Labor Temple Association.

Printing Pressmen No. 279 is enjoying the benefits of a two-year pact signed last year.

Typographical Workers No. 207 is currently in negotiations for a new agreement.

Retail Clerks No. 541 has had a very busy and eventful year. The Food and Liquor Clerks have been in virtually continuous negotiations since last September. An agreement was negotiated, effective October 1, 1956, for a \$3.00 per week wage increase, a third week vacation with pay after 5 years of service, double time on Sundays, effective September 29, 1957, and other contract improvements. Shortly thereafter negotiations began on a northern California basis for an interim reopening to establish a pension plan and other improvements to a longer term agreement. This new agreement was reached, effective April 1, 1957, which provides for an employer payment of 7½ cents per hour to an employee pension plan, sick leave pay, an automatic increase of \$2.00 per week, effective September 29, 1957, with another \$2.00 per week increase effective September 30, 1959, with the agreement to run until October 1, 1960.

New agreements have also been signed during the past year with Spiegel, Inc., Montgomery Ward Co., F. W. Woolworth Co., and local retail bakeries providing for wage increases and other improvements in working conditions. Further progress has been made in organizing stores in the Fortuna area. Organizational differences between Local No. 541 and Teamsters No. 684, which arose over Local No. 684's organizing retail food stores in Crescent City, appear to be on the road to a satisfactory settlement. Eugene Falk was recently elected secretary and business representative of Local 541.

Teamsters No. 684 signed a two-year agreement last October with the Humboldt County Motor Car Dealers represented by the CAE. This first agreement covering miscellaneous employees provided for substantial wage increases, with another automatic 10 cents per hour increase effective July 1 of this year. Health and welfare plan coverage for employees and their dependents is also included as one of the provisions of the agreement, which was consummated after the local won an NLRB election and later placed pickets on some of the dealer establishments.

Beverage drivers negotiated a \$5.00 per week increase, making their new rate \$95.00 for a 40-hour week. The two-year agreement provides for an automatic \$5.00 per week increase next year, plus improved vacation and health and welfare benefits. Building construction teamsters received wage increases averaging more than 22½ cents per hour. The general trend in other teamster divisions indicates substantial wage boosts and improvements in working conditions. Local 684 has moved its office to the Engineers Building at 2806 Broadway, Eureka.

Humboldt County Federation of Teachers No. 1203 has conducted an extensive educational campaign through the medium of its news bulletin. The central labor council has assisted in preparing the bulletin, which is mailed to all local classroom teachers. Local 1203 has also organized a credit union as a further service to its members. Recently, the local lost its secretary and bulletin editor, Roy Ockert, who accepted a position as assistant director of the United Rubber Workers research department.

Right To Work Legislation

Lake County is the only county in the fourteenth district that has been faced with an extensive "right to work" campaign thus far. The "right to work" proponents circulated petitions and pamphlets through a so-called Citizens Committee for Voluntary Unionism. The prompt action of the local unions having membership in Lake County in counteracting this anti-labor campaign bore fruit when the Lake County board of supervisors declined to act on the proponents' request for the enactment of a "right to work" ordinance.

I wish to express my appreciation to Vice President Lowell Nelson, the Sonoma County AFL-CIO Policy Committee headed by E. A. "Al" Brown, and the Voluntary Committee for Unionism in Lake County headed by Bill Whittlieb, for the important part they played in stopping the "right to work" movement in Lake County. It would also be well to remind vacationing labor unionists and friends of organized labor that Mr. Frank Hoberg, owner of Hoberg's resort in Lake County, was one of the leading proponents of the "right to work" ordinance.

Labor Day Celebration

Labor Day, 1956, was once again celebrated in Eureka with the traditional parade followed by the barbecue and picnic at Sequoia Park. Senator Richard Richards and congressional candidate Clem Miller were the principal speakers at the park program, with approximately 4,000 members and friends of organized labor in attendance. The first place trophy for the best decorated float in the parade was won by Butchers No. 445. Retail Clerks No. 541 took second place, with Teamsters No. 684 placing third.

Apprenticeship Program

I would feel remiss in completing this report without expressing the labor movement's appreciation to the unsung heroes who are molding the future craftsmen of America—the craftsmen who will have the intelligence and the ability to help keep the United States as a leader among nations with a standard of living commensurate with this leadership. The unsung heroes I refer to are the members of the joint apprenticeship training program.

In closing this report, I wish once again to express my deep appreciation to the officers and members of the local unions and councils in this district for their splendid cooperation. I also wish to extend my thanks to President Tommy Pitts, Secretary Neil Haggerty, Counsel Charles Scully, Research Director Jack Henning, my fellow vice presidents, and the staff members for the cooperation and courtesies extended to me during the past year.

Fraternally submitted,

ALBIN J. GRUHN

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

Redding, July 15, 1957.

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

Greetings:

Despite the so-called "right to work" activities of the California Association of Employers and the Citizens Committee for Voluntary Unionism in Tehama County, the unions and councils of the 15th district have made progress in collective bargaining, organizing the unorganized, political education, public relations and civic affairs in the past year.

"Right to Work" in Tehama County

Early in 1957, the California Association of Employers and the Tehama County Citizens Committee for Voluntary Unionism became very active in a propaganda program advocating a "right to work" ordinance in the county by using full page advertisements in the local newspapers and advertisements on radio and television in an attempt to divert the organizing campaign in the city of Red Bluff to a fight against the enactment of a "right to work" ordinance by the county board of supervisors.

On April 15, 1957, representatives of the Five County Central Labor Council appeared before the board of supervisors requesting that the labor organizations in the area be advised by the board of supervisors when the proposed ordinance was to be presented to the board for its consideration. The Five County Central Labor Council representatives were advised by the chairman of the board of supervisors that labor would be notified of the time the Citizens Committee for Voluntary Unionism would present its proposed ordinance, and that the ordinance would not be adopted the day that it was presented.

The chairman of the board of supervisors did not fulfill any of the statements he made to the representatives of the Central Labor Council. On the following Monday, April 22, 1957, the board passed the "right to work" ordinance by a 3 to 2 vote, with the chairman voting for the ordinance.

Immediately following the effective date of the ordinance, May 22, 1957, Nathan R. Berke, from the law firm of Severson,

Davis and Larson, representing the California Association of Employers, petitioned the superior court in the County of Tehama for a temporary restraining order and order to show cause in an attempt to remove the picket lines established on the Hobson Motor Company (Ford Agency), which has been picketed since August 6, 1956, and the Sprouse Reitz Store, which has been picketed since December 20, 1956. The temporary restraining order was denied by Judge Curtiss E. Wetter. However, he did issue the order to show cause. The case was heard June 17, 1957, and on June 27, 1957, the judge ruled on the demurrer and the order to show cause (directions for orders). The demurrer was sustained with 15 days to amend. Application for preliminary injunction was denied without prejudice to renewal upon cause shown.

This superior court decision did not test the validity of the ordinance. It only denied injunctive relief due to the fact that the unions' activities were all within the city of Red Bluff, and that the board of supervisors cannot enact legislation for an incorporated city.

Text of Ordinance

The following is a copy of the "right to work" ordinance passed by the Tehama County Board of Supervisors, April 22, 1957:

Ordinance No. 216. An ordinance relating to employment, prohibiting denial of employment because of non-membership in a labor organization, prohibiting agreements excluding any person from employment because of non-membership in a labor organization; prohibiting strikes or picketing to induce violation of this ordinance; making illegal compelling or attempting to compel a person to join a labor organization or leave his employment against his will; prohibiting conspiracy to cause the discharge of any person because of non-membership in a labor organization; providing right of action for damages for violations; and providing for injunctive relief.

The Board of Supervisors of the County of Tehama, State of California, do ordain as follows:

Section 1. Definition of Labor Organ-

ization.—The term “labor organization” means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment or other conditions of employment.

Section 2. Definition of Person.—The word “person” includes a corporation, association, company, firm or labor organization, as well as a natural person.

Section 3. Agreements prohibiting employment because of non-membership in labor organization prohibited. No person shall be denied the opportunity to obtain or retain employment because of non-membership in a labor organization, nor shall the county, any agency thereof, or any corporation, individual or association of any kind enter into any agreement, written or oral, which excludes any person from employment or continuation of employment because of non-membership in a labor organization.

Section 4. Certain Contracts Declared Illegal and Void.—Any act or provision in any agreement entered into on or after the effective date hereof or any renewal or extension of any existing agreement entered into on or after the effective date hereof which is in violation of this ordinance shall be illegal and void. Any strike or picketing to force or induce any employer to make an agreement in writing or orally in violation of this ordinance shall be for an illegal purpose.

Section 5. Compelling a Person to Join a Labor Organization or to strike against his will or to leave his employment prohibited.—It shall be unlawful for any employee, labor organization, or officer, agent or member thereof to compel or attempt to compel any person to join any labor organization or to strike against his will or to leave his employment by any threatened or actual interference with his person, immediate family, employment or property.

Section 6. Conspiracies to Violate Act Prohibited.—Any combination or conspiracy by two or more persons to cause the discharge of any person or to cause him to be denied employment because he is not a member of a labor organization, by inducing or attempting to

induce any other person to refuse to work with such person, shall be illegal.

Section 7. Liability for Damages.—Any person who violates any provision of this ordinance, or who enters into any agreement containing a provision declared illegal by this ordinance or who shall bring about the discharge or the denial of employment of any person because of non-membership in a labor organization shall be liable to the person injured as the result of such act or provision for such damages as such person injured may have sustained thereby and may be sued therefor.

Section 8. Injunctive Relief.—Any person injured or threatened with injury by any act declared illegal by this ordinance shall, notwithstanding any other provision of this ordinance or any other ordinance to the contrary, be entitled to injunctive relief therefrom.

Section 9. Severability of Provisions.—If any section, subsection, sentence, clause or phrase of this ordinance be for any reason held to be unconstitutional, invalid or contrary to law, such decision shall not affect the validity of the remaining portions of this ordinance, it being the intent of the people of the County of Tehama that each and every other section, subsection, sentence, clause and phrase thereof shall be enforced irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases of the ordinance be declared unconstitutional, invalid or contrary to law.

Section 10. This ordinance is to take effect 30 days from and after the date of its passage and before the expiration of 15 days after its passage it shall be published once with the names of the members voting for and against the same, in the Red Bluff Daily News, a newspaper published in said County of Tehama.

Adopted by the Board of Supervisors of the County of Tehama, State of California, on the 22nd day of April, 1957, by the following vote:

AYES: Supervisors Dale, Armstrong and Raymond.

NOES: Supervisors Pryor and Davis.

ABSENT OR NOT VOTING: None.

LYNN RAYMOND,

Chairman of Board of Supervisors of the County of Tehama, State of California.

(SEAL)

New Forest Products Plant

Construction of the multi-million dollar Diamond Match Company Forest Products Plant is 60 per cent completed. This plant is being built by the Del Webb Construction Company. The plant covers 60 acres of land, plus a 42-acre log pond. It will include a sawmill, planing mill, dry kilns, lumber storage and shipping facilities. In addition, they will produce molded-pulp products such as picnic plates, egg cartons, etc., and a ground-wood pulp mill is also being built.

This is the first plant of this type in California. A portion of this plant is expected to go into production in the near future, with the balance going into production in 1958. The company expects to employ an estimated 632 employees in full production. The production workers of this plant will operate under union contract with the Lumber and Sawmill Workers and the Pulp and Sulphite Workers Unions.

Trinity River Project

The Trinity River project is underway

at Lewiston, Trinity County, as well as a number of other heavy construction projects in the district. The building trades unions urge the delegates to this convention to advise their memberships that, due to the publicity given these projects, there are many unemployed building tradesmen in this area.

The Eisenhower Administration's tight money policy has seriously affected the lumber industry due to the curtailment of home building, and this naturally affects the Lumber and Sawmill Workers and the general economy of this district.

In closing my report, I wish to again thank the affiliated local unions and councils for the privilege of representing them as a member of the executive council of the California State Federation of Labor. I also wish to express my appreciation and thanks to the executive council for the cooperation and the pleasure I have received while serving as vice president of the 15th district.

Fraternally submitted,

ROBERT GIESICK.

REPORT OF SECRETARY-TREASURER C. J. HAGGERTY

San Francisco, August 15, 1957.

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

Greetings:

This is the fifty-fifth convention of the California State Federation of Labor in the fifty-seven years since it was founded in January, 1901. Two conventions were held in 1908, when the meeting month was shifted from January to October; many years later the housing and transportation shortages of World War II made it impossible to hold conventions in 1943, 1944 and 1945.

For fourteen years, since 1943, your secretary has been the executive officer of this Federation. The startling realization comes to me that these years cover one-fourth of the Federation's entire span of existence. We have made great strides in the past fourteen years, and your secretary takes a deep pride in these accomplishments, but never once has it been possible to forget that this progress was realizable only because of the solidly built structure, the fine traditions and unswerving aims of the organization which passed into your secretary's trust upon the death of his predecessor, Edward D. Vandeleur.

The Federation's achievements during the past fourteen years have thus grown out of those of the preceding decades, and, in turn, they will make possible the achievements of the years to come.

In the proceedings of the Federation's 1911 convention, held when the organization had weathered its first ten difficult years, is a paragraph which your secretary likes to remember and is fond of quoting, because these few words encompass the spirit and aims and the enduring strength of our Federation's past, present and future:

"There is no limit to the field of our usefulness and scope of action. Thoroughly federated and united, the organized toilers of California can accomplish anything within reason, but we must at all times deliberate and act together in order to obtain results."

Today we are on the threshold of even larger federation and union, with the opportunity for more California workers than ever before to deliberate and act together. Your secretary feels it is fitting, therefore, at this juncture in the history of the Federation, to cast a look back over the fourteen years of his stewardship of the Federation's affairs and mark our gains.

California State Federation of Labor (1943-1957)

The War Years

When your secretary took office, our nation was in the second year of its participation in the war. Although our confidence in ultimate victory was unshakable, there was little reason at the time for rejoicing. Two crucial years of unremitting effort lay ahead, not only for our fighting men—and many of these were our members and their sons—but also for those on the home front, where the tools of war were manufactured, food was grown, processed and distributed, and where civilian life, geared to the austerity of a wartime economy, had to be kept functioning as smoothly as possible. And it was on the home front, with its vast complex of inter-related problems, that the Federation worked throughout the war, spokesman for the overwhelming majority of California workers, not only as workers, but as citizens as well.

Looking back to those dark and difficult days, which seem far more than fourteen years ago, your secretary can say, with absolute assurance, that we did well. We met the many complicated issues that confronted our affiliated unions with a complete acceptance of the spirit and intention, as well as the literal meaning of organized labor's "no strike" pledge, which we had volunteered on the day after Pearl Harbor. At the same time we sensed deeply the need to maintain the rights of our membership whenever these were jeopardized, either intentionally or through the pressure of circumstances brought about by the intensity of the war effort. At all times the full resources and facilities of the Federation were available to the unions so that labor's pledge might be kept and the workers would suffer no injustice.

The absence of our conventions unquestionably placed a heavy burden upon the Federation's officers. There can be no substitute for the clear mandates given our organization by its membership at each convention. In the intervals between the regularly held quarterly meetings of the executive council, your secretary was frequently called upon to make decisions that permitted no delay, so that, at best, only the briefest of telephone consultations with executive council members were possible. But to the fullest extent of which we were capable, your secretary and your other officers strove to ascertain the wishes and needs of the membership, to prevent difficulties and dangers from arising, and in every way to protect and strengthen our unions. Keeping our mem-

bership informed of developments became a primary responsibility. To this end, we used the Weekly News Letter, the Quarterly Bulletins, and uncounted special communications that were sent by your secretary from time to time to all our affiliates. And yearly, although there were no conventions, the annual reports of the officers were prepared as usual, and delivered to the affiliated organizations.

Probably no phase of our activities during those last two years of the war was more important or took more of our time and attention than our relationship with various federal war agencies, such as the War Labor Board, the Office of Price Administration, the War Manpower Commission and others. Indirectly, we participated in the work of such other wartime bodies as the local price and rationing boards and draft boards through our recommendations for appointment to these boards, and, of course, we shared on every level, state, county and city, in the responsibility for civilian defense through the voluntary work of thousands of our members.

Your secretary is proud to recall that even before the United States entered the war, he was appointed by President Franklin Delano Roosevelt, early in the defense period, to serve on the first Civilian Defense Council, one of five in the entire western region.

The War Labor Board

The Regional War Labor Board, set up after the national board had decided to decentralize, began to function the year your secretary took office. In collaboration with the AFL representatives on the regional board, your secretary asked all our central labor and craft councils to submit names of their members who would be available to serve on the panels hearing the cases of the various unions. Many so recommended served loyally and effectively on those panels. In this way our unions were able to obtain representation on the panels, the disputes were adjudicated as fairly as possible, and the interests of the unions were protected as well as they could be under the rigorous rules and regulations that governed the board's decisions.

It was inevitable, however, that the Federation should play a role in the application of national board policies, and, to some extent, even in the final formulation of those policies. Beginning in 1943, when the Presidential "hold the line" or wage-freeze order was issued, when the War Labor Board's substandard wage formula was threatening the imposition of a mini-

imum wage frozen to the "little steel" formula, and when poor control of prices had made the "little steel" formula itself out of date and desperately in need of upward revision, your secretary, as spokesman for the state AFL, joined the struggle for justice and equity that was to be waged by organized labor from coast to coast throughout the war and for more than a year after the war ended. In proportion to the effort expended, perhaps we did not gain much, but we did see the severity of the wage controls eased to some extent, and in innumerable other ways we were able to protect our membership.

Because of the concentration of war industries in California, the "no strike" pledge was of utmost importance, and the keeping of that pledge, in the face of every difficulty and provocation, brought great honor to our members. Your secretary likes to think that the assurance we were able to give our membership during those trying times that we were always in there fighting for their interests was as significant and helpful as anything else we did. Thus, in the last winter of the war, the Federation's officers reaffirmed the "no strike" pledge, promising the government, the nation and the armed forces that labor would give every possible assistance in prosecuting the war to a victorious conclusion. At the same time, however, we voiced our insistence that government and industry must respect labor's right to preserve its agreements, and that the "no strike" pledge must not be used as a subterfuge to deprive labor of its long established rights and privileges.

No account of the Federation's activities during the war would be complete without mention of the role played by its research department, which had been mandated by the 1941 convention and officially got under way a few days after Pearl Harbor. Normally, of course, this department would have developed at a reasonable pace, but those were not normal times. Staffing the department, stocking the research library with essential items had to be done at frantic speed. Even before the Regional War Labor Board was established, the department was assisting unions in the preparation of cases to be heard before the national board. After the regional board was set up its work load increased unbelievably. Despite an expanded staff, it became necessary on occasions to employ technical assistance and additional clerical help for cases which required more work than our permanent staff could handle within the necessary time limits.

In addition to the large number of cases

prepared and presented before the War Labor Board, the research department handled many arbitration matters and still others involving the National Labor Relations Board. Supplementing this general overall work, was the analysis of federal legislation vitally affecting labor, as well as the preparation of material of a general educational kind for use by the various affiliates.

No complete record remains of the entire scope of the War Labor Board cases handled by the research department, not to mention the countless Form 10's which it prepared and which frequently entailed the drawing up of supplementary statements together with charts of wages, wage comparisons, wage brackets, and other pertinent material, or the many appeal briefs to the national board when wage increases had been rejected by the regional board. There does exist, however, a summary of the total amounts gained between March 1944 and March 1946 by members of unions represented by the research department before the War Labor Board, and after the war ended, the Wage Stabilization Board. Estimated annual wage increases won during this two-year period totaled \$13,484,535, while retroactive pay accounted for an additional \$2,413,748.

The Office of Price Administration

By 1943, dissatisfaction with the ineffectiveness of the price control program had grown to serious proportions. From the start of this program labor had supported it fully, aware of its tremendous importance to wage earners whose wages were more or less frozen, but now something had to be done. That something was the establishment of labor advisory committees to the regional offices. Your secretary recommended two of our members to represent the AFL on the area advisory committee, and we hoped that through consultation with these brothers we not only could help make price control more effective, but also maintain contact with OPA activities. This hope was largely realized. Although the promised price roll-back failed to be put into effect and the cost of living rose steadily, much was accomplished in a very short time, through the efforts of the labor advisory committee, to ease the situation locally.

Through the advisory committee, we concentrated, first, on obtaining labor representation on local price and rationing boards throughout the state. We kept a vigilant eye on rent control, forestalling moves by certain groups to replace regional OPA officials by others who would

be more complaisant about easing rent control, and through questionnaires to all our affiliates kept well informed on conditions prevailing everywhere in the state. Finally, we undertook the difficult task of keeping our union business agents functioning, in the face of Washington's determination to eliminate these agents from consideration as not essential to the war effort, by seeing that they obtained sufficient gasoline and tires as needed in their ceaseless rounds of handling grievances and keeping production rolling without halt.

So closely and well did the Regional OPA and the labor advisory committee work together that it was not long before the scope of their efforts widened. Our OPA district soon became known as the most progressive in the entire country in furnishing ideas and pushing for policy in Washington, and it actually influenced national policy to a greater extent than any of the other OPA districts. It is not without significance that there were more labor people functioning actively on the OPA local boards in this area than anywhere else in the nation.

The War Manpower Commission

Your secretary became a member of the Regional War Manpower Commission in 1943, just about the time that the so-called "job freeze" was imposed. The Federation immediately protested this plan as a dangerous precedent, and opposed it on principle in that it was not being developed and administered on a tri-partite basis. Your secretary placed our position before Chairman Paul V. McNutt of the national War Manpower Commission, Economic Stabilization Director Fred M. Vinson, and others, condemning the plan as arbitrary, unjust and unworkable, pointing out that it would not only freeze manpower but actually nullify clauses in many union agreements, and urging the retention of the voluntary system which the California unions had been loyally supporting since the start of the war and which had proved completely effective. As a result of our strong stand, we were successful in having a number of the anti-labor features of the plan eliminated.

Other Wartime Activities

The number and variety of activities in which the Federation was involved during the war was incredible. We pressed for a reopening of the minimum wage orders, for instance, and were able, at long last, to unfreeze the shockingly inadequate minimum wage, pushing it up slowly from 33 cents an hour to 50 cents, and writing new protections for women and

minors into the revised orders. We fought for and finally succeeded in obtaining compensation for the captured civilian workers of Wake Island and Guam and their families. We combatted the deplorable situation that arose in 1944 when the newly appointed California Employment Stabilization Commission began to hand down decisions contrary to law and discriminatory against the claimants, and in the end were able to halt this trend. Out of this grew our educational program on unemployment insurance for our affiliates. And this was also the beginning of the association with the Federation of Attorney Charles P. Scully, for many years now our chief counsel.

The temptation to recall to our members other accomplishments of the Federation during this period is very great, for the list is a long and proud one, but space unfortunately does not permit. The tremendous problems we met during the war, moreover, did not come to an end with the war; many of them reappeared in a new guise, but many others continued unchanged.

The End of the War

When V-J Day finally came, the Federation, along with the rest of the nation, looked forward to returning to its peacetime functions, but nothing was to be the same as it had been before the war. The four years of conflict had created many problems that were still unsolved, and new ones multiplied as we moved into the post-war period of reconversion. Throughout the country organized labor had grown up; in California, where the effects of the war years had been especially intense, we had achieved a maturity and a status that demanded the acceptance of new and larger responsibilities than we had ever had before. For four years we had functioned far outside the usual scope of our work; now there was no turning back the clock, no diminishing of our endeavors.

The California State Federation of Labor was one of the very few organizations in the nation that was prepared for the end of the war. As far back as our 1942 convention, the last we were to hold until nearly a year after the war ended, we had set forth the fundamentals of post-war planning for the eventual reconversion of our economy from wartime back to peacetime in order to avoid a prolonged and chaotic period of transition. These plans were elaborated and shaped to the needs that developed during the succeeding years. Ten days after the capitulation of Japan, we requested Governor Warren to call a special session of the legislature as soon

as possible, and submitted to him an eleven-point program that embodied our basic post-war proposals.

We had not been idle during the wartime sessions of the legislature. The expansion of war industries in California had magnified the importance of liberalizing the workmen's compensation and unemployment insurance laws, tightening industrial safety provisions, and the like, while numerous problems born of the war had required legislative solutions. Now, at the close of the war, we returned to our traditional field of activity, the legislature, with a program for peacetime.

Legislative Achievements, 1943-1957

No representative of a state federation of labor goes through more than one or two sessions of his state legislature without coming to certain appreciations. The first of these is undoubtedly an appreciation of the wisdom and foresight of the founders of the American Federation of Labor who, at the very inception of the organization, assigned to the state federations of labor, as their primary task, the formulation of legislation beneficial to the working people and their unions, and requiring of these federations an unremitting, dedicated struggle for the enactment of such measures and the defeat of those inimical to the aims of the workers and their unions.

The second appreciation comes in a tingling awareness of kinship, of brotherhood, with all labor legislation representatives, in all the states, over the last three-quarters of a century, who have fought this same battle, now winning, now losing, often dissatisfied, never content, and never really discouraged. Rarely, and then only after years of ground-laying, have they been able to take a giant stride toward one or another of labor's goals. Mostly they have had to inch forward, sometimes achieving victory by merely holding on to gains already won and refusing to be pushed back, but usually having to accept, for the time being, just a small part of what they had hoped to obtain from their state's lawmakers.

Yet the inches add up, and there must have come to all of labor's legislative representatives over the years, as it came to your secretary not long ago, a moment when the progress that has been made, inch by inch, stands forth whole and incredibly large. Was it only ten years ago, for instance, that we were rejoicing because we had succeeded in increasing the maximum unemployment insurance benefit from \$20 to \$25? Today, we have raised that figure to \$40.

Let us look at our legislative accomplishments since 1943 in the same way, not inch by inch, but as they swiftly grew whole.

Analysis of Bills

The growth of our legislative work in the last fourteen years is apparent from a brief survey of only one of its phases—the analysis and digest of bills of interest to labor introduced at each session, prepared by the research department, and placed in the hands of our affiliates on the resumption of sessions following recess.

In 1943, the total number of measures introduced was slightly under 3,500. Of these, we analyzed 370, roughly 10 per cent, which we described at the time with some pride as a "record number." Each subsequent regular session saw the introduction of an ever larger number of bills, with, at first a correspondingly larger number, and then an increasingly bigger percentage of them being analyzed by us, until at the 1957 session just concluded, our analysis covered nearly 50 per cent of the more than 7,000 bills, constitutional amendments and resolutions that were introduced. What this enormous increase in our legislative activity has meant in terms of increased staff work, both in the Federation office and in Sacramento, has been balanced by the results obtained and the benefits won for our membership.

Workmen's Compensation

The maximum weekly benefit for temporary disability under workmen's compensation was raised from \$25 to \$30 in 1943, strictly as a war measure. Not until 1947 did this latter figure lose its emergency status, but it remained at the same level until 1951, when it was increased to \$35. In 1955, it rose to \$40, and at the last session we succeeded in obtaining a big jump to \$50.

The wartime emergency increase did not apply to the maximum weekly benefit for permanent disability, so it remained at \$25 until increased to \$30 at the 1946 extraordinary session of the legislature. In 1955, it reached \$35, and in 1957, \$40. The minimum compensation moved far more slowly, but in 1947 we were able to pull it up from \$6.50 a week to \$9.75, and in 1955, to \$15.

Meantime we worked unceasingly to improve death benefits, especially in cases of widows with dependent children. The first important advance came in 1947, when the maximum death benefit for a widow with a dependent child was increased from \$6,000 to \$7,000. It took four

years to raise this sum to \$8,750, and another four to get it up to \$12,500 for all totally dependent widows with minor children. Our greatest triumph occurred in the recently concluded 1957 session when the top figure for widows with children was set at \$15,000, and the benefits for other dependencies was raised from \$10,000 to \$12,000.

In addition to the above gratifying gains, we brought about many other improvements, the most noteworthy being the establishment, in 1945, of the subsequent injuries fund, and the passage of a law that same year entitling a worker sustaining both a temporary and permanent disability in the same accident to not less than 75 per cent of the full award for the permanent disability, irrespective of sums previously paid for temporary disability, instead of, as formerly, to only the greater of the two benefits. Not content with this, we secured a further amendment to this section of the law in 1947, so that for the past ten years such injured workers have received a full 100 percent of the award for the permanent disability in addition to the amount paid in temporary benefits.

Unemployment Insurance

Realization of the extreme importance of adequate unemployment insurance benefits during the sure-to-be-difficult transition from a wartime to a peacetime economy fired our efforts during the war to improve the California law. Employer resistance at all times was like a stone wall, but we did make some progress. In 1943, the maximum weekly benefit was upped from \$18 to \$20; in 1945, the waiting period was reduced from two weeks to one, and the law was made applicable to employers of one or more, rather than four or more, persons.

Two years later we succeeded in increasing the maximum duration of benefits from 23 to 26 weeks and in raising the maximum benefit to \$25, but seven years of fruitless endeavor were to elapse before we were again able to move forward. These were years when we held the line only with the utmost expenditure of our energies and resources. Our attempts to crack employer resistance to the improvements we sought were the least of the struggle, for the real fight was to save the unemployment insurance system itself from repeated onslaughts calculated to destroy it entirely.

Finally, at the 1954 extraordinary session, with employer hostility at a peak, our efforts were rewarded. The maximum

benefit was raised to \$30 with the addition to the benefit schedule of five new benefit steps. The following year, the maximum rose to \$33, and at the 1957 session we made our largest single gain to date, upping the weekly benefit to \$40.

Unemployment Disability Insurance

The passage of the unemployment disability insurance law at the 1946 extraordinary session was an event of tremendous importance to California labor, and a gratifying conclusion to the Federation's long struggle for the enactment of legislation to protect workers unemployed by reason of disabilities caused by illness or non-industrial injuries. Twice before, in 1943 and 1945, the measure had been introduced by us in the legislature and defeated both times. With its enactment, California became the second state in the nation to have such a law.

Today, eleven years later, the original law has been greatly improved, but your secretary and those who worked with him to steer it safely through the legislature will never forget the warm glow of triumph we felt when this long-held hope became a reality.

We set to work to liberalize the law almost immediately after it went into effect. In 1947, we were able to increase the maximum duration of benefits from 23 to 26 weeks, and to lower the waiting period from fourteen to seven days. In 1949, we succeeded not only in (1) raising the maximum weekly benefit from \$20 to \$25, (2) providing for the payment of benefits for the first seven days of a disability (the waiting period) if the disability lasts longer than 49 days, (3) eliminating the so-called one and a half times rule, so that a worker entitled to both unemployment and disability benefits in the same benefit year may receive the maximum of both, instead of an amount equal to only one and a half times the maximum of either benefit, but (4) we were also able to add to the law the remainder of our original proposal—hospital benefits.

First set at \$8 a day for up to 12 days, we managed to have the hospital benefit increased in 1953 to \$10 a day for up to 12 days, and at the recent session, to \$12 a day for up to 20 days. At the same time we pushed hard for more generous disability benefits, achieving an increase in the maximum weekly amount to \$30 in 1951, \$35 in 1953, \$40 in 1955, and \$50 at the recent 1957 session. Since 1953, also through our efforts, workers have been entitled to compensation for two 26-week periods of disability during the calendar

year, instead of only one period as originally provided.

Other Legislative Gains

Space does not permit the mention of more than a few of the large number of gains we have achieved for California workers via the legislature, and it is hard to choose among them. At every session, for instance, we introduced and energetically supported proposals to increase wages and improve conditions for the state, county and municipal employees, the teachers, the fire fighters—all workers who must obtain these improvements through legislative action on the state, county or municipal level, and not around the collective bargaining table.

Our unceasing struggle to preserve the federal reclamation laws against the depredations of the private power interests and the corporate farmers is a traditional one. It began long before the war but has reached a new intensity since, especially in recent years, and shows no signs of abating. This issue has been fought by us in Congress as well as in the state legislature.

We have urged and worked hard with some success for the liberalization of pensions for the aged and the blind. In 1949, we finally obtained the passage of an equal pay law for women, weakened by amendments, to be sure, but one of our targets for improvement ever since.

Child care centers, long desired and urgently needed by working mothers, came into being as a war measure, supported by federal funds. After the war ended we were able to win state financial support for the continuation of these centers, but only on a temporary, year-to-year basis. At every session of the legislature thereafter we sought to have this program made permanent, and this was achieved at last at the 1957 session. In the intervening years, moreover, we were able to secure just and fair eligibility standards and parents' contribution rates, and, in general, improve the law.

Return to Peacetime Activities

Although, wise with experience, the Federation remained wary of unexpected developments, we had felt reasonably sure at the end of the war that by 1947 the readjustment period would be practically over and we could concentrate our time and energies on the peacetime problems of the labor movement. It soon became apparent, however, that, with few exceptions, our peacetime activities would be anything but peaceful.

Both Congress and the California legislature failed to face up to the postwar domestic problems that were plaguing the nation and the state, and the adequate, long-term solutions so urgently needed were not forthcoming. That the greater part of our own eleven-point program was not realized for a dozen years—and some of it we are still striving for—is indicative of the legislature's indifference or ineptitude. Meantime, the bungling of price and wage controls in the immediate postwar period got inflation off to a good start—the same inflation we have with us today, although grown now to nightmare proportions.

The war was the source of much of the activity in which we have been egged. We are still fighting the housing shortage, for example, which during the war mushroomed out of the neglect of the preceding decade of the depression, and since then has been augmented by the tremendous growth of our state's population, itself a legacy of the war. But to an even greater extent it was the legislature that forced issues upon us. And finally, in the midst of the dangerous period of inaction following the war, the door was opened once again to our ancient enemy, anti-labor legislation, and the Taft-Hartley Act was passed.

Political Action

If your secretary were asked to name the Federation's single most important activity since the war, he would undoubtedly choose political action.

Generally speaking, it was the passage of the Taft-Hartley Act that triggered the nationwide upsurge of political action by labor, but in California it was the state legislature, and at the time, the Taft-Hartley Act merely added impetus to a movement that was already underway.

Organized labor in California has always had its share, and a generous one, of anti-union measures to combat, both in the legislature and at the polls. On the eve of our entry into the war, we were fighting to repeal by a referendum vote the "hot cargo" and secondary boycott law passed by the 1941 legislature. During the war, although management and labor had agreed that no controversial legislation would be introduced, the die-hard enemies of labor attempted the boldest invasion of union rights to date, hypocritically masked as "emergency war measures"; fortunately, all were defeated. Even in the crucial war year of 1944, we had to wage a costly campaign, with time that we could ill afford and money that could far

better have gone to aid the work of the Labor League for Human Rights, against an initiative proposition entitled "The Right of Employment," a forerunner of today's "right to work" laws. Our decisive defeat of this measure in the 1944 election discouraged its promoters for the time being, although other initiatives aimed at the unions threatened us throughout the war.

Hostility to labor, especially in the Senate, reached new heights, however, in the 1947 legislature. Our gains at that session were concentrated almost wholly in the field of unemployment disability insurance. For the rest, we were constantly on the defensive, expending all our energies in staving off the greatest array of inimical legislation we had ever encountered before in a single session. Despite our efforts, two bad bills were passed that year. Our referendum to repeal the "hot cargo" act had been rejected at the war-time election of 1942; the 1947 session made this law, originally a war measure only, permanent. (It is gratifying to note that its permanence lasted merely a few months, for it was declared unconstitutional by the California Supreme Court in October of that same year.) The other bad measure enacted was the jurisdictional strike law, which is still in effect.

During the 1947 session we came to the conclusion that the Senate's frustration, in committee and on the floor, of almost every effort we had made for years to secure the passage of beneficial legislation, and its cordiality and benevolence toward all anti-labor bills could no longer be endured. There were two remedies: it was absolutely necessary for us to elect more of our friends to the Senate and defeat more of our enemies, and the composition of that completely unrepresentative body should be changed by a reapportionment of the senatorial districts on the basis of population rather than geographical units.

Immediately following adjournment of the legislature, your secretary met with the executive council and a plan for organized political action was drawn up for presentation to the Federation's 1947 convention, which met six weeks after the Taft-Hartley Act became law over President Truman's veto.

Out of the 1947 convention, unanimously endorsed, came the statewide United AFL Political Committee, with area committees to function under it in Congressional, state Assembly and Senate districts, and wherever practical, at local levels. Our statewide aims were three in number; to defeat every U.S. senator and

congressman from California who had voted for the Taft-Hartley Act; to defeat every state legislator who had supported anti-labor bills at the last session of the legislature; and to qualify for the 1948 election an initiative measure to reapportion the state Senate, a move that had already been endorsed by the Federation's 1946 convention.

Five months later, before we had an opportunity to function under the banner of the United AFL Political Committee, the national Labor League for Political Education was formed. In January of 1948, therefore, the California Labor League for Political Education was established, with the same basic aims as the committee and an expanded program, and we immediately went to work.

Relying on voluntary contributions from our unions to finance our undertakings, we were able to obtain sufficient signatures to qualify our senate reapportionment proposal, which became Proposition No. 13 on the 1948 ballot, and to hold a statewide conference of the CLLPE three months prior to the November election to endorse candidates and issues, which were subsequently approved by the Federation convention.

Our success at the polls that year was surprising and extremely gratifying. Although our reapportionment measure was defeated, the million and a half favorable votes it received made us a political force to be reckoned with thereafter in California, as was evident a few months later in the 1949 legislative session, where the Senate, for the first time, treated us with cautious respect.

The results of the 1948 election proved to us the correctness of our decision to take organized, coordinated political action. During 1949 we worked hard to improve our organizational set-up, and the following April the first CLLPE statewide convention was held to endorse candidates for the primary election of June, 1950. The 1950 pre-general election convention in October adopted the CLLPE constitution under which the organization has functioned ever since, and the CLLPE became truly the political arm of the AFL unions in California.

Each election year since the establishment of the CLLPE we have been more successful at the polls. Slowly but surely our political strength has grown as the result of ever firmer unity and more effective work, not only in election campaigns, but in the choosing of candidates for endorsement. Beginning with the 1947

session of the legislature and improving our methods ever since, we undertook the difficult task of recording committee votes, which often are more revealing of the legislators' true sentiments than floor votes. These have become a valuable addition to the roll call votes of each member of the legislature which the Federation compiles and publishes at the end of every session. On these realistic records of past performance and on interviews prior to the pre-primary conventions we base our decisions to endorse or oppose candidates for reelection.

The final and incontrovertible proof of the growing strength and maturity of our political organization may be found in the pages of the biennial "Sacramento Story." More and more of our legislative program is finding its way into the statute books at each session, while anti-labor measures are defeated or die in committee. No greater contrast can be found in the short space of a decade than in a comparison of our frustrated, angry report on the 1947 session of the legislature with our just issued "Sacramento Story, 1957."

Growth of Membership

When your secretary took office in 1943, the Federation's war-swollen membership had about reached its height. In September of that year, the Federation comprised 1,003 local unions and 72 central labor and craft councils, with a total paid per capita membership of 510,477.

Contrary to expectations, there was no appreciable drop after the war ended; on the contrary, the Federation has shown a strong, steady growth ever since. As of July 1 of this year, we represent 1,381 local unions and 164 councils, and the paid per capita membership has risen by more than fifty per cent of the 1943 total, to 825,163.

Legal Services

No survey of the Federation's accomplishments can omit at least a reference to the work of its legal department.

As a direct result of the growth of our membership and the continuing relentless attack on organized labor, not only from Congress and the California legislature but on the local level as well, the legal services performed by the Federation for its affiliates have increased immeasurably. Circumstances brought into being during these years, moreover, new legal services for the smaller unions, which have become a permanent and extremely important part of our work.

It has been in the courts of towns in the rural areas that many of our most bitter battles have taken place and many of our most significant legal victories won. There, due to the lack of much industry, unions are fewer and smaller than in the metropolitan areas, and there the Associated Farmers are strong and judges and juries usually unfriendly to labor.

For years, in hundreds of cases, we have fought city, but mostly county ordinances. In the 'forties especially, there were ordinances prohibiting picketing, boycotts, the closed shop, even the right to strike. There were also licensing ordinances, forbidding, with severe penalties for disobedience, union representatives to organize without first applying for a permit or a costly license from the local governing board, which had complete and arbitrary power in the matter. Between 1941 and 1942, when the "hot cargo" and secondary boycott law had been rendered effective by our referendum, a rash of "little hot cargo" ordinances broke out, particularly in the rural areas. One by one, we fought them; one by one, they were set aside.

Today we are fighting "right to work" ordinances in the same way.

The Federation's legal department pioneered in workmen's compensation and unemployment insurance court cases, with decision after decision clarifying the laws and supporting our efforts to modify and improve them through legislative action. Legal history has been made by our attorneys in every field in which labor is concerned. Certainly, the opportunities to defend the unions and union rights in the courts have been amply provided by the enemies of organized labor. When, for instance, the state "hot cargo" and secondary boycott law was declared unconstitutional in October, 1947, the jurisdictional strike law and the Taft-Hartley Act had just been enacted.

Mention must also be made of the innumerable precedent-making decisions our legal department has won. Especially important is the most recent of these when the United States Supreme Court reversed the state Supreme Court decision in the famous Garmon case. This outstanding victory for labor was handled throughout by the Federation's chief counsel, Charles P. Scully.

Educational Activities

The seriousness and variety of the issues which began to demand action by the Federation as soon as the war was over, and the vast increase in our membership,

which, in the sixteen years since Pearl Harbor has been augmented by five hundred thousand members, required the development of a workers' education program as rapidly as possible. The availability of the Federation's experienced and resourceful research department made this possible.

The years 1948-1951 saw the establishment of our three basic annual programs: the labor institute, the labor press institute, and the scholarship awards. In 1949 the Federation's standing Committee on Education was created, its function being to direct the Federation's educational activities and to program and put into effect all convention resolutions referred to it for implementation.

The Labor Institute

The first week-long Labor Institute was held in the summer of 1948 under the joint sponsorship of the Federation and the University of California's Industrial Relations Institutes in Berkeley and Los Angeles.

From the start the program has been geared to the special training needs of labor leaders. The first institute offered lectures and workshop sessions on a dozen different subjects, most of which have been continued as necessary from year to year as circumstances demanded. A listing of the topics covered by the first institute indicates the scope of the studies: arbitration and conciliation, collective bargaining, cost of living and other labor statistics, labor history, labor journalism, labor and politics, current labor problems, public relations and labor, recent labor legislation, state labor laws, the Taft-Hartley Act, and workmen's compensation.

The trend, however, has been steadily away from a multiplicity of topics towards concentration on a single subject. In 1950, old age security and the problems of the aging were emphasized; in 1951, health, welfare and pensions, as well as the services available to the unions through the state Department of Industrial Relations. The deterioration of the employment situation in 1953-54 dictated the decision to devote the 1954 conference entirely to the subject of unemployment. The theme of the 1955 institute was union services to the membership, including job training programs to improve skills, credit unions, consumer education, and planning for health services. In 1956, pensions and pension planning was thoroughly investigated. The great success of this conference was rivalled, if not exceeded, by

this year's, the tenth of the annual institutes, which was devoted to health and welfare plans.

Members of the large faculty at each institute, all serving voluntarily, are drawn from the faculty on both southern and northern California campuses of the University of California and from other colleges and universities, in addition to federal and state government officials, specialists in various fields, such as pensions, who are privately employed, and outstanding state and national union officers.

In 1953, the institute was shifted from summer to spring, which proved to be a wise decision for reduced costs and a larger attendance resulted. Although the yearly choice of subject and its presentation in lectures and the characteristic workshop sessions are directed essentially to labor officials, all interested trade unionists are welcome.

During 1954, in addition to the Labor Institute, four special educational conferences were held alternately in San Francisco and Los Angeles on the subject of workmen's compensation. These enormously valuable conferences were conducted by the Federation's chief counsel, Charles P. Scully.

The Labor Press Institute

In November, 1950, the annual week-end Labor Press Institute was begun, sponsored jointly by the Federation and the University of California's Institute of Industrial Relations. In the field of communications, in this case, the spreading of information among the rank and file members of our unions, these two-day institutes have amply proved their worth in the past seven years. On the floor and in workshop sessions, the common problems of the labor press are discussed and proposals for improvements and new ideas are offered and debated.

Subjects taken up by the institute have included the following: special reporting problems — collective bargaining, strikes, political campaigns, union news, community relations; how to write for readability, what to write for reader interest, determination of editorial policy; news page layout, advertising and circulation problems, postal and legal problems. The dangers of "right to work" legislation and the role of the labor press in helping to combat this anti-union attack dominated the 1954 meeting, while the theme in 1955 was public relations and the labor movement, which included the use not only of

the labor press, but also radio and television. The grave problem of labor press advertising ethics was the outstanding concern of the 1956 meeting, although ample time was given to a thorough discussion of the achievements and shortcomings of labor in the recently held general election. Although the programs of the Labor Press Institute are planned specifically for editors and union officials responsible for the labor press, the sessions have always been open to all interested union members.

Out of discussions at the 1951 institute came the inauguration of two valuable services rendered by the Federation to the California labor press: the monthly cartoon service, which began in January, 1952, and the system of coverage by the local press of meetings of statewide labor bodies, by means of which the Federation distributes the news stories to all the labor publications in the state.

Your secretary is proud to note that the 40th anniversary convention of the International Labor Press of America, held in San Francisco in 1951, honored him and the California State Federation of Labor by electing him one of its vice presidents.

The Scholarship Program

A resolution to establish three \$500 scholarships, to be awarded to senior students graduating from California high schools and planning to enter a four-year college or university, was adopted by the Federation's 1949 convention, reaffirmed in 1950, and put into effect the following year. The details of the plan were worked out by the Federation's Education Committee and have not since been altered. The scholarships are awarded on the basis of the score achieved in a special two-hour examination and the four-year academic record of the contestants. Winners are chosen by a committee of three judges who are unaware of each student's identity. Since the first contest was held in 1951, the judges have been Vaughn D. Seidel, Superintendent of Schools of Alameda County, the director of the University of California's Institute of Industrial Relations Edgar L. Warren, and since 1956, George Hildebrand, and Frederick A. Breier, assistant professor of economics at the University of San Francisco. The Federation's 1951 convention voted to include high schools in Hawaii in the scope of the contest.

Since the program got underway, twenty-one students have been awarded Federation scholarships. The high standards

required of the winners, the care with which the contest is conducted, and its double purpose—to assist worthy students to obtain a higher education, and to encourage the study of organized labor's history and present role—have attracted wide attention. In 1954, the story of our scholarship program was printed in the Congressional Record at the behest of Congressman Clyde Doyle of California's 23d district.

Conferences on Education

The Governor's Conference on Education, held in the autumn of 1955, was a prelude to the White House Conference on Education which took place two months later.

At the request of the Federation's Committee on Education, the research department prepared three statements of policy, which were presented to the Governor's conference, on federal aid to education, the teacher shortage, and curriculum and textbook content. The Federation was represented at the White House conference by its president and two members of the Committee on Education. All took an active part in the debates and decisions of this important meeting.

Publications

The number of publications, both printed and mimeographed, issued by the Federation in connection with its various educational activities is too lengthy to list. Noteworthy, however, is the series of pamphlets on tolerance and human relations published in 1953 and 1954 by the Education Committee in working out a civil rights program adopted by the 1951 convention.

International Labor Organization

The International Labor Organization has received the unqualified support of the California State Federation of Labor, and on three occasions your secretary has been honored by the opportunity to serve the organization directly as a delegate to its conferences.

Representing the workers of the United States, your secretary was appointed a delegate to the first meeting of the ILO's Building, Civil Engineering and Public Works Committee, held in Brussels, Belgium, in the winter of 1946. At this conference, he served as vice-chairman of the subcommittee on conditions of work, and drafted and presented the subcommittee's report. Again, in the summer of 1948, your secretary served as advisor to the

labor delegation when the 31st session of the ILO met in San Francisco. The most important achievement of this conference, and possibly of any ILO conference, was one in which your secretary was actively engaged: the discussion, formulation and adoption of the ILO convention providing for freedom of association and the right to organize. In the light of the current "right to work" campaigns in California and the United States as a whole, this convention has added significance today. And, finally, President Meany last year appointed your secretary for the third time, to serve as advisor on the U.S. labor delegation to the ILO's 39th session, held in Geneva, Switzerland, in June 1956, where he served on the extremely important committee on forced labor.

British Trades Union Congress

Appointed by President George Meany to represent the American Federation of Labor as a fraternal delegate, your secretary attended the British Trades Union Congress in Southport, Lancaster, England, in September, 1955, and addressed this profoundly interesting gathering on behalf of the organized workers of the United States.

Health, Welfare and Pension Programs

Health and welfare provisions for working people and their families, long desired and ardently sought by the unions, though with little success, began to be realized in a limited way during the war as part of the "fringe benefits" granted by the War Labor Board when the "little steel" formula prohibited further wage increases. As soon as the war was over, the enactment of compulsory health insurance laws by the federal and state legislative bodies became a prime demand of organized labor throughout the nation. Such a law was one of the eleven points in the postwar program our Federation presented to the 1946 extraordinary session of the California legislature.

Our experience in California was duplicated in other states, as well as in Washington, D.C. In the Congress and the state legislatures, organized labor came up against a reinforced concrete wall of resistance raised by the American Medical Association, aided and abetted by anti-labor or indifferent legislators. Even the support of our proposal in session after session by Earl Warren, then Governor of California, now Chief Justice of the

United States Supreme Court, availed us nothing.

Labor did not abandon the fight for compulsory health insurance; on the contrary, it remains a top item on our legislative program. But because the need was so great, the unions turned to collective bargaining as the next best way of obtaining their desire. Shortly, provisions for voluntary health insurance plans, and pensions as well, began to be included in agreements. The rapidity with which such provisions were won and their spread throughout the country has been astounding. Each year more unions have won their demands for these protections, and existing plans have been improved. Inevitably, there was much for both unions and employers to learn about this new field in collective bargaining, and research and educational work by labor organizations got underway immediately.

The Federation's fourth annual Labor Institute, held in 1951, emphasized health and welfare and pension plans. The 1956 institute was devoted wholly to pensions, and this year's meeting was given over entirely to health and welfare programs. In 1954, a two-day health and welfare conference, sponsored by twelve northern California central labor councils in conjunction with the Federation and with the technical assistance of the University of California's Institute of Industrial Relations, was held in San Francisco, followed later that same year and in 1954 by similar conferences in southern California.

In participating in these conferences and in all our educational activities, the Federation has sought to accomplish two things: to present as much constructive criticism of private plans as possible in order to aid the unions' efforts to improve their plans, and to keep ever in the forefront labor's ultimate objective, which is total medical service for the entire nation. This has been the first point in every program or list of recommendations we have presented on the subject of health and welfare. Thus, in a brief submitted by the Federation at a public hearing held in San Francisco in September, 1953, by President Truman's Commission on the Health Needs of the Nation, we presented a seven-point program, the keystone of which was the development of a national system of prepaid health insurance.

The Federation has also, as mandated by its 1953 convention, been developing a sound pension program of its own. The completed plan will be presented to this convention.

Unemployment Disability Insurance

The enactment of unemployment disability insurance in 1946 was unquestionably one of our greatest legislative triumphs, but for several years this law was also responsible for a great deal of activity by the Federation, in addition to the improvements we were able to make in it at each session of the legislature following its passage.

As soon as the measure was signed by the Governor, we undertook an educational program to inform all our affiliated unions and councils about its provisions and the procedure to be followed to avoid delays and ensure the receipt of its benefits. We were proud of this law, despite its imperfections, and we did everything possible to help it to function smoothly from the moment it went into effect.

Trouble developed, however, during the 1949 session of the legislature as a result of the actions of the insurance lobby. Briefly, this lobby resisted all efforts to liberalize the disability insurance law, and what was more, joined with certain employer forces in attempts to destroy the true functions of both the unemployment insurance and workmen's compensation laws. The insurance lobby used every means at its disposal, and they were considerable, to prevent the passage of the hospital benefits, which were added to the disability insurance law at that session despite the lobby's desperate maneuvers. Finally, this lobby did not conceal the fact that its understanding of the primary purpose of the law was corporation profit; for us, the primary purpose was to aid the disabled workers of California.

Your secretary reported this entire matter in detail to the Federation's convention held later that same year. The convention responded by voting unanimously to institute a boycott of the voluntary, or private insurance plans, and the unions acted upon this decision at once, loyally and vigorously.

The boycott was effective. After many meetings, spread out over several months, with spokesmen for the companies handling disability insurance, the companies agreed to support certain liberalizations in the law desired by us at the coming, 1951, session of the legislature, if we would call off the boycott. Although the bill embodying the points on which agreement had been reached was fiercely opposed by employer lobbies, it was finally passed. Accordingly, in June, 1951, the boycott was lifted after having been in effect for nearly two years.

Water and Power

Representing the California workers as wage earners, consumers and citizens, the Federation has for decades been in the forefront of the bitterly contested water and power battle that has raged for years between the supporters of the federal reclamation laws and those who would nullify its strongest provisions and destroy its far-reaching purposes. We have fought this battle both in the Congress and in the state legislature, for in California, water and power are basic and dominant issues. Usually, and especially in recent years, the struggle has been waged simultaneously on both fronts. Throughout, the Federation has supported the federal reclamation laws and called for the full and integrated development of California's water resources under these laws.

Nearly a quarter of a century ago, in endorsing the Central Valley state water and power referendum, we stood firmly for unified development of the project under the U.S. Bureau of Reclamation, and for the public generation of power and its transmission to consumers at the lowest possible cost, as provided in the referendum measure. In the years since your secretary has been spokesman for the California State Federation of Labor on this issue, our basic position has been elaborated, but never changed.

Thus, in 1947, we stated our three principles of water and power development in California, as follows: (1) unity, not disunity, must govern the development and operation of water resources in the Central Valley; (2) because power for production, employment and convenience must reach the consumers at the lowest possible cost, we demand the full development of Central Valley public power plants and transmission lines; and (3) water monopoly and land speculation based on the private receipt of publicly financed Central Valley water must be absolutely prohibited, and the benefits of water distributed widely.

When the move got underway in 1952 and 1953 for the acquisition of the Central Valley Project by the state, we set up the conditions under which we would support this proposal: (1) continued distribution of water and power under the restrictions of the federal reclamation laws, including the 160-acre limitation; (2) preference of distribution of public power in accordance with federal law; and (3) assurance of continued availability of federal reclamation funds for the further development of Central Valley as an integrated project.

The following year, in 1954, after thorough investigation, we recommended the rejection of state acquisition of the Central Valley Project as neither financially sound nor economically justified.

It is clearly impossible to report the vast amount of work the presentation and dissemination of our stand on this issue has entailed: letters and telegrams to our representatives in Congress and personal interviews with state legislators, the preparation of briefs and statements for congressional committee hearings, the placing of accurate, up-to-date information in the hands of our affiliates. Certain significant events should, however, be noted.

Nothing could have brought home more sharply to our members, and to all Californians, the importance of the water and power issue and our position in regard to it than the culmination of several dry years in the power shortage that hit northern California industry in 1948, forcing the partial and in some cases the complete shutdown of plants and throwing thousands of our members out of work, while, in the midst of winter, wartime daylight saving was reimposed along with wide restrictions on the use of power. At a meeting of the state Public Utilities Commission in March, 1948, your secretary submitted a strongly worded statement on behalf of the Federation, pointing out that the true cause of the power shortage was not the lack of rain, but the Pacific Gas and Electric Company, which had from the start opposed the Bureau of Reclamation's development of the Central Valley Project and placed every obstacle in the way of the development of public power. This statement received prominent notices in the press, and was largely responsible for the appointment of an administrative "czar" and advisory committee with labor representation, which tried to work out at least a temporary solution to the power shortage.

Again, when the disastrous floods struck northern California in the winter of 1955-56, we not only swiftly organized relief for the sufferers, but in a widely publicized statement, took the opportunity this catastrophe offered to place the blame squarely where it belonged—on the power trust, and especially the PG&E in California, and on the private power lobbies which had kept Congress from appropriating money for the construction of dams which would have prevented most of the flood damage.

With the coming of the Eisenhower Administration and Secretary of the Interior

Douglas McKay, a supporter of private power, our work has increased and become more difficult. In direct communications to McKay, we took sharp issue on various policies and decisions, and gladly grasped the opportunity, in 1954, to place our position before the Water Resources and Power Task Force of the Committee on Organization of the Executive Branch of the Government. This was presented by your secretary in a statement drawn up in the clearest terms and expressed as forcefully as possible.

In 1955, the Federation endorsed the California Water and Power Users Association, whose program closely approximates our own, and has worked with this association ever since.

Today, the solution of California's water and power problems can obviously be postponed no longer, yet, judging by the complete impasse reached on the subject at the 1957 session of the legislature, a solution is obviously as unattainable as ever. The Federation, a veteran of the water and power struggle, will continue to watch developments closely, and will intervene whenever it is possible to state our position or take effective action.

Agricultural Workers

The inclination to describe almost any of the problems with which the Federation has concerned itself as the most serious, the most difficult, or the most complicated, is often overwhelming. In the case of the difficulties besetting the agricultural workers in California, however, all the superlatives have actually applied at one time or another. This is also a problem which, like water and power, has required simultaneous action on both federal and state levels.

We have aided the agricultural workers in many ways: we gave financial assistance to their unions for organizational purposes and helped during the bitter, nearly always doomed strikes that resulted; we worked for decent living conditions in labor camps; we fought for legislation to protect farm workers from unscrupulous labor contractors and dangerous transportation to and from the fields; the list is long. Perhaps the most important activity, however, has been in connection with the importation of foreign agricultural labor. In this, we have joined forces with state federations of labor in Arizona, New Mexico and Texas, the AFL and the CIO national organizations, and with the organized labor movement of Mexico.

The importation of Mexican labor to

ease the manpower shortage during the war was a matter of grave concern to the Federation. At that time, and ever since, our position was based on two principles: the wages and conditions of American workers must not be depressed by the use of Mexican labor, no matter how necessary (and we have demanded proof of that necessity) that labor may be, and the Mexican and all other imported foreign workers must be protected from cruel exploitation by their employers. In December, 1943, your secretary communicated our concern in this matter and our demand that the employment of Mexican workers be restricted to agriculture and the railroads, and then only if absolutely necessary, to the Board of Immigration Appeals. The situation improved thereafter, but the end of the war did not bring an end to the practice, the sole justification for which had been the wartime manpower shortage.

The practice was not only continued, but in the years since the war has grown to enormous proportions. Mexican workers have entered legally under the terms of a continually renewed agreement between the governments of the United States and Mexico, and illegally by the hundreds of thousands—the “wetbacks.” Even the meager protections in the U.S.-Mexico agreement have not been available to the “wetbacks,” and they have been mercilessly exploited.

Everything the Federation has done, by itself or in concert with the other labor organizations, in the years during which the central problems and their various ramifications have defied solution, has been based on our continuing opposition to the importation of foreign contract labor until the need for it is justified and adequate safeguards are set up to protect both domestic and foreign workers, and on our demand for proper safeguards against the entry of the illegal “wetbacks.” In addition, we have urged that agricultural workers be covered by the social security and wage-hour laws, and given adequate housing protection. In California, we have worked hard to bring women and minors in agricultural employment under the minimum wage orders.

Meantime, together with the other labor groups, we labored year after year to strengthen the protective features of the U.S.-Mexico agreement, and to get Congress to provide for an adequate number of patrols to police the border. We actively assisted the Labor Department's Advisory Committee on Farm Labor, which was set up in 1951 in an attempt to handle

certain features of the problem. In California, we prodded the Department of Employment into taking action to protect the employment of domestic farm workers. We participated in conferences of state federations of labor in Texas and Arizona. We presented statements before and participated in hearings conducted in 1950 by President Truman's Commission on Migratory Labor, and in Governor Warren's San Joaquin Valley Agricultural Labor Committee—both of which came into being largely as a result of our strenuous efforts. We also worked out program and principles in meetings of ORIT (Inter-American Regional Organization of Workers, an affiliate of the ICFWU) held in Tijuana and Mexico City in 1953, which set up the Joint Trade Union Committee in whose meetings we have since participated.

This has been a long, complicated, confusing battle, the end of which is not yet in sight. Today, we cannot say we have either lost or won. Certainly, we have accomplished some improvements, established some measure of control over the situation, earned respect in many quarters for our indomitable, uncompromising fight for these most exploited workers in America today.

The battle continues. This year, as will be seen in your secretary's report to this convention, we have strongly opposed the latest development—the importation of Japanese workers, and protested the unemployment of hundreds of American farm workers, their jobs taken by Mexican and Japanese imports. It has been a long fight, and it seems that it will be a longer one, for we have no intention of giving up.

Research Department

A complete account of the growth and development of the services and activities of the Federation's research department would run to an impossible length; here, broadly outlined, is its story:

Born out of the need of our unions for factual and statistical information during the hectic “defense” period preceding our entry into the war, the department came into existence within days after the attack on Pearl Harbor, and the need for its services grew by leaps and bounds. For four years it was a sort of war agency of the Federation; briefs were written and cases presented for our unions before the War Labor Board, and information on every phase of government war agency activity was digested and sent to the affiliates. But even then the research department

was more than a war agency, and, flexible and adaptable, it became, after the war, an indispensable aid to the Federation in its vastly increased activities.

All publicity and publications, printed or mimeographed, for every purpose, that have been issued by the Federation have always been prepared by this department. Research projects, large and small, have been assigned to it, as well as the preparation of briefs, statements, pamphlets, leaflets and the like. The Weekly News Letter, the biweekly Political News Letter, the proceedings of the conventions of the Federation and the Political League, the biennial digest of legislation and the "Sacramento Story"—all are prepared by the research department. Requests for information, which come in by telephone and mail by the hundreds, are promptly complied with; many of these require lengthy research before they can be fully answered.

The department's library, built up over the past sixteen years, represents one of the finest labor research collections maintained by a labor organization anywhere in the country. Essentially a working library for the use of the staff, we have been happy to permit college students and candidates for higher degrees to use its facilities, for we have material available nowhere else. For many years, our library has been a member of the nationwide Special Libraries Association.

Other Activities

Although each of the activities briefly noted below, and many others not noted at all, deserve full treatment, a summary must suffice.

State Minimum Wage

After the war we resumed our efforts to increase the state minimum wage and widen its coverage. In 1947, although the brief which we submitted to the Industrial Welfare Commission amply justified our demand for an increase from 50 cents to 85 cents an hour, the minimum was raised only to 65 cents. Similarly, when we showed the need in 1953 for \$1.25 an hour, the commission was willing to raise it by only 10 cents to 75 cents.

For many years we have sought to have agricultural and domestic workers covered by the minimum wage orders. This past year we made our strongest effort to date and came closer to success than ever before. The commission proved adamant,

however, and refused to increase coverage, and although we had renewed our more than ever justifiable demand for a \$1.25 minimum wage, the amount was raised only to \$1.00.

The Conflict in Korea

In many ways, although on a much smaller scale, the Federation's work during the so-called police action in Korea, which began in 1950, was a repetition of our World War II activities. Drawing on this experience, we immediately demanded tripartite representation on all government agencies concerned with activities involving labor, and although our demand was only partially realized, we did have a somewhat larger voice in these matters than we had before.

Throughout this trying period we openly voiced our criticism: we protested the freezing of wages in January, 1951, while price controls were nominal and price increases real and excessive; we called in vain for the imposition of rent controls to halt rent-gouging, and for higher excess profits and corporation taxes and other adjustments to bring about the just distribution of the costs of defense; and, as always, we insisted upon the recruitment of manpower through voluntary means. We were ably represented on the Wage Stabilization Board and the labor-management defense manpower committees that functioned in the San Francisco-Oakland, Los Angeles and San Diego areas.

Governor's Conference on the Aging, 1952

In connection with our participation in Governor Warren's Conference on the Aging, held in October, 1952, the Federation issued a seven-point program calling for an end to age discrimination and for consideration of the total needs of older workers.

Governor's Safety Conferences

Since they were first instituted in 1951, the Federation has taken an active part in the Governor's annual safety conferences. Your secretary and other officers of the Federation have served in various capacities in all of these conferences.

Civil Rights

The war coined the abbreviation, FEPC, and thanks to President Roosevelt's wartime executive order, gave the campaign for fair employment practices a tremendous impetus. Afterwards we turned to

the legislature, but despite the success of FEPC during the war, we found the legislature not cordial to the enactment of a state fair employment practices law.

The measure is strongly supported by us at each session of the legislature, and we have made good progress, especially in the last two sessions. The "Sacramento Story" describes our work in detail.

During the last few years we have coordinated our efforts to obtain a state FEPC law with those of the California Committee for Fair Employment Practices, of which the Federation is a member.

Beginning in 1947 and for some years thereafter, the Federation's Committee on Racial Intolerance and Bigotry did excellent work in this field, especially through spreading information and stimulating discussion and educational work, and the publication of numerous pamphlets.

"Right to Work"

With our overwhelming defeat of the "right to work" initiative measure at the 1944 election, we hoped that the issue would remain dead in California. Even when its proponents began to score success in state after state in the past few years, we felt secure in the knowledge of the good labor-management relations existing in California, and the friendly respect the organized labor movement had earned for itself over the years.

But "right to work" is a hydra-headed monster. We cut off one head in 1944, and subsequently kept it headless in the legislature; now it has grown a new one. Your secretary has set forth recent developments in this matter in his report to this convention, and there is no doubt that this renewed menace will receive full discussion by the delegates.

Merger Negotiations

It is with deep and keen regret that your secretary reports to this convention the failure of the joint merger committees of the California State Federation of Labor and the California Industrial Union Council to complete a merger up to this time.

As secretary of this Federation, I had fondly and sincerely hoped that this Federation (one of the largest in this country)

and the California Industrial Union Council would be the first state organizations to complete a merger. In line with this desire and hope, and at the request of your secretary, the executive council of the California State Federation of Labor appointed its merger committee on January 26, 1956, composed of: Vice Presidents Max J. Osslo, Butchers; Robert J. O'Hare, Carpenters; Thomas A. Small, Bartenders and Culinary Workers; Jack Goldberger, Newspaper Drivers; Lowell Nelson, Plasterers; Harry Finks, Cannery Workers; Albin J. Gruhn, Laborers; Pat Somerset, Screen Actors Guild; President Thomas J. Pitts, Wholesale Delivery Drivers; Secretary C. J. Haggerty, Lathers.

On February 8, 1956, your secretary communicated in writing to President Manuel Dias and Secretary John Despol of the California Industrial Union Council, informing them of the appointment of the State Federation of Labor merger committee and its desire to hold an early meeting.

On March 6, 1956, your secretary was informed by both above-mentioned officers of the California Industrial Union Council that its executive board had appointed its committee, composed of: Jack Bruhl, Oil Workers; Al King, Communication Workers; Edward Shedlock, Utility Workers; Herbert Wilson, Rubber Workers; Sam Eubanks, Newspaper Guild; Robert Clark, Steel Workers; DeWitt Stone, Auto Workers; President Manuel Dias, Auto Workers; Secretary-Treasurer John Despol, Steel Workers. (Later additions as replacements consisted of Jerry Conway, Steel Workers; Arnold Callan, Auto Workers; and Jerry Posner, Amalgamated Clothing Workers.)

Following the appointment of this committee by the California Industrial Union Council, a joint meeting was held by these two committees on Friday, April 13, 1956, at the Cliff Hotel in San Francisco.

Since and including this April 13, 1956, date the joint merger committees have held seven meetings, consisting of a total of 12 days, in both northern and southern California, as follows: April 13, 1956; May 9 and 10, 1956; July 17, 18 and 19, 1956; September 24 and 25, 1956; February 7 and 8, 1957; May 25, 1957; June 29, 1957.

In addition to the joint meetings held by the merger committees representing both state organizations, the committee of the California State Federation of Labor

has also met a total of seven times for the purpose of considering matters arising out of the joint discussions of the two committees.

While our efforts to obtain a merger of our two organizations have met with failure to date, this committee is deserving of the grateful thanks of the Federation as well as of your secretary for the great amount of time and effort it has expended in attempting to obtain a merger of the two state organizations.

We are also grateful to the President of the AFL-CIO, George Meany, for the time and effort he put forth during the full day he spent with the joint committees on May 25, 1957, at the Clift Hotel in San Francisco.

While many concessions have been made in the numerous hours and days of discussion, at the last meeting of the joint committees on June 29, 1957, at the Clift Hotel, it appeared to your committee that no change had been obtained in many important and fundamental points and issues, and it was therefore decided by both committees to submit the position of each in written form before further meetings would be held.

In compliance with this understanding, on August 7, 1957, the committee for the State Federation of Labor submitted to the committee for the California Industrial Union Council a document containing complete provisions for "Agreement to Merge," as well as a complete document, containing provisions for the "Proposed Merger Constitution," which set forth the position of the California State Federation of Labor committee.

These two documents were submitted in reply to a draft dated June 28, 1957, entitled "Proposed Agreement for the Merger of the California State Federation of Labor and the California Industrial Union Council" submitted by the committee for the California Industrial Union Council on July 17, 1957.

As this will be the last convention of the California State Federation of Labor as it is now constituted, I am submitting herewith a detailed summary report of the present status of the merger negotiations between our two organizations, as follows:

Summary of Points of Agreement and Disagreement in Current Merger Negotiations Between the California State Federation of Labor

and the California Industrial Union Council

I. Title

Agreement reached that merged organization be named "California AFL-CIO Federation of Labor." The AFL committee originally suggested "California State Federation of Labor, AFL-CIO," and accepted title agreed to as proposed by CIO committee.

II. Revenues

Affiliation Fees

General agreement reached on \$5.00 affiliation fee for new affiliates. The original position of the AFL committee was that since affiliation fee is not intended for revenue producing purposes, it should be set at a nominal level to provide an incentive for affiliation, and accordingly suggested the retention of the \$1.00 affiliation fee in the state AFL constitution. This position was abandoned in favor of the higher affiliation fee desired by the CIO committee.

Per Capita Tax

General agreement reached on 5 cents per capita tax. The AFL committee proposed 4 cents at the outset in contrast with the five-cent figure finally agreed on, which was proposed by the CIO committee with the reservation that the per capita tax be coordinated with the financing of political action body. The AFL committee has maintained the position that financing of a political action body is an independent matter and therefore should be financed independently of the merged organization.

Agreement on dues of \$1.00 per month for central labor bodies.

Funds

General agreement reached that there shall be one "General Fund" for operating purposes, in which all revenues of the merged organization shall be deposited. The AFL committee originally suggested continuance of the funds presently provided for in the State Federation of Labor Constitution, i.e., Legal, Organizing, General and Pension Funds, with constitutional provisions on the allocation of revenues to the various funds. The CIO committee, on the other hand, at the outset, appeared to favor the abolition of special funds and the establishment of one fund for payment of all expenses of running the merged organization, but later ap-

peared to revise its position by calling for the establishment of special funds budgeted by the Constitution for the support of constitutional committees and departments within the merged organization desired by the CIO committee. Although general agreement has been reached on a single general fund, as originally proposed by the CIO committee, there remains one point of possible conflict in that the CIO group now seeks a provision authorizing the executive council upon recommendations of the executive officers to budget major functions of the merged organization. The full meaning of this provision is not yet understood.

Registration Fees

There is general agreement that no convention registration fee for delegates shall be imposed as formerly proposed by the CIO committee. It is noted, however, that the final draft of proposals submitted by the CIO committee still contains a provision for depositing "delegate fees" in the general fund, perhaps by error, in that no provision is made for imposition of such fee. AFL committee has maintained the position that registration fees are more harassing than revenue producing.

Method of Payment

General agreement reached that payment should be made by affiliated locals themselves, although the AFL committee has conceded that where joint boards exist, it should be permissible for such boards to pay the per capita tax for all affiliated locals, provided the amount to be allocated to each local is specified. The original position assumed by the AFL committee was that since the merged organization would be composed of affiliated local unions and not internationals, the method of payment should be through its directly affiliated unions and central bodies and not through any parent international body of the affiliates.

Suspension of Affiliates

Agreement reached that suspension of affiliates shall be at the end of the fourth month after non-payment of per capita tax for three months. This three-months' grace period is an increase of one month above present state AFL practice, the adoption of which existing practice was originally proposed by the AFL merger committee prior to accepting the one-month increase suggested by the CIO committee.

The AFL committee has also accepted a CIO committee proposal that those who

fail to pay their full tax shall be subject to suspension, provided that each affiliate is permitted to establish the fact that it is paying full per capita obligations.

In this same vein the AFL committee also agreed to a CIO practice to submit to each convention a list of actual per capita payments by unions along with estimates of membership of the affiliate.

III. Structure

Officers

General agreement reached that there shall be an office of "secretary-treasurer" and office of "president" to be filled initially by C. J. Haggerty and Thomas L. Pitts, respectively. Wide disagreement exists, however, in regard to the functions and nature of the respective offices.

The AFL committee has consistently maintained that, apart from vice president-members of the executive council there should be two officers: one, the chief executive officer known as "secretary-treasurer," who should be a fully paid officer; and the other an unpaid officer known as "president." In regard to the president's office, the CIO committee has insisted from the outset that the president should be a fully paid officer with full authority to employ staff, while the AFL committee has firmly opposed this position.

In regard to the office of secretary-treasurer, while the CIO committee has agreed from the outset that this office should be the chief executive office of the merged organization, it has indirectly imposed numerous restrictions on the operation of the office as such by its proposals for the creation of two additional fully paid, executive offices with constitutional functions, and responsibility primarily to the conventions rather than the secretary-treasurer. For example, in the latest proposal of the CIO committee, the secretary-treasurer is recognized as chief executive officer, but apart from his book-keeping and secretarial functions per se, his duties are restricted to acting as legislative representative and administering the affairs, program and activities of a "legislative staff department" proposed by the CIO group. His duties in regard to research and publication work, in turn, are restricted to those necessary for the administration of the so-called "legislative department" and the formulation and presentation of legislative bills pursuant to policies of the merged organization, which under separate proposals with respect to initiation, would rest with a so-called

"General Board" controlled by international unions with locals in the state rather than convention action. The AFL committee has maintained the position that all executive functions must be exercised through the chief executive officer's office.

In regard to the two additional executive officers proposed by the CIO committee, the area of disagreement is extensive. The CIO group originally proposed two general vice presidents elected at large to come initially from the CIO, with duties and salaries set forth in the Constitution and autonomous functions, plus the right to employ their own staff to the extent deemed necessary. It was also the position of the CIO committee that these executive officers should be supported either by special funds set out in the Constitution or by general funds in accordance with a constitutional budgeting provision. The CIO has since modified its earlier proposals only to the extent that the constitutional duties have now been specified and required to be performed in cooperation with the secretary-treasurer. The special financing provisions have been modified to the extent that the latest CIO committee proposal in this regard would permit each executive officer to go to the executive council for funds, which in turn is empowered to budget major functions of the proposed merged organization. Under these revised proposals an executive officer known as "administrative vice president" would be given virtually autonomous authority in the administration of two of three CIO-proposed "staff departments," i.e., education and public relations, while a "general vice president" would be given virtually autonomous authority for obtaining and retaining affiliations to the merged organization and for the development of support among international unions, locals, departments, etc., of programs of the merged organization.

The AFL committee on the other hand, has conceded that the CIO president and secretary should be employed in executive capacities in addition to being made vice presidents of the merged organization. The AFL committee, however, has been firm in insisting upon complete responsibility of these executive positions to the secretary-treasurer, who would be given the authority to assign their duties and functions, as well as supervise the performance of the assigned functions and duties.

Executive Body

Agreement has been reached that there

shall be an executive council consisting of the president and secretary-treasurer, twenty-four vice presidents initially from the State Federation of Labor plus the nine vice presidents initially from the CIO, subject, however, to major disagreement over the CIO committee proposals for two executive vice presidents with autonomous constitutional duties, and the establishment of a "general board."

The AFL committee originally proposed that the nine CIO vice presidents be assigned to districts the same as the AFL vice presidents, whereas the CIO committee insisted that they be elected at large, while continuing district-representation of the twenty-four vice presidential offices occupied by former AFL members. In regard to the vice presidents at large, the CIO group proposed that in electing successors to the initial CIO vice presidents, there should be a constitutional requirement that the vice presidents at large be elected from the membership of unions other than those national or international unions in which the district vice presidents hold membership, while at the same time prohibiting more than one "at large" vice president from the same national or international union. In this regard, the AFL committee has conceded to the CIO demand for the "at large" vice presidential offices, with the proviso that in nominating candidates for the at large offices no person shall be nominated from a union that already has representation in a vice presidential district.

The area of disagreement is still extensive with regard to the functions of the executive council, primarily because the CIO committee insists upon the creation of a so-called "General Board" with constitutional powers reserved to it. In the original proposals of the CIO committee, the executive council was completely subservient to the proposed "General Board," and even in the latest proposal, the executive council would be prohibited from making rules or exercising powers in conflict with rules established by the "General Board" governing matters covered by its specified functions. The AFL committee's consistent position on the other hand, has been that the executive council should be the governing body between conventions without being subjected to control of a board dominated by international unions outside of conventions of the merged Federation.

The CIO committee position in regard to a "General Board" has been modified only to the extent that it would not be supreme in all areas of government of the

Federation between conventions. Its control has been limited to specific functions, i.e., the suspension, removal or discipline of Federation officers or members of the "General Board" with appeal provisions to the convention and submission of recommendations on matters of policy to the convention along with the authority to veto convention committee appointments by the president. The CIO committee also would give the "General Board" the function of filling vacancies in any office of the merged Federation. The AFL committee believes all of these are functions that should rest with members of the executive council, elected by the supreme governing body, namely, the convention, rather than with members of a "General Board" selected in the main outside of conventions by caucuses of international unions.

Departments

No agreement has been reached on the establishment of so-called "staff departments" within the merged organization, as proposed by the CIO committee, and opposed by the AFL committee. The CIO group has not modified its department proposals except to clarify that two of the three proposed departments, namely the public relations staff department and the education staff department, are intended to be the special preserves of one executive vice president, falling outside the control of the chief executive officer, and responsible only to a recommended "General Board" and the convention for the performance of constitutionally assigned functions.

While refusing to concede the need for constitutionally designated staff departments, the AFL committee has conceded to the CIO demand for the constitutional establishment of standing committees, as below.

Standing Committees

The original position of the AFL group was that committees should be established as needed by the secretary-treasurer as chief executive officer and staffed accordingly, but has since conceded to the establishment of the following, staffed, standing committees to be established by the constitution: Housing; Legislation; Public Relations and Community Services; Safety and Occupational Health; and Civil Rights. The AFL committee is still opposed to the establishment of a committee on international affairs as proposed by the CIO committee, because this is a matter to be handled by the national body.

IV. Convention

Frequency

No agreement has been reached on the frequency of conventions, with the CIO group proposing conventions every two years in odd-numbered years and the AFL group proposing annual conventions. The CIO position is that even-numbered years should be devoted to conventions of the state COPE, whereas the AFL group has insisted that this would make it impossible to determine legislative policies prior to general sessions of the legislature, which convene in odd-numbered years.

Representation

No substantial agreement has been reached with respect to representation at conventions. The basic point of difference is the size of convention delegations, with the CIO committee desiring an upward limit of 20 delegates and the AFL group willing to go beyond the six delegates presently allowed at State Federation convention but not the full 20 desired by the CIO. It is agreed, however, that there shall be two delegates for the first 500 members plus one delegate for the next 250 and one additional delegate for each additional 500 members or major fraction thereof, to the unspecified and unagreed upon maximum of delegates.

Agreement has been reached on the representation of central bodies by two delegates.

Another major point of disagreement is over a CIO proposal to permit a delegate from an affiliated local union to represent up to three affiliated locals in the same international with a combined maximum voting strength of 1200. The AFL group has maintained that such a provision would encourage the solicitation of votes by delegates to the convention, and therefore has been unwilling to agree to such a provision.

Inasmuch as no agreement has been reached on the CIO committee proposal for a "General Board," neither is there agreement on the CIO proposal to permit representation of international representatives to the conventions as "General Board" members with voice and one vote. The disagreement here goes to the core of the problem of justification of a "General Board."

Further, the AFL committee is unwilling to accept the position of the CIO that a convention delegate need not be a member of any union in the state.

Agreement, however, has been reached with respect to permitting officers of the merged organization to participate in the convention with voice and one vote by virtue of the office held, and to run for their incumbent offices without being a delegate from an affiliated organization.

Convention Rules

General agreement has been reached that a constitutional provision should be inserted requiring compliance with AFL-CIO rules and codes applicable to state central bodies adopted pursuant to the AFL-CIO constitution.

Agreement has been reached with respect to the preliminary roll call of delegates in accordance with existing practices of the State Federation of Labor for conventions other than the merger convention.

The AFL group has conceded to a proposal of the CIO that in reporting per capita payments to the convention, the secretary-treasurer shall show in one column the actual average per capita tax paid and in an adjoining column the approximate membership of each affiliate, with broad protective language to protect the affiliates and the secretary insofar as the assumption of full membership is concerned.

Agreement has been reached that the rules of previous conventions shall govern the opening of a convention until new rules are adopted, but not in the case of the initial merger convention. No agreement exists, however, as to what the rules shall be.

No agreement reached on the deadline for the submission of resolutions to the convention and the manner of handling late resolutions, nor the requirements for valid submission of a resolution. In regard to late resolutions, the AFL committee has receded from its original position that unanimous consent shall be needed to accept such a resolution, but cannot agree with the CIO proposition that all late resolutions should be referred to a screening committee for reporting of its recommendations in each instance to the convention for rejection or acceptance by a two-thirds vote of the convention. The AFL committee has accepted a two-thirds vote requirement but only if a delegate asks for acceptance of a resolution reported as a late resolution.

With respect to other areas of disagreement, the CIO adheres to the position that resolutions are valid if signed by the appropriate officer of the submitting union

or the delegate to the convention, whereas the AFL group believes that a valid resolution should contain both the seal and proper signature of an affiliate.

No agreement has been reached on the taking of effect of convention actions. In regard to actions other than constitutional amendments, the CIO position is that such actions shall take effect immediately upon adjournment of the convention unless specified otherwise in the action vehicle, whereas, the AFL maintains that it should be the other way around. In regard to constitutional amendments, the AFL position is that such amendments should take effect immediately upon adjournment except those involving officers and their duties. The CIO position is that all constitutional amendments should take effect immediately upon adjournment.

No agreement has been reached on provisions for determination of election of officers at conventions.

Roll Call Provisions

No agreement has been reached on the number of delegates needed to obtain a roll call vote. The AFL committee has conceded to an increase in the show of hands required from 25 to 100 delegates, but is unable to accept the position held to by the CIO group that consent of 20 per cent of delegates present should be required for a roll call.

No agreement has been reached either with respect to the method of taking roll call votes. The CIO committee insists that prior to a roll call, delegates from unions of the same international be allowed to caucus and determine their per capita vote on the question and have one spokesman for the delegation caucus cast the division of the per capita vote of the entire delegation representing the international. The AFL committee on the other hand concedes that the delegates from an affiliated local should be allowed to give permission to one individual in that delegation to cast the votes of the entire delegation of the local, but otherwise believes that each delegate should cast his pro rata vote.

Convention Committees

Disagreements still exist in a number of areas with respect to convention committees. While the AFL committee is unable to accept the CIO position that all convention committee appointments shall be subject to approval of the so-called "General Board" and the convention, it has receded from the AFL practice of giv-

ing the President full authority to appoint committees and accepted the imposition of a national AFL-CIO constitutional requirement that appointments be in consultation with the Executive Council, and approved by the convention.

The AFL committee has also agreed to increase the minimum number of committee members above present AFL practices, in accordance with CIO practices, and also to accede to the CIO demand for the abolition of the Union Label Investigation Committee, originally proposed by the AFL group as a carryover from AFL practice.

General agreement exists on the advance appointment of committees prior to the opening date of the convention but not on the specific number of days.

Time and Location

No agreement has been reached on the procedure for determining the time and location of conventions. Although the AFL group has not accepted in its entirety the CIO position that the time and place should be determined by the Executive Council, it has agreed that the Executive Council should have authority to change the time and place of the convention for good cause, but that otherwise the place should be selected by the previous convention and the time set by a constitutional provision with the inferred flexibility provisions.

V. Effective Date of Merger

It is the agreement of the two bodies on this point that further discussion should be postponed until more progress is made in settling other important outstanding points of disagreement.

The CIO committee, however, has indicated its insistence upon "concurrent" completion and approval of a merger agreement and constitution establishing a California COPE. The AFL committee holds to the position that since a political action body would be a creature of the merged federation, it should be merged immediately after agreement has been reached on merger of the parent body.

VI. Initial Convention

Here, too, both committees have postponed specific discussion of this item pending disposal of other problems. The undiscussed submissions of both sides on this question indicate considerable difference in opinion in that the CIO group appears to place almost complete authority for the initial convention in the merger

committee while the AFL group would adhere as closely as possible to the provisions of the merger constitution. For example, the CIO would determine voting strength at the initial convention on the basis of voting strength at the separate prior conventions of the two merging bodies and would accredit delegates on the same basis except where a union would be entitled to more under the merger constitution. The AFL committee on these points would follow the provisions of the merger constitution to the letter by having two sets of credentials issued to each affiliate: one for the approving convention of the separate bodies and one for the merger convention. The CIO committee also would have the joint merger committee appoint all initial convention committees, whereas the AFL group suggests again the merger constitution, to the extent practical.

VII. Initial Revenues—Funds and Properties

Both groups have agreed to postpone discussion on this matter until a later date pending settlement of other outstanding differences. Both sides, however, have submitted proposals on this subject and there appears to be considerable differences in positions in that the AFL proposals call for certified audits prior to merger and certificates from each organization indicating absence of unrevealed or undisclosed liabilities, plus joint agreements by escrow instructions or otherwise to execute appropriate transferring documents, and conditions on prior existing pension funds. The CIO proposals on the other hand are exceedingly brief, merely providing that the merged organization shall succeed to all the assets and liabilities of the AFL organization and the CIO organization, respectively.

VIII. Community Services Representation

Insofar as this function is concerned, the AFL committee has acceded to the establishment of a Standing Committee by the constitution combining community service functions with public relations. Agreement also exists not to disturb private employment of individuals already involved in community service activities.

IX. Legal Representation

There has been no serious discussion of this question, although the AFL committee has a position that employment of attorneys should be a power vested with

the chief executive officer, namely, the secretary-treasurer. The CIO proposal is that present AFL counsel be retained as "general" counsel of the merged organization and that the two CIO counsels be retained as "special counsels."

X. Personnel and Staff of Merged Organization

Discussions on this question have been only preliminary, although differences in opinions between the two organizations may be broad in that the AFL committee believes as stated above that the two present top officers of the CIO organization in the state should be hired by the secretary-treasurer of the merged organization as assistants to the secretary on a full time basis in addition to being made vice presidents of the merged organization. The CIO position, on the other hand, calls for constitutional executive positions for the two officers in question. The CIO also demands complete integration of their entire office staff. In addition to the retention of the two top CIO officers, the AFL committee has further agreed that the CIO's present research director be employed by the merged organization in an appropriate position consistent with her skills without any deduction in pay, but with respect to the remaining CIO employees, the AFL committee agrees to integrate them wherever practical, consistent with their competency and ability.

XI. Method of Merger

There has been no discussion on this question.

XII. Principles of Merger

Here again there has been little or no discussion of these matters. The written submissions on the question by the CIO committee appear acceptable to the AFL group if reduced to more specific provisions, on the premise that the concept of "principles" does not encompass the minute details proposed by the CIO group for the implementation of principles generally acceptable to both organizations. The AFL merger committee further believes that the principles of merger established by the two national bodies in 1955 can be generally followed.

In view of the fact that our two organizations have not successfully merged by August 15, 1957, and in conformance with the directive of the national office of the AFL-CIO of February 18, 1957, all pertinent documents of merger negotiations to date, including the submission of the California Industrial Union Council's commit-

tee "Proposed Agreement for the Merger," and the submission of the State Federation of Labor Committee "Proposed Merger Constitution" and "Agreement to Merge," in addition to the above mentioned "Summary of Points of Agreement and Disagreement, etc.," have been forwarded to President George Meany.

The next meeting of the joint merger committees representing the two state organizations will be held at the Hollywood-Roosevelt Hotel on October 11, 1957.

Death of Vice President Harry Lundeberg

The Federation lost an outstanding and unforgettable member with the tragic and unexpected death of Harry Lundeberg on January 28 of this year.

Secretary of the Sailors' Union of the Pacific, president of the 100,000-member Seafarers' International Union, and head of the AFL-CIO Maritime Trades Department, he had served for the past eighteen years as a vice president of the California State Federation of Labor's District No. 9.

A brief statement issued by your secretary on behalf of the California State Federation of Labor at the time of Brother Lundeberg's death conveyed the grief of our membership and the stature of the brother we all mourned:

The nation has suffered a terrible loss in the death of Harry Lundeberg. Every American owes this man a debt that can never be paid. There was a time when he alone stood between the nation and Soviet power in American waters.

He had two great and consuming interests in life—his family and the Sailors' Union of the Pacific. For that union he lived and died.

His name will be honored and revered by seamen as long as ships are on the sea.

The almost incredible advances in wages, hours and conditions which he won for American seamen mark him as a great and lasting figure in the history of the American labor movement.

Executive Council Changes

Morris Weisberger

The vacancy created in the office of vice president of District No. 9A by the death of Vice President Harry Lundeberg was filled by the executive council at its March meeting by the unanimous election of Morris Weisberger, secretary-treasurer

of the Sailors' Union of the Pacific, to serve the unexpired term of Brother Lundeberg.

Wilbur Fillippini

A second vacancy on the executive council occurred in April with the resignation of Vice President William Dean of District No. 5.

The names of Brother Wilbur Fillippini, secretary-treasurer of Sheet Metal Workers No. 273, Santa Barbara, and Brother Ronald Benner, secretary and business agent of the Ventura County Building and Construction Trades Council, were submitted in nomination, along with endorsements for both candidates.

At its meeting in June, by a vote of 17-4, the executive council elected Brother Fillippini to fill Brother Dean's unexpired term.

1957 Convention City

Two invitations were received by your secretary for the 1957 convention city, the executive council having been authorized by the 1956 convention to make the decision in this matter. One of these invitations was from the Fresno Labor Council and the Building and Construction Trades Council for the city of Fresno, and the other from the Central Labor Council of Alameda County for the city of Oakland.

After discussing the availability of facilities necessary to the conduct of the convention, the council, at its October meeting, voted to accept the invitation extended by the Alameda County Central Labor Council to hold the 1957 55th annual convention of the California State Federation of Labor in the city of Oakland, commencing September 16, 1957.

Federation Committees

At its first meeting after the 1956 convention, the executive council instructed President Pitts and your secretary to appoint from among its members the several committees that function throughout the year. Shortly thereafter the following appointments were made:

Education Committee

Thomas A. Small, Chairman
Robert S. Ash
John T. Gardner
Albin J. Gruhn
Max J. Osslo
Paul L. Reeves

Pension Committee

Lowell Nelson, Chairman
(Replacing Harry Lundeberg)
Thomas A. Small
Morris Weisberger
(Appointed when Lowell Nelson became chairman.)
President Pitts
Secretary Haggerty

Merger Committee

Max J. Osslo, Chairman
Robert J. O'Hare
Thomas A. Small
Jack Goldberger
Lowell Nelson
Harry Finks
Albin J. Gruhn
Pat Somerset
President Pitts
Secretary Haggerty

Legislative Committee

Arthur F. Dougherty, Chairman
Harry Finks
Pat Somerset
Robert S. Ash
Lowell Nelson

Housing Committee (per Resolution No. 174, 1956 convention)

C. T. Lehmann, Chairman
J. J. Christian
Harry W. Metz
Howard Reed
William Dean

I.

ADMINISTRATION

1956 Convention Resolutions

A record breaking number of resolutions adopted by the 1956 convention required further action by the executive council, your secretary and the committee on legislation. Action taken on these various matters is reported below; action by the committee on legislation will be found in part III of this report.

Resolutions Referred to Executive Council

At its October meeting, the executive council considered and took action on the following resolutions:

No. 13—"Appoint Federation Statewide Community Services Committee"; No. 160—"Community Relations."

Resolution No. 13 recommended that: (1) the California State Federation of Labor congratulate the national AFL-CIO

Community Services Committee on its past and present program; (2) the secretary-treasurer of the State Federation appoint a statewide community services committee to work on the state level for improvement of public and private health, welfare and recreational services; and (3) the 1956 convention urge all local unions which have not already done so to establish community services committees. The convention referred the subject matter to the incoming executive council and filed the resolution.

Resolution No. 160 recommended that the California State Federation of Labor urge all affiliates to continue and increase wherever possible their support of the AFL-CIO community relations program. The convention voted to file this resolution and referred the subject matter to the incoming executive council.

The council expressed its realization of the necessity of community services action on a statewide basis, and referred the subject matter, along with that of **Resolution No. 160**, to your secretary and the merger committee for discussion with its opposite group from the state CIO.

No. 39—"Increase Pay of Deputy Labor Commissioners."

This resolution recommended that the California State Federation of Labor go on record as advocating that the wage rate of deputy labor commissioners start at a minimum of 60 per cent of the state labor commissioner's salary and increase a minimum of 5 per cent each year for three years to a minimum of 75 per cent of the labor commissioner's salary. The convention referred the subject matter to the incoming executive council.

The council referred the subject matter to your secretary as the legislative representative to assist in obtaining a justifiable and proper wage increase. As of this writing, discussions are still being held on this matter.

No. 43—"Investigate and Halt Operations of Manpower, Inc., Western Employers, etc."

This resolution recommended that the Federation's executive council investigate the business activities of such firms as Manpower, Inc., and Western Employers, so-called employment agencies. The convention concurred in the resolution.

The council instructed your secretary to confer with the labor commissioner, and after consultation, to draw up appropriate legislation to correct the abuses set forth in the resolution. (See "Sacramento Story, 1957.")

No. 45—"Support Boycott of L. A. Times and L. A. Mirror-Daily News."

This resolution recommended that the Federation endorse and approve the campaign of the union label committee of the Los Angeles Allied Printing Trades Council in boycotting the Los Angeles Times and the Los Angeles Mirror-Daily News, and that the officers of the California State Federation of Labor be instructed and authorized to take any steps necessary to assist and aid the union label committee in its program, and that the Federation call upon all its affiliates to extend unqualified moral and financial support. The convention concurred in this resolution.

The council referred the resolution to your secretary to follow up the convention mandate and to render whatever assistance possible upon the request and program as developed by the union label committee of the Allied Printing Trades Council. Copies of this resolution were sent to all unions and councils.

No. 67—"Limit Number of Delegates to State Merger Convention."

This resolution recommended that when a merger convention between the state AFL and the state CIO is held, delegates be limited to one delegate from each local union, said delegate being entitled to vote his membership, and that all local and state councils be entitled to one delegate with one vote. The convention referred the subject matter to the incoming executive council and the resolution was filed.

The council referred the information to the merger committee to work with the state CIO committee.

No. 72—"Statewide or Nationwide Labor Television Program."

This resolution recommended that the California State Federation of Labor consider the feasibility of inaugurating a statewide or nationwide AFL-CIO television program. The convention referred the subject matter to the incoming executive council and filed the resolution.

The council expressed itself as heartily in accord with the general idea and intent of a statewide television or other type of public relations program, but stated that the Federation has no authority with respect to a nationwide situation and therefore is helpless except to urge and counsel with the national body in regard to a nationwide program of this type. As for a statewide program, the council felt that the Federation is not in a position at this time to embark on such a program, re-

ardless of its merit, because of the tremendous cost involved and the lack of facility for financing in the state.

No. 132—"Nationwide Labor Public Relations Program."

This resolution recommended that the California State Federation of Labor go on record to favor a nationwide public relations program on the objectives of unionism, and that the executive council urge the national AFL-CIO to prepare a nationwide public relations program. The convention voted to file this resolution and referred the subject matter to the incoming executive council.

The council noted that a nationwide labor public relations program is being conducted by the national office of the AFL-CIO, and, aware of the limitations of this program due to lack of sufficient finances, the executive council is prepared to give full cooperation and assistance to the national office to implement and expand this program in any manner possible.

No. 135—"Investigate Insurance Companies."

This resolution recommended that the California State Federation of Labor request a thorough investigation of the reported discounting of minimum rates paid doctors and surgeons for services under the state workmen's compensation law, and that the executive council contact the appropriate state agency for corrective action. The convention concurred in this resolution.

The council referred the matter to your secretary to carry out the intent and purposes of the resolution. This matter and the issue raised by Resolution No. 137 have had to await the completion of the 1957 session of the legislature.

No. 137—"Uniform Permanent Disability Ratings."

This resolution recommended that the California State Federation of Labor institute an investigation of the operation of the Permanent Disability Rating Bureau to assure uniformity of permanent disability ratings throughout the state. The convention filed the resolution, but instructed the incoming executive council to "expend every effort to accomplish the intent," as outlined in the resolution.

The council referred the matter to your secretary to carry out the intent and purposes of the resolution.

No. 174—"Housing Program."

This resolution recommended that the executive council appoint a standing committee which will assist the secretary-

treasurer in advancing federal housing programs, as outlined in said resolution. The convention concurred in this resolution.

The council referred the matter to your secretary and President Pitts to appoint a proper committee, pursuant to the convention mandate. The committee was appointed, as instructed. For details on federal legislation in connection with housing, see Part III of this report.

No. 191—"Financial Aid in Modesto Manslaughter Case."

This resolution recommended that the California State Federation of Labor appeal to affiliated locals for financial assistance to two psychiatric technicians indicted by the Stanislaus County Grand Jury for involuntary manslaughter over the death of an elderly patient at the Modesto State Hospital, and that such monies go into a fund to be known as the Modesto Defense Fund. The convention filed the resolution and referred the subject matter to the incoming executive council.

The council voted to file the subject matter, as it believed this was not strictly a trade union matter, but more a matter of corrective legislation involving more staff, better administration, etc.

No. 213—"Condemn Anti-Labor Policies of Hartfield Stores."

This resolution recommended that the California State Federation of Labor condemn the present anti-labor policies of Hartfield Stores, and that the State Federation offer any possible assistance in changing such policies. The convention filed this resolution and referred the subject matter to the incoming executive council.

The council referred the subject matter to your secretary to obtain the proper information to see what action can be taken. This matter is still pending while your secretary awaits advices from the union involved.

No. 226—"Assist Public Employees' Statewide Organizing Drive."

This resolution recommended that the California State Federation of Labor designate one of its officers to plan and direct a statewide organizing drive among public employees, and that the State Federation of Labor call upon its affiliated unions and councils for organizational assistance. The convention filed this resolution and referred the subject matter to the incoming executive council.

The council referred the subject matter to your secretary. The matter is

awaiting proposals from the public employees' unions.

No. 235—"Reduce Convention Costs to Host Bodies."

This resolution recommended that the California State Federation of Labor go on record in favor of the principle of distributing the costs of local sponsorship of such annual conventions as those held by the State Federation, and asked that the matter be referred to the incoming executive council for its recommendation of ways and means of achieving the desired end. The convention filed the resolution and referred the subject matter to the incoming executive council.

The council adopted the following statement of policy:

The executive council has given careful consideration to the subject matter set forth in **Resolution No. 235**. The council wishes to note that it is not its responsibility, neither is it the Federation's, for entertainment by local councils or local unions or any other body in the convention city. The council has never urged or recommended entertainment to be sponsored or financed by local committees. Therefore, the executive council is of the opinion that this subject matter should not be gone into, as it is the prerogative of the local councils to provide entertainment for their respective craft delegates or affiliates. The executive council therefore feels there is no action it can take, but recommends to the convention hosts to let their finances govern their actions with respect to entertainment.

Resolutions Sent to All Affiliates

No. 6—"Boycott Kohler Company Plumbing Fixtures."

No. 11—"Support and Participate in Community Chest and Other United Campaigns."

No. 28—"Tariff Regulations for Protection of American Tile Industry."

No. 42—"Demand Bakers' Union Label."

No. 45—"Support Boycott of L. A. Times and L. A. Mirror-Daily News."

No. 56—"Support AFL-CIO Fight for Civil Rights in the South."

No. 63—"Tariff to Protect American Cap Makers."

No. 71—"Support Labor's Daily."

No. 74—"Endorse Work of Coro Foundation."

No. 85—"Fair Labor Practices in Public Schools."

No. 86—"Commending Federation and Other Bodies for Assistance in Teachers' Union Organizing Drive."

No. 91—"Expose Slanted Materials in the Public Schools."

No. 92—"Name Schools After Labor Leaders."

No. 95—"University of California Collection of Trade Union Materials."

No. 123—"Check Registration of Union Members."

No. 143—"National Association for the Advancement of Colored People."

No. 145—"Community Service Organization."

No. 146—"National Urban League."

No. 147—"Histadrut."

No. 156—"Jewish Labor Committee."

No. 158—"Pay for Jury Duty."

No. 174—"Housing Program."

No. 197—"Endorse and Assist CARE."

No. 198—"Endorse and Assist American Federation of the Physically Handicapped."

No. 203—"Endorse and Support the City of Hope."

Resolutions Sent to Central Labor and Building Trades Councils

No. 168—"Combat So-Called Right to Work Bills."

No. 180—"Condemn Personnel Board for June 1, 1956 Decision."

Resolution Sent to Affiliates in Certain Cities

No. 12—"Cooperate and Assist in Development of AID Membership Chapters."

Resolutions Sent to Other Labor Groups

No. 6—"Boycott Kohler Company Plumbing Fixtures."

In addition to a wide mailing to our affiliated organizations and to several federal and state purchasing agencies, a copy was sent to United Automobile Workers, AFL-CIO, Local 833, which has been conducting the long and bitter strike against the Kohler Company.

Brother Leo J. Breirather, boycott coordinator for UAW Local 833, replied with a warmly appreciative letter, thanking us for our continuing support of the Kohler strike and the nationwide campaign to stop the sales of scab-made Kohler products. An enclosed leaflet outlining the progress of the Kohler boycott indicates

that tremendous inroads have been made on the company's profits and ability to sell. Brother Brierather stated that this was mainly due to the wonderful support and cooperation the strike has received from labor groups all over the country. It appears certain that the situation is moving toward a crisis for the Kohler Company before very long, as, according to Brother Breirather, "the Kohler warehouses are stockpiled to the hilt and sales are still going down."

No. 42—"Demand Bakers' Union Label."

Copies were sent, as instructed, to the Oregon and Washington State Federations of Labor.

No. 56—"Support AFL-CIO Fight for Civil Rights in the South."

Copies were sent to the secretary-treasurers of the following southern state federations of labor: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Only one reply was received—from Secretary Matthew Lynch of the Tennessee State Labor Council, AFL-CIO, who wrote as follows:

"... The resolution was received in the same spirit of cooperation under which it was sent.

"The Supreme Court's decision on schools has created a new front for us to fight in addition to the normal hatred and bias that has been accelerated. Ultra-conservative economic interests are attempting to turn all the anger aroused by the decision against the labor movement. They are meeting with some success.

"However, we are making an honest effort to promote the AFL-CIO policies, and it is my sincere belief that there will be no change in this regard. Our energies are being dissipated and spread out to meet this new attack, but, so far, there has been no retreat in Tennessee from the AFL-CIO policies."

No. 71—"Support Labor's Daily."

A copy was sent to the editor of Labor's Daily.

No. 44—"Contracts and Conditions in American Merchant Marine."

Copies were sent to the Maritime Administration and to Secretary of the Navy Charles S. Thomas.

The Maritime Administration stated, in reply, that the problems raised by our resolution were under constant study by

that Administration and would receive due consideration.

Rear Admiral A. G. Mumma, Chief of the Navy Department's Bureau of Ships, answered at some length, stating that, contrary to the resolution's assertion, a substantial amount of naval shipbuilding and conversion work has been going to the West Coast, aggregating over one and a quarter billion dollars from fiscal year 1952 through 1956. Naval construction received by West Coast yards during 1956 alone was listed.

No. 63—"Tariff to Protect American Cap Makers."

A copy was sent to Chairman Edgar B. Brossard of the United States Tariff Commission.

No. 80—"Aid Postal Unions in Combating Anti-Union Policies of the Post Office Department"; No. 81—"Thirty-Five Hour Work Week for Postal Employees."

Copies of these resolutions were sent to Postmaster-General Arthur E. Summerfield, and acknowledged in a lengthy letter by Assistant Postmaster General Eugene J. Lyons. It was Mr. Lyons' contention that these two resolutions, which he labeled "intemperate," stemmed from misinformation about or complete distortion of the intent of Section 744.442 of the Postal Manual, and he set forth in some detail various beneficial measures and regulations of the Department affecting the postal employees. In regard to Resolution No. 81, he stated that the hours of duty of postal employees are set by Congress, not the Post Office Department.

Since Mr. Lyons' letter was a direct challenge to the integrity of the Postal Clerks' organization, your secretary forwarded a copy to John W. MacKay, president of Local 64 in Los Angeles, sponsor of the two resolutions. In a lengthy communication to Mr. Lyons, Brother MacKay met this challenge, substantiating every charge against the Post Office Department that had been made in the resolutions. Subsequently, the entire correspondence, including your secretary's covering letters, was printed in the March 1957 issue of *The Live Wire*, issued monthly by Local 64.

No. 116—"Commend John F. Fixa, Postmaster of San Francisco."

A copy was sent to Postmaster Fixa.

No. 170—"Company Unions."

Copies were sent to the chairmen of the U. S. Senate Committee on Labor and Public Welfare and the House Committee on Education and Labor.

Resolutions Sent to AFL-CIO National Office

The following resolutions were sent to President George Meany of the AFL-CIO:

No. 56—"Supporting AFL-CIO Fight for Civil Rights in the South."

No. 162—"Increase Income Tax Exemptions in Lower Income Brackets."

No. 168—"Combat So-Called Right to Work Bills."

No. 170—"Company Unions."

No. 172—"Appointments to the National Labor Relations Board."

No. 181—"Discrimination Against Americans by Foreign Governments."

The following resolutions were sent to W. C. Hushings, chairman of the AFL-CIO national legislative committee:

No. 131—"Social Security and Welfare."

No. 142—"American Aid to Foreign Nations to be Carried in American Ships."

No. 228—"Ungrade Federal Tabulating Personnel."

Resolutions Sent to President Eisenhower

No. 150—"Civil Rights."

No. 152—"Revision of McCarran-Walter Act."

No. 171—"Prohibition Against Hiring by Age Groups."

No. 172—"Appointments to the National Labor Relations Board."

No. 174—"Housing Program."

No. 178—"Establish Import Quotas on Apparel and Textile Products."

No. 181—"Discrimination Against Americans by Foreign Governments."

Receipt of these were acknowledged without comment by Gerald D. Morgan, special counsel to the President.

Resolutions Sent to California Congressmen and Senators

No. 2—"Establish U. S. Academy of Science and Research."

No. 28—"Tariff Regulations for Protection of American Tile Industry."

No. 79—"Union Recognition for Postal Employees."

No. 81—"Aid Postal Unions in Combating Anti-Union Policies of the Post Office Department."

No. 118—"Compensatory Time for Postal Employees."

No. 120—"Postal Substitutes' Overtime Pay."

No. 149—"Federal Aid to Education."

No. 150—"Civil Rights."

No. 152—"Revision of McCarran-Walter Act."

No. 153—"Prepaid Public Health Insurance."

No. 178—"Establish Import Quotas on Apparel and Textile Products."

No. 228—"Ungrade Federal Tabulating Personnel."

Many acknowledgements were received.

Resolutions Sent to Various Federal Officials and Agencies

No. 6—"Boycott Kohler Company Plumbing Fixtures."

Copies were sent to Secretary of Defense Charles E. Wilson, Edward F. Mansure of the General Services Administration, Albert M. Cole of the Housing and Home Finance Agency, and H. V. Higley of the Veterans Administration.

The Veterans Administration acknowledged receipt of the resolution, while the director of the Office of Domestic Programs within the Defense Department informed us that he had forwarded copies of our letter and resolution to the Departments of the Army, Navy and Air Force.

Administrator Albert M. Cole of the Housing and Home Finance Agency stated that contracts executed by this agency conform strictly to requirements of federal laws concerning minimum wages, racial discrimination, etc. A reply from the general counsel of the General Services Administration, however, indicated that this agency is not so bound, and that it must award contracts to the lowest responsible bidder unless the firm has been debarred by the Department of Labor when found guilty of violating statutes required by law to be included in government contracts.

No. 171—"Prohibition Against Hiring by Age Groups"; **No. 172**—"Appointments to the National Labor Relations Board."

Copies of these resolutions were sent to and acknowledged by Secretary of Labor James P. Mitchell. In connection with **Resolution No. 171**, he enclosed a number of recently completed studies made by the Department of Labor during its work on a special program of research and action with respect to the employment problems of older workers. These studies have been placed in the Federation's research library.

No. 174—"Housing Program."

A copy was sent to Albert M. Cole, administrator of the Housing and Home Finance Agency, and acknowledged by him at some length. He expressed strong sympathy with our objectives, and disagreement as to the means we propose for achieving them.

No. 228—"Upgrade Federal Tabulating Personnel."

Copies were sent to the chairman of the Senate and House Committees on Post Office and Civil Service.

Resolutions Sent to California Legislators

No. 46—"Oppose Any Change in Present System of Adopting and Providing School Textbooks."

No. 53—"No Relaxation of Women's 8-Hour Law."

No. 104—"Increase Personnel of Industrial Accident Commission."

Copies were sent to members of both houses of the California legislature.

No. 170—"Company Unions."

Copies were sent to the chairmen of the Assembly Committee on Industrial Relations and the Senate Committee on Labor.

Resolutions Sent to State and Local Officials and Agencies

No. 1—"Prepaid Medical Health Benefits For Public Employees."

Copies were sent to the members of the State Personnel Board and acknowledged by John F. Fisher, executive officer of the board.

Copies were also sent to the civil service commissions in San Francisco, Los Angeles, San Diego, Oakland, Fresno, Sacramento, Bakersfield, Stockton, and Santa Barbara, and wherever city or county civil service commissions did not exist, copies were sent to city councils and boards of supervisors. By request, we also sent copies to the mayor and members of the board of supervisors of San Francisco.

No. 6—"Boycott Kohler Company Plumbing Fixtures."

A copy was sent to B. R. Cheyney, state purchasing agent, and referred to T. H. Mugford, deputy director of the Department of Finance. In his reply, Mr. Mugford stated that the relatively small quantity of plumbing fixtures which the state purchases is for maintenance and replacement work, and that these are always pur-

chased from California firms and not from the Kohler Company.

No. 7—"Oppose State Purchase from Firms Violating Federal Laws and Court Orders."

T. H. Mugford, deputy director of the Department of Finance, also wrote us in connection with this resolution, explaining that state practice in this matter is in harmony with our position inasmuch as one of the general provisions relating to state purchases requires that bids shall be in accordance with the Unfair Practices Act and all other applicable state and federal laws and regulations.

No. 14—"Condemn IAC Panels for Incorrect Interpretation and Application of the Act."

Copies were sent to all members of the Industrial Accident Commission, and acknowledged by Chairman S. W. Macdonald. His letter expressed agreement with our position, as follows:

"I agree with Resolution No. 14 that temporary disability should not be apportioned except possibly in a few rare instances, and then, only in such a way that the employee does not suffer any loss of benefits. I believe that the majority in Panel One is of the same opinion.

"When I called Commissioner Lawrence's attention to the newspaper article condemning Panel One for a decision apportioning temporary disability, he promptly called a meeting of the panel together with representatives of labor from the East Bay who had written the article. However, this is a judicial matter and hence, beyond the powers of the administrative officer."

No. 20—"Night Work Differential for State-Employed Janitors."

A copy has been sent to members of the State Personnel Board and acknowledged by John F. Fisher, executive officer.

No. 53—"No Relaxation of Women's 8-Hour Law."

This was one of ten resolutions forwarded to Governor Knight, who stated that he would be happy to consider them in connection with his legislative program for the next session of the legislature.

No. 65—"Provide Sufficient Personnel to Enforce State Housing Laws."

Copies were sent to the Director of Industrial Relations Ernest B. Webb, and M. J. McDonough, chief of the Division of Housing, as well as to Governor Knight.

In his reply, Director Webb informed us that, in connection with the Department

of Industrial Relations' 1957-58 budget for staffing the various divisions, administration approval was given for one area supervisor, five field representatives and two clerical positions to be added to the Division of Housing.

No. 96—"Labor Representatives on State Personnel Board."

A copy was sent to Governor Knight.

No. 104—"Increase Personnel of Industrial Accident Commission."

Copies were sent to the members of the Industrial Accident Commission, to Director of Finance John M. Pierce, and to Legislative Auditor Alan Post.

In his reply, Chairman S. W. Macdonald of the Industrial Accident Commission described the efforts that have long been made by the commission to obtain additional help, especially in Los Angeles, and imparted the welcome information that after a series of meetings were held with Department of Finance representatives, Governor Knight and Finance Director John M. Peirce agreed to allow a material increase in the IAC's personnel in the 1957-58 budget. He also referred to the State Federation of Labor-State Chamber of Commerce proposals which will require a supplemental budget and urged our continued strong support of these matters. Similar information was given us in a letter from Finance Director John M. Peirce. (See also report of Chief Counsel Charles P. Scully in Part V of this report.)

No. 130—"Secure Additional Safety Inspectors."

Copies were sent to Director of Industrial Relations Ernest Webb, A. C. Blackman, Chief of the Division of Industrial Safety, Finance Director John M. Peirce, Legislative Auditor Alan Post, and Governor Knight.

Director Webb and Chief Blackman both told us in their replies that the Department's budget request for 1957-58 has included an additional seventeen safety engineers, and Finance Director Peirce stated that the provision of funds in the Governor's budget in this connection was being definitely contemplated.

Chief Blackman also mentioned his attendance at the National Safety Congress in October, and that while there he had noted the increasing awareness of organized labor of the part the unions can play in the problem of reducing occupational injuries. He therefore offered the suggestion that the Federation's Executive Council consider the possibility of creating, at the state level, a committee to actively

assist the various local unions and councils in programs of accident prevention. Your secretary was pleased to be able to tell Mr. Blackman that at its October meeting, the Federation's Executive Council had discussed precisely this question and were considering setting up just such a committee, composed of council members, as he had suggested. This matter is still pending.

No. 167—"Prohibit Deduction of Earned Vacation and Holiday Pay from Unemployment Insurance Benefits."

Copies were sent to Governor Knight and to H. W. Stewart, Director of the Department of Employment.

No. 179—"Increase Budget of Bureau of Vocational Rehabilitation."

Copies were sent to Governor Knight, Finance Director John M. Peirce, Legislative Auditor Alan Post, and the head of the Bureau of Vocational Rehabilitation.

No. 180—"Condemn Personnel Board for June 1, 1956 Decision."

Copies were sent to members of the State Personnel Board, Governor Knight, and Lieutenant Governor Harold J. Powers.

No. 185—"Full Information on Barber Apprentice Form."

Copies were sent to the State Board of Barber Examiners, and was acknowledged by the board's executive secretary, J. A. Cramp, who stated that the resolution would be given careful consideration by the board.

No. 193—"Enlarge Staff of State Safety Inspectors"; **No. 206**—"Increase Budget Allowance for Division of Industrial Safety."

Copies were sent to members of the Industrial Safety Division, to Finance Director John M. Peirce, Legislative Auditor Post, and Governor Knight. The chief of the Industrial Safety Division, A. C. Blackman, and Director Webb told us of administrative approval having been given to the addition of twelve construction engineers, two boiler engineers, three industrial engineers and seven clerks to the staff of the Division of Industrial Safety in the proposed 1957-58 budget.

No. 202—"Increase Budgetary Allowances and Funds for Industrial Accident Commission."

Copies were sent to Industrial Relations Director Webb, Legislative Auditor Post, Finance Director Peirce, and the California State Chamber of Commerce. From Director Webb, we learned that the

Department of Industrial Relations had received Administrative approval for the addition to the staff of the Division of Industrial Accidents of twenty referees, twenty-five hearing reporters, twenty-two intermediate typist-clerks, eight intermediate senior stenographer-clerks, four permanent disability rating specialists, four medical examiners, and two associate counsels, in the proposed 1957-58 budget.

No. 208—"Eliminate License Requirement for Ushers, Ticket Sellers, Box Office Employees and Doormen."

Copies were sent to members of the State Athletic Commission.

No. 212—"Increase Pay of Deputy Labor Commissioners and Supervising Deputies."

Copies were sent to Director of Industrial Relations Webb, Labor Commissioner Edward P. Park, and to members of the Personnel Board. In his reply, Director Webb stated that in the very near future he would petition the State Personnel Board to correct salary inequities in this class of employees, together with other classes in the Department of Industrial Relations.

On behalf of the deputies as well as himself, Labor Commissioner Edward P. Park expressed appreciation of our efforts.

No. 229—"Right of Los Angeles County Employees to Engage in Political Activity."

Copies were sent members of the Los Angeles County Board of Supervisors.

Resolutions Sent to State Board of Education

In response to a request from Roy E. Simpson, Superintendent of Public Instruction, copies of Policy Statement X—"Education" were sent to him, together with all the resolutions pertaining to education that were adopted by the convention, as follows:

No. 46—"Oppose Any Change in Present System of Adopting and Providing School Textbooks."

No. 77—"Social Security for Public Employees."

No. 84—"State Public Policy on Collective Bargaining to Include Public Employees' Association."

No. 85—"Fair Labor Practices in Public Schools."

No. 86—"Commending Federation and Other Bodies for Assistance in Teachers' Union Organizing Drive."

No. 87—"Fair Hearing for Probationary Teachers."

No. 88—"Broaden California Teacher Tenure Law."

No. 89—"Provide Teacher Placement Services."

No. 90—"Minimum Salary for Teachers."
No. 91—"Expose Slanted Materials in Public Schools."

No. 92—"Name Schools After Labor Leaders."

No. 93—"Permanent Child Care Centers."

No. 94—"Conservation of the National Heritage."

No. 128—"Prohibit Denial of Public Employees' Right to Union Membership."

No. 149—"Federal Aid to Education."

No. 179—"Increase Budget of Bureau of Vocational Rehabilitation."

No. 219—"Observance of Labor Day."

No. 231—"Classification of Teachers in City Schools."

No. 236—"School Board Elections."

Other Mailings

No. 59—"Appreciation of Federation's 1956 Pension Conference."

Copies were sent to everyone who participated in and contributed to the success of the pension conference: the University of California Institutes of Industrial Relations in Berkeley and Los Angeles; the University's Extension Divisions in Berkeley and Los Angeles; the regional director of the Bureau of Labor Statistics; the representative of the State Department of Health's Division of Preventive Medical Services; the regional director of the NAACP, the several professors from the faculties of the University of California at Berkeley and Los Angeles; the representatives of various unions with functioning pension plans; the national AFL-CIO; and the Martin E. Segal Company, welfare and pension consultants.

No. 74—"Endorse Work of Coro Foundation."

A copy was sent to the Coro Foundation in San Francisco.

No. 122—"Civil Rights."

Copies were sent to James E. Folsom, Governor of Alabama, and to the Attorney General of that state, John M. Patterson. Acknowledgements were received from both.

No. 143—"National Association for the Advancement of Colored People"; **No. 144**

—“Italian-American Labor Council”; No. 145—“Community Service Organization”; No. 146—“National Welfare League”; No. 147—“Histadrut”; No. 156—“Jewish Labor Committee”; No. 198—“Endorse and Assist the American Federation of the Physically Handicapped.”

Copies of these resolutions of commendation and support were sent to the organizations named. Several appreciative acknowledgements were received.

No. 202—“Increase Budgetary Allowances and Funds for Industrial Accident Commission.”

A copy was sent to the California State Chamber of Commerce.

Educational Activities

The year's educational activities were especially rich and varied and received excellent attendance and a warm response from the affiliated unions. The several events were under the direction of the Federation's Committee on Education, composed of the following vice presidents: Thomas A. Small, chairman; Robert S. Ash, John T. Gardner, Albin J. Gruhn, Max J. Osslo, and Paul L. Reeves.

Labor Press Conference

The Federation's seventh annual Labor Press Conference was held November 17-18 in Fresno. Some 70 editors and trade union officials attended the sessions, all of which were held in the Fresno Hacienda.

The conference was designed for the benefit of labor editors and officials responsible for the conduct of union publications.

Highlight speech of the two-day conference was that delivered by Henry C. Fleisher, national director of publications for the AFL-CIO. Fleisher spoke at the annual labor press banquet held Saturday night, November 18.

The liveliest discussion of the conference centered about labor press advertising ethics. Reports to the conference indicated that there were numerous instances in 1956 of advertising agents, not connected with the labor movement, pretending to speak for official labor publications.

After a lengthy discussion, the conference decided to request that the advertising ethics question be brought before the next meeting of the executive council.

Editors and officials present voiced unanimous approval of the code of ethics adopted in 1955 by the International Labor Press Association, AFL-CIO.

The Fresno conference approved key ILPA code provisions requiring that:

(1) Labor publications will not solicit nor accept local advertising from outside their area of circulation. This does not apply to national advertising.

(2) Labor publications will not employ high-pressure, long distance telephone solicitors or accept or publish advertising obtained through such methods.

(3) Labor publications will make no claim or suggest directly or through salesmen that the purchase of advertising space can accomplish anything for the advertiser beyond winning consumer acceptance or approval of the advertiser's product or services.

(4) Labor publications will not associate themselves in any manner with the publication of any yearbook, directory or program that has for its primary purpose the solicitation of donations under the guise of selling advertising.

The role of labor and the labor press in the 1956 elections was surveyed at the opening conference session on Saturday morning by Irving Bernstein, research associate, Institute of Industrial Relations, UCLA. The first heavy panel discussion issue involved an analysis of labor press “achievements” and “shortcomings” in the same elections. Speakers included Harry Finks, secretary, Sacramento Labor Council; Louis Burgess, editor, East Bay Labor Journal; Charles Clough, editor, Valley Labor Citizen, Fresno; Ralph Roddy, business manager, Los Angeles Citizen; and Thomas A. Small, president, San Mateo Central Labor Council.

A panel on newspaper layout on Saturday afternoon featured Philip F. Griffin, chairman, Department of Journalism, University of California, Berkeley; Franklin Anderson, news editor, California Labor Press, Oakland; Don L. Rotan, editor, The Stewards News, San Francisco; Ben H. Savage, managing editor, Painters Local 1247 News, Los Angeles; William Scanlon, editor, Organized Labor, San Francisco; David Selvin, editor, San Francisco Labor; and Frank Wigham, editor, Silvergate Union News, San Diego.

Another Saturday contributor was Charles R. Wright, associate professor of anthropology, UCLA.

Thomas L. Pitts, State Federation president, addressed the Sunday morning session on “Labor Press Coverage and State Legislative Sessions.” The forum on advertising ethics followed, chaired by John

F. Henning, the Federation's research director.

The conference was sponsored jointly by the State Federation and the University of California, Berkeley and Los Angeles units. The University was represented by John Hutchinson, Berkeley, and Arthur Carstens, Los Angeles.

Labor Press Advertising Ethics

At its December meeting, the executive council authorized the establishment of a special committee to investigate the advertising methods of labor publications for the purpose of developing factual information, and where such methods were found to be inconsistent and inimical to the best interests of organized labor in California, to take such action as lies within the power of the Federation.

The following special committee on labor publications was accordingly appointed: Vice Presidents Jack Goldberger, chairman; Lowell Nelson and Thomas Small, to work with research director John F. Henning.

The committee announced it would seek all possible information in this connection and would appreciate the cooperation of affiliated councils and unions in forwarding any information they might have on the subject to the committee through the Federation office. Subsequently, it was decided to investigate the matter on a statewide basis, and that hearings would be held to gather evidence and facts.

Two hearings have been held, the first on May 2, 1957, in San Francisco, and the second in Los Angeles on June 5, with transcripts being made of each for future use by the committee in drawing up its report and recommendations. Labor cooperation was noteworthy throughout. Numerous exhibits were received, and testimony at the hearings provided valuable new information as well as corroborative evidence.

The AFL-CIO's International Labor Press Association has been kept informed of the committee's investigations, and from the interest shown, it is apparent that our committee is doing pioneer work in its efforts to solve this difficult problem. The ILPA has requested the committee to report on the procedures being developed, and expressed the hope that out of its activity may evolve a pattern that can be applied by other state bodies whenever necessary.

At the present time our committee is working on a complete report to inform

the Federation's membership about the methods which they have found being used in some localities by certain so-called "labor papers." They will undoubtedly recommend that proper steps be taken to correct these wrongs or improper activities so that the labor press may serve the purpose it was intended to serve when established.

It is apparent that in many areas labor unions or councils are allowing their publications to be used in a manner that reflects poorly on the sponsoring organizations. Unscrupulous promoters are exploiting labor publications to enrich themselves through various advertising schemes and promotions. We are confident, however, that the situation will rapidly improve as soon as the facts are brought to the attention of our unions and councils and a program is set up for ridding the California labor press of these parasites.

AFL-CIO Education Conference

The AFL-CIO's first Pacific Coast Education Conference was held in San Francisco, December 7-9, 1956. The State Federation gave full organizational support to this precedent-making conference, which was called by John D. Connors, director of the AFL-CIO Education Department.

The conference set a high standard of excellence in its panel of speakers and points of discussion, and was attended by 75 delegates from four western states and two U. S. territories.

Warnings that guaranteed annual wage programs could drain labor's vitality and foster company paternalism featured the address of University of California Chancellor Clark Kerr, nationally known political economist and one-time chairman of the Wage Stabilization Board. Loss of mobility of the American work force, he said, could destroy the character of modern unionism, and charged GAW plans limit freedom of job movement and create strong attitudes of company dependence. It was his opinion that government programs of unemployment insurance could best meet the U. S. worker's feelings for security and independence.

In another highlight address, Congressman John E. Moss of California's Third District argued that liberals must separate the question of federal aid to education from civil rights requirements in the southern states. Lumping of the two critical issues in one bill played into the hands of forces blocking both federal aid and civil rights. He called on labor to reach for both objectives, but through separate Congressional measures.

In a conference roundtable on the "right to work" question, Ed M. Weston, president of the Washington State Federation of Labor, noted that unions and allied organizations had promoted more than 1,000 showings of the AFL-CIO film "Injustice on Trial," in whipping a proposed "right to work" law in Washington's November elections. He also credited a highly trained speakers bureau with playing a decisive part in the Washington campaign.

Delegates from Arizona, California, Oregon, Washington, Alaska and Hawaii made up the audience at the three-day conference directed by the AFL-CIO's Department of Education.

Discussion centered on Pacific Coast labor education prospects; planning of regional, state and local conferences; international union programs; educational techniques for building understanding of legislative issues; union-university cooperation and educational resources of the AFL-CIO.

In addition to Weston, regional labor speakers included your secretary and Thomas A. Small, chairman of the Federation's education committee; Manuel Dias, president, and John A. Despol, secretary, of the California Industrial Union Council.

Health and Welfare Plan Conference

The Federation's tenth annual labor education institute was held in Santa Barbara during the week of July 21-26. This year's conference, sponsored jointly, as usual, by the California State Federation of Labor and the University of California, was devoted to the subject of health and welfare plans.

The conference opened on Sunday evening, July 21, and it was your secretary's pleasure to deliver the opening address, setting forth the historical development of health and welfare plans, and making a critical appraisal of their progress to date.

Major conference speakers included Lane Kirkland, assistant director, Department of Social Security, AFL-CIO; Irving Pfeffer, assistant professor of insurance, University of California at Los Angeles; Martin E. Segal, pension and welfare consultant; Daniel W. Johnston, economic counsel for labor unions; Helen Nelson, assistant chief, Division of Labor Statistics and Research, State Department of Industrial Relations; Ted Ellsworth, administrator, Motion Picture and Welfare Fund; Carroll Lynch, pension and welfare consultant, and Charles P. Scully, the Federation's chief counsel.

Subjects reviewed were titled as fol-

lows: "Negotiated vs. Non-Negotiated Health and Welfare Plans," "Service vs. Indemnity Plans," "Self Insurance vs. Insurance Programs," "How to Increase Values and Reduce Costs in Health and Welfare Plans," "Effective Administrative Procedures," "Supplemental Benefits in Health Care," "Relationship with Medical and Hospital Associations," and "Legal Aspects of Health and Welfare Programs."

A record total of approximately 200 delegates attended the sessions, which were held in the Hotel Carrillo and in the nearby Culinary and Teamster auditoriums.

1957 Scholarships

The Federation's seventh annual scholarship contest got under way in February with the mailing of official announcements and application forms to 661 high schools in California and Hawaii. On May 17, 363 high school seniors participated in the contest in their respective schools by taking a two-hour examination designed to test their knowledge of industrial relations history and practices in the United States.

The fifty examination papers with the highest grades were then examined by the committee of judges, composed of three professional educators: Frederick A. Breier, Ph.D., Assistant Professor of Economics, University of San Francisco; Vaughn D. Seidel, Ed.D., Alameda County Superintendent of Schools, Oakland; and George H. Hildebrand, Ph.D., Director, Institute of Industrial Relations, University of California, Los Angeles. Identity of the students participating in the contest was as usual, not known to the judges.

The judges' decision named three girls as winners of the three \$500 scholarships: Estelle Gershgoren, Fairfax Senior High School, Los Angeles; Patricia Jacobsen, Eureka Senior High School, Eureka; and Heidi Stohler, Berkeley High School, Berkeley.

The winners will receive their awards at the Federation's convention in September, where they will be the guests of the Federation for the entire convention period. Under rules of the contest, the girls may apply their scholarship money at any college or university of their choice.

Non-Profit Schools Tax Exemption

Petitions to place an initiative measure on the ballot to repeal the existing tax exemption for private schools received sufficient signatures to qualify for the November ballot. The Federation strongly

supported Proposition No. 3 in the 1952 election, which, being adopted by the voters, originally provided the tax exemption for these schools.

At its meeting in June, the executive council voted unanimously to oppose the signing of the petitions being circulated, and unanimously adopted the following policy statement on the taxation of private schools:

Efforts are now being made by professional petition-circulators to place on the state ballot an initiative measure which would wipe out the property exemption granted in 1952 to non-profit private elementary and high schools of California when the voters approved Proposition No. 3.

The California State Federation of Labor endorsed Proposition No. 3 five years ago and the logic of that action still prevails.

Among the essential facts in the situation are these:

(1) A similar tax exemption exists today in all of the 47 other states of the Union. Why should California be the only state to tax such schools?

(2) Non-profit private colleges and universities in the state have been exempt from property taxes since 1914 (since 1901 in the case of Stanford University), and extension of the exemption to elementary and high schools long ago became a matter of consistency and justice.

(3) The non-profit private elementary and high schools render a genuine public service to the state of California in educating a portion of its young people. The economic aspects of this contribution are staggering. For example: on May 2 of this year, State Controller Robert C. Kirkwood announced that it had cost the state about \$360 per pupil to meet the operation costs of education in the 1955-56 fiscal year.

This means that the private schools are today saving the state \$93,600,000 each year in operation costs alone. The capital outlays for building and plant facilities would reach astronomical proportions if spelled out in dollars and cents.

We agree heartily with the policy statement on this question unanimously adopted last month by the San Francisco Labor Council, in which it is pointed out that the continuance of private school tax exemption will strengthen the public school structure which now

faces grave financial problems. From the days of Samuel Gompers we have constantly supported the cause of free public education, and in every California ballot test we have fought for the expansion of that system, the progress of which is essential to the well-being of the state and nation.

In accord with the letter and spirit of our past and present devotion to public school expansion, we urge the people of California to reject the initiative appeals, the injustice of which would not only make California unique among the states of the Union, but which could also thrust additional and crushing economic burdens upon our state school system.

We therefore urge members of affiliated unions not to sign the petitions against private school tax exemption.

The defeat of this measure at the 1958 election will, of course, be one of the primary issues in organized labor's political campaigns throughout the state next year.

Water and Power

Our interest in matters concerning water and power, particularly in California, and our participation in hearings and in all other opportunities offered to put forth our position, is a continuing activity. Space does not permit me to list in detail all the various developments which have had our attention during the past year, but the principal ones are as follows:

State Feather River Project

The California Water and Power Users Association, of which our Federation is one of many sponsoring organizations, met in Sacramento on January 5, 1957, on the eve of the convening of the state legislature, to make known its opposition to the multi-billion dollar state Feather River Project. Its position paralleled that taken by the Federation at its 1956 convention.

The Association blasted the state project, designed to carry water from Oroville all the way to the Mexican border, and urged construction of the federal project as originally planned in the comprehensive Central Valley plan of the U. S. Bureau of Reclamation, under operation of anti-monopoly provisions of reclamation law.

Water leaders at the Sacramento conference condemned the state project for what they termed its "massive destruction and waste" of electrical power, far in excess of what would be produced by the state project, to transport water over the

Tehachapi mountains south. Power generated at Oroville dam in the state plan would go to the PG&E at the prevailing commercial rate, and water users would have to pay for all power used by the project itself. This is a reversal of sound multiple-purpose development under existing federal projects, where cheap power is sold on a preference basis to public agencies and part of the receipts used to make water available to agriculture at usable rates.

Water user spokesmen also declared that pressure behind the state project was for "industrial and domestic" water, irrespective of agricultural needs in the water-thirsty San Joaquin Valley, and irrespective of protections needed against landed monopolists and private power interests grabbing a disproportionate share of the project benefits.

Spokesmen from the northern part of the state charged that the flood control protection to be derived from state construction of a high level dam at Oroville would not give the protection offered by the eight smaller dams proposed for the Feather River by the Bureau of Reclamation on an integrated basis with the Central Valley Project. The federal plan also calls for use of surplus impounded waters in the Central Valley where they can be put to greater economic use.

In other related actions, the Association:

(1) Urged immediate, integrated construction of the San Luis project by the federal government to bring water to the west side of the San Joaquin Valley, where some 500,000 acres are within a few years of being returned to desert because of sinking water tables.

(2) Condemned the PG&E "partnership" scheme to build the power facilities on the federally developed Trinity project as an attempt to "milk the cow fed by the public," and urged federal construction of the power facilities on the Trinity as called for in the federal plan.

(3) Opposed any attempt to resolve the north-south conflict regarding the export of surplus waters by the process of constitutional amendment. In this connection, a motion was adopted calling for study of the problem and assistance to any area of water deficiency in obtaining water without detriment to the areas of origin.

For action taken by the legislature on the Feather River Project and on the north-south conflict over the export of water, see the separately printed "Sacramento Story, 1957."

Trinity River Project

The \$225 million Trinity River Project, authorized by Congress, has been under construction as an all-federal unit of the Central Valley Project. This spring the PG&E offered a "partnership proposal" to the federal government to build the power plants at a cost of \$50 million, and then pay the government for the use of "falling" water. Secretary of the Interior Fred A. Seaton recommended that Congress accept the PG&E offer.

Chairman of the House Interior and Insular Affairs Committee, which is reviewing the PG&E proposal, is Clair Engle, Democratic Congressman from northern California. In a statement issued the last of June, Engle demanded that the Pacific Gas and Electric Company give up some \$179 million in fast federal tax write-off certificates, if it is seriously concerned about the nation's taxpayers in pushing its "partnership proposal" in the development of Trinity River, and declared the California utility is the second largest holder of fast tax write-off certificates in the nation.

Engle's statement was a direct challenge to the PG&E's "great solicitude for the federal taxpayers" in offering to construct the electrical facilities of the Trinity River unit of the Central Valley Project. The utility giant has repeatedly claimed that in "partnership" with the federal government, the company would pay \$65 million in federal taxes over a 50-year period, but Engle charged that the present \$179 million in rapid write-off certificates are in fact interest-free funds from which the company will derive a financial benefit of \$270 million over a normal amortization period, and \$880 million in 50 years—all at the expense of the taxpayers who would purportedly save \$65 million in taxes if the PG&E is allowed to build the Trinity power features.

Engle said that the actual loss of the Treasury in interest that the federal government would have to pay on borrowed money because of the PG&E's tax payments reduction during the write-off period would be about \$220 million, and explained that the difference in the value to the company and the actual cost to the Treasury results from the fact that the value to the company would be based on the commercial interest rates for money, whereas the actual cost to the Treasury would be less, due to the fact the federal government borrows its money at lower rates of interest.

Engle stated frankly, "Since the com-

pany has indicated such an interest in saving the taxpayer his money, I wish to suggest that the company forfeit the subsidy it has received, thus saving the Treasury the amount of \$220 million. This is four times the cost of construction of the Trinity River power houses for \$55 million."

Congressman Engle has consistently supported federal construction of Trinity power facilities as advocated by organized labor in California.

Resources economists are agreed that federal construction of power features on the Trinity is essential to preserving a rate yardstick in the sale of power to consumers. The additional power is also needed, as noted earlier in connection with the state Feather River Project, for integrated use in the Central Valley Project for pumping operations in the proposed federal San Luis Project designed to prevent some 500,000 acres of irrigated lands on the west side of the San Joaquin Valley from being returned to desert.

Engle also noted that the PG&E would probably apply for and receive a tax write-off certificate on the Trinity installations should it be successful in its grab. He stated that if such application were made and certificates granted covering 60 per cent of the cost of the power facilities, the cost of the federal treasury would be about \$43 million; in other words, the value of the tax write-off to the company would be \$170 million over the 50-year contract period, or more than 2.5 times the \$65 million the company claims it would pay the federal government in taxes.

On July 31, Engle announced the postponement until early next year of hearings on the PG&E's "partnership" proposal. The postponement had been requested by Representative A. L. Miller, ranking Republican member on the committee, on the plea that it would be impossible to complete the hearings at this session.

Pine Flat Dam Victory

This summer, excess landholders in the Kings River service area were handed a resounding defeat in their attempt to flout federal reclamation law and monopolize the irrigation benefits resulting from federal construction of Pine Flat Dam on the Kings River at taxpayers' expense.

The victory for law enforcement came when Secretary of the Interior Fred A. Seaton turned thumbs down on a contract negotiated by his predecessor, Douglas McKay, and the Kings River Water Association to allow the large landholders in

control of the Association to escape the excess lands provision (160-acre limitation) of reclamation law by making a lump-sum payment for irrigation features charged to the cost of the dam.

Organized labor, along with farm, church and other civic representatives have led the fight to block the give-away contract. In numerous and detailed communications with former Secretary McKay and Secretary Seaton dating back to the beginning of the Eisenhower Administration in 1953, your secretary has consistently challenged the Department of Interior's authority to "sell federal policy for cash" by digging up a discredited form of "commutation" that was used to destroy the homestead laws.

The controversy on the Kings stemmed from the fact that the private power interests and the large landholders secured construction of Pine Flat Dam on a flood control basis as a means of defeating public power and avoiding application of the excess lands law. Although the private power interests won on the power issue, anti-monopoly forces secured an amendment to the Flood Control Act, under which Pine Flat was constructed, requiring all irrigation water to be distributed by the Bureau of Reclamation under reclamation law, despite the fact that recordable contracts for repayment were not negotiated in advance of completion of Pine Flat Dam and the availability of irrigation benefits.

McKay's attempts to avoid enforcement of the law in the Kings River repayment contract he negotiated was without legal foundation, except for a thoroughly discredited legal opinion in 1914, known as the King Opinion, which erroneously suggested that acreage limitation ended with repayment of construction obligations that may be assigned to irrigation.

Your secretary would like to call attention to the disquieting fact that, in rejecting the give-away contract, Seaton actually reaffirmed the discredited principle in the King Opinion, and rejected the contract negotiated by his predecessor only as "perhaps going a bit too far." In our opinion, there is no justification for Seaton not going to the original interpretation of reclamation law by the Department of Interior in 1913, when its full application was set forth on a legally sound basis.

Certainly, Seaton's "half-way" decision, although courageous in light of his predecessor's manipulations, has left the door open for future attempts to evade recla-

mation law. Nowhere in reclamation law is there anything that says that the limitation on the amount of water which any one individual may receive shall be removed after payment is completed.

So-called repayment costs required of irrigation beneficiaries on federal projects cover only a portion of actual costs, as irrigation benefits are heavily subsidized by power revenues paid by power users and the cost of interest-free construction money borne by taxpayers generally. Because of these subsidies, irrigators in the Central Valley Project service are on the average "repaying" only \$123 as the cost of bringing water to an acre of land, as compared with \$577 supplied by the federal government and electric power consumers over the pay-out period.

On the Kings River, water users under the McKay-negotiated contract were being asked to repay only \$14,250,000 on Pine Flat Dam costing close to \$50 million. These figures explode any argument that the mere partial repayment of irrigation benefit costs deemed reimbursable should, under any circumstances, remove the application of the acreage limitation.

Thus, while the Seaton decision in this matter has been a victory for enforcement of the 160-acre limitation, we must remain on the alert for future give-away moves which "might not go too far," and so gain the approval of the Secretary of the Interior.

California Minimum Wage

During the year and a half that elapsed between December 1955, when the state Industrial Welfare Commission announced that it was preparing to reopen its orders covering the employment of women and minors in California, and the announcement of its decision in June of this year, the Federation fought unremittingly to raise the minimum wage from 75 cents to \$1.25 an hour, and to extend coverage to women and minors engaged in agricultural and domestic employment.

As may be recalled, we filed a brief with the commission on April 3 of last year, requesting this extension of coverage; in turn, the commission asked Attorney General Edmund G. Brown to determine whether it had the right to so extend coverage. On November 12, the Attorney General ruled that the commission did have the authority to regulate wages, hours and conditions for women and minors employed as farm or domestic workers.

We followed up this major victory with a letter to the chairman of the commission, calling upon it to establish wage boards for the coverage of women and minors in these two classifications, and citing the Attorney General's opinion that protection of these workers was part of the commission's responsibility and duty under the law. At the meeting of the commission on November 30, however, we suffered our first setback when, by a three-to-two vote, the members voted to table the proposal.

The Federation immediately prepared and filed with the commission a new brief containing supplementary data on agricultural employment, and urging reconsideration of the matter. At its January meeting, the commission rescinded its previous tabling motion, but further action was halted by an informal, verbal opinion given by a deputy attorney general, Richard H. Perry, to the effect that sufficient studies had not been made to permit the creation of wage boards for setting standards in agriculture. All that was accomplished, therefore, was the adoption of a commission motion to request the Division of Labor Statistics and Research to ascertain what statistics would be needed for a study of agricultural labor and report to the commission at its April meeting.

Although we had promptly protested the Perry ruling to Attorney General Brown, it was soon apparent that continuing our fight along this line held little promise of success, for the Attorney General's policy, which we shall continue to challenge at every opportunity, was, finally, that current wage-hour data would not justify field workers. We therefore concentrated our efforts on obtaining the survey of agricultural labor promised by the commission at its January meeting.

Meantime, our campaign was gaining support. The University of San Francisco Labor-Management School called upon the commission to extend protection of minimum wage and maximum hour coverage to women and minors in agricultural and domestic employment. Commending the IWC for its creditable work in the past, the school said it was difficult to understand the failure of the commission to grant protection in two of the state's lowest paid industries. It also affirmed that the moral problem involved dominated any economic arguments that might be set forth by large corporate producers of food.

Various Jewish agencies, the Protestant Northern California Council of Churches, and the Catholic MONITOR, official publication of the Archdiocese of San Fran-

cisco, also urged protection of women in agriculture through IWC coverage.

A costly study proposal submitted by the Division of Labor Statistics and Research was rejected by the commission at its meeting in April. Instead, the commission voted to send labor-management committees into the state's agricultural areas to get the necessary wage-hour data. When nothing further was heard on this new plan by mid-July, your secretary queried the commission as to what was being done, and the reply brings this pending matter up to date.

The commission has decided to hold a series of meetings in agricultural areas with employee and employer representatives who have an interest in the problems of agricultural workers and a knowledge of their working conditions. Your secretary has been asked to submit names of persons recommended by him to serve as employee representatives. When the group has been selected, the time and place for meetings with the commission will be determined.

Hearings on existing orders have been held this spring by the panels for the various industries. Labor members of the panels fought hard for the increase of the minimum wage to the Federation's recommended \$1.25 per hour, but the opposition was very strong. The best that could be accomplished was a raise to \$1.00 an hour, bringing the state minimum up to the federal level. This was achieved by a vote of three to two, indicating that though it was short of what we hoped for, it must be considered a victory under the circumstances.

Voting against the increase to \$1.00 were commission chairman Daniel E. Koshland, president of the Levi Strauss Company, San Francisco, and Virginia Allee, an executive of the Westwood branch of Bullock's Department Store, Los Angeles.

Voting for the increase were Mae Stoneman, secretary, Waitresses Union Local 639, Los Angeles, John W. Quimby, secretary, San Diego Central Labor Council, and Eleanor Hewlett, women's co-ordinator, Laney Trade School, Oakland.

Publication date of the new orders will be September 15, 1957, and they will take effect sixty days later, on November 15.

Pension Program

The Federation's 1956 convention adopted a resolution recommending that the executive council be empowered to com-

plete its studies of a labor-sponsored pension program for officials and employees of affiliated unions. At its October meeting, the council referred the subject matter to the Federation's pension committee for complete study, analysis and report.

The pension committee, first chaired by Vice President Harry Lundeberg, and after his death, by Vice President Lowell Nelson, is composed of President Pitts, Vice President Thomas A. Small, and your secretary. Several meetings were held and progress was made, until the demands of our legislative work on the members of this committee forced a delay. Prior to this, the committee had met with consultants from the firm of Martin Segal Company. Technical discussions centered on years of service, age at retirement, vesting and survivorship, also the matters of financing, insurance policy and disability factor, individual union membership factor and availability of funds. The committee requested the consultants to submit alternative proposals which the Federation would be in a position to offer affiliated unions. The consultants' report was duly received, and will be studied by the pension committee as its work continues.

International Affairs

Following a lengthy discussion of the Hungarian and Middle East crises at its December 14 meeting, the executive council unanimously adopted the following statements of policy:

Statement on Hungary

The California State Federation of Labor extends the hand of fraternity and hope to the heroic unionists of Hungary, who have unmasked Soviet imperialism and proven to mankind that labor is the unfailing servant of liberty.

Together with the students, women, soldiers, and plain people of the nation, the workers of Hungary fight on for bread and freedom in the face of terror and murder.

Aware of our fraternal obligations to the Hungarian trade unionists and to the cause of human liberty, we therefore recommend the following program of action:

- (1) We ask all AFL affiliates in California to provide every possible service in finding jobs for Hungarian political refugees now entering the state.
- (2) We ask all AFL affiliates to make whatever financial contributions

they can to the AFL-CIO International Free Labor Fund, care of George Meany, AFL-CIO Building, Washington, D. C. The Fund is labor's organization for Hungarian relief.

- (3) We call on the United Nations: (a) to demand the immediate withdrawal of Soviet troops from Hungary; (b) to send a police force to Hungary as it did to Egypt; (c) to set up the machinery for free elections in Hungary; (d) to demand that Russia release the kidnaped Imry Nagy and other members of his government now in Soviet hands; (e) to demand that Russia release all political prisoners and halt present deportations of Hungarians to Soviet prison camps.
- (4) We ask the U. S. government to liberalize its immigration procedures to the point of admitting greater numbers of Hungarian freedom fighters.

Statement on the Middle East

The California State Federation of Labor calls for continuing United Nations action to secure peace and justice in the Middle East.

However, a mere return to the situation which prevailed prior to the outbreak of last October would only restore the conditions which provoked open warfare and menaced the peace of the world.

We therefore urge the United States to use its influence to obtain:

- (1) Acceptance of Israel's right to existence as an independent state.
- (2) Continued occupation by U. N. forces of areas evacuated by Britain, France and Israel until the following conditions have been met: (a) the Egypt-Israel war is formally ended; (b) a peace treaty has been negotiated between Egypt and Israel; (c) continuous operation of the Suez Canal has been assured through an Egyptian and an international authority.
- (3) Immediate dispatch of a U. N. Peace Observation Commission to Syria to probe charges that Soviet arms shipments to that country comprise a threat to peace.
- (4) An economic and social program, directed by the U. N., to improve living standards, increase farm and industrial production, promote trade

unions, and generally develop the economies of the Middle East.

- (5) Action by the U. N. to probe and take whatever remedial action may be necessary to halt persecution and deportation of Egyptian Jews.
- (6) Abandonment of Middle East colonialism by Britain, France and other western powers.

International Affairs Conference

A two-day State Federation-sponsored Conference on International Affairs was held April 8-9 in the Sir Francis Drake Hotel in San Francisco, the subject being organized labor's role in world affairs. Speakers and discussion leaders were staff members of the AFL-CIO Department of International Affairs, and included its director, George T. Brown, and Serafino Romualdi, AFL-CIO representative in Latin America.

More than one hundred representatives from our affiliated unions and councils heard the constantly repeated warning that "poverty anywhere is a threat to prosperity everywhere."

George T. Brown declared that free American labor could not afford the competition of exploited foreign labor in the depressed wage areas of the world, and pointed out that the AFL-CIO was seeking to foster trade unionism throughout the world to (1) strengthen liberty, and (2) to protect the American wage earner.

Luis Alberto Monge, secretary general of the Inter-American Regional Organization (ORIT), asked for U. S. support in curbing profits of middlemen operating between the Latin American producers and the North American consumers. And because higher prices for Latin American products would do little good if they resulted only in added profits for the wealthy business classes of the southern continent, he urged U. S. unions to help the free trade union movement of Latin America in every possible way.

Other speakers included Serafino Romualdi, the AFL-CIO's Inter-American representative; Ernesto Galarza, research and education director of the National Agricultural Workers' Union, AFL-CIO, and William Doherty, Jr., Inter-American representative of the Postal, Telegraph and Telephone International Trade Secretariat.

The conference was the first staffed by the AFL-CIO international affairs department in the western states. It is to be hoped that they will be continued in the future.

Importation of Foreign Agricultural Workers

The importation of foreign agricultural workers into the United States took a new and dangerous course during the past year with the setting up of a program by the U. S. Immigration and Naturalization Service calling for bringing in Japanese and Filipino farm workers.

Farm Labor Advisory Committee

The Farm Labor Advisory Committee immediately issued a sharp protest against the plan, and in a statement, charged that the proposal was intended only to continue and extend the exploitation of foreign agricultural workers on U. S. corporation-type farms, and that the proposals ran counter to all efforts of the American labor movement and enlightened farm employers to provide adequate protection for foreign agricultural workers. The committee also charged that the Immigration and Naturalization Service failed to protect U. S. citizen farm workers against displacement and low wage competition.

The committee called upon both the U. S. Labor Department and the U. S. State Department to prevail upon the Immigration and Naturalization Service to abandon their importation plan.

The Farm Labor Advisory Committee is comprised of representatives of the AFL-CIO, United Mine Workers, and the Railway Brotherhoods. Lewis G. Hines, special representative of the AFL-CIO, serves as chairman. Your secretary is a committee member.

Congressional Hearings

The Immigration and Naturalization Service moved ahead with their plan, however, and by mid-April almost a thousand Japanese workers had been put on California farms under a contract which we described as "a shocking document of labor exploitation."

On April 23 of this year, a subcommittee of the House Judiciary Committee, composed of Byron Rogers (D., Colorado) and Patrick J. Hillings (R., California), held hearings on the matter in San Francisco, Coachella and Los Angeles, with Congressman Hillings and the Immigration Service openly supporting the importation scheme, which was, of course, strongly favored by the farm employers' associations.

Ernesto Galarza, research director of the National Agricultural Workers Union,

testified against the plan at the San Francisco hearing, charging that the Japanese program would further depress wages in California farm areas, and the State Federation filed the following brief with the subcommittee:

Importation of Japanese Farm Workers

The California State Federation of Labor, representing more than 1,400,000 wage earners in California, calls for an end to the Japanese farm labor importation scheme under which both American and Japanese workers are abused for employer profit.

The importation aggravates an already critical farm labor problem in California. Fundamentally, there is no need for the importation of any foreign farm workers. Labor "shortages" in the state's agricultural areas are artificial in that Americans refuse to accept the inferior wages and conditions imposed on domestic farm workers by employer bodies. Latest figures on unemployment in California show a total of 244,000 jobless workers as of March, 1957. (Source: State Department of Employment; Division of Research and Statistics, State Department of Industrial Relations.) Adequate wages, hours, and conditions of employment would quickly eliminate the misnamed shortage of domestic workers in the farm areas.

The farm labor crisis has already been worsened by the importation of Mexican workers. As of March 31, 1957, there were 37,248 Mexican contract workers employed on California farms. (Source: Bureau of Employment Security, U. S. Department of Labor.) There is absolutely no shortage of Mexican workers, and hence, no possible justification for the importation of Japanese workers. Mr. Rocco Siciliano, Assistant Secretary of Labor, and other Department spokesmen have in recent months frequently cited the availability of Mexican workers. While we still challenge the need for Mexican workers, we have taken all possible steps to protect both U. S. and Mexican farm hands under that importation program.

We note that certain measures of protection do guard the Mexican worker. For example, his terms of employment are regulated by an international agreement between the United States and Mexico. The treaty has numerous limitations, but it at least constitutes a vehicle for responsible action in both nations.

The Japanese worker is the prisoner of two agreements: (1) the General Agree-

ment between the Japanese Council for Supplementary Agricultural Workers and a given growers' association, and (2) the Japanese Agricultural Worker Agreement between the worker and the employer unit. For purposes of brevity, we shall refer to the first agreement as the "General Agreement."

The Council for Supplementary Agricultural Workers of Japan, a party to the General Agreement, is actually the government of Japan. The council is subsidized and supervised by the Japanese government; the council functions under the jurisdiction of the Ministry of Foreign Affairs and the Ministry of Agriculture and Forestry of the Government of Japan. For purposes of clarity, we shall in the agreement analysis refer to the council as the government of Japan.

The Japanese Agricultural Worker Agreement is a shocking document of labor exploitation. It pretends to represent contract conditions between the employer body and the worker, and yet, its conditions may be altered at any time by action of the government of Japan and the employer unit. By its own provision, the worker has no right to participate in agreement amendments.

This agreement ties the Japanese worker to a period of employment for a six months' period, subject to renewal every six months up to three years.

As we shall prove, point by point, the Japanese farm labor scheme recalls the worst aspect of our own colonial beginning.

We have in this captive labor force the "indentured servants" of the 17th century, toiling in California fields month after month, shackled to a contract that no civilized nation should tolerate. The participation of certain giant California growers in such a promotion is not surprising, for they have long visited similar despotisms on their fellow Americans. That the government of Japan should join in the pact is a disappointment to all who hope for the rise of a democratic Japan.

We act here in defense of both the American and Japanese worker. Our American position requires no explanation. We are bound to the Japanese worker by a common cause and a common humanity. In the formal sense, we are allied with the workers of Japan through the International Confederation of Free Trade Unions. In a more local sense, we have been, this very month, seeking state legislative adoption of a California Fair Employment Practices Commission law which would

outlaw discrimination in hiring based on race, color, creed or national origin. It is significant that farm employer groups opposed this FEPC measure in Sacramento.

We believe it essential, therefore, to protest this brutal treatment of our Japanese brothers. By terms of their servitude in the agricultural slums of California, they will bring back to Japan a frightening picture of American life.

We herewith list eight major inequities of the farm labor scheme:

(1) **The Japanese worker remains an "indentured servant" or "wage slave" until he serves out the cost of his round trip between Japan and the United States.**

Under the terms of Article 17 of the U. S.-Mexican agreement, the employer must, at his expense, provide the Mexican worker round trip transportation and subsistence expenses between the Reception Center in Mexico and the place of employment in the United States.

The Japanese worker, however, must pay for his substantial round trip travel costs between Japan and the United States. Under normal conditions, this becomes a financial impossibility in the six months' work period.

Assuming the Japanese worker makes 75 cents an hour in a 48-hour week, he may toil for more than his initial six months' contract period, as explained below, to pay for his transportation expenses. (Incidentally, the 75 cents per hour figure, selected for purposes of illustration, is the present state minimum wage for virtually all women and minors; it is significant to note that California farm employers refuse to grant this minimum wage protection to American women and minors employed on their farms.)

In his typical work week, the Japanese farm hand will realize a gross wage of \$36.00 (48 x .75)\$36.00

The required weekly deductions follow:

A. Meals	\$12.25	
B. "Welfare" fund	1.80	
C. Off-job insurance.....	1.00	
D. 50 per cent of "net" earnings above \$20 (sent to account in Japan)48	
		\$15.53
		15.53

Remaining Weekly Earnings.... \$20.47

Weeks required to meet minimum commercial plane rate of \$878.00 (round trip).....43 weeks

Weeks required to meet minimum commercial ship rate of \$600.00 (round trip).....29 weeks

The above calculations mean that the Japanese worker may be employed for 10 months in the event of air travel or more than six months in the event of ship travel before he has met the financial terms of his transportation. Agreements covering his employment nowhere provide for special travel fare or for assurances that his fare will not be above the cited commercial travel minimums.

In fact, the calendar schedule of wage slavery may be lengthened under either of the two following conditions:

(1) If he does not enjoy 52 weeks of full employment as presumed above. He is guaranteed work opportunity for only 75 per cent of the 48-hour work weeks in a six months period;

(2) If he spends any money for cigarettes, cinemas, reading materials, candy, home mailings, or comparable weekly needs. Thus he can pay his transportation bill in 43 weeks or in 29 weeks, only if he turns over the whole of his weekly net of \$20.47 for that purpose.

Under these conditions, the Japanese worker certainly cannot free himself in the initial six months contract period for which he has been brought to the United States; he must labor for more than six months in a 20th century form of involuntary servitude.

2. If a Japanese worker must return to his homeland for "compassionate reasons," he is obliged to use air transportation to and from Japan.

The Japanese Agricultural Worker Agreement stipulates that the worker shall be granted a homeland "furlough" for "compassionate reasons," provided he pays his own expenses to and from Japan, and provided he is not away from his job assignment for more than two weeks. The time limitation makes air travel essential, thus adding another \$878 to the period of compulsory labor. The only possible escape from the time limit is the language "unless otherwise agreed to" by the employer association. Even a moderate view on the history of farm employers' associations in California would preclude the possibility of such an exemption. The interpretation of "compassion" would remain with the employer association.

3. Determination of the Japanese workers' wage scale rests with the government of Japan and the farm employers' association.

The Japanese Agricultural Workers Agreement provides that the Japanese be paid not less than "prevailing rates" paid domestics, said rate data to be determined by the Secretary of Labor. However, Point 11 of the General Agreement stipulates that where there is a question as to prevailing rates in an area, the determinations shall be made only by the government of Japan and the farm employers' association.

Further, the "prevailing rate" provision of the Japanese Agricultural Workers Agreement may be removed at any moment by action of the sole amending powers: the government of Japan and the farm employers' association.

4. The Japanese workers have no right to representation, no right to select their own spokesmen in dealings with the employers.

Article 21 of the U. S. - Mexican Agreement not only provides that Mexican workers have the right to select representatives, but that such representatives shall be formally recognized by the employers. The Japanese workers have absolutely no right to select representatives.

Essentially, this means the Japanese worker will be reduced to that degradation which has been the plight of American workers on California farms — men, women, and children — during the past quarter of a century. The theoretical right of worker organization tends to check employers in their behavior toward the Mexicans; the impossibility of organization leaves the Japanese prostrate before a ruthless employer bloc.

5. Japanese workers may be used as strikebreakers against American workers.

Contract Article 22 of the U. S. - Mexican Agreement provides that no Mexican worker shall be used to fill any job which the Secretary of Labor finds is vacant because the occupant is on strike or locked out in the course of a labor dispute. Further, Article 22 provides that if a strike or lockout develops where Mexican workers are employed, the Secretary of Labor shall make "special efforts" to transfer them to other employment, and, failing in that effort, shall terminate their work contract and withdraw them from employment.

There is no strike-lockout protection of any kind for American workers in the Japanese importation scheme.

The history of labor relations in California agriculture indicates that large growers would immediately turn the Japa-

nese workers against American farm workers if a strike or lockout occurred. Indeed, history suggests the growers would recruit Japanese or other foreign workers for the sole purpose of strikebreaking, if employer profits called for such action.

6. The worker grievance procedures in the General Agreement stipulates that the grievance committee shall consist only of a representative of the government of Japan and a representative of the farm employers' association.

The denial of worker vote in the grievance procedure is a direct contrast to general U. S. employer policies which provide for representation of both employer and worker in the weighing of disputes. The prospects of equitable treatment for the Japanese worker in the agreement are indeed black; on the one hand, he faces a grim employer adversary; on the other, the agent of a government which has signed him into coercive employment.

7. The Japanese workers must contribute five per cent of their wages to a welfare fund over which they have absolutely no control—no voice, no vote.

Both the General Agreement and the Japanese Agricultural Worker Agreement fail to enumerate any benefits the employee may obtain from the welfare fund, other than the possible payment of transportation back to Japan if a penniless worker is compelled to return to his homeland before expiration of the contract agreements.

There is no provision guarding against these funds being used entirely to pay administrative costs incurred by the government of Japan or the farm employers' association.

8. The Japanese worker must contribute fifty per cent of all earnings above \$20, after deductions, in each pay period to a fund which becomes the property of the government of Japan in the event he dies in America or fails to return to his homeland.

The Japanese Agricultural Worker Agreement stipulates that moneys deducted under the "50 per cent provision" shall be given back to the worker only "on his return to Japan after completion of his assignment in the United States."

Further, the deduction rate may be increased at any time by action of the government of Japan and the farm employers. The workers' agreement provides the deduction shall be "at least" 50 per cent

of pay period money above \$20, after regular deductions.

Several weeks after the hearing before the sub-committee, it was apparent, judging by press reports from Tokyo, that labor protests against the importation scheme had caused a serious policy split in Japanese governmental circles.

The Japanese Foreign Ministry advised temporary suspension of the importation program, which had been branded as fostering "wage slavery" by both our State Federation of Labor and the national AFL-CIO. Despite this recommendation, a convention of 46 Japanese governors in Tokyo on June 7 passed a resolution requesting Premier Nobusuke Kishi to open talks with the United States to step up the importation program.

In July, however, the House Judiciary Committee approved the report of the special subcommittee on the Japanese farm labor importation program. The report was a complete whitewash of the entire matter. Significantly, the printed report of the House Judiciary Committee omitted all reference to our brief.

There, at this writing, the matter rests, but we shall embrace the first opportunity offered to renew our fight against this scheme.

Harry S. Truman Library

As will be remembered, our California unions contributed generously to the campaign launched in October, 1955, to raise funds for the Harry S. Truman Library. The Federation itself contributed \$1000 to this fund.

The construction of the beautiful building in Independence, Missouri, has been completed, and your secretary, although unable to attend, was pleased to receive an invitation to the cornerstone laying and dedication ceremonies that were held on July 6, 1957.

Governor's Safety Conference

The seventh annual statewide meeting of the Governor's Industrial Safety Conference was held in Los Angeles, February 7 and 8, 1957, with many of our members among the more than 1200 representatives of labor and management who attended. Labor's job in work safety, management and construction safety, fire prevention education in industry, and radioactivity and how it is used and controlled by industry were the featured topics.

II ORGANIZATION

California Union Membership

California labor unions added 71,000 new members during 1956, according to figures compiled annually by the Division of Labor Statistics and Research of the State Department of Industrial Relations. This brought total union membership in the state to 1,689,500.

Union membership increased by 31,000 in the Los Angeles-Long Beach Metropolitan Area; by 12,100 in the San Francisco-Oakland Metropolitan Area; and by 5,700 in San Diego County.

The four per cent rise in union membership between July, 1955, and July, 1956, accompanied a six per cent increase in nonagricultural employment in the state during the same period.

Fifty per cent of all nonagricultural employees in the San Francisco-Oakland Metropolitan Area were members of labor unions. In the Los Angeles-Long Beach Metropolitan Area the proportion was 36 per cent. In the state as a whole, union members represented approximately 40 per cent of all nonagricultural wage and salary earners.

Unions which were affiliated with the AFL before the national merger had 1,382,800 members in California in 1956, and former CIO affiliates had 196,000; unaffiliated labor organizations had 110,700 members.

Federation Membership And Per Capita Campaign

Throughout the year your secretary has made a determined effort, with the cooperation of the members of the executive council, to increase the number of local unions and councils affiliated with the California State Federation of Labor, as well as to secure full per capita tax payments from all affiliates, to the end of achieving the goal of one hundred per cent affiliation and per capita payments. Lists were sent to all vice presidents, containing data on local unions, affiliated and unaffiliated with the Federation, in their respective districts, and monthly progress reports were also submitted to them. Definite progress has been made through this campaign, although we are still short of our goal.

Organization, Strikes, Boycotts

Assistance, financial and otherwise, has been given by the State Federation to

various unions and councils involved in organizing campaigns or strikes during the past year.

Financial aid in organizational work was continued to Barbers No. 33 in Fresno, the Western Organizational Conference of Office Employees with headquarters in San Francisco, the Tulare-Kings Counties Building and Construction Trades Council in Visalia, and the Five Counties Central Labor Council in Redding. In addition, the Federation contributed financially to the United Sugar Workers Council of California, which was involved this spring in a strike against several sugar corporations.

Tehama County Campaign

The Five Counties Central Labor Council's organizing campaign in Tehama County evoked a violent response from the anti-labor elements there, under the leadership and direction of the California Association of Employers, which has been well-entrenched in this area for some time.

As soon as it was evident that the unions' drive was meeting with success, a counter-campaign was launched by the CAE, designed to make the unions' legitimate organizing activity appear as a "labor racket," in order to influence state legislators then attending the sessions in Sacramento to push for the passage of anti-union legislation. At the same time, the CAE-led group obtained the enactment by the Tehama Board of supervisors of a county "right to work" ordinance. The fate of this ordinance and others like it elsewhere, to date, is set forth below.

Vice President Robert Giesick, in charge of the organizing campaign, has kept your secretary fully and regularly informed of events in the area and progress of the campaign, which, in the face of great resistance, has been remarkably successful.

Marine Cooks and Stewards

It was your secretary's pleasure to announce to the executive council, at its June meeting, the receipt of a communication from Brother Ed Turner, secretary of the Marine Cooks and Stewards Union, enclosing a check for \$1,000 in partial repayment of financial assistance rendered this union during its successful organizing campaign three years ago, and advising us of future monthly repayments.

Palm Springs

The Culinary Workers' campaign to organize the hotels, restaurants and night clubs in Palm Springs continues without let-up. More than 35 union shop agree-

ments have now been signed by Culinary Workers No. 535.

Recently, the efforts of these employees received unusually strong support when the Hollywood AFL Film Council, made up of unions and guilds comprising more than 24,000 employees in the motion picture industry, reaffirmed its support of the Palm Springs campaign, and by a unanimously adopted resolution, urged all member unions to concur in its sentiments and to instruct their members to assist by observing Palm Springs picket lines and giving whatever other help might be necessary.

The State Federation of Labor and the Riverside County Ordinance Committee are currently conducting a legal and educational campaign to nullify the local "right to work" ordinance which the Palm Springs Employers Association early this year pushed through the local city council in an apparent answer to the culinary organizing drive. A superior court order now prevents the city government from enforcing the "right to work" ordinance. This matter is reported in further detail below.

Out-of-State and National Strikes

Several out-of-state and nationwide strikes have received assistance from the Federation in the form of publicity.

Kohler Plumbing Company: Action by the Federation's 1956 convention placed the Kohler Plumbing Company in Kohler, Wisconsin, on our "We Don't Patronize" list. The strike of the United Automobile Workers, Local 833, against this company is now well into its third year. Throughout the nation, labor is actively prosecuting a boycott of all Kohler products. The Federation's "Weekly News Letter" has reported developments and publicized the strike and boycott at frequent intervals during the year.

O'Sullivan Rubber Corporation: Similar publicity aid has been given to the strike of the United Rubber Workers of America against the O'Sullivan Rubber Corporation's plant in Winchester, Virginia. The company, which manufactures rubber heels and soles and plastic products, is charged with using out-of-state strikebreakers, and is taking full advantage of the harsh provisions of the Taft-Hartley Act and Virginia's "right to work" law against the striking union.

Coors Brewery Company: The strike of the Brewery Workers Union against the

Coors Brewery Company in Golden, Colorado, was also publicized.

Miami Hotels: On January 5, 1957, what is said to have been the longest hotel strike in United States labor history ended with the signing of a 10-year agreement between the Miami Beach Hotel Association and the Hotel and Restaurant Employees and Bartenders International Union. This strike, which lasted for 21 months—from April 13, 1955—received the Federation's fullest support, as set forth in detail in your secretary's report to our 1956 convention.

Chief issue in the strike was simple recognition of the union as collective bargaining agent so that an orderly approach might be made to correcting serious economic injustice. Wages and working conditions the union sought to correct by its campaign included some of the worst in the U. S. hotel industry.

The magnitude of the effort that produced this great victory, in which the Federation and its affiliates are proud to have played a part along with labor organizations throughout the nation and even in Mexico and Cuba, may be judged from the following facts and figures:

The Culinary Workers' International spent nearly \$2,000,000 on the so-called "Battle of the Beach." Of this sum, nearly \$500,000 was contributed by local unions throughout the country and by individuals within and outside the union. The International Union solicited no aid from other unions. About two per cent of these gifts were unsolicited receipts from other unions. Most of this sum was used for strike relief in the early months of the strike when Local 255 was feeding as many as 3,000 persons in its strike headquarters.

"Right to Work" Ordinances

The appearance in California of the "right to work" issue, in the form of ordinances, was not unexpected, and it did not find the labor movement unprepared to meet it. At our August, 1956, convention we adopted **Resolution No. 168**, "Combat So-Called 'Right to Work' Bills," in which we declared our opposition to such legislation, whether it be on the federal, state or local level, and assumed the responsibility of acquainting the people of California with the true nature and purposes of such laws. Every delegate to the convention was pledged to explain the issue to organizations, as well as to the press, in his local community. Central bodies were asked to make this program

one of their major activities and to require reports on developments from their delegates. Immediately after convention adjournment copies of the resolution went out from the office of the Federation, not only to all central labor councils in the state, but also to any organization which might be expected either to oppose or endorse such legislation, and the Federation prepared itself as much as possible in advance to meet the start of this anti-union campaign. We had not long to wait.

Palm Springs

In Palm Springs, where the culinary workers' and bartenders' organizing campaign had begun, after a long hard fight, to make real gains, the Palm Springs Employers' Association engineered a countermove in the shape of a "right to work" city ordinance. Labor rallied at once, and dozens of union officials and members were present when the city council met toward the end of October for a hearing on the proposed ordinance.

President Pitts represented the State Federation at this meeting. In addition, there were numerous citizens and representatives of other groups present to speak against the ordinance. Before many of the opponents of the measure had an opportunity to present their views, however, debate was suddenly cut off by a motion to table the ordinance.

This undemocratic action was strongly protested, even by those who believed that the tabling motion meant that the issue was dead. The maneuver became plain, however, when at a meeting a few weeks later the city council adopted the ordinance by a vote of six to one, despite the substantial opposition to it, and despite the opinion of the League of California Cities, whose advice had been requested by the city council, that such an ordinance would be "an unconstitutional invasion of the State's legislative domain."

At the December meeting of the Federation's executive council, detailed reports on this matter were presented by members of the labor-formed Riverside County Ordinance Committee. Following this, the council unanimously adopted a resolution which (1) condemned the "right to work" law as an unwarranted interference by local government in labor-management relations; (2) committed the total resources of the State Federation and its affiliates to the abolition of the ordinance; (3) sponsored a fund-raising campaign to finance labor's legal challenge to

the measure. The resolution was as follows:

Whereas, The City of Palm Springs has adopted a misnamed "right to work" ordinance; and

Whereas, This ordinance is punitive in character, being directed at recent union organizing efforts in the hotel and restaurant industry; and

Whereas, The responsible employers of Palm Springs opposed this ordinance; and

Whereas, The ordinance will disrupt the peaceful relations now prevailing between most employers and unions in the area; and

Whereas, Local government interference with a collective bargaining relationship will mean low wages and inferior working conditions; and

Whereas, The ordinance will inevitably result in decreased consumer purchasing power to the detriment of the business community; now, therefore, be it

Resolved, That the Executive Council of the California State Federation of Labor does condemn the ordinance as an unwarranted interference in labor-management relations; and be it further

Resolved, That the Executive Council does hereby pledge the full resources of the California State Federation of Labor to achieve abolition of this destructive ordinance.

Two suits challenging the ordinance were immediately filed through the Riverside County Ordinance Committee, representing organized labor in the area, one by Culinary Workers and Bartenders No. 535, San Bernardino, the other by Electrical Workers No. 440, Riverside, and in February organized labor won a preliminary victory.

Sitting in Indio, Riverside County, Superior Judge Hilton McCabe issued a ten-page opinion in which he reaffirmed the long held legal position that local communities have no right to enact "right to work" legislation. Pointing out that in California union or closed shop agreements are lawful, his opinion refused to concede the City of Palm Springs the right to enact a "right to work" law and thereby "attempt to prevent that which the federal and state law says is lawful." The City of Palm Springs was enjoined against enforcing the ordinance.

We did not expect the matter to end there, and so we were not surprised when

the Palm Springs city council filed an appeal with the California Supreme Court against Judge McCabe's injunction.

Pending the Supreme Court's opinion in the matter, the Riverside County Ordinance Committee is remaining active, keeping the Federation informed of developments, and working out strategy which, it is hoped, will eventually result in the repeal of the Palm Springs ordinance. In line with the latter, a statewide gathering of union representatives was held in Palm Springs on June 14, at which the Palm Springs city council's appeal to the Supreme Court was thoroughly discussed.

President Pitts represented the Federation at this meeting, as he has in other instances from the start of this case. The Federation's organizer, Curtis Hyans, and Vice Presidents Smith and Somerset have also been giving all possible assistance to the work of the Riverside County Ordinance Committee.

In addition to financial aid and publicity, the Federation has undertaken to coordinate as much as possible the fight of organized labor against "right to work" legislation throughout the state.

Tehama County

In April, "right to work" appeared in the northern part of the state when, by a vote of three to two, the Tehama County board of supervisors adopted an ordinance outlawing the union shop and restricting labor's right to strike.

All possible legal assistance was immediately pledged by the Federation to labor's effort to nullify this ordinance, and President Pitts and Vice Presidents Harry Finks, Robert Giesick and Lowell Nelson of the northern districts worked closely with local, state and international labor officials.

The Tehama County situation followed the pattern of Palm Springs, in that the ordinance was enacted to halt the successful organizing campaign of the Five Counties Central Labor Council, but the interval between the passage of the ordinance and a ruling against it was somewhat shorter in the Tehama County case. In the last week of June, Superior Court Judge Curtiss E. Wetter held the Tehama County ordinance could not be applied in the city of Red Bluff, or in any city within the county, as sought by local employers. The Wetter ruling did not touch the validity of the ordinance on a county-wide basis, nor its constitutionality.

San Benito County

At the beginning of June, the San Benito County board of supervisors adopted a "right to work" ordinance identical to the Tehama County measure. Four of the five-member board voted in favor; the fifth member abstained. Again, spokesmen for organized labor were present at the hearing to oppose the ordinance, while representatives of the local chamber of commerce, the California Farm Bureau Federation, and a local employers' association urged its passage. And again, the Federation immediately announced that it would enter the legal fight against it.

On July 5, and only 48 hours after it had gone into effect, Superior Court Judge Stanley Lawson of Monterey County, sitting in Hollister, refused to grant an injunction under the provisions of the ordinance. A few weeks later Judge Lawson issued a written opinion declaring the San Benito County ordinance invalid, and making the following major points:

(1) A local statute that conflicts with an Act of Congress is void.

(2) The union shop is permitted by federal legislation except where a state or territory prohibits it. The expression "state or territorial law" does not include the political subdivision thereof; therefore "the permission granted to the state has not been extended to its political subdivisions."

(3) The State of California has legislated on the subject of union security and in so doing has held the closed shop as well as the union shop lawful.

(4) A county may not pass an ordinance which conflicts with the general laws of the state or the United States; nor may it forbid what the state law allows or legislates when the state law occupies that field.

Sutter, Yuba and Lake Counties

Apparently undaunted by adverse decisions, "right to work" proponents brought ordinances before the boards of supervisors in Sutter, Yuba and Lake Counties. The supervisors in each of these cases were, however, inclined to be cautious. Meeting early in July, the boards in Sutter and Yuba Counties voted to postpone action; the Lake County supervisors took "under advisement" petitions calling for the enactment of the ordinance. Federation and other labor representatives were present and spoke against the measure at each of these meetings.

Trinity County and Carmel

Then, toward the end of August, "right to work" fights broke out again as employers struck at union organizing attempts in Trinity and Monterey Counties.

The Trinity County board of supervisors passed an ordinance outlawing the union shop, nearly identical to the one previously held legally invalid in Tehama and San Benito Counties, by a 4-1 count following a whirlwind attack by employer groups in the area. The board had held no previous public discussion of the measure. The ordinance was apparently aimed at the Retail Clerks Union now engaged in a dispute with several Trinity County grocers.

The second "right to work" flareup came in Carmel, a Monterey County artists-resort center. Petitions were circulated on Carmel streets by advocates of the city ordinance which would ban the union shop. Proponents said the movement grew out of a seven-week-old strike by the Monterey Culinary Union. The Carmel proposal is similar to the Palm Springs ordinance. At this writing, no further developments have been reported.

Santa Cruz County

Recently, the Associated Farmers of Santa Cruz County issued a call for a campaign to enact a "right to work" ordinance. Vice President Thomas A. Small and Brother Otto Sargent of the Santa Clara County Building and Construction Trades Council are watching developments in this area and keeping your secretary fully informed and are ready to take immediate action, as they did so ably in the case of the San Benito ordinance, as soon as it becomes necessary.

State Federation Policy On "Right to Work" Ordinances

At its meeting at the end of June, the Federation's executive council discussed the "right to work" threat at great length. It has been obvious from the beginning that the anti-labor forces, especially in northern California, were acting with uniform methods directed from a central source. Rumors have persisted, moreover, that certain anti-labor groups in southern California even plan to circulate a statewide "right to work" initiative petition for submission to the voters at the 1958 general election. The immediate threat, however, is in county and city ordinances.

At the close of the discussion, the execu-

tive council adopted the following statement of policy on local "right to work" ordinances:

The carefully scheduled development of local "right to work" ordinances in numerous California communities makes essential a united program of labor resistance.

We would call the attention of all Californians to the fact that "right to work" agitators are spreading the doctrines of class hatred and class conflict in town after town. They are talking and preaching civil war. They are turning labor and management against one another in ways which can only leave ugly scars of hatred and bitterness. In seeking to destroy the labor movement, they are also destroying the economic and social stability of this great state.

They are destructionists in the most violent sense of the term. They will not stop until they stand over a prostrate union movement, until they have imposed the compulsory open shop in every city and county in California.

These enemies of industrial peace are powerful. They have erected a vast machine of intrigue and wealth. We of the labor movement must match their efficiency with the tools of democratic unionism.

In recognition of this crisis, the executive council of the California State Federation of Labor herewith announces the following policies of labor action:

(1) All legal actions should be centralized through the State Federation office under the supervision of the chief counsel of the California State Federation of Labor. Litigation now pending on county "right to work" ordinances will affect the working conditions of Californians for decades to come. It is imperative that we have order in the legal sphere for it is here that the constitutional future of "right to work" programs is being determined.

(2) All appeals for defense funds in fighting "right to work" campaigns at the local level should be cleared through the executive council of the California State Federation of Labor. As the "right to work" network spreads through our California counties, more and more of our local councils and unions will require money to combat the anti-labor machinery. Conflicting appeals for financial aid will only breed confusion.

(3) All organizational and educational assistance at the command of the Cali-

ifornia State Federation of Labor will be given local unions and councils in their attempts to defeat or nullify "right to work" ordinances at the local community level. The secretary-treasurer of the State Federation will direct this program.

With respect to financial needs referred to in the policy statement, the council authorized your secretary to transfer whatever monies are necessary from the organizing fund to establish a new special account to finance the campaign as adopted by the council if, in his judgment, monies are not received in sufficient amount from affiliates to inaugurate the program.

A list of contributions to date to the "Right to Work" Defense Fund is appended at the end of your secretary's report.

During discussion of the area needs in combative efforts, the lack of educational material applicable to answering labor attacks was stressed, and the misleading literature of the anti-labor forces exhibited. The council instructed your secretary to develop and prepare an appropriate speakers' manual.

This manual has been completed and has been sent to all central and building trades councils. The 53-page mimeographed handbook contains a summary of facts, basic arguments and samples of speeches as tools for an effective educational and speaking program, paying special attention to the economic, moral and legal arguments involved in the "right to work" questions. A special pamphlet geared to the arguments of county anti-labor forces will be distributed at this convention.

III

LEGISLATION

1957 Session of State Legislature

In the opinion of your secretary, the 1957 general session of the California legislature was one of the most trying sessions in his eighteen years as legislative representative of the California State Federation of Labor, but, at the same time, one of the most productive with regard to legislation of basic importance to organized labor.

All totaled, the Federation followed diligently more than three thousand bills of labor interest that were dropped in the hoppers. The essential story behind those bills, together with a detailed accounting

of our successes and failures in each legislative field of interest, including specific problems encountered, will be found in the separately printed "Sacramento Story, 1957."

The following highlights are but a sketch of that story, uncluttered by bill numbers and names, and certainly without any pretense of comprehensiveness. Yet the bare essentials of major accomplishment are here.

Labor-Supported Measures Enacted

(1) Increased workmen's compensation benefits: from \$40 to \$50 a week for temporary disabilities; from \$35 to \$40 a week for permanent disabilities; from \$12,500 to \$15,000 in death benefits for a totally dependent surviving widow with a dependent child; from \$10,000 to \$12,000 in death benefits for all other cases of total dependency; and from \$10,000 to \$12,000 in the maximum death benefit for partial dependencies. (Estimated annual increase in benefits: \$8,300,000.)

(2) Higher unemployment disability insurance benefits for illnesses and injuries arising outside of employment; boost in weekly benefit payments from \$40 to \$50 and daily hospital benefit from \$10 for a maximum of 12 days to \$12 for a maximum of 20 days; repeal of so-called 75 percent rule which disqualifies many seasonal workers; restriction of disability insurance liens against workmen's compensation benefits to benefits for temporary work injuries. The added benefits are to be partially financed by an increase in annual taxable wages from \$3,000 to \$3,600 for purposes of worker contributions. (Estimated annual increase in benefits: \$22,000,000.)

(3) Increased unemployment insurance benefits from \$33 to \$40 a week without any increased eligibility requirements. (Estimated annual increase in benefits in a high employment year like 1957: \$11,096,000.)

(4) Boost in state old age security benefits from \$89 to \$105 a month in hardship cases for about 115,000 of the state's 265,000 recipients. (Estimated annual increase in benefits: \$16,000,000.)

(5) Extension of eligibility for old age security benefits to aliens who have been American residents for 25 years and who meet other specified requirements.

(6) Enactment of long sought public assistance program of \$105 per month for the permanently and totally disabled in accordance with Title VI of the federal Social Security Act. (Estimated benefits:

\$5,000,000 a year from state plus \$6,000,000 in federal contributions.)

(7) Establishment of medical aid program for recipients of old age security benefits and others on the public assistance rolls.

(8) Increased aid for the blind from \$99 to \$110 a month and a boost in aid to needy children by \$30 for one-child families, plus increased state contributions for children in foster homes.

(9) Enactment of workable law providing for registration and regulation of employee health and welfare programs, financed by a \$326,000 appropriation from the Insurance Fund.

(10) Permit contributions by state, as well as all of its political subdivisions, into trustee health and welfare funds, the same as private employers.

(11) Passage of record public works program of almost \$500 million, including \$248 million for highways; protection and extension of prevailing rate provisions of Labor Code regarding public works, including prevailing rates for San Francisco Harbor workers, and adoption of Assembly resolution calling on State Personnel Board to reverse decision against prevailing rates for state laborers, workmen and mechanics.

(12) Strengthening of powers of local redevelopment agencies for slum clearance.

(13) Elimination in contractors' licensing law of the so-called "paper-licensing" provision whereby the license is issued in the name of an individual who is not responsible for the conduct of the real operations.

(14) Enactment of an augmented state mental hygiene program, including state assistance for establishment and extension of community mental health services and enlarged medical and technical staffs and other state hospital improvements.

(15) Strengthening of state equal pay law for women.

(16) Improvement of Labor Code provisions regarding the licensing and regulation of farm labor contractors.

(17) Continuation of state-supported child care centers on a permanent basis with liberalized eligibility provisions.

(18) Increase of \$37 million in state apportionments for local school support, primarily in equalization aid, coupled with a boost in minimum teacher's salary from \$3,400 to \$4,200 a year.

(19) Prohibit employees from being

charged for medical examinations that are required as a condition of continued employment under federal state or local laws.

(20) Establish deposit requirements in logging operations to insure payment of wages.

(21) Facilitate extension of federal old age and survivors' insurance to public employees by permitting the division of a retirement system coverage group, in anticipation of authorizing federal legislation, according to those who want and those who do not want coverage; improvements in various existing public employees' retirement systems, including transferability between systems.

It should be noted also that, although fair employment practices legislation was killed in the Senate again, a measure of success was obtained in the long hard road to eventual passage by the forcing of a test vote on the Senate floor. The major FEP bill sailed through the Assembly, and then was bottled up by the employer-dominated Senate Labor Committee. The Senate floor test was forced by the amendment of FEP provisions on the Assembly floor into a minor Senate bill, which had to be returned directly to the Senate floor for concurrence in the amendments. The test vote was on a tabling motion.

Labor-Opposed Measures Defeated

(1) All major employer or insurance-lobby sponsored measures to emasculate worker social insurance programs, including measures to: destroy the purpose of workmen's compensation by establishing precise and narrow definitions of terms and otherwise creating a legislative jungle for the application of courtroom procedures to deny benefits to injured workmen; render ineligible for unemployment insurance benefits most workers in seasonal crafts, trades and industries by imposition of harsh "two-quarter earnings" and "weeks of work" eligibility tests; and destroy state unemployment disability insurance program by conversion to a "premium for risk" law.

(2) Preclusion of introduction of any so-called "right to work" measures, and defeat of all other anti-labor measures.

(3) Striking at the body and operation of labor unions, including a Senate bill to make it unlawful for any employer to enter into any agreement which would "deny to a majority of employees" the right to choose their bargaining agent at the time an agreement is being signed or executed. Without creating any positive

administrative machinery for conducting representation elections, the purpose of the measure was to create a legal "no man's land" to disrupt and destroy collective bargaining under the guise of majority representation.

(4) Proposals of the California Teachers Association ("company union") to tie increased state school aid to revenue bills requiring over-burdened workers to pay a major portion of the cost of such aid by the enactment of additional consumer taxes; defeat of CTA bills to impose a three-cent per pack tax on cigarettes and increase the beer excise from two cents to ten cents per gallon.

(5) Defeat of resolution petitioning Congress to draft and to submit to state legislatures a "millionaire's amendment" to the U. S. Constitution to limit congressional taxing powers and to fix a maximum rate of tax upon income, inheritances and gifts.

(6) Measures to give corporations a major tax cut by allowing so-called rapid write-off for depreciation of property used in trade or business, or property held for production of income, thereby conforming the state bank and corporation and income tax laws to the Eisenhower "give-away" revision bill of 1954.

(7) Attempts to impose additional restrictions on community redevelopment programs by requiring two-thirds majority vote before commencement of programs and by imposing unreasonable ownership participation requirements.

(8) Numerous bills permitting public works construction by force account without assurance of prevailing wage rates.

(9) "Give-away" measures relating to water and power resources; including a private utility-inspired measure to destroy public power yardsticks for rate determination by requiring all public power generated at future state-constructed dams to be sold to private utilities.

(10) Measures to permit virtually unlimited use of prison labor.

(11) Several over-zealous proposals of law enforcement agencies relating to searches and seizures, arrest warrants, etc., destructive of cherished and essential civil rights.

(12) Measures destructive of mechanic's liens.

(13) Proposals for revision of state election laws seriously impairing or precluding the operation of trade union political action bodies.

Pre-Session Preparation

Our legislative accomplishments at the 1957 session did not just happen. They can be fully appreciated only when the amount of preparation for our legislative tasks which was made by your officers, the length of time this involved, as well as the night-and-day attention to the legislative process that was paid by representatives of the Federation and its affiliates in Sacramento during the long, demanding session, is realized.

In October, at its first meeting after the convention, the executive council undertook a lengthy examination of all action taken by the convention on requests for legislation to be submitted on behalf of the Federation to the 1957 session. It will be remembered that the 1953 convention voted that, with respect to any resolution adopted at State Federation conventions calling for the introduction of legislation sponsored by the Federation, such resolution shall first be submitted to the executive council's committee on legislation for consideration, and that the secretary-treasurer shall prepare and cause to be introduced only such legislation as this committee believes desirable and proper at the time the legislation commences.

At its October meeting, therefore, the executive council constituted itself as the committee on legislation to review all legislative resolutions adopted by convention action. Our basic legislative program was formulated at this meeting, and in December your secretary was able to report to the council that the preparation of the bills was nearly complete. At this latter meeting also, the council took final action on certain resolutions whose sponsors had either communicated with your secretary about them by letter or appeared in person before the council.

Bills Based on Policy Statements and Resolutions

Barbers

Resolution No. 183 — "Tighten California Barber Law." AB 520.

Resolution No. 223 — "Beautician Apprentice License." AB 521.

Resolution No. 224— "Proposed Amendment to Cosmetology Act." AB 523.

Resolution No. 225— "Proposed Amendment to Cosmetology Act." AB 522.

Contractors' License Law

Resolution No. 61— "Prevent Contrac-

tors from Using Another's Contracting License." AB 401 and SB 466.

Resolution No. 161—"Amend Certain Provisions in State Contractors' License Law." AB 399 and SB 345.

Resolution No. 165—"Tighten State Contractors' License Law." AB 400 and SB 220.

Education

Resolution No. 87—"Fair Hearing for Probationary Teachers." AB 707 and SB 791.

Resolution No. 89—"Provide Teacher Placement Services." AB 1736 and SB 660.

Resolution No. 90—"Minimum Salary for Teachers." AB 1001.

Resolution No. 231—"Classification of Teachers in City Schools." AB 705 and SB 658.

Resolution No. 236—"School Board Elections." AB 1566.

Fire Fighters

Resolution No. 9—"Communities to Determine Type of Fire Protection They Desire." AB 1730.

Resolution No. 10—"Survivors' Benefits for Death of Fire Fighters from Non-Service-Connected Illness or Injury." AB 1716.

Resolution No. 31—"Transfer of Fire Fighters' Retirement Funds." AB 1717.

Resolution No. 34—"Hours of Duty of Fire Fighters." AB 1728.

Resolution No. 36—"Right to Organize for Fire Fighters." AB 1729.

Health and Welfare

Resolution No. 62—"Add Civil Penalty for Failure to Make Health and Welfare Payments." AB 493.

Minimum Wage

Policy Statement 4 (d)—"The state minimum wage, presently 75 cents, should be increased to \$1.25 and established as a statutory minimum, with coverage for men as well as women and minors." AB 245 and SB 459.

Public Employees—General

Resolution No. 84—"State Public Policy on Collective Bargaining to Include Public Employees' Organizations." AB 260.

Resolution No. 128—"Prohibit Denial of Public Employees' Right to Union Membership." AB 261.

Resolution No. 187—"Bonus Compensation for Years of Service." AB 259.

Public Employees Wage and Benefit Structure

Resolution No. 3—"Prevailing Wage and Additional Benefits for State Construction Employees." AB 262.

Resolution No. 27—"Payments from Trustee Funds to be Made to all Public Employees." AB 257.

Resolution No. 47—"Welfare Plan for Employees of State Printing Office." AB 934.

Resolution No. 69—"State and Local Governments to Contribute to Construction Employees' Pension Funds." AB 191.

Resolution No. 70—"Fringe Benefits to be Part of Per Diem Wages of State Construction Employees." AB 192.

Resolution No. 218—"Temporary Public Employees to Receive Same Wages, Etc., as Private Employees." AB 258.

Unemployment Insurance

Policy Statement 5 (b): "(1) increase the maximum weekly benefit from \$33 to \$55; (2) provide additional benefits for unemployed workers with dependents at the rate of \$5.00 a week for the first dependent and \$2.50 for each additional dependent; (3) provide for the retroactive payment of benefits for the present one week "waiting period" to those workers who are unemployed more than one week; (4) extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations, and city, county and state government; (5) abolish the California merit rating system."

(1) AB 687 and SB 869; (2) AB 693 and SB 877; (3) AB 692 and SB 875; (4) AB 691 and SB 876, AB 690 and SB 872, AB 686 and SB 873, AB 689 and SB 874; (5) AB 688 and SB 870.

Resolution No. 107—"Prevent Double Penalties for a Single Refusal of Work." AB 722.

Resolution No. 108—"Prevent Excessive Periods of Ineligibility." AB 724.

Resolution No. 109—"Abolish Disqualification for Domestic Circumstances." AB 721.

Resolution No. 110—"Period of Ineligibility for Leaving for Domestic Circumstances." AB 723.

Resolution No. 111—"Equable Conditions for All Unemployed Insurance Claimants." AB 459 and AB 462.

Resolution No. 112—"Raise From \$3 to

\$8 the Earnings Deductible from Weekly Benefits." AB 461.

Resolution No. 113—"Insure Prompt Payment of Benefits After Appeal to the Appeals Board." AB 802.

Resolution No. 114—"Modification of the Presumption of Unavailability Arising From a Pattern of Seasonal Employment." AB 801.

Resolution No. 124—"Copy of UI or UDI Determination of Ineligibility to be Sent to Employee's Local Union." AB 2116.

Unemployment Disability Insurance

Policy Statement 6: "(a) the maximum weekly benefit amount should be raised from \$40 to \$55, with additional benefits for dependents as recommended for unemployment insurance; (b) provision should be made for retroactive payment of benefits for the seven-day "waiting period" in all cases of non-hospitalized disability lasting more than seven days; (c) benefits should be made payable for disabilities caused by or arising in connection with pregnancy; (d) full coverage should be extended to all wage and salary workers presently denied protection of the law, including agricultural and domestic workers and employees of non-profit organizations and of city, county and state government."

(a) AB 233 and SB 183; (b) AB 235 and SB 186; (c) AB 234 and SB 185; (d) covered by Policy Statement 5(b)(4) bills.

Resolution No. 111—"Equable Conditions for All Unemployment Insurance Claimants." AB 232 and SB 184.

Resolution No. 115—"Increase Hospital Benefits Under Disability Insurance." AB 236 and SB 182.

Resolution No. 140—"Sections 2710 and 2801 of California Unemployment Insurance Code." AB 714 and SB 215.

Workmen's Compensation

Policy Statement 7: "(a) the maximum weekly benefit amount for both temporary and permanent disability should be increased to \$55 so that the average worker who suffers an industrial injury will at least receive a benefit which conforms to the wage-loss compensation standard prescribed in the law itself; (b) the basic workmen's compensation benefit should be increased to allow for dependency benefits at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent; (c) provision should be made for retroactive payment of benefits during the "waiting period" for all dis-

abilities lasting more than one week; (d) mandatory coverage should be extended to employment in agriculture and domestic service; (e) the present arbitrary limitation on the duration of death benefit payments should be removed so as to continue payments to a dependent spouse until death or remarriage, with additional benefits for dependents; (f) the California law should be amended to provide a program for the rehabilitation of injured workers unable to return to their former jobs, with provision for full payment of disability benefits during the period of rehabilitation, in addition to all other benefits now provided by law."

(a) AB 451 and SB 131; (b) AB 454 and SB 123; (c) AB 269 and SB 124; (d) AB 453 and SB 125, AB 452 and SB 126; (e) AB 1008 and SB 122; (f) AB 270 and SB 132.

Resolution No. 15—"Speed Up Payment of Workmen's Compensation Benefits," and **Resolution No. 136**—"Proposed Amendments to Workmen's Compensation Act." AB 242 and SB 475.

Resolution No. 18—"Employer to Pay Attorneys' Fees in Compensation Cases," and **Resolution No. 136**—"Proposed Amendments to Workmen's Compensation Act." AB 268 and SB 137.

Resolution No. 33—"Reports of Condition Under State Compensation Insurance." AB 240 and SB 474.

Resolution No. 97—"Increased Industrial Accident Payments." AB 241.

Resolution No. 136—"Proposed Amendments to Workmen's Compensation Act." AB 1009 and SB 136.

Miscellaneous

Resolution No. 60—"Provide for Complete Information on Deductions from Wages." AB 460.

Resolution No. 93—"Permanent Child Care Centers." AB 208.

Resolution No. 141—"Demolition or Wrecking of Dwellings and Structures." AB 370.

Resolution No. 169—"Bond Certain Employers' Payrolls." AB 599.

Resolution No. 171—"Prohibition Against Hiring by Age Groups." AB 464.

Resolution No. 175—"Require Employers to Post Bond to Guarantee Wages in the Event of Bankruptcy." AB 369.

Resolution No. 204—"Ambulance and First-Aid Facilities on Construction Projects." AB 674.

Resolution No. 214—"Food Handlers Not to be Charged Fee for Required Medical Examinations." AB 463.

Resolution No. 233—"Permanent Child Care Centers." AB 209.

Legislative Summary and Roster

As soon as the bills began to flow from the state printing office, in January, work began, under the direction of your secretary and the Federation's chief counsel, Charles P. Scully, on the official "Summary of Proposed Legislation." This tremendous task involved the scrutiny of the more than 7,000 bills introduced before the legislature recessed toward the end of January, the digesting of nearly half of these bills, their arrangement in "good," "bad" and "watch" categories under some fifty subjects, and the printing of the whole, with an index of the bills by number, so that copies were in the hands of all our affiliates when the legislature got underway again in March.

At about the same time a roster of California legislative representatives, prepared by our staff, was mailed to all the affiliates.

The roster listed California representatives in Congress, members of the State Senate and State Assembly, standing committee members of both Senate and Assembly, and committee meeting schedules for both houses. Also given were home addresses, occupations, and party designations of all legislators, as well as addresses to be used during national and state legislative sessions.

Legislative Conference

Some 300 delegates from councils throughout the state attended the legislative conference called by the Federation and held in San Francisco on March 9. The meeting centered about a discussion of all bills reviewed in the "Summary of Proposed Legislation." Bills sponsored by the Federation were given particular attention. Everyone attending the conference was urged to follow legislative activities closely and to use the Federation's digest as a basic reference work.

Weekly News Letter

The Federation's "Weekly News Letter," often doubled in size, kept our members fully informed on events in Sacramento throughout the session. Each issue contained a list of committee hearings on the bills which concerned us, including bill numbers and the time and place of the hearings on them, and reported on their progress thereafter.

Federal Legislation

Although your secretary's duties in connection with the Federation's state legislative program demanded and received full attention, it was necessary, at the same time, for him to be ever-vigilant in following the progress of that part of our legislative program which could be realized only in Washington, D. C., through action by the Congress. A brief report is therefore in order here on some of the matters in regard to which your secretary, in the name of the Federation, urged support or opposition.

Housing and "Tight Money" Policy

By early spring the effects of the federal "tight money" policy were being severely felt throughout California. Housing construction had slumped dangerously, and unemployment among the building tradesmen was widespread. On March 20, a delegation of building trades representatives met with your secretary in the Federation's headquarters to discuss the situation and its ramifications and to seek ways and means of alleviating it.

Shortly thereafter the Federation's executive council reviewed the current crisis in construction at some length, at the end of which the following statement was drawn up and adopted:

Unemployment among California building trades workers has reached dangerous proportions.

The extent of jobless workers in the building trades ranges from 10 to 30 per cent throughout the state. This has had an impact upon the entire economy of California, resulting in unemployment in various other occupational groups, particularly the service trades.

Labor and management alike agree that the present "tight money" policy of the federal government has brought residential building to a standstill.

We agree that, fundamentally, the crisis calls for a re-examination of our entire monetary structure. The national AFL-CIO is advancing legislation to achieve such reforms.

Here in California, however, we face an immediate crisis which calls for immediate reforms in home loan policies.

We therefore call upon Congress to take the following steps for quick relief:

- (1) To direct the Secretary of the Treasury to make \$2 billion available to the Federal National Mortgage Association for the purchase of home mortgages at par with no increase in

interest rates, in accord with the "special assistance function" set forth in the Housing Act of 1954.

- (2) To reduce further the downpayment schedule of FHA-insured homes so that this type of financing will be within reach of middle- and low-income families.
- (3) To provide direct federal loans to veterans and others where private capital is not available.

Following this, your secretary dispatched letters to both senators and all California congressmen urging support of housing legislation embodying the three points set forth in the above statement. The response to these letters was gratifying, but when the Housing Act of 1957 (HR 6659) was passed and sent to the President on July 1, it contained only a portion of our program; downpayments had been reduced, but interest rates had been increased. It remains to be seen whether this new housing law will bring beneficial results or not.

Water and Power

Throughout the recent period of the large-scale "give-away" of public resources to private interests, especially water and power resources, the Federation has stood firmly on the principles adopted by us long ago and reaffirmed yearly in conventions ever since. This year, perhaps more than ever before, our fight has been to uphold the reclamation laws, with special emphasis on the excess lands, or 160-acre provision. And this year, not only did we enlist the aid of the AFL-CIO Department of Legislation in connection with many bills, but our opinion on various bills was frequently sought by Andrew Biemiller, director of the department.

Thus, in a telegram to Biemiller in February, we warned that water and power development in California was at a crossroads, and requested the AFL-CIO legislative department to oppose a series of bills soon to be heard by the Senate Subcommittee on Irrigation and Reclamation, unless the standard excess lands provision of reclamation law was inserted, and to support the Douglas amendment before the same committee to restore that provision to full operation in the "Small Projects" bill passed in 1956.

Answering queries from Biemiller, we stated our unalterable opposition to the PG&E partnership proposal on the Trinity River Project, and our full support of the San Luis Project bill (HR 6035), which authorized the construction of this project and provided for its integration into the

California Water Plan, pointing out, however, the need for an amendment to this bill which would state unequivocally that water under the federal unit shall be distributed by the state in accordance with reclamation law.

In connection with the Hells Canyon bill (S 555), calling for federal construction, operation and maintenance of a Hells Canyon dam on the Snake River on the Idaho-Oregon border, we wired Senators Knowland and Kuchel, urging them to support the measure, and pointing out that the Hells Canyon cheap water-power project was of tremendous importance, not only to the people of the Pacific Northwest, but to the consumer public of America.

The Hells Canyon dam is probably the outstanding example of "give-away." Before S 555 was introduced by Senator Wayne Morse and twenty-seven other senators, the Federal Power Commission had already awarded to the Idaho Power Company a license to build three small dams on the Snake River, despite a recommendation by one of its own examiners that a single federal dam would be "dollar for dollar the better investment."

Unfortunately, S 555 failed to pass.

International Labor Organization

Support of SJ Res 73, providing desperately needed funds for the International Labor Organization, was urged in a telegram to Senator Theodore F. Green, chairman of the Senate Foreign Relations Committee, in which we emphasized that the ILO is one of world labor's great bulwarks against international communism. The powerful drive to sever U. S. participation in the work of the ILO was provisionally halted and the funds were voted.

Civil Rights

Passage of the Civil Rights bill (HR 6127) without crippling amendments was our stand. Wires to this effect were sent to Senators Knowland and Kuchel, and a letter went out to all our central bodies asking them to send similar telegrams or letters to the California senators. A crippling amendment was, however, adopted. Slightly modified for the better, the measure went to the President and is now law. It is, at least, a start toward civil rights legislation neglected for decades.

School Construction

The School Construction bill (HR 1) naturally received our strongest possible support in wires to our California congress-

men asking them to vote for the bill. Our request evoked a good response, but on July 25, by the close vote of 208-203, the House killed the bill's enacting clause, which, in effect, killed this legislation for this session. It is noteworthy that in the showdown on this bill, only three California Republicans voted for it, while all thirteen of the Democratic delegation favored it.

Other Matters

In letters and telegrams to our representatives in Washington, we urged support of the Shelley bill (HR 5840) extending coverage of the federal minimum wage; we asked our congressmen to sign the discharge petition on the postal pay bill (HR 2474) so that floor discussion of the measure could be obtained, and to vote favorably on the bill; we urged Speaker of the House Sam Rayburn to do everything possible to bring about floor discussion and a favorable vote on HR 17, repealing the 20 per cent amusement tax. Throughout this session of Congress, information on federal bills was also sent to numerous affiliated unions and councils whenever requested.

IV

POLITICAL ACTIVITY

California 1956 Election

A report on the results of the California primary election in June, 1956, and the success to date of the California Labor League for Political Education campaign was reported to our last convention. Subsequent events and final election results are summarized herewith.

CLLPE Pre-General Election Convention

Some 400 delegates met in the pre-general election convention of the CLLPE, held in San Francisco on September 14, 1956, to complete the League's slate of candidates for offices to be voted upon in the November sixth general election.

Adlai Stevenson and Estes Kefauver were unanimously endorsed for President and Vice President of the United States, respectively. Endorsement of candidates who had qualified in the June primaries for a place on the November ballot was reaffirmed. The following new endorsements were made:

For Congress: W. C. Stethem (D), 21st Congressional District, Los Angeles; D. S. (Judge) Saund (D), 29th Congressional District, Westmoreland.

For the State Senate: Preston K. Allen (D), 35th District, Anaheim; Robert M. Erwin (D), 37th District, Riverside; John William (Bill) Beard (D), El Centro.

For the State Assembly: Tolbert E. Eliott (D), 4th District, Yuba City; L. H. Lincoln (R), 15th District, Oakland; Bernard R. Brady (D), 22nd District, San Francisco; Carl A. Britschgi (R), 26th District, Redwood City; Philip J. Schlessinger (D), 56th District, Los Angeles; Don A. Allen, Sr. (D), 63d District, Los Angeles; Paul Roest (D), 64th District, Canoga Park; J. Malcolm Jared (D), Indio, 71st District; Leverette D. House (D), 76th District, Brawley.

Election Campaign

The CLLPE endorsement pamphlets, listing all candidates endorsed for state and federal office, as well as the Federation's positions on the 19 state ballot propositions which had been adopted at the Federation's August convention, were off the press shortly after the pre-general election convention, and received a wide distribution by our affiliated unions and councils throughout the state. Special endorsement pamphlets were prepared for eight districts in the state. In addition to the endorsements for Adlai Stevenson, Estes Kefauver, and U. S. Senatorial candidate Richard Richards, and the ballot proposition recommendations, these special pamphlets featured local congressional, State Senator and State Assembly candidates in San Francisco, Alameda County, San Mateo County, Solano and Contra Costa Counties, the Central San Joaquin Valley area, Sacramento Valley area, Los Angeles County, and San Diego County. A general slate pamphlet was shipped to unions in other areas.

In addition to this pamphlet, the CLLPE issued a 12-page analysis of U. S. Senator Thomas Kuchel's 14-year legislative career in the California State Assembly and Senate and in the U. S. Senate, containing his full voting record for and against labor during these years. This also was widely distributed.

Throughout the campaign, the CLLPE Newsletter and the Federation's Weekly News Letter kept our membership informed on the progress of the campaigns and issues.

Especially noteworthy was the leadership, direction and coordination furnished, not only in California but throughout the nation, by the national Committee On Political Education (COPE).

The campaign against Proposition No. 4, the gas and oil control measure, was

waged intensely, and effectively. Early in October, more than 120 union locals, city and county labor councils and statewide organizations joined together to form an official statewide AFL-CIO Committee Against Proposition No. 4. There is no doubt that this committee's energetic efforts contributed largely to the overwhelming defeat of this proposition by a margin of three to one.

Results of Election

Although we failed to elect the candidates we had endorsed for top federal offices, 62 per cent of our endorsed candidates won election to Congress and the state legislature. Our victories may be summarized as follows:

- (1) Thirteen of 26 CLLPE-endorsed candidates were elected to Congress.
 - (2) Twelve of 17 endorsed candidates were elected to the State Senate.
 - (3) Forty-seven of 73 endorsed candidates were elected to the State Assembly.
- Federation recommendations were upheld in 11 of 13 state ballot propositions. In six we had made no recommendation.

The following candidates endorsed by the CLLPE were elected:

(* indicates election at June primary)

United States Congress

District

- 2 *Clair Engle (D).
- 3 John E. Moss (D).
- 5 *John F. Shelley (D).
- 8 George P. Miller (D).
- 11 John J. McFall (D).
- 12 B. F. Sisk (D).
- 14 Harlan Hagen (D).
- 17 Cecil R. King (D).
- 19 Chet Holifield (D).
- 23 Clyde Doyle (D).
- 26 James Roosevelt (D).
- 27 *Harry R. Sheppard (D).
- 29 D. S. Saund (D).

State Senate

- 1 *Stanley Arnold (D).
- 3 *Carl L. Christensen (D).
- 5 *Edwin J. Regan (D).
- 7 *Harold T. (Bizz) Johnson (D).
- 11 Nathan F. Coombs (R).
- 15 *Luther E. Gibson (D).
- 17 George Miller, Jr. (D).
- 25 *Fred S. Farr (D).
- 27 *Robert I. Montgomery (D).
- 31 John J. Hollister (D).
- 33 *James J. McBride (D).
- 39 John W. Beard (D).

State Assembly

District

- 2 *Pauline L. Davis (D).
- 3 *Lloyd W. Lowrey (D).
- 5 *Samuel R. Geddes (D).
- 7 Richard H. McCollister (R).
- 8* Thomas J. MacBride (D).
- 9 Roy J. Nielsen (R).
- 10 Donald D. Doyle (R).
- 11 *S. C. Masterson (D).
- 12 William Biddick, Jr. (D).
- 13 *Carlos Bee (D).
- 14 Robert W. Crown (D).
- 15 L. H. Lincoln (R).
- 17 *William Byron Rumford (D).
- 19 Charles W. Meyers (D).
- 21 *Caspar W. Weinberger (R).
- 23 *John A. O'Connell (D).
- 24 Edward M. Gaffney (D).
- 27 *Glenn E. Coolidge (R).
- 30 *Ralph M. Brown (D).
- 31 Gordon H. Winton, Jr. (D).
- 32 *Wallace D. Henderson (D).
- 33 Charles B. Garrigus (D).
- 34 *Alan G. Pattee (R).
- 35 Myron H. Frew (D).
- 37 *Rex M. Cunningham (D).
- 38 *Dorothy M. Donahoe (D).
- 40 Edward E. Elliott (D).
- 41 Allen Miller (D).
- 45 Thomas J. Doyle (D).
- 51 William A. Munnell (D).
- 52 Frank G. Bonelli (D).
- 55 Vernon Kilpatrick (D).
- 59 Thomas M. Rees (D).
- 61 Lester A. McMillan (D).
- 62 *Augustus F. Hawkins (D).
- 63 Don A. Allen, Sr. (D).
- 65 Jesse M. Unruh (D).
- 66 *Charles H. Willson (D).
- 67 Clayton A. Dills (D).
- 68 Vincent Thomas (D).
- 69 Carley V. Porter (D).
- 72 Eugene G. Nisbet (D).
- 73 Jack A. Beaver (R).
- 75 Richard T. Hanna (D).
- 76 Leverette D. House (D).
- 77 Sheridan N. Hegland (D).
- 78 Frank Luckel (R).

Ballot Propositions

No.

- 1 \$500 Million State Veterans' Bond Issue.
Recommendation: Yes.
Vote: Yes.
- 2 \$100 Million State School Bond Issue.
Recommendation: Yes.
Vote: Yes.
- 3 \$200 Million State Construction Bond Issue.
Recommendation: Yes.
Vote: Yes.

- No.**
- 4 Oil and Gas Conservation.
Recommendation: No.
Vote: No.
 - 5 Food in Bars Repealer.
Recommendation: Yes.
Vote: Yes.
 - 6 Property Tax Exemption for Church
Parking Lots.
Recommendation: Yes.
Vote: Yes.
 - 7 Change Name of State Assembly.
Recommendation: No.
Vote: No.
 - 8 Legislative Budget Sessions.
Recommendation: None.
Vote: Yes.
 - 9 Borough Form of County Government.
Recommendation: None.
Vote: No.
 - 10 Architects and Engineers.
Recommendation: Yes.
Vote: No.
 - 11 Framing County Charters.
Recommendation: None.
Vote: Yes.
 - 12 State Indebtedness.
Recommendation: No.
Vote: Yes.
 - 13 Repeal Alien Land Law.
Recommendation: Yes.
Vote: Yes.
 - 14 Legislative Employees.
Recommendation: None.
Vote: Yes.
 - 15 Public Water Supplies: Mutual
Water Companies.
Recommendation: None.
Vote: Yes.
 - 16 Civil and Criminal Appeals.
Recommendation: Yes.
Vote: Yes.
 - 17 Constitutional Provisions Relating to
Judiciary.
Recommendation: None.
Vote: Yes.
 - 18 Inferior Court Judges.
Recommendation: No.
Vote: No.
 - 19 State Boundaries.
Recommendation: Yes.
Vote: Yes.

Local Elections

Labor's hard-hitting campaigning and active participation in the statewide general election in November were carried

over into local elections this spring, with the following favorable results:

(1) Two labor officials topped the Richmond City Council primary elections in Contra Costa County. John J. Sheridan, business representative, Teamsters No. 315, Martinez, led the ticket. Gay G. Vargas, secretary, Musicians No. 424, Richmond, ran second. Sheridan is an incumbent councilman and Vargas is a former councilman.

(2) In Sunnyvale, incumbent Walter Jones, president of the Santa Clara County AFL-CIO Central Labor Council, ran first in his town's council election.

(3) C. Cal Evans, labor-endorsed candidate for mayor in Fresno's city elections, overwhelmed incumbent Gordon Dunn. Labor-backed candidates also won races for finance commissioners and the city school board.

(4) Labor-endorsed candidates broke precedent in Berkeley by picking up a city council and a board of education seat.

(5) Everett A. Matzen, secretary-treasurer of Butchers No. 364, who was one of nine candidates seeking five city council seats in Petaluma, led all candidates at the polls.

(6) Two labor-backed candidates won seats on the Los Angeles city board of education which had been previously held by the conservative opposition.

CLLPE 1957 Registration Campaign

With the aim of supporting and maintaining labor's interest and success in local elections which had been achieved this spring, your secretary, in a communication addressed to all our affiliates, last month warned that registration for 1957 elections would close at midnight of September 12, and urged the establishment of local union registration committees. The importance of a labor vote in local elections cannot be over-emphasized, while its assistance in establishing and strengthening the habit of registering to vote and voting in all elections, local as in this year, and statewide for federal and state offices, is of incalculable value.

National COPE Activity

The AFL-CIO's national political body, the Committee on Political Education, or COPE, has done a magnificent job in keeping American labor fully informed of political developments, as well as of COPE policies and activities, during the past year, through its various publications. It

will therefore be unnecessary for your secretary to review these matters in this report as he has done in the past.

COPE Area Conference

The 1957 COPE area conference for the states of California and Nevada was held in Los Angeles on May 18, attended by some 500 delegates. The program for 1957 and a discussion of the probabilities and problems of the 1958 campaigns were presented to the conference by COPE's national director James L. McDevitt, assistant director William McSorley, Jr., deputy director Alexander Barkan, and Mrs. Margaret Thornburg, co-director of the Women's Activities Department.

Immediate and long-run tasks to be accomplished by labor through its political organizations were stressed by the several speakers. McDevitt pointed out that the country was now being prepared as carefully for anti-labor legislation as it was in the period immediately following the second World War when big business agitation set the stage for the Taft-Hartley law of 1947. This is something that we in California have become sharply aware of since the start of the "right to work" ordinance campaigns here.

The need for stepped-up political education was reiterated over and over again. Labor is getting anti-labor laws, McDevitt charged, because only about 40 per cent of trade unionists are eligible to vote—an increase, to be sure, over the past years' percentages, but still far from adequate. To obtain the passage of good laws for labor and prevent the enactment of anti-labor legislation, it is necessary to retire numerous anti-labor congressmen, and this certainly cannot be done unless far more than 40 per cent of the labor movement's membership are registered to vote, and do vote on election day along with their families and as many of their friends, neighbors and fellow workers as they are able to influence.

To this end, the voting records of anti-labor candidates must be placed in the hands of trade unionists, and to this end our registration and get-out-the-vote campaigns must be waged energetically.

COPE Film

"You Can Win Elections" is the title of a film prepared by the national COPE and now available to all unions and councils. Narrated by Melvyn Douglas, it tells the story of a young voter who decides to take part in an election campaign. He learns and puts into practice four important political requirements: (1) checking

registration lists; (2) identifying the vote on his side and persuading those who can be persuaded; (3) getting his people to the polls and (4) watching the count. The film can be purchased for \$65 from the AFL-CIO Department of Education in Washington, D. C.

In your secretary's opinion this is excellent political education material, and will evoke a warm and effective response from union members who have an opportunity to see it.

V

LEGAL SERVICES

Report of Attorney Charles P. Scully

I. Court Cases

Harvey's v. Culinary Unions, et al. Sacramento

Since my last report, a stipulation judgment has been entered consenting to the continuation of the injunction issued at the hearing on the order to show cause, without the necessity of further trial. This was agreed to only after clearance by the unions involved.

Garmon v. San Diego Building Trades Council, et al.

Since my last annual report, briefs were prepared and filed in the above case, and on January 12, 1957, I flew to Washington and after conferences with attorneys associated in companion cases, argued the matter before the United States Supreme Court.

The United States Supreme Court issued a decision reversing the decision of the Supreme Court of the State of California and holding that state courts do not have jurisdiction over areas where the Board does have jurisdiction but declines to act. For the first time, accordingly, the United States Supreme Court clearly stated its position on an area which it had reserved in previous decisions.

The United States Supreme Court, however, indicated it desired the State Supreme Court to set forth on what basis it had awarded damages, and accordingly returned it to the state court for that limited purpose.

On June 5, 1957, I appeared in Los Angeles and argued the matter before the State Supreme Court, contending it had already ruled in the so-called **Benton** case that state courts did not have jurisdiction to award damages under such circum-

stances. To date, no decision has been rendered by the State Supreme Court on the points returned to it for consideration.

People v. Osslo, et al.

Since my last report, the trial in the above matter was completed during the months of July and August, 1956, resulting in a verdict of guilty as to all defendants.

Appeals were promptly filed, but application for release on bail pending appeal was denied. In September, applications were filed directly with the State Supreme Court requesting release on bail, and the petitions were duly granted as to all eight defendants.

Upon the return to the order to show cause on the petition for release on bail in January, 1957, the court continued the matter until June, and in June continued the matter indefinitely because of the pending appeal.

The Fourth District Court of Appeal rendered its decision affirming the convictions of all eight parties, and thereafter petitions for hearing were filed with the State Supreme Court and granted, and the matter is presently pending before the State Supreme Court.

The case has not as yet been set for oral argument, but it is contemplated that the oral argument will undoubtedly occur some time during the months of October or November.

Cox v. Monterey Building Trades Council, et al.

This is an action brought by certain employers to attempt to prohibit peaceful picketing by the Building Trades and affiliated unions, particularly Carpenters and Laborers unions in Monterey, for the purpose of organizing an unfair employer.

On November 2, 1956, I appeared before Judge Brazil in Salinas and after argument, he sustained my demurrer, denied the preliminary injunction and vacated the temporary restraining order.

Thereafter, the plaintiff did not attempt to amend his complaint and judgment has been entered on the demurrer, from which no appeal has been taken.

Palm Springs Case

This case involves the so-called Palm Springs "right to work" ordinance.

On December 21, 1956, I met in the Teamsters Hall in Los Angeles with Attorney Richman, together with Attorneys Hackler and Gilbert, and President Pitts, and other local officials, and reviewed in

detail the method of legal procedures that should be followed thereafter in the handling of the case.

Subsequently, the Superior Court ruled that the ordinance was unconstitutional and the matter is currently pending in the District Court of Appeal.

I have indicated, in accordance with the instructions of the Secretary, my willingness to cooperate fully with the attorney handling this matter and have made myself available to him should he desire to confer with me.

Tehama Case

This case is another so-called "right to work" ordinance case. After various conferences with the local attorney handling this matter, my office participated in the arguments before the Superior Court of Tehama County on June 17, 1957.

The court has since issued its opinion, holding the ordinance was invalid insofar as it was attempted to be applied within an incorporated city of the county.

At the present time, to my knowledge no attempt has been made to appeal the decision or to obtain a test case in the unincorporated area.

San Benito Case

This is the third so-called "right to work" ordinance and involves the County of San Benito.

I have conferred with those interested in the matter and have expressed our willingness to cooperate in whatever way possible.

The judge has issued his ruling substantially the same as that in the Palm Springs case, and has found the ordinance to be unconstitutional.

Although no appeal has currently been filed, it is my understanding that it is contemplated that an appeal will be taken.

II. Unemployment Insurance

Supplemental Unemployment Insurance Benefits

Since my last annual report, the Attorney General has issued a series of rulings with respect to programs in existence in California and has found all of them to comply with his original determination which permitted payments both of unemployment insurance benefits and of so-called S. U. B. benefits.

Governor's Advisory Council

Since my last annual report, I have at-

tended the following meetings of the Governor's Advisory Council: September 20, 1956, Los Angeles; November 12-13, 1956, Fresno; February 6, 1957, San Francisco; March 12, 1957, Sacramento; May 15, 1957, Sacramento; June 25, 1957, San Francisco.

Legislative Proposals

October 15, 1956, I attended a meeting in Sacramento at which a so-called Technical Committee, composed of representatives of management and labor, screened certain proposed legislative suggestions of the Department of Employment which concerned themselves primarily with technical non-substantive changes to simplify the administration. I expressed the views of the Federation, and on October 22, 1956, had an office conference with Messrs. Ross and McCaffrey of the Department with respect to revisions in the original proposals which were discussed at the October 15 meeting in Sacramento.

The majority of these proposals were adopted into law at the past session of the legislature.

Unemployment Insurance for Fishermen

October 31, 1956, I attended a meeting of the subcommittee of the Assembly Committee on Finance and Insurance in San Pedro, at which I presented the views of the Federation in support of the proposition that benefits should be paid to unemployed fishermen who are partially unemployed. These individuals had previously been denied this type of benefit payment on the ground that regardless of their earnings, fishermen were always fully employed.

The committee was most sympathetic to our position and passed a motion agreeing to the introduction of legislation in the form of a bill satisfactory to all parties.

Subsequent to the hearing, I drafted and submitted for consideration a specific bill which would accomplish the desired purpose.

During the legislative session, a bill substantially in the form drafted by me but with a two-year limitation was adopted by the legislature and will become effective on September 11, 1957.

Bragg and Hopping Cases

At the request of certain building trades unions in the Monterey area, on February 4, 1957, I appeared before the Appeals Board in San Francisco and argued for a reversal of the decisions in the above matters, where carpenters had been denied

unemployment insurance benefits on the ground they refused to report for work on a government job at a distance from their homes of some 20 miles and which job did not pay the prevailing health and welfare contribution.

Because of the precedent nature of the cases, it was felt desirable for the Federation to participate. However, although the Appeals Board reversed the decisions of the referees and of the Department, it did so primarily on the question of distance from the residences of the employees rather than on the issue of failure to provide health and welfare contributions. Accordingly, although the decisions were favorable, they did not dispose of the precedent item primarily involved.

San Francisco Machinists' Strike

On July 16, 1957, I met with representatives Taylor and Gillis of the IAM to discuss with them the problem of unemployment insurance and health and welfare benefits insofar as the so-called bay area strike was concerned.

On July 17, 1957, I appeared at the Department offices and argued with the representatives of the Department, at which time representatives of the unions were also present, that benefits properly were payable in view of the lock-out prevailing in the area. Unfortunately, however, the Department did not agree with our position and issued a determination that benefits were not properly payable to the individuals in question.

Thereafter, I indicated to the interested parties, in accordance with the instructions of Secretary-Treasurer Haggerty, our willingness to cooperate in every way possible on further processing of these cases.

Appeals have been filed and it is contemplated that hearings will be held in September and October before referees.

III. Workmen's Compensation

Medical Fees Schedule Changes

A petition was filed by the California Medical Association requesting an adjustment in the fees with respect to the amounts payable to the doctors for industrial injuries under the control of the Industrial Accident Commission.

On October 25, 1956, I attended a meeting of the Commission in San Francisco, and on November 1, 1956, attended a similar meeting in Los Angeles.

At these meetings, I indicated the position of the Federation to be a request that a determination be delayed until after

the legislative session in order that all cost factors going into the workmen's compensation program would be considered at one time.

As a result of the presentation after the Los Angeles meeting, a subcommittee of representatives of various groups was established for the purpose of attempting to work out a program that would be satisfactory to all interests.

Since that time, the subcommittee has submitted its report recommending certain changes and improvements in the fee schedule and at its last meeting the Commission adopted such changes.

Disability Insurance Liens

On November 20, 1956, I met at the offices of the Industrial Accident Commission with representatives of the State Chamber of Commerce, the Industrial Accident Commission, the Department of Employment and various disability insurance carriers, to discuss the overall problem of disability insurance liens in workmen's compensation cases.

There was overall discussion of the entire problem, and the consensus of opinion was that an amendment was desirable to restrict the application of the lien to temporary as opposed to permanent disability workmen's compensation payments. As a result, bills were introduced at the past session of the legislature, and approved, providing for such limitation.

In addition, there was a discussion as to the possibility of requiring the Department of Employment to file all of their medical reports when they asserted a lien and at least to establish some proof that the amount paid by the Department was for the same disability and for the same period as covered by the workmen's compensation case. This also was to a large degree accomplished in the legislation adopted at the past session.

State Chamber-State Federation Rule Change Proposals

You will recall that we previously submitted to the Executive Council, and the Executive Council approved, a joint recommendation of the Federation and State Chamber of Commerce for submission to the Industrial Accident Commission involving certain suggested rule changes. Thereafter, no action was taken by the Industrial Accident Commission to implement the suggestions, and on December 20, 1956, a meeting was held at the Clift Hotel at which were present Secretary-Treasurer Haggerty, Mr. Hislop and Mr.

Musatti from the State Chamber of Commerce, and Mr. Creede, an attorney, also representing the State Chamber. A joint presentation was there agreed upon and late that afternoon a meeting was held with the Chairman of the Commission requesting the Commission to take a definite position with respect to the proposals.

Thereafter, nothing further was done by the Commission, and when a bill was introduced in Sacramento for the purpose of attempting to accomplish certain of the changes, it was quietly opposed by certain employer groups and did not pass.

No additional meetings have been scheduled and it appears that the recommendations will not be implemented by the Commission.

IV. Los Angeles Building Trades Council

At the request of the representatives of the Los Angeles Building Trades Council and their attorney, I met with them for the purpose of attempting to devise a satisfactory short term agreement for use by them.

These meetings occurred on July 27, 1956, October 16, 1956, October 30, 1956, November 21, 1956, and January 27, 1957. I indicated that I was assisting merely as to its form and was not in a position to advise from a policy standpoint as to the scope of the agreement.

I am advised that although the form is now complete insofar as the language is concerned, it has not as yet been placed in effect by the unions in Los Angeles.

V. Solano Building Trades Council

At the request of Vice President Nelson, on November 20, 1956, and January 28, 1957, I met with him and reviewed a proposed new short form agreement for use by the Building Trades Council. It is my understanding such form is now in effect.

VI. Legislation

In accordance with past practice, I prepared all of the bills for introduction on behalf of the Federation at the past session of the legislature. On January 8 and 9, 1957, I attended the session and distributed all of the bills to the authors selected to handle the measures. During the recess, I assisted in the analysis of all of the bills and the preparation of the Federation's legislative digest.

From March 4 to the close of the session, I was present in Sacramento and as-

sisted in presenting bills and opposing undesirable legislation. In view of the fact that the Secretary-Treasurer is reporting separately on this matter, I see no need of elaboration.

As the session neared its end, I assisted in reviewing each bill passed, and after termination of the session continued this practice so that every bill passed by the legislature was reviewed by me and, where necessary, appropriate communications were sent to the Governor through the Secretary's office requesting favorable action or veto.

In addition to the above, on March 9, 1957, I participated in a legislative conference at the Musicians' Hall, San Francisco, and explained in detail the pending legislation.

VII. Merger

In accordance with the instructions of the Secretary-Treasurer, I have assisted the Merger Committee of the Federation and have participated in all meetings of the Federation committee and of the Joint Merger Committee.

In addition, at the direction of the committee I have prepared a proposed merger constitution and assisted in preparing accompanying documents which have now been submitted to the CIO committee for their consideration and action.

VIII. Pension Committee

On December 14, 1956, and again on July 23, 1957, I met with the Federation Pension Committee, together with representatives of the Martin E. Segal Company.

IX. Convention

In advance of the 1956 convention, I met with the Secretary and his staff on July 12 and 13, 1956, to review the final proposed constitutional revision which was ultimately submitted to and approved by the convention. In addition, I met with the Secretary and his staff to review the statements of policy for submission to the Executive Council and ultimate submission to the convention on several occasions, including August 2, 1956.

From August 10 to August 17, 1956, I met with the Executive Council and attended the sessions of the convention and assisted the committees as requested during the convention sessions in Long Beach.

X. Conferences

Los Angeles City College Conference

December 15, 1956, I attended a conference at the Los Angeles City College

sponsored by the Federation in cooperation with the state CIO Council and the local AFL-CIO Councils in the Los Angeles area.

I discussed generally the hoped for liberalization in the field of workmen's compensation at the coming session of the legislature.

Federation Health and Welfare Conference

From July 22 to July 26, 1957, I attended the conference held by the Federation at the Hotel Carrillo in Santa Barbara and presented my view from the legal standpoint.

XI. Conclusion

Since this report will be my final report to be submitted to any convention of the California State Federation of Labor in view of the pending merger, I felt it desirable to express my sincere appreciation to the officers and affiliates of the Federation for their cooperation during my eleven years as General Counsel of the Federation.

Report of

Attorney Clarence E. Todd

Damato vs. Barbers Union (Los Angeles County)

This suit is by a barber shop owner in Van Nuys, California, brought against the Master Barbers Association and the Barbers Union with the contention on the part of the plaintiff that the Master Barbers and the Barbers Union had conspired to place a picket line in front of this shop. Of course, the Master Barbers hotly denied any conspiracy of any kind with the Barbers Union, and we, the union and members, denied any conspiracy with the Master Barbers or any other employers.

Subsequent proceedings in this case have been heretofore reported to the State Federation.

When the case came on for trial and the evidence had been taken by each side, the court gave judgment in favor of the union. We filed the judgment and served and filed our cost bill. The case is now over and we have won what I consider to be a very important victory in securing the decision of the court to the effect that a union may picket an employer pursuant to an objection to the prices charged by him, particularly in a case where the wage is dependent to some extent upon the price charged.

Smith v. Lathers
(Los Angeles County)

As originally reported on October 18, 1956, and as mentioned in subsequent communications, this is a case in which an employing lather, formerly a member in good standing of the Lathers' Union, took it upon himself to work with the tools of the trade as a lather while he was engaging in operations as a lathing contractor. He had a guilty conscience about it and knew that he was in the wrong, because at the hearing of the matter by the court he several times referred to the fact that the union had "caught him" working with the tools of the trade. We picketed him and disciplined him so far as possible by lawful boycott.

After the hearing the judge handed down a temporary injunction against us, but it was entirely in our favor because of the fact that the injunction prohibited us from using the picket or boycott on the contractor so long as he is not working with the tools of the trade. Since we contend that we have a right to picket an employer who also functions as a journeyman by working with the tools of the trade in competition with journeymen members of the union, we feel that the judge has gone along with us, so we may count this also as a victory for the State Federation and for the union.

Seven Up Bottling Co. vs. Grocery Drivers Local 848
(Los Angeles County)

This is a case brought by the employer, the Seven Up Bottling Company, against Grocery Drivers Local 848, under the terms of the jurisdictional strike law.

In response to the suit by the employer, we have at all times contended that under the very terms of the jurisdictional strike law and under the facts in the case, the court had no jurisdiction. The jurisdictional strike law provides for a suit where two unions are in competition for jobs from a single employer, where both unions are absolutely independent and neither union is dominated, controlled or interfered with by the employer.

The facts in this case are that the union which is in competition with Local 848 is strictly a company union, known as the Seven Up Employees Association. The trial court refused to believe the very clear evidence on this point, and gave judgment against Local 848. We took the case to the District Court of Appeal, which affirmed the decision of the Superior Court and decided against the union.

We then made an application for a hearing in the Supreme Court, setting out the situation and contending with all our strength that the Superior Court and Appellate Court were both wrong in refusing to recognize the facts in the case. The Supreme Court granted a hearing and the matter has been submitted to the court. We are now awaiting a decision.

Haggerty vs. County of Fresno

In this case, which is a suit to set aside as unconstitutional the Fresno anti-picketing ordinance, we had a number of adverse rulings from various trial judges, just as we have had in other cases which we afterwards took up on appeal.

In the Fresno County case it appeared that no picketing had taken place for a considerable time and therefore we had not been annoyed by enforcement of the ordinance. For this reason I did not urge that the case be pressed and carried to the Supreme Court. However, if this Fresno ordinance had been placed before the Supreme Court of California, or if in the future there should be an attempt to enforce the ordinance and it should seem necessary to take it before the higher courts, I am confident that the ruling would be in our favor, and the ordinance set aside as unconstitutional.

VI

RESEARCH AND PUBLICITY

Labor Press Conference

The State Federation's seventh annual Labor Press Conference was held on Saturday and Sunday, November 17-18, in Fresno, with some 70 editors and trade union officials in attendance.

The conference was designed for the benefit of labor editors and officials responsible for the conduct of union publications.

Henry C. Fleisher, national director of publications for the AFL-CIO, delivered the principal address of the conference.

The role of labor and the labor press in the 1956 elections was the subject of the opening conference session by Irving Bernstein, research associate, Institute of Industrial Relations, UCLA. An important panel discussion followed on labor press achievements and shortcomings in the same elections, speakers being Harry Finks, secretary, Sacramento Labor Council; Louis Burgess, editor, East Bay Labor Journal; Charles Clough, editor, Valley

Labor Citizen, Fresno; Ralph Roddy, business manager, Los Angeles Citizen; and Thomas A. Small, president, San Mateo Central Labor Council.

Newspaper layout was discussed in a panel session by Philip F. Griffin, chairman, Department of Journalism, University of California, Berkeley; Franklin Anderson, news editor, California Labor Press, Oakland; Don L. Rotan, editor, The Stewards News, San Francisco; Ben H. Savage, managing editor, Painters Local 1247 News, Los Angeles; William Scanlon, editor, Organized Labor, San Francisco; David Selvin, editor, San Francisco Labor; and Frank Wigham, editor, Silvergate Union News, San Diego.

President Thomas L. Pitts of the State Federation spoke on Sunday morning on "Labor Press Coverage and State Legislative Sessions."

The most important discussion of the conference was centered upon labor press advertising ethics. This forum, chaired by John F. Henning, the State Federation's director of research and publicity, followed the address of President Pitts.

Numerous instances were cited as occurring during 1956 of advertising agents pretending to speak for official labor publications when they had no connection whatsoever with the labor movement.

Editors and officials present voiced unanimous approval of the code of ethics adopted in 1955 by the International Labor Press Association, AFL-CIO.

The Fresno conference approved key ILPA code provisions requiring that:

(1) Labor publications will not solicit nor accept local advertising from outside their area of circulation. This does not apply to national advertising.

(2) Labor publications will not employ high-pressure, long distance telephone solicitors or accept or publish advertising obtained through such methods.

(3) Labor publications will make no claim or suggest directly or through salesmen that the purchase of advertising space can accomplish anything for the advertiser beyond winning consumer acceptance or approval of the advertiser's product or services.

(4) Labor publications will not associate themselves in any manner with the publication of any yearbook, directory or program that has for its primary purpose the solicitation of donations under the guise of selling advertising.

It was decided that the advertising ethics question in California be brought before the next meeting of the State Federation's executive council.

The conference was sponsored jointly by the State Federation and the University of California, Berkeley and Los Angeles units. The University was represented by John Hutchinson, Berkeley, and Arthur Carstens, Los Angeles.

AFL-CIO Education Conference

Warnings that guaranteed annual wage programs could drain labor's vitality and foster company paternalism featured the address of University of California Chancellor Clark Kerr to the AFL-CIO's first Pacific Coast Education Conference in San Francisco, December 7-9, 1956.

The State Federation gave full organizational support to the precedent-making conference which was called by John D. Connors, director of AFL-CIO Education Department.

Kerr, nationally known political economist and one-time chairman of the Wage Stabilization Board, told 75 delegates from four western states and two U. S. territories that loss of mobility by the American work force could destroy the character of modern unionism. He claimed that GAW plans limit freedom of job movement and create strong attitudes of company dependence.

Kerr said government programs of unemployment insurance could best meet the U. S. worker's feelings for security and independence.

In another highlight address, Congressman John E. Moss (D., Sacramento) of California's Third District argued that liberals must separate the question of federal aid to education from civil rights requirements in the southern states.

Moss said lumping of the two critical issues in one bill played into the hands of forces blocking both federal aid and civil rights. He called on labor to reach for both objectives, but through separate Congressional measures.

In a conference roundtable on the "right to work" question, Ed M. Weston, president of the Washington State Federation of Labor, noted that unions and allied organizations had promoted more than 1,000 showings of the AFL-CIO film "Injustice on Trial," in whipping a proposed "right to work" law in Washington's November elections.

Weston also credited a highly trained

speakers bureau with playing a decisive part in the Washington campaign.

Delegates from Arizona, California, Oregon, Washington, Alaska and Hawaii made up the audience at the three-day conference directed by the AFL-CIO's Department of Education.

Discussion centered on Pacific Coast labor education prospects; planning of regional, state and local conferences; international union programs; educational techniques for building understanding of legislative issues; union-university cooperation and educational resources of the AFL-CIO.

In addition to Weston, regional labor speakers included C. J. Haggerty, secretary-treasurer of the California State Federation of Labor, and Thomas A. Small, chairman of the State Federation's education committee; Manuel Dias, president, and John A. Despol, secretary, of the California Industrial Union Council.

Legislative Digest

The Research Department prepared the official State Federation of Labor digest of all legislation proposed in Sacramento during the January phase of the 1957 general session of the California legislature.

The official summary was mailed to affiliated unions in early March. It served as a reference work during the legislative conference sponsored by the Federation, March 9, 1957, in San Francisco.

Purpose of the digest is to achieve an informed membership on all state legislative proposals affecting the working people of California. It is particularly intended to serve as a reference document during the 1957 session, which adjourned June 13.

The preparation of the digest required an analysis of almost 7,000 bills introduced during the opening month of the session. Of these, 2,742 touched on labor interests. Bills were grouped under 44 subheadings, ranging from "Alcoholic Beverages" to "Workmen's Compensation."

Under each topical heading, bills were listed as "Good" and "Bad" or as measures which should be watched for later amendment. The digest also listed the following data: house of origin, such as Assembly or Senate; bill number; name of author; the committee to which the bill had been assigned for first hearing, and a brief analysis of the purposes of the measure.

Election Materials

The Research Department prepared approximately 1,700,000 pieces of literature

distributed throughout California during the 1956 general election campaign under sponsorship of the California Labor League for Political Education.

Nine endorsement pamphlets, totaling approximately 1,000,000, were printed. The pamphlets carried state AFL endorsements for President, Vice President, U. S. Senator, Congress and state legislative positions. It also listed AFL endorsements on state ballot propositions.

Special regional pamphlets were prepared for the following areas: Los Angeles County, Alameda County, San Diego County, San Francisco County, Solano and Contra Costa Counties, San Mateo County, Central San Joaquin Valley area, and Sacramento and Yolo Counties.

These regional pamphlets gave special emphasis to the locally endorsed candidates of the state AFL.

Seventy-five thousand copies of the voting record of Thomas Kuchel, incumbent U. S. Senator, were distributed. The pamphlet carried Kuchel's voting record on labor issues throughout his fourteen-year career in public office.

Six hundred thousand copies of Committee on Political Education voting records on national congressional issues were distributed.

All of the above cited publications were issued to the membership through local unions and central bodies.

International Affairs Conference

The first International Affairs Conference sponsored by the national AFL-CIO in the western states was held April 8-9 at the Sir Francis Drake Hotel, San Francisco, under auspices of the California State Federation of Labor.

Although organized by the State Federation, the conference was staffed almost entirely by members of the AFL-CIO International Affairs Department.

Subjects reviewed during the two-day conference included: U. S. labor's stake in international affairs; the role of the Inter-American Regional Organization of Workers; structure and function of the International Confederation of Free Trade Unions; functions of trade secretariats; international affairs policy of the national AFL-CIO; and the Mexican contract labor situation.

The conference was attended by 75 registrants from various parts of the state.

Officials of the national office declared themselves satisfied with the showing, re-

garding it as the pioneer effort in the field of international affairs education on the west coast.

Health-Welfare Conference

The tenth annual State Federation week-long educational institute was held this year in Santa Barbara the week of July 21-26, and was devoted exclusively to the discussion of health and welfare plans.

Major conference speakers included Lane Kirkland, assistant director, Department of Social Security, AFL-CIO; Irving Pfeffer, assistant professor of insurance, University of California at Los Angeles; Martin E. Segal, pension and welfare consultant; Daniel W. Johnson, economic counsel for labor unions; Helen Nelson, assistant chief, Division of Labor Statistics and Research, State Department of Industrial Relations; Ted Ellsworth, administrator, Motion Picture Health and Welfare Fund; Carroll Lynch, pension and welfare consultant, and Charles P. Scully, chief counsel, California State Federation of Labor.

Subjects reviewed included: "Negotiated vs. Non-Negotiated Health and Welfare Plans," "Service vs. Indemnity Plans," "Self-Insurance vs. Insurance Programs," "How to Increase Values and Reduce Costs in Health and Welfare Plans," "Effective Administrative Procedures," "Supplemental Benefits in Health Care," "Relationship with Medical and Hospital Associations," and "Legal Aspects of Health and Welfare Programs."

The conference was sponsored jointly by the State Federation and the University of California.

Scholarship Contest

Three girls this year won the California State Federation of Labor's seventh annual high school scholarship contest.

Winners of the three \$500 awards given each year by the Federation are: Patricia Jacobsen, Eureka Senior High School, Eureka; Heidi Stohler, Berkeley High School, Berkeley; and Estelle Gershgoren, Fairfax Senior High School, Los Angeles.

Award presentations will be made during the State Federation's September convention in Oakland.

The annual competition is open to all senior high school students in California and Hawaii. This year 363 students from 125 schools in California and Hawaii participated in the contest. The written examination was held May 17.

The committee of judges comprised the following educators: Frederick A. Breier, Ph.D., assistant professor of economics, University of San Francisco; Vaughn D. Seidel, Ed.D., Alameda County superintendent of schools, Oakland; and George H. Hildebrand, Ph.D., director, Institute of Industrial Relations, University of California, Los Angeles.

1956 Convention Follow-Up

At the close of the Federation's 1956 convention, the Research Department staff undertook, as usual, the mailing follow-up required by a great many of the resolutions adopted by that convention. This task entailed the winnowing out of some seventy resolutions, putting them into proper form for mailing and having the necessary number of copies printed, composing the accompanying letters, and finally getting them into the mail.

A group of twenty-five resolutions covering a wide field of subjects was sent to the Federation's 1500 affiliated unions and councils. Other large groups awaited the results of the November election to be mailed to the California delegation in Congress and the U. S. Senate, and to members of the state legislature. A detailed report on all these matters was submitted to the December meeting of the Executive Council.

Public Relations

John F. Henning, research director, spoke before the following organizations on behalf of the State Federation of Labor during the past year:

Rotary Club, Martinez
 Serra Club, San Leandro
 International Ladies Garment Workers
 Union Educational Conference, Up-
 land
 Carpenters Local No. 642, Richmond
 Contra Costa County LLPE, Richmond
 Solano County Teachers Institute,
 Vallejo
 American Federation of Teachers,
 Vallejo
 Jewish Labor Committee, Los Angeles
 Labor Bonds for Israel, San Francisco
 San Francisco Democratic Women's
 Club
 Democratic Party Regional Conference,
 San Francisco
 Young Christian Workers, San Fran-
 cisco
 Political Science Class, Stanford
 University
 Industrial Relations Class, San Jose
 State College

Industrial Relations Conference, Santa Clara University
 Public Relations Society of North America, San Francisco Chapter
 AFL-CIO International Affairs Conference, San Francisco
 State Industrial Welfare Commission, Los Angeles
 Governor's Advisory Committee on Children and Youth, Sacramento
 House Judiciary Subcommittee investigating Japanese farm labor importation program
 Dedication of Marine Cooks and Steward's Union, AFL Recreation and Training Institute, Sonoma County
 Institute of Industrial Relations, San Jose State College, San Jose
 Citizenship Americanization Night, San Jose Department of Adult Education, San Jose
 Young Republican Club of 19th Assembly District, San Francisco
 KGO-TV debate on "right to work" legislation, San Francisco
 United Crusade Institute, San Mateo
 Dedication of Marine Firemen Headquarters, San Francisco.

VII

"WE DON'T PATRONIZE" LIST

A number of changes were made in the Federation's official "We Don't Patronize" list since the last convention.

1956 Check of List

Last year your secretary reported that a thorough check of the firms on our unfair list had been undertaken in order to determine the current status of each dispute, so that if settlements had been reached, or if an unsettled dispute was no longer being actively prosecuted, the firms could be removed from the list. Since our last convention the survey was completed, with the following results:

Firms Removed from List

Radio Stations KFI, KECA: International Representative George A. Mulkey of the Electrical Workers advised that the firms were now under agreement with either the IBEW or other AFL-CIO organizations, and requested their removal from the list.

Celotex Corporation, Los Angeles: Secretary W. J. Bassett of the Los Angeles Central Labor Council advised that the Los Angeles Council had removed the firm from its own list.

Magazines distributed by Spangler's

News Agency, Sacramento: Better Homes and Gardens, Reader's Digest, Time, Life, McCall's, Sports Illustrated, Ladies Home Journal, Saturday Evening Post, Good Housekeeping, Cosmopolitan, Motion Picture, True, True Confession, Gold Medal Pocket Books, Coronet and Avon Pocket Books. Brother Jack Goldberger of Newspaper and Periodical Drivers No. 921 of San Francisco requested that these be removed from the Federation's list.

DeVoe Reynolds Company: Financial Secretary Paul H. Nicely of Paint Makers No. 1232 of Los Angeles advised of the settlement of the dispute and requested the removal of this firm.

Firms Retained on List

Cache Valley Dairymen's Association: Secretary Stephen F. Gilligan of Teamsters Joint Executive Council No. 7, San Francisco, advised of an active campaign being conducted and requested retention on the list.

Fir-Tex Insulating Board and Western Insulating Products, Inc.: Secretary J. L. Hazard of the California State Council of Lumber and Sawmill Workers advised of an active campaign and requested retention on the list.

El Dorado County Forest Products: Secretary William F. George of Lumber and Sawmill Workers Local 2561, El Dorado, advised of an active campaign and requested retention on the list.

Glendale Sheet Metal and Manufacturing Company: President Ben Anisman of Sheet Metal Workers International Local 108, Los Angeles, advised of an active campaign and requested retention on the list.

Andrew Jergens Products: Secretary W. J. Bassett of the Los Angeles Central Labor Council advised of a current campaign and requested retention on the list.

Los Angeles Times and Los Angeles Mirror-Daily News: Secretary W. J. Bassett of the Los Angeles Central Labor Council advised of a current campaign and requested retention on the list.

At its October meeting, the executive council voted to comply with the requests set forth above.

New Requests and Rule 23

All new requests for the placing of firms on the "We Don't Patronize" list have been handled with strict observance of the AFL-CIO Rule 23: "Rules Governing State Central Bodies Regarding Boycotts and Unfair Lists," which sets forth the following procedure:

"No state central body shall have pow-

er or authority to originate a boycott. Nor shall such body endorse and boycott or order the placing on an unfair list the name of any person, firm or corporation that has an agreement with any national or international union or organizing committee affiliated with the AFL-CIO, or any of its subordinate bodies, or any subordinate body of the AFL-CIO, until the union having such agreement is informed of the request made upon the state body and has had reasonable time to intercede and the union desiring action by the state body has, before declaring the boycott, submitted the matter in dispute to the state body for investigation and the state body has exhausted all efforts to secure agreement between the unions involved. After the foregoing procedure has been exhausted and the unions involved have, nevertheless, failed to reach an understanding with the state body, the matter shall be referred to the Executive Council of the AFL-CIO, which shall be empowered to grant or refuse the request for a boycott or other action."

Additions and Removals

The following firms have been added to or removed from the Federation's unfair list since September, 1956:

Kohler Company

It was the opinion of the executive council that the adoption by the Federation's 1956 convention of **Resolution No. 6**—"Boycott Kohler Company Plumbing Fixtures" also required the placing of this firm on the Federation's "We Don't Patronize" list. This was accordingly authorized by the council.

Alpine Lumber Company.

Dorris Lumber and Moulding Company, Sacramento.

State Box Company, Sacramento.

Pres-to-Logs Distributors of California, Sacramento.

Business Representative Frank E. Santos of Lumber and Sawmill Workers No. 3170, Sacramento, requested placement of the above firms on the list.

In compliance with Rule 23, your secretary communicated with the above local union to ascertain if the firms had an agreement with any other national or international union affiliated with the AFL-CIO, and was subsequently informed by Brother Santos that no such agreements were in effect.

The executive council voted to place the

above firms on the "We Don't Patronize" list at its October meeting.

Feather River Pine Mills Company, Feather Falls

President J. L. Hazard of the Central California District Council of Lumber and Sawmill Workers requested that this firm be placed on the list.

In compliance with Rule 23, your secretary communicated with this council to ascertain if the firm had an agreement with any other national or international union affiliated with the AFL-CIO, and was subsequently informed by President Hazard that no such agreement was in effect.

The executive council voted to place this firm on the "We Don't Patronize" list in October. The strike was settled, however, on December 21, 1956, and the firm was accordingly removed from the list.

Country Maid

A letter dated December 7, 1956, received by your secretary from the Sacramento Labor Council requested the placement of the Country Maid, a coffee shop and restaurant, on the official unfair list. After compliance by your secretary with Rule 23, this firm was placed on our list.

Fir-Tex Insulating Board Co. Western Insulating Products, Inc.

A communication was received in January from the Coast Columbia District Council, Lumber and Sawmill Workers Union, of Portland, Oregon, advising of strike settlement at Fir-Tex Insulating Board Company and Western Insulating Products, Inc., of St. Helens, Oregon, and requesting the removal of these firms from the unfair list. This was done.

Rembac's Blockyard, Visalia E. F. Quiram and Sons, Porterville

A communication dated January 16, 1957, from John McLaughlin, secretary of the Tulare-Kings Counties Labor Council, contained a joint request with the Tulare-Kings Counties Building and Construction Trades Council for the placement of Rembac's Blockyard, 6th Avenue and E. Mineral King, Visalia, and E. F. Quiram and Sons, 406 Garden, Porterville, on the official "We Don't Patronize" list, and outlining the history of the disputes involved. Secretary McLaughlin advised there were no other agreements with labor organizations in either of the subject firms.

The executive council at its meeting in March voted to concur in the request of

these councils to place both firms on the official "We Don't Patronize" list.

Allen-Adams News Company

Secretary Hugh Cassidy of the Marin County Central Labor Council, in regard to the status of the Allen-Adams News Company of San Rafael, advised your secretary that the company had moved to Petaluma.

The executive council accordingly voted in March to remove the Allen-Adams News Company from the "We Don't Patronize" list.

Van De Kamp's Holland Dutch Bakeries

Numerous communications were received by your secretary early this year in regard to the Van de Kamp's Holland Dutch Bakeries. These may be summarized as follows:

Requests for removal from the official "We Don't Patronize" list were received from: Joseph DeSilva, secretary, Retail Clerks No. 770, Hollywood; Ben Scott, secretary, Retail Clerks No. 905, San Pedro; John M. Sperry, acting secretary, Retail Clerks No. 1428, Pomona; Orrin Lutterbeck, secretary, Retail Clerks No. 324, Long Beach; and O. I. Clampitt, secretary, Retail Clerks No. 1442, Santa Monica.

Communications for removal were also received from Charles Bolton, secretary, Bakery Drivers No. 276, Los Angeles, and financial secretary Albert Meyer of Bakery Workers No. 37, Los Angeles.

Communications for retention of the Van de Kamp's company on the official "We Don't Patronize" list and protest against any removal were received as follows: telegram dated March 2, 1957, from John L. Cooper, president, Los Angeles Joint Executive Board of Hotel and Restaurant Employees and Bartenders' Unions; communication dated March 7, 1957, from President Cooper with copy of an official protest from the Los Angeles Joint Board against a request by the Bakers, Teamsters and Retail Clerks' Unions to remove Van de Kamp's from the unfair list of the Los Angeles Central Labor Council, and containing a request for representatives of the Joint Board to appear before the State Federation of Labor executive council.

On March 20, 1957, your secretary wrote to the following central labor councils, asking the present status of the Van de Kamp's dispute in respect to their own unfair lists: Los Angeles, Long Beach, Santa Monica, San Gabriel Valley and San

Pedro-Wilmington. The following replies were received:

On March 21, 1957, Secretary Bassett of the Los Angeles Central Labor Council advised of hearings held on the matter, submitted copies of all communications in the matter and minutes of the meeting, and advised that Van de Kamp's Holland Dutch Bakeries and all Lawry products were still on the council's official unfair list. Secretary E. L. Brown of the Long Beach Central Labor Council advised under date of March 28, 1957, that the firm was still on that council's unfair list. Secretary Walt Ragan of the Santa Monica Central Labor Council advised that the council could not recommend the firm's removal from its list until the Los Angeles unions involved had reached satisfactory conclusions; Secretary Arthur K. Hutchings of the San Gabriel Valley Central Labor Council advised on March 21, 1957, that this council had not been asked to remove the firm from its list and had received only verbal reports.

At the March meeting of the executive council your secretary reported on this matter in full detail, following which Brother M. H. Callahan, secretary of the State Council of Culinary Workers, Bartenders and Hotel Service Employees, Long Beach, and Brother John Cooper, president of the Los Angeles Joint Executive Board of the Hotel and Restaurant Employees and Bartenders Unions, appeared before the council. Brother Callahan gave a preliminary account of this organization's position on the matter and requested Brother Cooper to give a fully detailed report.

Brother Cooper gave the history of the dispute as he saw it, and stated that recent meetings had been held between the various unions having jurisdiction in the Van de Kamp's operation. He indicated that all of the involved unions had come to an understanding in the dispute and that a settlement was in the offing.

By motion, the executive council thereupon authorized your secretary to remove Van de Kamp's Holland Dutch Bakeries from the Federation's official "We Don't Patronize" list when he was in possession of information and facts showing that all trades are satisfied, and that the central labor councils involved had reviewed the matter and, in concert with the trades involved, had recommended this action to the Federation office.

In June, your secretary was able to report to the council that progress was still being made in the settlement of this dispute, and the council reaffirmed the action

it had taken upon it in March. Shortly thereafter, your secretary was informed that the dispute had been settled to the satisfaction of all central labor councils concerned, and Van de Kamp's Holland Dutch Bakeries was accordingly removed from our unfair list.

Becker Bookbinding Company

In a communication dated June 6, 1957, Secretary-Treasurer George Arneson of the International Brotherhood of Bookbinders Local 40, San Diego, requested placement of the Becker Bookbinding Company of San Diego on the official "We Don't Patronize" list. Upon inquiry, your secretary was advised by the San Diego County Central Labor Council, in a letter of June 19 from Secretary John W. Quimby, that this company had also been placed on the official list of that council.

When informed of these facts, the executive council voted to concur in the request of Local 40 and placed the Becker Bookbinding Company on the official "We Don't Patronize" list.

Current "We Don't Patronize" List

The following is the official "We Don't Patronize" list, as revised by the executive council at its quarterly meeting in June, 1957:

Bakeries—

Helms Bakery.

Bookbinders—

Becker Bookbinding Company, San Diego.

Cosmetics, etc.—

Andrew Jergens Products.

Dairy Products—

Cache Valley Dairymen's Association, Smithfield, Utah, "Rocky Mountain Dairy Products."

Laundries—

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 and Lumber Products—

Alpine Lumber Company.

Dorris Lumber and Moulding Company, Sacramento.

El Dorado County Forest Products, El Dorado.

Pres-to-Logs Distributors of California, Sacramento.

E. F. Quiran and Sons, Porterville.

Rembac's Blockyard, Visalia.

State Box Company, Sacramento.

Magazine Distributors—

Davinroy News Company, Stockton

Nichols News Company, Modesto

Spangler's News Agency, Sacramento.

Manufacturing—

Glendale Sheet Metal and Manufacturing Company, Glendale.

Newspapers—

Los Angeles Times
Los Angeles Mirror-Daily News.

Paint—

E. I. DuPont de Nemours Company
(Duco - Dulux enamels, paints, varnishes, lacquers, and marine finishes).

Plumbing Ware—

The Kohler Company, Kohler, Wisconsin.

Printers and Publishers—

Curtis Company, Philadelphia (includes Saturday Evening Post, Ladies' Home Journal, Country Gentleman, and Holiday).

Restaurants and Coffee Shops—

Lawry's Prime Rib Restaurant and all Lawry Products, Los Angeles
Steers Restaurant, Los Angeles
Richlor's Cafe, Los Angeles.
Country Maid, Sacramento.

Roofing Companies—

Lloyd A. Fry Roofing Company, San Leandro.

VIII

STATE FEDERATION MEMBERSHIP STATISTICS

	Local Unions Affiliated	Councils Affiliated	Total Affiliations	Total Membership
October 1, 1909.....	151.....	11.....	162.....	25,000
October 1, 1910.....	244.....	12.....	256.....	45,000
October 1, 1911.....	362.....	12.....	374.....	56,000
October 1, 1912.....	429.....	15.....	444.....	62,000
October 1, 1913.....	502.....	15.....	517.....	67,000
October 1, 1914.....	512.....	18.....	530.....	69,000
October 1, 1915.....	498.....	18.....	516.....	66,500
October 1, 1916.....	481.....	21.....	502.....	68,000
October 1, 1917.....	498.....	21.....	519.....	71,500
October 1, 1918.....	486.....	21.....	507.....	78,000
October 1, 1919.....	515.....	24.....	539.....	94,900
October 1, 1920.....	549.....	27.....	576.....	104,200
October 1, 1921.....	568.....	27.....	595.....	100,100
October 1, 1922.....	664.....	27.....	691.....	91,000
September 1, 1923.....	626.....	26.....	651.....	87,500
September 1, 1924.....	633.....	25.....	658.....	92,000
September 1, 1925.....	607.....	25.....	652.....	95,400
September 1, 1926.....	662.....	27.....	689.....	96,600
September 1, 1927.....	648.....	28.....	676.....	95,200
September 1, 1928.....	647.....	30.....	677.....	96,100
September 1, 1929.....	623.....	32.....	655.....	99,000
September 1, 1930.....	627.....	32.....	659.....	100,200
September 1, 1931.....	648.....	34.....	682.....	99,400
September 1, 1932.....	628.....	32.....	660.....	91,200
September 1, 1933.....	564.....	28.....	592.....	82,100
September 1, 1934.....	580.....	32.....	612.....	91,900
September 1, 1935.....	619.....	29.....	648.....	102,000
September 1, 1936.....	622.....	32.....	654.....	135,179
September 1, 1937.....	740.....	35.....	775.....	235,911
September 1, 1938.....	854.....	39.....	893.....	291,763
September 1, 1939.....	915.....	39.....	954.....	267,401
September 1, 1940.....	987.....	42.....	1029.....	274,901
September 1, 1941.....	917.....	44.....	961.....	332,635
September 1, 1942.....	1050.....	53.....	1103.....	451,970
September 1, 1943.....	1003.....	72.....	1075.....	510,477
August 1, 1944.....	1040.....	78.....	1118.....	521,356
August 1, 1945.....	1131.....	106.....	1237.....	514,239
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.....	1236.....	131.....	1367.....	592,559
July 1, 1950.....	1295.....	137.....	1432.....	586,789
July 1, 1951.....	1374.....	144.....	1518.....	602,302
July 1, 1952.....	1392.....	147.....	1539.....	625,807
June 1, 1953.....	1354.....	155.....	1509.....	646,569
July 1, 1954.....	1376.....	156.....	1532.....	664,698
July 1, 1955.....	1344.....	157.....	1501.....	689,856
July 1, 1956.....	1334.....	162.....	1496.....	720,439
July 1, 1957.....	1381.....	164.....	1545.....	825,163

NEW LOCAL AND COUNCIL AFFILIATIONS

July 1, 1956 to July 1, 1957

Town	Name of Local	Local No.	Date	Receipt No.	Members
Albany	Teachers	1304	6-19-57	195332	10

STATE FEDERATION OF LABOR

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Bakersfield				
Post Office Clerks	472	1-19-56	189761	60
Teamsters, Chauffeurs	87	5-10-57	193850	900
Barstow				
Machinists	706	7-16-56	182240	221
Burbank				
Glass Bottle Blowers	192	10-13-56	186203	31
Castro Valley				
Fire Fighters Assn.	—	7-19-56	182362	18
Chico				
Barbers	54	1-14-57	189197	32
China Lake				
Fire Fighters Assn.	—	7-19-56	183163	36
Colton				
Cement Masons	97	5- 3-57	193509	398
Operative Potters	226	3-21-57	192545	200
Concord				
Nat'l Postal Transport Assn.	—	8-26-56	184429	—
Corona				
Brick & Clay Workers	674	3-18-57	191954	45
El Monte				
Glass Bottle Blowers	200	10-10-56	185973	35
Horseshoers	17	10-25-56	106585	9
Feather Falls				
Lumber & Sawmill Workers	2801	2-25-57	191052	150
Fresno				
Bricklayers	1	7-12-56	182007	122
Gilroy				
Painters (Re-instate)	1167	8- 9-56	183826	50
Glendale				
Brick & Clay Workers	674-Sub	5- 1-57	193412	50
Painters	713	8- 6-56	183668	821
Huntington Park				
Operative Potters	113	9-28-56	185492	253
Operative Potters	201	10- 5-56	185620	170
Lancaster				
General Teamsters	982	2- 8-57	190361	300
Long Beach				
City Lifeguards	1292	4-27-57	193379	28
Cleaning & Dye House Workers	36	8-23-56	184349	300
Federal Fire Fighters	—	2-18-57	190877	19
Sheet Metal Workers	502	8- 9-56	183827	67
Los Angeles				
Auto Park & Parking Garage	62	3-21-57	192043	701
Calif. Labor Commissioners	975	1-29-57	190005	30
Calif. Legis. & Co-ord. Council	—	8-10-56	183828	—
Child Welfare Workers	816	3- 2-57	191161	40
Cleaning, Rug & Dye House Workers	840	1-12-57	189434	250
Glass Bottle Blowers	19	9-20-56	185307	156
Glass Bottle Blowers	122	11-17-56	187437	35
Hod Carriers	696	3- 6-57	191339	104
Operative Potters	183	10- 3-56	185620	150
Pulp, Sulphite & P/M Workers	268	11-28-56	187681	104
Wholesale Wine & Liquor Sales	151	3-16-57	191213	69
Lynwood				
Teachers	1294	3- 7-57	191799	10
Modesto				
Packing House & Warehousemen	698	2- 8-57	190297	500

Mountain View				
City Employees	514	8-15-56	184243	28
Oakland				
Federal Fire Fighters	—	1-22-57	189848	20
Glass Bottle Blowers	142	7-18-56	182337	98
Operating Engineers	736	12-10-56	188185	110
Plumbers & Gas Fitters	444	1- 3-57	188863	900
Ojai				
Fire Fighters Assn.	—	12-26-56	188721	30
Ontario				
Operative Potters	239	3- 4-57	191214	30
Pomona				
Operative Potters	199	11-24-56	186656	412
Paper Makers	318	9-13-56	184980	270
Quartz Hill				
Federal Fire Fighters	—	12-26-56	188725	64
Quincy				
Lmuber & Sawmill Workers	1123	6-10-57	194962	251
Red Bluff				
Carpenters & Joiners	1254	5-22-57	194346	250
Redding				
Typographical (Re-Affil.)	993	4-26-57	193373	50
Redlands				
Carpenters & Joiners	1343	8-16-57	184134	309
Glass Bottle Blowers	204	9- 4-56	184578	50
Operative Potters	214	12-17-56	188505	125
Richmond				
Beauticians	508-A	10- 4-56	185710	90
Fish Cannery Workers	—	7-13-56	182138	340
Ridgecrest				
Electrical Workers	720	10-26-56	186612	49
Riverside				
Carpenters & Joiners	1959	7-12-56	182047	125
Painters	286	10-10-56	186395	275
Sheet Metal Workers	509	12-14-56	188403	299
Sacramento				
Federal Fire Fighters	—	2-18-57	190893	99
Municipal Utility District Employees	1321	4- 1-57	192282	57
San Bernardino				
Laundry Workers	186	1- 2-57	188821	141
San Diego				
Teachers	1278	8-20-56	184262	10
San Francisco				
Allied Printing Trades Council.....	—	2- 2-57	190106	—
Machinists	68	10-20-56	186510	3243
Seafarers, Atlantic & Gulf Dist.....	—	5- 7-57	193724	750
Federal Naval Fire Fighters	—	7-19-56	183196	30
San Jose				
Clay & Tile Products Wkrs.	994	12- 6-56	187953	58
Machinists	504	9-22-56	185386	4848
Operative Potters	168	1-28-57	190001	60
San Leandro				
Teachers	22	11-23-56	187639	18
Santa Ana				
Cement Masons	52	8-16-56	184194	510
Printing Pressmen	166	7-12-56	182078	40
Santa Barbara				
Roofers	137	7-25-56	183350	27

Santa Clara				
City Employees	107	3- 9-57	191600	100
United Cement Lime & Gypsum Wkrs.	334	11- 8-56	187036	100
Santa Maria				
City Employees	1224	5- 9-57	192839	50
Teachers	1297	3-15-57	191888	24
Santa Monica				
Plasterers & Cement Masons	400	12- 5-56	187875	220
Santa Rosa				
Boot & Shoe Workers	446	9-26-56	185464	98
Saugus				
Glass Bottle Blowers	69	10- 6-56	185878	105
Sawtelle				
Federal Fire Fighters, V.A.	—	3-27-57	192190	13
Sebastopol				
Cannery, Food Proc. etc.	22	11-23-56	187646	500
Standard				
Lumber & Sawmill Workers	2652	6- 7-57	194844	516
Stockton				
Fire Fighters Assn.	1243	9-17-56	185177	12
Torrance				
Chemical Workers	598	4-17-57	193134	52
Van Nuys				
Post Office Clerks	1159	8- 7-56	183767	70
Wilmington				
Seafarers, Atlantic & Gulf Dist.	—	5- 7-57	193723	250
TOTAL: 90 affiliations (87 locals; 3 councils).....				22,758

WITHDRAWALS, MERGERS, DISBANDED, REVOKED, ETC.

July 1, 1956 to July 1, 1957

Bakersfield

Theatrical Stage Empl. No. 215, suspended, 10-1-55.

Castro Valley

Federal Fire Fighters, Oak Knoll, charter suspended, 3-27-57.

Eureka

Musicians No. 333, withdrew membership, 1-9-57.

Long Beach

Barbers Employers Guild, dissolved, 11-9-56.

Los Angeles

Cleaning, Rug & Dye House Drivers No. 840, merged with No. 928, Los Angeles, 6-1-57.

Railway Carmen No. 601, suspended, 3-1-56.

United Textile Workers No. 92, suspended, 11-1-55.

Martinez

Private Hospital Employees No. 277, merged with No. 250, S.F.

Marysville

Meat Cutters & Butchers No. 505, merged with No. 498, Sacramento, 4-10.

Monterey Park

Fire Fighters Assn. No. 1168, merged with No. 1014, Whittier, 2-1-57.

Napa

Painters No. 262, suspended, 8-1-56.

Newark

Brick & Clay Workers No. 552, suspended, 6-1-56.

Stove Mounters No. 61, plant closed indefinitely, 2-1-57.

Oakland

Laundry Drivers No. 209, suspended, non-payment, 10-1-56.
 Newspaper Writers & Reporters No. 22279, disaffiliated, merged with Newspaper Guild, 6-1-56.
 Plasterers No. 112, withdrew membership, financial difficulties, 2-12.
 Post Office Clerks No. 78, withdrew membership, financial difficulties, 9-6-56.

Pomona

Fire Fighters Assn. No. 1156, out of existence, 5-28-57.

Redding

Barbers No. 6, suspended, non-payment, 5-1-56.

Redlands

Electrical Workers Council No. 20, suspended, non-payment, 12-55.
 Glass Bottle Blowers No. 204, withdrew, plant closed, 2-1-57.

Redondo Beach

Brick & Clay Workers No. 923, suspended, statement refused, 5-29-57.

Richmond

Leadburners No. 512, merged with No. 159, 9-5-56.
 Sheet Metal Workers No. 508, suspended, non-payment, 7-1-56.

Sacramento

Grant Union High No. 930, merged with No. 258, Sac., 3-13-57.

Salinas

Plasterers & Cement Finishers No. 763, suspended, 8-1-56.

San Diego

Government Employees No. 1476, suspended, non-payment, 2-1-56.
 Musicians No. 325, withdrew, financial difficulty, 6-22-57.

San Francisco

Calif. State Laborers No. 1226, suspended, non-payment, 10-1-56.
 Government Employees No. 1466, suspended, non-payment, 6-1-56.
 Public Employees Conference, suspended, non-payment, 9-1-56.
 Seafarers, Guards & Watchmen, re-organizing, withdrew, 11-15-56.

San Mateo

Typographical No. 624, merged with No. 21, San Francisco, 8-22-56.

Santa Ana

Firefighters Assn. No. 509, defunct, 4-23-57.

Santa Barbara

State, County & Municipal Empl. No. 358, suspended, 6-1-56.

Stockton

California State Employees No. 382, defunct 6-26-57.
 Laundry Workers No. 177, merged with No. 75, Sacramento, 12-20.

Susanville

Lumber & Sawmill Workers No. 2790, merged with No. 3033, 1-1-57.

Taft

Carpenters & Joiners No. 1774, suspended, non-payment, 1-1-56.

Vallejo

Office Employees No. 86, merged with No. 29 Oakland, 3-1-57.

Walnut

Operative Potters No. 223, suspended, non-payment, 10-1-56.

TOTAL: 9 mergers, 31 locals withdrawn, etc., 1 council, suspended. Total 41.

SUMMARY OF MEMBERSHIP 1956-1957

Labor Unions in good standing, 7-1-56.....	1334	
Labor Councils in good standing, 7-1-56	162	
	TOTAL.....	1496
Labor Unions affiliated during year	87	
Labor Councils affiliated during year	3	
	TOTAL.....	90

WITHDRAWALS DURING YEAR

Mergers, Local Unions	9	
Withdrawals, suspensions, etc., Locals	31	
Councils suspended	1	
		41
TOTAL		41
TOTAL AFFILIATIONS		
Labor Unions as of 7-1-57	1381	
Councils as of 7-1-57	164	
		1545
TOTAL		1545

IX

REPORT OF THE AUDITORS

San Francisco, California
July 15, 1957

California State Federation of Labor
995 Market Street
San Francisco, California

Gentlemen:

We have examined the Statement of Cash and Investments of California State Federation of Labor as at June 30, 1957, and the related Statement of Cash Receipts and Disbursements for the fiscal year then ended. 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 to the register of checks drawn as to payees and amounts, and scrutinized as to signatures and endorsements. Disbursements were found to be either supported by voucher, or approved for payment by Mr. C. J. Haggerty, Secretary-Treasurer. The classification as to detail of disbursements contained in this report has been compiled from information furnished by employees of the Federation.

The commercial account with Bank of America N.T. & S.A. was reconciled with the bank's statements on file for the year ended June 30, 1957. Balances on deposit in commercial and savings accounts in that and other banks and in savings and loan associations as at June 30, 1957, were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

Bonds owned at June 30, 1957, as shown on Exhibit A, attached, consisted of United States Savings Bonds, Series F. These bonds, costing \$33,300.00, had a maturity value on or after July 1, 1957 of \$45,000.00. These bonds were inspected by us. During the year under review, other Series F bonds costing \$33,300.00 and having a maturity value of \$45,000.00 were redeemed, and the difference between the cost and maturity value, amounting to \$11,700.00 and representing interest on the bonds, was credited to the Pension Fund.

The Federation at its 54th annual convention held in Long Beach, California in August, 1956, adopted Resolution No. 199, which provides that the Federation establish an additional fund to be known as the Pension Fund. Resolution No. 199 further pro-

OFFICERS REPORT TO

vides that the Executive Council be authorized to transfer from other Federation funds any sums which it deems reasonably necessary to meet the purposes of the Pension Fund. An analysis of the Pension Fund for the year ended June 30, 1957, follows:

Amounts provided prior to July 1, 1956		\$ 93,391.96
Add: Authorized transfers from other funds:		
General Fund	\$ 8,248.73	
Legal Defense Fund	45,300.00	
Organizing Fund	111,000.00	
	<hr/>	\$164,548.73
Interest received:		
Upon redemption of Series F Bonds	\$ 11,700.00	
On savings accounts	5,907.47	
	<hr/>	17,607.47
		<hr/>
		182,156.20
Balance at June 30, 1957		<hr/> <u>\$275,548.16</u>

The balance in the Pension Fund at June 30, 1957 is deposited in savings accounts as detailed below:

DEPOSITARY	SAVINGS ACCOUNT NO.	AMOUNT
Bank of America N.T. & S.A.	8715	\$ 64,839.42
The Hibernia Bank	707-205	58,091.70
The Hibernia Bank	707-206	37,649.04
Savings and loan associations:		
San Francisco:		
California Savings & Loan Company	12463	\$ 10,175.00
Citizens Federal Savings & Loan Association	29934	10,175.00
Eureka Federal Savings & Loan Association	9300	9,157.50
Franklin Savings and Loan Association	9181	10,175.00
Home Federal Savings & Loan Association	11396	9,180.00
Home Mutual Savings and Loan Association	20580	10,200.00
San Francisco Federal Savings & Loan Association	26307	10,175.00
Los Angeles:		
California Federal Savings & Loan Association	68945	9,150.00
Coast Federal Savings & Loan Association	A-72383	9,150.00
Great Western Savings & Loan Association	A-53695	9,150.00
Hollywood:		
First Federal Savings & Loan Association	22392	9,150.00
Oakland:		
Beneficial Savings & Loan Association	561	9,130.50
		<hr/>
		114,968.00
		<hr/> <u>\$275,548.16</u>

The Flood Relief Fund, which was established for the purpose of receiving donations to be transmitted to the Red Cross and other service agencies, was closed out on July 12, 1956. A check was issued to the American National Red Cross on that date in

the amount of \$6,408.40, which amount represented the remaining balance on hand in the Fund bank account.

During the year under review the Federation negotiated a lease for the rental of office space in the Security Title Insurance Building in Los Angeles, California. The lease became effective August 1, 1956 and is for a period of two years, with rental payments of \$280.00 per month.

Surety bonds in effect at June 30, 1957, consisted of the following:

C. J. Haggerty, Secretary-Treasurer.....	\$ 10,000.00
Charles A. Hines, Bookkeeper-Cashier.....	5,000.00

The accounts of the Federation are maintained on a cash basis; therefore, no effect has been given in these statements to income accrued but uncollected at June 30, 1957, or to expenses incurred but unpaid at that date. The Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense. During the period under review, such purchases totaled approximately \$4,200.00.

In our opinion, subject to the preceding comment that the Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense, the accompanying financial statements present fairly, on the cash basis of accounting, the financial position of the California State Federation of Labor at June 30, 1957, and the results of its cash transactions for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

We attach the following:

Exhibit A—Statement of Cash and Investments—June 30, 1957

Exhibit B—Statement of Cash Receipts and Disbursements—By Funds—Year Ended June 30, 1957

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees—Year Ended June 30, 1957.

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts—Year Ended June 30, 1957.

Schedule 3—Detail of Disbursements—Year Ended June 30, 1957.

Very truly yours,

Skinner & Hammond
Certified Public Accountants

**FINANCIAL STATEMENT
FOR THE FISCAL YEAR ENDING JUNE 30, 1957
Exhibit A—Statement of Cash and Investments**

	Operating Funds				
	Total	General Fund	Legal Defense Fund	Organizing Fund	Pension Fund
Cash on Hand and on Deposit:					
Office fund	\$ 300.00	\$ 300.00			\$
Bank of America N.T. & S.A., Humboldt Branch:					
Commercial account	74,998.62	52,450.29	1,744.94	19,903.39	
Savings account No. 8715	64,839.42				64,839.42
Crocker-Anglo National Bank:					
Savings account No. 6731	11,752.22	11,752.22			
Savings account No. 8997	7,971.03	7,971.03			
The Hibernia Bank:					
Savings account No. 697-136	7,499.41	7,499.41			
Savings account No. 707-205	58,091.70				58,091.70
Savings account No. 707-206	37,649.04				37,649.04
Savings and loan associations	114,968.00				114,968.00
	<u>\$377,169.44</u>	<u>\$ 79,972.95</u>	<u>\$ 1,744.94</u>	<u>\$ 19,903.39</u>	<u>\$275,548.16</u>
Bonds Owned:					
United States Savings Bonds, Series F—at cost	33,300.00				
Deposits with Airlines	850.00				
	<u>\$411,319.44</u>	<u>\$ 80,822.95</u>	<u>\$ 35,044.94</u>	<u>\$ 19,903.39</u>	<u>\$275,548.16</u>
Total Cash and Investments					
Prepaid Group Insurance	13.80				
Total Cash, Investments, and Prepaid Group Insurance	<u>\$411,333.24</u>	<u>\$ 80,836.75</u>	<u>\$ 35,044.94</u>	<u>\$ 19,903.39</u>	<u>\$275,548.16</u>
Summary of Change in Cash and Investments During Year Ended June 30, 1957					
Balances at July 1, 1956	\$375,451.07	\$ 70,052.57	\$ 91,599.01	\$120,407.53	\$ 93,391.96
Add: Excess of cash receipts over cash disbursements for the year ended June 30, 1957—Exhibit B	35,882.17	19,032.91	(11,254.07)	10,495.86	17,607.47
	<u>\$411,333.24</u>	<u>\$ 89,085.48</u>	<u>\$ 80,344.94</u>	<u>\$130,903.39</u>	<u>\$110,999.43</u>
Authorized cash transfers to Pension Fund		(8,248.73)	(45,300.00)	(111,000.00)	164,548.73
Balances at June 30, 1957	<u>\$411,333.24</u>	<u>\$ 80,836.75</u>	<u>\$ 35,044.94</u>	<u>\$ 19,903.39</u>	<u>\$275,548.16</u>

**Exhibit B—Statement of Cash Receipts and Disbursements—By Funds
Period July 1, 1956 to June 30, 1957**

	Total	Operating Funds			
		General Fund	Legal Defense Fund	Organizing Fund	Pension Fund
Receipts:					
Per capita receipts and affiliation fees:					
Per capita tax—general.....	\$215,875.80	\$215,875.80	\$	\$	\$
Per capita tax—legal defense.....	42,800.59		42,800.59		
Per capita tax—organizing.....	85,601.11			85,601.11	
Affiliation fees.....	78.60	78.60			
Total	\$344,356.10	\$215,954.40	\$ 42,800.59	\$ 85,601.11	
Total Per Capita Receipts and Affiliation Fees— Schedule 1	\$344,356.10	\$215,954.40	\$ 42,800.59	\$ 85,601.11	
Other Receipts:					
Interest received on U. S. Savings Bonds redeemed.....	\$ 11,700.00	\$	\$	\$	\$ 11,700.00
Interest received on savings accounts.....	6,575.28	667.81			5,907.47
Reimbursement from California Labor League for Political Education for pro-rata charge for administrative expenses	27,000.00	27,000.00		1,000.00	
Refund from Marine Cooks and Stewards, A. F. of L.....	1,000.00				
Contribution from Carpenters Local No. 1437—Compton, Calif. Registration fees—7th Labor Press Conference.....	100.00		100.00		
Registration fees—Conference On International Affairs.....	478.05	478.05			
Cartoon service refunds.....	171.00	171.00			
Railroad and airplane ticket refunds.....	308.00	308.00			
Miscellaneous refunds.....	136.59	136.59			
	163.79	163.79			
Total Other Receipts	\$ 47,632.71	\$ 28,925.24	\$ 100.00	\$ 1,000.00	\$ 17,607.47
Total Receipts	\$391,988.81	\$244,879.64	\$ 42,900.59	\$ 86,601.11	\$ 17,607.47
Disbursements:					
54th Annual Convention—Long Beach, California.....	\$ 44,113.40	\$ 44,113.40	\$	\$	\$
A.F.L.-C.I.O. Conference—Washington, D.C. and Miami, Florida.....	362.45	362.45			
Executive Council Meetings.....	21,398.79	21,398.79			
Legislative expenses.....	24,726.62	24,726.62			

Exhibit B—Statement of Cash Receipts and Disbursements—By Funds (Continued)

	Operating Funds			
	General Fund	Legal Defense Fund	Organizing Fund	Pension Fund
Organizing expenses.....	Total			
Publicity expenses.....	40,319.87		40,319.87	
Statistical expenses.....	37,880.47			
Quarterly Institute expenses.....	23,088.66			
Scholarship program expenses.....	1,828.46			
Legal services.....	2,714.45			
Los Angeles office expenses.....	54,154.66			
Office salaries.....	35,785.38		35,785.38	
Printing, stationery, and office supplies.....	43,530.93			
Office rent—general.....	5,235.65			
Postage and mailing—general.....	2,304.00			
Telephone and telegraph—general.....	3,233.10			
Taxes.....	2,600.54			
General expenses.....	2,290.32			
	10,538.89			
	\$225,846.73	\$ 54,154.66	\$ 76,105.25	
Total Disbursements—Schedule 3.....	\$356,106.64			
Excess of Cash Receipts Over Cash Disbursements for the Year				
Ended June 30, 1957—Exhibit A.....	\$ 35,882.17	\$(11,254.07)	\$ 10,495.86	\$ 17,607.47

Schedule 1

Detail of Per Capita Receipts and Affiliation Fees
Year Ended June 30, 1957

AGNEW		AZUSA	
California State Employees No. 247	\$ 25.52	Chemical Workers No. 112.....	\$ 24.00
ALAMEDA		BAKERSFIELD	
Carpenters and Joiners No. 194	79.52	Barbers Union No. 317.....	\$ 69.84
Federal Naval Fire Fighters of the Bay Area	30.28	Building and Construction Trades Council	12.00
Fire Fighters Association No. 689.....	44.36	Butchers No. 193	34.40
	<u>\$ 154.16</u>	Carpenters and Joiners No. 743	532.80
ALBANY		Central Labor Council	12.00
Teachers No. 1304	\$ 7.00	Cooks and Waiters No. 550.....	477.00
ALHAMBRA		Electrical Workers No. 428.....	168.00
Electrical Workers No. 47.....	\$ 240.00	Hod Carriers and Common Laborers No. 220.....	208.00
ALVARADO		Lathers No. 300.....	30.72
Sugar Refinery Workers No. 20630	\$ 58.92	Painters No. 314	144.00
ANAHEIM		Plasterers and Cement Finish- ers No. 191	133.52
Carpenters and Joiners No. 2203.....	\$ 948.88	Plumbers and Steamfitters No. 460.....	163.88
ANTIOCH		Post Office Clerks No. 472.....	13.88
Cannery Workers No. 678	\$ 283.44	Street, Electric Railway and Mo- tor Coach Operators No. 1291	26.00
Carpenters and Joiners No. 2038	126.00	Teamsters, Chauffeurs and Warehousemen No. 87	144.00
Paper Makers No. 330.....	18.00	Typographical No. 439	44.00
Paper Makers No. 606.....	49.44		<u>\$ 2,214.04</u>
Pulp, Sulphite, and Paper Mill Workers No. 249.....	48.00	BARSTOW	
Pulp, Sulphite, and Paper Mill Workers No. 713	48.00	Machinists No. 706	\$ 100.12
	<u>\$ 572.88</u>	Theatrical Stage and Motion Picture Operators No. 730.....	24.00
ARCATA			<u>\$ 124.12</u>
Lumber and Sawmill Workers No. 2808	\$ 342.00	BELL	
AUBURN		American Federation of Grain Millers No. 79	\$ 101.76
Dewitt State Hospital Employees No. 630.....	\$ 29.96	BENECIA	
Lumber and Sawmill Workers No. 2687	253.38	Machinists No. 1687	\$ 113.44
Tri-Counties Building and Construction Trades Council..	12.00	BERKELEY	
	<u>\$ 295.34</u>	East Bay Municipal Employees No. 390	\$ 46.20
AVALON		Fire Fighters No. 1227	94.44
Painters No. 1226	\$ 24.00	Insurance Agents No. 219.....	24.00
	<u>\$ 24.00</u>	Meat Cutters and Butchers No. 526	44.00
		Painters No. 40	183.81
		Teachers No. 1078	22.00
			<u>\$ 414.45</u>

BETTERAVIA		CHULA VISTA	
Sugar Refinery Workers No. 20884.....	\$ 101.48	Theatrical Stage Employees No. 761.....	\$ 22.00
BISHOP		CLARKSBURG	
Painters No. 1668	\$ 24.00	Beet Sugar Operators No. 20717 \$	71.08
BORON		COLMA	
Chemical Workers No. 85	\$ 236.60	Cemetery Workers and Greens Attendants No. 265	\$ 72.00
BRAWLEY		COLTON	
Beet Sugar Refinery Workers No. 24257	\$ 53.08	Cement Masons No. 97.....	\$ 36.60
BURBANK		Operative Potters No. 226.....	33.00
Culinary Workers and Bar- tenders No. 694	\$ 528.36	United Cement, Lime, and Gypsum Workers No. 89.....	154.36
Federated Fire Fighters of California	15.00		\$ 223.96
Fire Fighters Association No. 778	30.00	COMPTON	
Glass Bottle Blowers No. 192....	18.24	Carpenters and Joiners No. 1437	\$ 706.52
Machinists No. 1600	652.08	State Employees No. 361	20.00
Plasterers No. 739	303.39		\$ 726.52
	\$ 1,547.07	CONCORD	
CASTRO VALLEY		Fire Fighters Association No. 1230	\$ 30.32
Federal Fire Fighters of Oak Knoll	\$ 12.00	Machinists No. 1173	258.28
CAZADERO		National Postal Transport Association, 8th Division.....	13.00
Lumber and Sawmill Workers No. 2558.....	\$ 24.00		\$ 301.60
CHESTER		CORONA	
Lumber and Sawmill Workers No. 3074	\$ 157.60	Brick and Clay Workers No. 674.....	\$ 8.04
CHICO		Carpenters and Joiners No. 2048	57.00
Barbers No. 354.....	\$ 13.00	Glass Bottle Blowers No. 254....	24.00
Building and Construction Trades Council	12.00		\$ 89.04
Carpenters and Joiners No. 2043	115.88	CORONADO	
Carpenters and Joiners No. 2838	61.16	Masters, Mates, and Pilots No. 12	\$ 24.00
Lathers No. 156	18.00	CROCKETT	
Machinists and Mechanics No. 1853.....	98.00	Sugar Refinery Workers No. 20037	\$ 576.44
Millmen No. 1495	295.28	CUPERTINO	
Musicians No. 508	37.36	United Cement, Lime, and Gypsum Workers No. 100.....	\$ 65.88
Pipe Trades District Council....	12.00	DAVENPORT	
Plasterers and Cement Masons No. 836.....	21.92	United Cement, Lime, and Gypsum Workers No. 46.....	\$ 57.60
Retail Clerks No. 17	24.00		
Typographical No. 667	24.00		
	\$ 732.60		
CHINA LAKE			
Fire Fighters	\$ 26.00		

DECOTO
 Operating Engineers No. 509.....\$ 30.80

DIAMOND SPRINGS
 United Cement, Lime, and Gypsum Workers No. 158.....\$ 18.00

EL CAJON
 Carpenters and Joiners No. 2398\$ 251.40

EL CENTRO
 Barbers No. 735\$ 24.00
 Bartenders and Culinary Workers No. 338 96.00
 Building and Construction Trades Council 12.00
 Central Labor Council 12.00
 Construction and General Laborers No. 1119 148.24
 Painters No. 313 24.00
 Theatrical Stage Employees No. 656 24.00
 Truck Drivers and Warehousemen No. 898 132.00
 \$ 472.24

EL CERRITO
 Operative Potters No. 165.....\$ 89.44
 Teachers No. 866 84.00
 \$ 173.44

EL MONTE
 Carpenters and Joiners No. 1507\$ 1,144.65
 Chemical Workers No. 78..... 65.88
 Glass Bottle Blowers No. 39..... 50.76
 Glass Bottle Blowers No. 200..... 19.00
 Hod Carriers and General Laborers No. 1082 633.20
 Horseshoers No. 17 12.00
 Painters No. 254 373.08
 \$ 2,298.57

EUREKA
 Bakers No. 195\$ 24.00
 Barbers No. 431 38.08
 Bartenders No. 318 90.84
 Building and Construction Trades Council 19.00
 Carpenters and Joiners No. 1040 292.88
 Central Labor Council 12.00
 Cooks and Waiters No. 220..... 221.44
 Electrical Workers No. 482..... 22.00
 Fire Fighters Association No. 652 30.00
 Hospital and Institutional Workers No. 327 24.00

Laborers No. 181 151.24
 Lathers No. 450 24.00
 Laundry Workers No. 156..... 24.00
 Lumber and Sawmill Workers No. 2592 154.84
 Lumber and Sawmill Workers No. 2868..... 24.00
 Machinists No. 540 140.00
 Motion Picture Operators No. 430 24.00
 Municipal Employees No. 54..... 22.00
 Painters No. 1034 56.28
 Plasterers and Cement Finishers No. 481 26.28
 Plumbers No. 471 46.84
 Redwood Dist. Council of Lumber and Sawmill Workers 12.00
 Retail Clerks No. 541 120.28
 Teachers No. 1203 28.00
 Teamsters, Warehousemen, and Auto Truck Drivers No. 684.. 445.40
 Typographical No. 207 24.00
 \$ 2,097.40

FEATHER FALLS
 Lumber and Sawmill Workers No. 2801\$ 37.24

FORT BRAGG
 Carpenters and Joiners No. 1376\$ 22.00

FORTUNA
 Carpenters and Joiners No. 960\$ 59.44

FRESH POND
 Lumber and Sawmill Workers No. 2561\$ 135.20

FRESNO
 Bakers No. 43\$ 208.00
 Barbers and Beauticians No. 333 81.32
 Bricklayers No. 1 42.16
 Building and Construction Trades Council 12.00
 Building Service Employees No. 110 62.80
 Butchers No. 126 240.00
 Carpenters and Joiners No. 701 677.24
 Central Labor Council 12.00
 Chemical Workers No. 97 244.40
 City School Employees No. 1206 41.40
 Cooks No. 230 158.92
 Creamery Employees and Drivers No. 517 478.92
 Culinary Workers and Bartenders No. 62 461.60
 District Council of Carpenters 16.00

STATE FEDERATION OF LABOR

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Motion Picture Crafts Service No. 727	72.00
Motion Picture Film Editors No. 776	388.80
Motion Picture Photographers No. 659	144.00
Motion Picture Screen Car- toonists No. 839	180.16
Motion Picture Set Painters No. 729	96.00
Motion Picture Sound Techni- cians No. 695.....	144.00
Motion Picture Art Craftsmen No. 790	24.00
Motion Picture Studio Cine- technicians No. 789	251.28
Motion Picture Studio Electrical Technicians No. 728	240.00
Motion Picture Studio First Aid Employees No. 767	30.92
Motion Picture Studio Projec- tionists No. 165	151.64
Office Employees No. 174.....	587.80
Plasterers and Cement Fin- ishers No. 755	66.00
Post Office Clerks No. 1256.....	43.92
Publicists No. 818	90.00
Scenic Artists No. 816.....	110.00
Screen Actors Guild	2,400.00
Screen Extras Guild	1,536.00
Set Designers and Model Makers No. 847	36.00
Story Analysts No. 854	30.40
Studio Carpenters No. 946	274.12
Studio Electricians No. 40.....	144.00
Studio Grips No. 80.....	144.00
Studio Transportation Drivers No. 399	480.00
Studio Utility Employees No. 724	418.24
	<hr/>
	\$ 12,160.00

HONOLULU

Building and Construction Trades Council	\$ 12.00
Central Labor Council	12.00
Hotel, Restaurant Employees, and Bartenders No. 5.....	49.92
	<hr/>
	\$ 73.92

HUNTINGTON PARK

Allied Industrial Workers No. 990	\$ 144.00
Butchers No. 563	960.00
California Federation of Post Office Clerks	12.00
Glass Bottle Blowers No. 100....	38.40
Glass Bottle Blowers No. 114....	60.00
Glass Bottle Blowers No. 141....	20.00
Glass Bottle Blowers No. 145....	57.44
Glass Bottle Blowers No. 146....	132.00

Operative Potters No. 113.....	107.76
Operative Potters No. 201.....	55.40
Painters No. 95	247.72
	<hr/>
	\$ 1,834.72

INGLEWOOD

Carpenters and Joiners No. 2435	\$ 778.80
Painters No. 1346	444.00
	<hr/>
	\$ 1,222.80

IONE

Glass Blowers No. 80.....	\$ 16.00
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KINGSBURG

Cannery Workers No. 746.....	\$ 73.48
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KLAMATH

Lumber and Sawmill Workers No. 2505	\$ 147.20
Plywood Workers No. 2792	49.24
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	\$ 196.44

LAFAYETTE

Fire Fighters Association No. 1231	\$ 30.00
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LA JOLLA

Carpenters and Joiners No. 1358	\$ 126.80
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LAKEWOOD

Fire Fighters Association, "Central 11th Naval District" \$	30.00
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LANCASTER

Carpenters and Joiners No. 2185	\$ 245.48
General Teamsters No. 982.....	61.00
Lathers No. 539	15.00
	<hr/>
	\$ 321.48

LODI

Carpenters and Joiners No. 1418	\$ 102.80
Fire Fighters Association No. 1225	30.00
	<hr/>
	\$ 132.80

LOMPOC

Chemical Workers No. 146.....	\$ 157.60
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LONG BEACH

Asbestos Workers No. 20.....	\$ 24.00
Automotive Employees and Laundry Drivers No. 88.....	48.00

Cleaning and Dye House Workers No. 11	48.00	Hosiery Workers No. 43.....	25.00
Cleaning, Rug, and Dye House House Workers No. 840	51.97	Hotel Service Workers No. 765..	414.00
Cloak Makers No. 55	260.00	House, Building, and General Movers No. 923	98.40
Cloak Makers No. 58	260.00	Ice Drivers, Cold Storage Warehousemen No. 942	72.00
Commercial Telegraphers, "Western Union" No. 48.....	120.00	Insurance Agents No. 86.....	155.40
Cooks No. 468.....	1,080.00	Iron Workers (Shopmen) No. 509	155.00
Council of Federated Munic- ipal Crafts.....	13.00	Jewelry Workers No. 23	126.00
Dairy Employees, Plant and Clerical No. 93	816.92	Joint Council of Teamsters No. 42	12.00
Dental Technicians No. 100.....	38.40	Joint Executive Board, Bakery and Confectionery Workers..	12.00
Department, Variety, and Spe- cialty Store Employees No. 777	355.68	Joint Executive Board, Culinary Workers	12.00
Dining Car Employees No. 582..	120.00	Joint Executive Conference, Electrical Workers of South- ern California	12.00
District Council of Brick and Clay Workers No. 11	12.00	Ladies Garment Workers No. 84	130.00
District Council of Carpenters and Joiners	12.00	Ladies Garment Workers No. 96	96.00
District Council of Chemical Workers No. 5	12.00	Ladies Garment Workers No. 97	130.00
District Council of Painters No. 36	12.00	Ladies Garment Workers No. 445	48.00
Electrical Workers No. 11	720.00	Ladies Garment Workers No. 451	48.00
Electrical Workers No. B-18.....	336.00	Ladies Garment Workers No. 482	108.00
Electrical Workers No. 1710.....	240.00	Ladies Garment Workers No. 496	108.00
Electrotypers No. 137	33.68	Ladies Garment Workers No. 497	24.00
Elevator Constructors No. 18....	80.64	Ladies Garment Workers No. 512.....	52.00
Elevator Operators and Start- ers No. 217	88.00	Lathers No. 42	88.80
Film Exchange Employees No. 61-B	64.80	Lathers No. 42-A	529.96
Fire Fighters Association No. 748	361.96	Laundry and Dry Cleaning Workers No. 52	360.00
Firemen and Oilers (Munic- ipal Employees) No. 152.....	25.20	Laundry, Linen Supply, and Dry Cleaning Drivers No. 928	240.00
Food, Drug, and Beverage Warehousemen No. 595	1,283.44	Line Drivers No. 224	240.00
Food Processors, Packers, and Warehousemen No. 547	48.00	Linoleum, Carpet, and Soft Tile Workers No. 1247.....	437.36
Freight Handlers, Clerks and Helpers No. 357	240.00	Local Freight Drivers No. 208..	240.00
Fruit and Produce Drivers No. 630	240.00	Los Angeles Allied Printing Trades Council	12.00
Glass Bottle Blowers No. 19.....	56.84	Los Angeles Building and Con- struction Trades Council	12.00
Glass Bottle Blowers No. 122....	15.00	Los Angeles City Employees No. 119	24.00
Glass Bottle Blowers No. 125....	118.80	Los Angeles County Employees No. 187	37.56
Glass Bottle Blowers No. 129....	25.32	Los Angeles County Fire De- partment Employees No. 1420	23.20
Glass Bottle Blowers No. 208....	26.00	Los Angeles County Guards No. 790.....	42.96
Glass Workers No. 636	595.64	Los Angeles County Park and Recreation Dept. Employees No. 517	120.16
Government Employees No. 1167	24.00	Los Angeles County Mechanical Supervisory Employees No. 180	24.00
Gunite Workers No. 345	67.20	Los Angeles County Probation Officers No. 685	109.40
Hardwood Floor Workers No. 2144	513.44		
Hay Haulers, Dairy Employees No. 737.....	60.00		
Health Workers No. 1036	33.40		
Hod Carriers and Common La- borers No. 300	1,800.00		
Hod Carriers and Common La- borers No. 696	17.20		

Los Angeles County Superior Court Clerks No. 575	48.24	Public Service Carpenters No. 2231	29.48
Los Angeles County Dept. of Water and Power Employees No. 233	28.08	Pulp, Sulphite, and Paper Mill Workers No. 266	100.00
Los Angeles Editorial Association No. 1	100.56	Pulp, Sulphite, and Paper Mill Workers No. 268	32.72
Lumber and Sawmill Workers No. 2288	1,950.64	Pulp, Sulphite, and Paper Mill Workers No. 307	200.00
Machinists No. 311	850.00	Pulp, Sulphite, and Paper Mill Workers No. 550	68.44
Machinists No. 1186	960.00	Pulp, Sulphite, and Paper Mill Workers No. 680	156.00
Mailers No. 9	209.68	Railway News Service No. 357..	12.00
Meat and Provision Drivers No. 626	345.60	Re-inforced Iron Workers No. 416	210.00
Meat Cutters No. 421	1,275.00	Retail Clerks No. 770	4,800.00
Metal Polishers No. 67	36.00	Retail Milk Drivers and Salesmen No. 441	809.52
Metal Trades Council of Southern California	12.00	Roofers No. 36	498.36
Millwrights No. 1607	320.04	Service and Maintenance Employees No. 399	600.00
Miscellaneous Employees No. 440	1,328.52	Sheet Metal Workers No. 108....	1,831.12
Miscellaneous Foremen and Public Workers Superintendents No. 413	52.88	Shinglers No. 1125	300.36
Molders and Foundry Workers No. 374	65.28	Sign and Pictorial Painters No. 831	60.00
Motion Picture Projectoinists No. 150.....	301.16	Southern California Conference Allied Printing Trades	12.00
Municipal Truck Drivers No. 403	87.12	Southern California Council of Public Employees	12.00
Musicians No. 47	1,920.00	Southern California District Council of Laborers	12.00
National Postal Transportation Association	24.00	Southern California District Council of Lathers	12.00
New Furniture and Appliance Drivers No. 196	660.00	Southern California Pipes Trades Council	12.00
Newspaper Pressmen No. 18.....	182.40	Southern California Typographical Conference	12.00
Office Employees No. 30.....	130.00	Sportswear and Cotton Garment Workers No. 266.....	240.00
Office Employees No. 305.....	30.80	Sprinkler Fitters No. 709.....	159.00
Offset Workers, Printing Pressmen and Assistants No. 78....	264.00	Stage Employees No. 33.....	120.00
Operating Engineers No. 12	5,304.00	Stationary Operating Engineers No. 501	408.00
Operative Potters No. 183.....	46.40	Steel, Paper House, and Chemical Workers No. 578.....	96.00
Pacific South West District Council of Government Employees	12.00	Stereotypers No. 58	96.00
Package and General Utility Drivers No. 396	240.00	Stove Mounters No. 125	166.52
Painters No. 116	514.00	Street, Electric Railway and Motor Coach Transportation No. 1277	480.00
Painters No. 434	174.60	Structural Iron Workers No. 433	340.00
Painters No. 1348	120.00	Switchmen No. 43	22.00
Paint Makers No. 1232	163.80	Teachers No. 1021	56.04
Paper Handlers No. 3	38.64	Teamsters, Automotive Workers No. 495	204.00
Paper Makers No. 208	84.84	Theatrical Press Agents and Managers No. 18032	24.00
Paper Makers No. 356	70.80	Theatrical Wardrobe Attendants No. 768	24.00
Pattern Makers Association	38.40	Tile Layers No. 18	48.00
Photo Engravers No. 32.....	245.60	Typographical No. 174	816.00
Plasterers No. 2.....	312.00	United Association Steamfitters No. 250.....	480.00
Plumbers No. 78	1,142.28		
Post Office Clerks No. 64.....	176.00		
Printing Specialists and Paper Converters No. 388	520.00		
Printing Specialists and Paper Products No. 522	137.20		
Provision House Workers No. 274	1,080.00		

United Garment Workers No. 94	24.00
United Garment Workers No. 125	229.04
Upholsterers No. 15	192.00
Van, Storage and Furniture Drivers No. 389	348.00
Waiters No. 17	1,198.00
Waitresses No. 639	2,114.88
Watchmakers No. 115	16.00
Western Warehousemen and Produce Council	12.00
Wholesale Dairy and Ice Cream Drivers No. 306	240.00
Wholesale Delivery Drivers No. 848	1,378.96
Wholesale Wine and Liquor Salesmen No. 151	12.68
Window Cleaners No. 349	90.00
Women's Union Label League..	12.00
	<hr/>
	\$ 69,803.43

LOS GATOS

Carpenters and Joiners No. 2006	\$ 124.40
Fire Fighters Association No. 1165	36.32
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	\$ 160.72

LOS NIETOS

Brick and Clay Workers No. 824	\$ 116.72
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LOYALTON

Lumber and Sawmill Workers No. 2695	\$ 119.72
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LYNWOOD

Teachers No. 1294	\$ 9.00
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MADERA

Carpenters and Joiners No. 2189	\$ 22.00
Construction and General Laborers No. 920	24.00
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	\$ 46.00

MANTECA

Beet Sugar Operators No. 20733	\$ 52.20
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MARE ISLAND

Federal Fire Fighters Associa- tion	\$ 48.08
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MARTELL

Carpenters and Joiners No. 1522	\$ 24.00
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MARTINEZ

Allied Hospital Employees No. 251	\$ 116.72
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 2046	147.00
Central Labor Council	12.00
Construction and General La- borers No. 324	480.00
Painters No. 741	72.00
Plumbers and Pipe Fitters No. 159	135.00
Teamsters No. 315	1,015.36
	<hr/>
	\$ 1,990.08

MARYSVILLE

Bartenders and Culinary Alli- ance No. 715	\$ 120.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1570	188.92
Central Labor Council	12.00
General Teamsters No. 137	600.00
Hod Carriers and General La- borers No. 121	122.04
Meat Cutters and Butchers No. 505	75.48
Stage Employees No. 216	24.00
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	\$ 1,154.44

MAYWOOD

Glass Bottle Blowers No. 148	\$ 104.00
Glass Bottle Blowers No. 190	24.00
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	\$ 128.00

MERCED

Carpenters and Joiners No. 1202	\$ 101.12
Central Labor Council	12.00
Construction and General La- borers No. 995	174.76
Plasterers and Cement Masons No. 672	35.80
Typographical No. 865	22.00
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	\$ 345.68

MILL VALLEY

Carpenters and Joiners No. 1710	\$ 131.92
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MODESTO

Barbers No. 787	\$ 26.90
Building and Construction Trades Council	12.00
California State Hospital Employees No. 636	35.28

Bakers No. 119	288.00	Glass Bottle Blowers No. 142....	44.52
Bakery Wagon Drivers		Glass Bottle Blowers No. 155....	156.00
No. 432	371.48	Hod Carriers No. 166.....	120.00
Barbers and Beauticians		Iron Workers No. 378.....	96.00
No. 134	213.60	Iron Workers (Shopmen)	
Bartenders No. 52	611.40	No. 491	96.00
Boilermakers No. 39	250.00	Lathers No. 88	90.00
Bricklayers No. 8	96.00	Laundry Drivers No. 209.....	41.64
Building and Construction		Laundry Workers No. 2.....	418.96
Trades Council	12.00	Machinists No. 284	480.00
Building Service Employees		Machinists No. 1566	480.00
No. 18	443.16	Milk Drivers and Dairy	
Butchers No. 120	1,080.00	Employees No. 302	288.00
California Conference of Typo-		Motion Picture Projectionists	
graphical Unions	12.00	No. 169	41.28
California State Council of		Newspaper and Periodical	
Cannery Workers	12.00	Drivers No. 96	118.72
Candy and Confectionery		Newspaper Printing Pressmen	
Workers No. 444	120.00	No. 39	41.80
Cannery Workers No. 750.....	2,050.20	Ninth District Council of	
Carpenters and Joiners No. 36..	1,063.60	Bakers	18.00
Carpenters and Joiners		Nurserymen, Gardeners, and	
No. 1473	285.44	Florists No. 300	36.00
Carpet, Linoleum, and Soft		Office Employees No. 29.....	769.30
Tile Workers No. 1290.....	276.00	Operating Engineers No. 736....	34.80
Cement Masons No. 594.....	184.00	Painters No. 127	378.72
Cemetery Workers and Greens		Paint Makers No. 1101	287.72
Attendants No. 322	24.00	Plasterers No. 112	72.00
Central Labor Council	12.00	Plumbers and Gas Fitters	
Chauffeurs No. 923	241.52	No. 444	217.00
Cleaning and Dye House		Post Office Clerks No. 78.....	12.00
Workers No. 23	445.00	Printing Pressmen No. 125.....	96.00
Clerks and Lumber Handlers		Printing Specialty and Paper	
No. 939	36.00	Products No. 382	728.00
Commercial Telegraphers		Pulp, Sulphite, and Paper	
No. 208	48.00	Mill Workers No. 255.....	63.00
Construction and General		Railway Carmen No. 735	44.24
Laborers No. 304	1,040.00	Retail Delivery Drivers No. 588	240.00
Cooks No. 228	960.00	Retail Food Clerks No. 870.....	576.00
Culinary Alliance No. 31.....	1,790.80	Roofers No. 81	120.00
Department and Specialty		Sheet Metal Workers No. 216....	260.00
Stores Employees No. 1265....	283.20	Sheet Metal Workers No. 355....	96.00
Dining Car Cooks and Waiters..	132.00	Shipyard and Marine Shop	
District Council of Chemical		Laborers No. 886	364.00
Workers No. 2	12.00	Sleeping Car Porters	132.00
District Council of Painters		Steamfitters and Helpers	
No. 16	12.00	No. 342	240.00
Electrical Workers No. B-595....	600.00	Street Carmen No. 192	594.48
Electrical Workers No. 1245....	3,912.00	Teachers No. 771	46.28
Federal Fire Fighters (Ala-		Teamsters No. 70	3,400.96
meda Medical Depot)	31.00	Teamsters Automotive Em-	
Federal Fire Fighters (Naval		ployees No. 78	144.00
Supply Center)	15.00	Technical Engineers No. 39.....	33.56
Fire Fighters Association		Theatrical Employees No. B-82	48.00
No. 55	348.96	Theatrical Janitors No. 121 ...	36.64
Floorlayers and Carpenters		Theatrical Stage Employees	
No. 1861	48.00	No. 107	26.00
Gardeners, Florists, and Nur-		Typographical No. 36	253.08
serymen No. 1206	40.80	University of California Em-	
General Warehousemen No. 853	420.00	ployees No. 371	92.72
Glass Bottle Blowers No. 2.....	48.00	Welders and Burners No. 681....	144.00
Glass Bottle Blowers No. 137....	36.20		
Glass Bottle Blowers No. 141....	260.00		
			<u>\$ 32,928.18</u>

OFFICERS REPORT TO

OJAI
Federal Fire Fighters, Ven-
tura County\$ 17.00

OLIVE VIEW
Los Angeles City, County, and
State Employees No. 347.....\$ 104.00

ONTARIO
City Employees No. 472.....\$ 24.00
Machinists No. 120 26.00
Operative Potters No. 239..... 5.00
\$ 55.00

ORANGE
Sales Drivers, Food Processors
and Warehousemen No. 952..\$ 192.00

ORO GRANDE
Cement Workers No. 192.....\$ 170.92

OROVILLE
Barbers No. 643\$ 24.00
Bartenders and Culinary
Workers No. 654 165.48
Butchers No. 460 24.00
Cannery, Dried Fruit and Nut
Workers No. 849 350.00
Carpenters and Joiners
No. 1240 120.32
Central Labor Council 12.00
\$ 695.80

OXNARD
Barbers No. 959\$ 24.00
Sugar Workers No. 20875 132.40
\$ 156.40

PALM CITY
Carpenters and Joiners
No. 1490\$ 49.20

PALMDALE
Painters No. 1793\$ 62.00

PALM SPRINGS
Carpenters and Joiners
No. 1046\$ 126.68
Fire Fighters Association
No. 1154 30.00
Lathers No. 454 32.00
Painters No. 1627 67.34
\$ 256.02

PALO ALTO
Barbers No. 914\$ 48.40

Bindery Workers No. 21 36.00
Carpenters and Joiners
No. 668 568.96
Painters No. 388 163.32
Typographical No. 521 36.00
\$ 852.68

PASADENA
Barbers No. 603\$ 36.00
Carpenters and Joiners
No. 769 597.20
Cement Masons No. 923 118.08
Central Labor Council 12.00
Fire Fighters Association
No. 809 78.88
Hod Carriers and Common
Laborers No. 439 144.00
Hotel, Restaurant Employees,
and Bartenders No. 531 621.32
Lathers No. 81 150.40
Meat Cutters No. 439 740.16
Operative Potters No. 222..... 59.00
Painters No. 92 268.68
Pasadena School District Em-
ployees No. 606 57.56
Plasterers and Cement Fin-
ishers No. 194 208.52
Plumbers No. 280 168.36
Printing Pressmen No. 155..... 24.56
Typographical No. 583 67.20
\$ 3,351.92

PATTON
California State Hospital Em-
ployees No. 128\$ 24.00

PETALUMA
Barbers No. 419\$ 24.00
Bartenders and Culinary
Workers No. 271 134.40
Beauticians No. 419-A 24.00
Machinists No. 1596 78.44
Typographical No. 600..... 24.00
\$ 284.84

PITTSBURG
Barbers No. 917\$ 41.36
Bartenders and Culinary
Workers No. 822 309.64
Chemical Workers No. 23 194.20
Glass Bottle Blowers No. 160... 77.40
Paper Makers No. 329 107.04
Plasterers and Cement Fin-
ishers No. 825 52.00
\$ 781.64

PLACERVILLE
Carpenters and Joiners
No. 1992\$ 21.36

Hotel and Restaurant Workers No. 793	62.64
	\$ 84.00

POMONA

Barbers No. 702	\$ 54.00
Central Labor Council	12.00
Chemical Workers No. 58.....	79.76
Fire Fighters No. 1156.....	24.00
Glass Bottle Blowers No. 111....	73.60
Glass Bottle Blowers No. 232....	23.00
Hod Carriers No. 806.....	451.48
Operative Potters No. 199.....	45.84
Painters and Decorators No. 979	371.08
Paper Makers No. 318	115.12
Plumbers and Steamfitters No. 398	351.20
Printing Pressmen No. 320	24.00
Retail Clerks No. 1428	536.12
Typographical No. 994	56.60
	\$ 2,217.80

PORT CHICAGO

Chemical Workers No. 25	\$ 60.04
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PORTERVILLE

Carpenters and Joiners No. 2126	\$ 40.07
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QUARTZ HILL

Federal Fire Fighters, "Flight Test Center"	\$ 20.08
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QUINCY

Lumber and Sawmill Workers No. 1123	\$ 11.04
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RED BLUFF

Carpenters and Joiners No. 1254	\$ 30.00
Lumber and Sawmill Workers No. 2850	62.32
	\$ 92.32

REDDING

Auto and Machinists No. 1397....	\$ 153.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1599	294.02
Central Labor Council, "Five Counties"	12.00
Culinary, Bartenders, and Hotel Service Workers No. 470.....	370.00
Hod Carriers and Common Laborers No. 961	60.00
Lumber and Sawmill Work- ers No. 2608	667.36

Meat Cutters and Butchers No. 352	123.76
Motion Picture Projectionists No. 739	24.00
Musicians No. 113	52.44
Painters and Decorators No. 315	42.60
Plasterers and Cement Masons No. 805	34.52
Plumbers and Steamfitters No. 662	55.20
Retail Clerks No. 1364	246.80
Typographical No. 993	118.00
	\$ 2,265.70

REDLANDS

Carpenters and Joiners No. 1343	\$ 132.40
Glass Bottle Blowers No. 204....	13.00
Operative Potters No. 214	36.00
	\$ 181.40

REDONDO BEACH

Brick and Clay Workers No. 923	\$ 9.80
Carpenters and Joiners No. 1478	606.44
	\$ 616.24

REDWOOD CITY

Cement Mill Workers No. 760....	\$ 67.20
General Warehouse and Food Processors No. 655	240.00
Teachers No. 1163	22.00
	\$ 329.20

RENO, NEVADA

Lumber and Sawmill Workers No. 2903	\$ 24.00
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RESEDA

Carpenters and Joiners No. 844.....	\$ 836.24
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RICHMOND

Barbers No. 508	\$ 38.40
Bartenders and Culinary Workers No. 595	799.72
Beauticians No. 508-A	35.68
Boilermakers No. 513	156.00
Carpenters and Joiners No. 642	575.48
Electrical Workers No. 302.....	353.92
Fabricated Metal and Enamel- ware Workers No. 18524.....	54.36
Fire Fighters Association No. 188	78.32
Firemen and Oilers No. 972.....	24.00

Fish Cannery Workers.....	196.00	Building Service Employees	
Leadburners No. 512	6.00	No. 411	24.00
Motion Picture Projectionists		Butchers No. 498	804.64
No. 560	24.00	California Council of State	
Office Employees No. 243.....	76.80	Employees No. 56	12.00
Operative Potters No. 89.....	106.68	California Department Indus-	
Painters No. 560	202.45	trial Relations Employees	
Public Employees of Contra		No. 1031.....	24.00
Costa County No. 302.....	59.32	California State Federation of	
Retail Clerks No. 1179	1,067.68	Teachers	12.00
Typographical No. 738.....	24.00	Cannery Workers No. 857	2,167.08
		Carpenters and Joiners	
	<u>\$ 3,878.81</u>	No. 586.....	1,068.00
		Carpet, Linoleum, and Tile	
RIDGECREST		Workers No. 1237	54.20
Electrical Workers No. 729.....	\$ 25.00	Cement Finishers No. 582	153.60
		Central Labor Council	12.00
		Chauffeurs and Teamsters	
RIVERSIDE		No. 150.....	2,165.36
Barbers No. 171	\$ 36.00	Construction and General	
Building and Construction		Laborers No. 185	292.00
Trades Council	18.00	Cooks No. 683	303.24
Carpenters and Joiners		County Employees No. 146	48.00
No. 235	456.48	District Council of Carpenters..	12.00
Carpenters and Joiners		Electrical Workers No. 340	120.00
No. 1959	61.00	Federal Fire Fighters,	
Central Labor Council	12.00	"Greater Sacramento Area"..	22.40
City Employees No. 395.....	24.00	Fire Fighters Association	
District Council of Painters		No. 522	109.64
No. 48	12.00	Grant Union High and Technical	
District Council United Cement,		District Employees No. 930....	22.56
Lime, and Gypsum Workers		Hod Carriers No. 262	81.60
No. 3	12.00	Iron Workers No. 118.....	96.00
Electrical Workers No. 440.....	88.00	Jewelry Workers No. 112	24.00
Hod Carriers and General		Lathers No. 109	32.04
Laborers No. 1184	671.92	Laundry and Cleaning Drivers	
Painters No. 286	100.22	No. 234	39.08
Retail Clerks No. 1167	698.32	Laundry and Dry Cleaners	
Sheet Metal Workers No. 509....	83.32	No. 75	248.00
United Cement, Lime, and Gyp-		Lumber and Sawmill Workers	
sum Workers No. 48	188.72	No. 3170	144.00
		Millmen No. 1618	98.80
	<u>\$ 2,461.98</u>	Miscellaneous Employees	
		No. 393	396.52
ROSEVILLE		Motion Picture Machine Oper-	
Central Labor Council, "Tri-		ators No. 282	24.00
Counties"	\$ 12.00	Municipal Utility District	
Railway Carmen No. 231.....	335.70	Employees No. 1321	9.20
Switchmen No. 263	98.08	Musicians No. 12	61.28
		Northern California Joint Ex-	
	<u>\$ 445.78</u>	ecutive Conference Electrical	
		Workers	12.00
SACRAMENTO		Painters No. 487	232.00
Allied Printing Trades Council..	\$ 12.00	Plumbers and Steamfitters	
Bakers No. 85	317.40	No. 447	144.00
Barbers No. 112	100.76	Printing Pressmen No. 60.....	59.00
Bartenders No. 600	288.00	Retail Clerks No. 588.....	760.00
Bookbinders No. 35	75.00	Roofers No. 47	36.00
Building and Construction		Sacramento County Board of	
Trades Council	12.00	Education Employees No. 258..	124.90
Building Service Employees		Sheet Metal Workers No. 162....	188.64
No. 22	144.00	Stage Employees No. 50.....	24.00
		Stereotypers No. 86	24.00

STATE FEDERATION OF LABOR

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Street Carmen No. 256.....	67.20	Machinists No. 1047	108.24
Teachers No. 31	24.00	Motion Picture Machine Oper-	
Teachers No. 727	24.00	ators No. 577	24.00
Teamsters, Automotive and		Office Employees No. 83	24.00
Chauffeurs No. 165	144.00	Painters No. 775	191.82
Theater Employees No. B-66.....	56.00	Plasterers and Cement Fin-	
Typographical No. 46	148.76	ishers No. 73	221.01
Waiters and Waitresses		Plumbers and Steamfitters	
No. 561	416.28	No. 364.....	248.00
Wholesale Plumbing House		Printing Pressmen No. 138	24.00
Employees No. 447-Aux.....	40.80	Sales Drivers and Dairy	
		Employees No. 166	156.00
		Stage Employees No. 614	24.00
		Teachers No. 832	27.20
	<u>\$ 12,155.98</u>		

SALINAS

Barbers No. 827	\$ 24.00		\$ 4,452.50
Carpenters and Joiners			
No. 925	191.56		
Central Labor Council	12.00		
Fire Fighters No. 1270	3.00		
General Teamsters and Ware-			
housemen No. 890	520.00		
Hod Carriers and Common			
Laborers No. 272	114.20		
Hotel and Restaurant Em-			
ployees No. 355	149.08		
Mechanics and Machinists			
No. 1824	84.00		
Painters No. 1104	36.88		
Plasterers and Cement Fin-			
ishers No. 763	2.80		
Plumbers and Steamfitters			
No. 503	48.00		
Retail Clerks No. 839	181.72		
Teachers No. 1020	24.00		
	<u>\$ 1,391.24</u>		

SAN BERNARDINO

Barbers No. 253	\$ 70.32		
California State Highway Em-			
ployees No. 533	24.00		
Carpenters and Joiners			
No. 944	770.16		
Central Labor Council	12.00		
City Schools Maintenance			
Employees No. 1078	43.19		
County Employees No. 122.....	187.00		
Culinary Workers and Bar-			
tenders No. 535	800.88		
District Council of Carpenters			
and Joiners	13.00		
Electrical Workers No. 477	132.00		
Electrical Workers No. 848	115.52		
Fire Fighters Association			
No. 891	47.84		
Firemen and Oilers No. 1077....	32.08		
General Truck Drivers No. 467..	300.00		
Government Employees No. 1485	140.84		
Hod Carriers and Laborers			
No. 783	606.12		
Lathers No. 252	91.08		
Laundry Workers No. 186.....	18.20		

SAN BRUNO

Air Transport Employees			
No. 1781	\$ 48.00		

SAN DIEGO

Allied Printing Trades Council..\$	12.00		
Bakers No. 315	240.00		
Barbers No. 256	40.00		
Bindery Workers No. 50	28.00		
Brick and Clay Workers			
No. 955	26.00		
Bridgemen No. 229	84.00		
Building and Construction			
Trades Council	12.00		
Building Material and Dump			
Truck Drivers No. 36.....	612.34		
Building Service Employees			
No. 102	192.00		
Butchers and Meat Cutters			
No. 229.....	864.00		
Carpenters and Joiners			
No. 1296	730.40		
Carpenters and Joiners			
No. 1571	423.68		
Carpet, Linoleum, and Resilient			
Tile Workers No. 1711.....	79.20		
Central Labor Council	24.00		
Chauffeurs, Taxicab, Funeral,			
and Ambulance Drivers			
No. 481	228.00		
Commercial Telegraphers,			
"Western Union Division"			
No. 150	34.60		
County and Municipal Em-			
ployees No. 127	345.04		
Culinary Alliance and Hotel			
Service Employees No. 402....	1,302.24		
District Council of Carpenters..	12.00		
Electrical Workers No. 465.....	286.00		
Electrical Workers No. 569.....	661.64		
Federal Fire Fighters, "San			
Diego Area"	84.60		
Fire Fighters Association			
No. 145.....	229.28		
Fish Cannery Workers of			
Pacific	960.00		

Central Labor Council	12.00	Ladies Garment Cutters	
Chauffeurs No. 265	1,055.32	No. 213	40.80
Chemical Workers No. 466.....	24.00	Laundry Wagon Drivers	
City and County Employees		No. 256	240.00
No. 400.....	96.00	Laundry Workers No. 26	1,144.00
City and County Employees		Leather and Novelty Workers	
No. 747	72.00	No. 31.....	48.00
Civil Service Building Maintenance Employees No. 66-A....	346.08	Local Joint Executive Board of Culinary Workers, Bartenders, and Hotel Service Workers	12.00
Cleaning and Dye House Workers No. 7	238.00	Lumber Clerks and Lumbermen No. 2559	204.00
Cloakmakers No. 8	144.00	Macaroni Workers No. 493.....	67.20
Commercial Telegraphers		Machinists No. 68	1,296.24
No. 34	260.00	Machinists, Production Workers No. 1327	1,200.00
Commission Market Drivers		Mailers, "San Francisco" No. 18	96.00
No. 280	144.00	Marine Cooks and Stewards.....	4,560.00
Construction and General Laborers No. 261	480.00	Marine Engineers	24.00
Cooks No. 44	1,455.00	Marine Firemen	1,200.00
Coopers No. 65	31.20	Master Furniture Guild No. 1285	192.00
Coppersmiths No. 438	22.00	Masters, Mates and Pilots	
David Scannel Club Inc., "San Francisco Fire Fighters" No. 798	824.64	No. 40	78.24
Dental Technicians of Northern California No. 99	36.00	Masters, Mates and Pilots, "Bar Pilots" No. 89	24.00
District Council of Painters		Masters, Mates and Pilots	
No. 8	12.00	No. 90	576.00
District Council of Plasterers and Cement Finishers.....	12.00	Milk Wagon Drivers No. 226.....	637.28
Dressmakers No. 101	144.00	Miscellaneous and Wood Workers No. 2565	115.20
Electrical Workers No. 6.....	480.00	Miscellaneous Employees	
Elevator Constructors No. 8.....	72.00	No. 110	1,277.32
Elevator Operators and Starters No. 117	120.00	Molders and Foundry Workers No. 164	156.00
Emergency Hospital Employees No. 803	27.32	Motion Picture Projectionists	
Federal Naval Fire Fighters, "San Francisco Naval Shipyard"	26.00	No. 162	71.28
Film Exchange Employees		Musicians No. 6	480.00
No. B-17.....	48.20	Musicians Protective Association No. 669	96.00
Film Exchange Employees		National Postal Transport Association	96.00
No. F-17	24.00	Newspaper and Periodical Drivers No. 921	291.52
Garage Employees No. 665.....	480.00	Northern California Council of Government Employees	18.00
Garment Cutters No. 45	35.48	Northern California Council of Laborers	12.00
General Warehousemen No. 860	1,242.80	Office Employees No. 3.....	192.00
Glaziers and Glass Workers		Operating Engineers No. 3.....	2,600.00
No. 718.....	144.00	Operating Engineers No. 39.....	720.00
Government Employees No. 634	79.56	Operating Engineers, "California State Branch"	36.00
Government Employees No. 922	37.96	Optical Technicians No. 18791..	51.00
Granite Cutters	24.00	Ornamental Plasterers No. 460..	12.00
Hospital and Institutional Workers No. 250	288.00	Paint and Brush Makers	
Hotel and Club Service Workers No. 283	1,516.96	No. 1071	192.00
Ice Wagon Drivers No. 440.....	34.80	Painters No. 19	432.00
Inland Boatmen's Union of Pacific	144.00	Painters and Decorators	
Insurance Agents No. 52.....	24.00	No. 1158.....	518.60
Iron Workers No. 377.....	96.00	Pattern Makers Association	72.00
Jewelry Workers No. 36.....	72.00	Pharmacists No. 838	192.00
Joint Executive Council of Teamsters No. 7	12.00	Photo Engravers No. 8.....	144.50
		Pile Drivers No. 34	240.00

Motion Picture Projectionists No. 431	24.00	Paint, Varnish, and Lacquer Makers No. 1053	153.20
Musicians No. 153	24.00	Painters and Decorators No. 913	130.00
Operative Potters No. 168.....	15.40	Plasterers No. 381	67.04
Painters No. 507	378.24	Plumbers No. 467	18.00
Plasterers No. 224.....	62.40	Printing Pressmen No. 315.....	31.20
Plumbers No. 393.....	120.00	Retail Clerks No. 775.....	240.00
Police Department Employees No. 170	68.88	Sheet Metal Workers No. 272....	24.00
Printing Pressmen No. 146.....	53.00	Shinglers No. 3111	30.40
Public Employees of Santa Clara County No. 1409	48.00	Theatrical Stage Employees No. 409	22.00
Retail Clerks No. 428	288.00	Typographical No. 624	15.44
Roofers No. 95	64.80		
Sales Delivery Drivers and Warehousemen No. 296	385.92		\$ 3,945.00
Sheet Metal Workers No. 309....	190.28		
Stereotypers and Electrotyp- ers No. 120	24.00		
Street Carmen No. 265	24.00		
Teachers No. 957	27.00		
Teamsters Automotive Work- ers No. 576	122.88		
Theatrical Stage Employees No. 134	24.00		
Typographical No. 231	72.00		
	\$ 14,435.70		

SAN JUAN BAUTISTA

United Cement, Lime, and Gypsum Workers No. 148.....\$	69.04
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SAN LEANDRO

Teachers No. 1285	\$ 12.00
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SAN LUIS OBISPO

Barbers No. 767	\$ 24.00
Central Labor Council	17.00
Construction and General Laborers No. 1464	66.00
Painters No. 1336	35.56
Plumbers and Steamfitters No. 403	52.00
	\$ 194.56

SAN MATEO

Bartenders and Culinary Workers No. 340	\$ 1,236.00
Building and Construction Trades Council	12.00
Butchers No. 516	332.88
Carpenters No. 162	575.96
Cement Finishers No. 583.....	108.00
Central Labor Council	12.00
Construction and General Laborers No. 389	539.80
County Employees No. 829	157.48
Electrical Workers No. 617	48.00
Lathers No. 278	23.60
Laundry Workers No. 143	72.00
Machinists No. 1414	96.00

International Fire Fighters No. 1136	\$ 24.00
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SAN PABLO

International Fire Fighters No. 1136	\$ 24.00
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SAN PEDRO

Auto Machinists No. 1484.....\$	229.96
Barbers No. 881	48.00
Bartenders No. 591	192.00
Butchers No. 551	842.28
Carpenters No. 1140	499.12
Central Labor Council	12.00
Chemical Workers No. 53.....	28.80
Culinary Alliance No. 754	396.20
Lathers No. 366	38.60
Lumber and Sawmill Workers No. 1407.....	240.00
Masters, Mates and Pilots No. 18	30.40
Painters No. 949	140.50
Pile Drivers No. 2375.....	288.00
Plasterers and Cement Fin- ishers No. 838	145.20
Retail Clerks No. 905	999.68
Seine and Line Fishermen.....	156.00
Shipyards Laborers No. 802	310.40
Typographical No. 862	35.28
Waitresses No. 512	341.52
	\$ 4,973.94

SAN QUENTIN

San Quentin Prison Employees No. 416	\$ 24.00
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SAN RAFAEL

Barbers No. 582	\$ 39.44
Bartenders and Culinary Workers No. 126	443.96
Building and Construction Trades Council	12.00
California State Council of Lathers	6.00
Central Labor Council	12.00
General Truck Drivers No. 624..	835.00
Golden Gate District Council of Lathers	12.00
Hod Carriers and General La- borers No. 291	384.00

Carpenters and Joiners	
No. 1400	492.36
Central Labor Council	12.00
Culinary Workers and Bar-	
tenders No. 814	1,480.00
Fire Fighters Association	
No. 1109	39.96
Meat Cutters No. 587	256.00
Painters No. 821	199.16
Plasterers and Cement Masons	
No. 400	62.60
Plumbers No. 545	170.04
Printing Pressmen No. 429	36.00
Typographical No. 875	29.64
	<hr/>
	\$ 2,853.04

SANTA ROSA

Barbers No. 159	\$ 21.00
Bartenders and Culinary	
Workers No. 770	437.16
Boot and Shoe Workers No. 446	32.40
Building and Construction	
Trades Council	12.00
Butchers No. 364	273.96
Electrical Workers No. 551.....	96.00
Fire Fighters Association	
No. 1050	30.00
General Truck Drivers No. 980..	685.22
Hod Carriers and Laborers	
No. 139.....	164.00
Lathers No. 243	24.00
Motion Picture Machine Oper-	
ators No. 420	24.00
Musicians No. 292	169.64
Painters No. 364	59.12
Plasterers and Cement Fin-	
ishers No. 363	32.20
Printing Pressmen No. 354	18.00
Retail Clerks No. 1532	200.08
Typographical No. 577	24.00
	<hr/>
	\$ 2,302.78

SAUGUS

Glass Bottle Blowers No. 69.....	\$ 36.60
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SAWTELLE

Federal Fire Fighters, "Veter-	
ans Administration Center"	
No. 16	\$ 11.00

SEAL BEACH

Chemical Workers No. 225	\$ 34.08
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SEASIDE

Fire Fighters Association	
No. 1218.....	\$ 30.00

SEBASTOPOL

Cannery, Food Process Work-	
ers and Warehousemen	
No. 22	\$ 94.16

SELMA

Carpenters and Joiners	
No. 1004	\$ 74.20

SIGNAL HILL

Fire Fighters Association	
No. 1221	\$ 30.00

SONOMA

California State Employees	
No. 14	\$ 48.00

SONORA

Carpenters and Joiners	
No. 2196	\$ 115.60

SOUTHGATE

Pulp, Sulphite, and Paper Mill	
Workers No. 253	\$ 48.00

SPRECKELS

Sugar Refinery Workers	
No. 20616	\$ 170.68

STANDARD

Lumber and Sawmill Workers	
No. 2652	\$ 21.64

STOCKTON

Automotive Machinists No. 428..	\$ 288.00
Bakers No. 120.....	111.40
Barbers No. 312	24.00
Bartenders No. 47	195.56
Brick and Clay Workers	
No. 874.....	44.32
Building and Construction	
Workers	12.00
Building Service Employees	
No. 24	48.00
Butchers No. 127	460.34
California State Employees	
No. 382	14.00
Cannery Warehousemen, Food	
Processors, Drivers, and	
Helpers No. 601	390.00
Carpenters and Joiners	
No. 266	240.00
Carpenters and Joiners	
No. 2891	141.64
Cement Finishers No. 814.....	22.00
Central Labor Council	12.00
Chauffeurs and Teamsters	
No. 439	1,344.00
City Employees No. 102.....	97.04
County Employees No. 183	24.00
Culinary Alliance No. 572.....	600.16
District Council of Carpenters..	12.00
Electrical Workers No. 591.....	48.00
Fire Fighters Association	
No. 1229	83.44

Fire Fighters Association, "San Joaquin County" No. 1243.....	25.00
Hod Carriers and Common Laborers No. 73	240.00
Laundry Workers No. 177.....	40.00
Motion Picture Projectionists No. 428	24.00
Motor Coach Operators No. 276..	26.56
Musicians No. 189	112.00
Office Employees No. 26.....	24.00
Operative Potters No. 171.....	31.72
Painters No. 1115	155.04
Paper Makers No. 320.....	214.92
Plasterers No. 222	24.00
Plumbers and Steamfitters No. 492	80.76
Post Office Clerks No. 320.....	43.60
Retail Clerks No. 197.....	120.00
Sheet Metal Workers No. 283....	48.00
Theatrical Stage Employees No. 90	24.00
Typographical No. 56.....	30.60
	<hr/>
	\$ 5,476.10

SUNNYVALE

Theatrical Stage and Motion Picture Operators No. 796....\$	24.00
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SUSANVILLE

Barbers and Beauticians No. 311	\$ 18.00
Lumber and Sawmill Workers No. 2790	14.00
Tri-Counties Central Labor Council, "Northern California"	12.00
	<hr/>
	\$ 44.00

TAFT

Barbers No. 869	\$ 24.00
Painters and Decorators No. 702	24.00
	<hr/>
	\$ 48.00

TERMINAL ISLAND

Cannery Workers of the Pacific	\$ 1,800.00
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TORRANCE

Boilermakers No. 718.....	\$ 24.00
Chemical Workers No. 138.....	46.00
Chemical Workers No. 598.....	7.12
Fire Fighters Association No. 1138	30.24
Machinists No. 1619	26.00
Operative Potters No. 218.....	195.32
	<hr/>
	\$ 328.68

TRACY

Carpenters and Joiners No. 1698	\$ 42.09
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Sugar Workers No. 20058	87.36
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	\$ 129.45

TRINIDAD

Loggers No. 3006	\$ 215.14
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TULARE

Carpenters and Joiners No. 1578	\$ 49.50
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TURLOCK

Carpenters and Joiners No. 1306	\$ 39.28
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UKIAH

California State Employees No. 519	\$ 18.00
Lumber and Sawmill Workers No. 2975	93.48
North Coast Counties District Council of Carpenters	12.00
Pulp, Sulphite, and Paper Mill Workers No. 723	235.04
	<hr/>
	\$ 358.52

VALLEJO

American Federation of Grain Millers No. 71	\$ 84.48
Asbestos Workers No. 70	24.00
Barbers No. 335	86.00
Boilermakers No. 148	100.80
Building and Construction Trades Council	15.00
Butchers and Meat Cutters No. 532	321.60
Carpenters and Joiners No. 180	364.00
Central Labor Council	12.00
Culinary Workers and Bartenders No. 560	337.56
Electrical Workers No. B-180...	96.00
Fire Fighters Association No. 1186	31.68
Hod Carriers and General Laborers No. 326	272.48
Lathers No. 302	22.00
Laundry Workers No. 113.....	55.52
Mare Island Navy Yard Metal Trades Council	12.00
Musicians No. 367	72.00
Office Employees No. 86.....	27.08
Operating Engineers No. 731....	99.92
Painters No. 376	94.00
Plasterers and Cement Finishers No. 631	15.00
Plumbers No. 343	41.60
Retail Clerks No. 373	480.00
Roofers No. 35	27.96
Sheet Metal Workers No. 75.....	84.00
Sheet Metal Workers No. 221....	28.80

STATE FEDERATION OF LABOR

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Shipwrights, Joiners and Shipbuilders No. 1068	49.36
Teachers No. 827	24.00
Teamster and Chauffeurs No. 490	381.28
Technical Engineers, "Mare Island Naval Shipyard" No. 8	54.52
Theatrical Stage Employees No. 241	24.00
Typographical No. 389	21.60
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	\$ 3,360.24

VALLEY SPRINGS

Lumber and Sawmill Workers No. 2847	\$ 32.48
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VAN NUYS

Barbers No. 837	\$ 96.64
Carpenters and Joiners No. 1913	1,166.56
Painters No. 1595	325.72
Post Office Clerks No. 1159.....	24.20
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	\$ 1,613.12

VENICE

Bricklayers and Stone Masons No. 26	\$ 41.28
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VENTURA

Building and Construction Trades Council	\$ 12.00
Carpenters and Joiners No. 2463	253.76
Central Labor Council	12.00
Electrical Workers No. 952	120.00
Hod Carriers and General Laborers No. 585	448.88
Lathers No. 460	24.00
Operating Engineers No. 732.....	26.00
Painters and Decorators No. 955	120.81
Plasterers and Cement Finishers No. 741	59.96
Plumbers and Steamfitters No. 484	86.40
	<hr/>
	\$ 1,163.81

VERNON

Glass Bottle Blowers No. 224...\$	72.00
Paper Makers No. 336	24.00
Pulp, Sulphite, and Paper Mill Workers No. 254.....	60.00
	<hr/>
	\$ 156.00

VICTORVILLE

United Cement, Lime, and Gypsum Workers No. 49.\$	213.76
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VISALIA

Barbers No. 856	\$ 24.00
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Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1484	91.16
Central Labor Council	12.00
Hod Carriers and General Laborers No. 1060	188.00
Lathers No. 449	24.00
Stage Employees and Motion Picture Operators No. 605.....	24.00
Plasterers and Cement Masons No. 895	24.00
Teamsters No. 94	406.40
Typographical No. 519	24.00
	<hr/>
	\$ 829.56

VISTA

Carpenters No. 2078	\$ 333.96
Lathers No. 527	18.00
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	\$ 351.96

WALNUT

Operative Potters No. 223	\$ 40.24
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WARM SPRINGS

Brick and Clay Workers No. 663	\$ 28.00
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WATSONVILLE

Barbers No. 749	\$ 24.00
Brick and Clay Workers No. 998	64.76
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 771	86.68
Central Labor Council	12.00
Culinary Workers and Bartenders No. 345	178.80
Electrical Workers No. 526.....	24.00
Fire Fighters of Santa Cruz County No. 1272	3.00
General Teamsters, Packers, and Warehousemen No. 912..	480.00
Lathers No. 122	24.00
Machinists No. 1939	24.00
Railway Carmen No. 765.....	40.45
Theatrical Stage Employees No. 611	24.00
Typographical No. 543	24.00
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	\$ 1,033.69

WEED

Lumber and Sawmill Workers No. 2907	\$ 369.48
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WEIMAR

Weimar Sanatorium Employees No. 745	\$ 117.84
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OFFICERS REPORT TO

WESTEND	
Chemical Workers No. 398.....\$	123.84
WESTWOOD	
District Council of Lumber and Sawmill Workers of North- ern California	12.00
WHITTIER	
Los Angeles County Fire Dis- trict Fire Fighters No. 1014....\$	541.48
Typographical No. 889	18.00
	<u>\$ 559.48</u>
WILMINGTON	
Amusement Guild (Seafarers)..\$	24.00
Chemical Workers No. 40	131.52

Pulp, Sulphite, and Paper Mill Workers No. 341	75.60
Seafarers, Atlantic and Gulf District	11.00
Ship Carpenters No. 1335.....	144.00
	<u>\$ 386.12</u>

WOODLAND	
Beet Sugar Operators No. 20610 \$	140.60
United Sugar Workers Council..	12.00
	<u>\$ 152.60</u>

**Total Per Capita Receipts and
Affiliation Fees, Year Ended
June 30, 1957, Exhibit B.....\$344,356.10**

**Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts
Period July 1, 1956 to June 30, 1957**

District No. 1:		Los Angeles	69,803.43
Brawley	\$ 53.08	Los Nietos	116.72
Chula Vista.....	22.00	Lynwood	9.00
Coronado	24.00	Maywood	128.00
El Cajon	251.40	Monrovia	642.92
El Centro	472.24	Montebello	30.00
La Jolla	126.80	Norwalk	50.84
Palm City	49.20	Olive View	104.00
San Diego	13,637.16	Ontario	55.00
Vista	351.96	Oro Grande	170.92
		Palmdale	62.00
		Palm Springs	256.02
	<u>\$14,987.84</u>	Pasadena	3,351.92
District No. 2:		Patton	24.00
Anaheim	\$ 948.88	Pomona	2,217.80
Compton	726.52	Quartz Hill	20.08
Fullerton	56.32	Redlands	181.40
Long Beach	11,265.72	Reseda	836.24
Orange	192.00	Riverside	2,461.98
Santa Ana	3,577.28	San Bernardino	4,452.50
Seal Beach	34.08	San Fernando	48.00
Signal Hill	30.00	Saugus	36.60
		Sawtelle	11.00
		Southgate	48.00
	<u>\$16,830.80</u>	Van Nuys	1,613.12
District 3:		Vernon	156.00
Alhambra	\$ 240.00	Victorville	213.76
Avalon	24.00	Walnut	40.24
Azusa	24.00	Westend	123.84
Barstow	124.12	Whittier	559.48
Bell	101.76		
Burbank	1,547.07		
Colton	223.96		
Corona	89.04		
El Monte	2,298.57		
Glendale	2,719.66		
Hollywood	12,160.00		
Huntington Park	1,834.72		
Lakewood	30.00		
Lancaster	321.48		
			<u>\$109,563.19</u>
		District No. 4:	
		Inglewood	\$ 1,222.80
		Redondo Beach	616.24
		San Pedro	4,973.94
		Santa Monica	2,853.04
		Terminal Island	1,800.00
		Torrance	328.68

STATE FEDERATION OF LABOR

Venice	41.28	
Wilmington	386.12	
		\$ 12,222.10

District No. 5:

Betteravia	\$ 101.48	
Lompoc	157.60	
Ojai	17.00	
Oxnard	156.40	
San Luis Obispo	194.56	
Santa Barbara	2,878.02	
Santa Maria	1,112.04	
Ventura	1,163.81	
		\$ 5,780.91

District No. 6:

Bakersfield	\$ 2,214.04	
Bishop	24.00	
Boron	236.60	
China Lake	26.00	
Fresno	7,762.20	
Hanford	59.64	
Kingsburg	73.48	
Madera	46.00	
Merced	345.68	
Mojave	159.48	
North Fork	95.40	
Porterville	40.07	
Ridgecrest	25.00	
Selma	74.20	
Taft	48.00	
Tulare	49.50	
Visalia	829.56	
		\$ 12,108.85

District No. 7:

Ione	\$ 16.00	
Lodi	132.80	
Manteca	52.20	
Martell	24.00	
Modesto	2,711.68	
Sonora	115.60	
Standard	21.64	
Stockton	5,476.10	
Tracy	129.45	
Turlock	39.28	
Valley Springs	32.48	
		\$ 8,751.23

District No. 8:

Agnew	\$ 25.52	
Colma	72.00	
Cupertino	65.88	
Davenport	57.60	
Gilroy	40.00	
Los Altos	30.00	
Los Gatos	160.72	
Monterey	1,353.56	
Mountain View	717.44	
Palo Alto	852.68	
Redwood City	329.20	
Salinas	1,391.24	
San Bruno	48.00	

San Jose	14,435.70	
San Juan Bautista	69.04	
San Mateo	3,945.00	
Santa Clara	184.56	
Santa Cruz	219.37	
Seaside	30.00	
Spreckels	170.68	
Sunnyvale	24.00	
Watsonville	1,033.69	
		\$ 25,255.88

District No. 9:

Honolulu	\$ 73.92	
San Francisco	61,706.00	
		\$ 61,779.92

District No. 10:

Alameda	\$ 154.16	
Albany	7.00	
Alvarado	58.92	
Berkeley	414.45	
Castro Valley	12.00	
Decoto	30.80	
Hayward	2,051.62	
Newark	174.84	
Oakland	32,928.18	
San Leandro	12.00	
Warm Springs	28.00	
		\$ 35,871.97

District No. 11:

Antioch	\$ 572.88	
Concord	301.60	
Crockett	576.44	
El Cerrito	173.44	
Lafayette	30.00	
Martinez	1,990.08	
Pittsburg	781.64	
Port Chicago	60.04	
Richmond	3,878.81	
San Pablo	24.00	
		\$ 8,388.93

District No. 12:

Benicia	\$ 113.44	
Cazadero	24.00	
Mare Island	48.08	
Mill Valley	131.92	
Napa	1,002.52	
Petaluma	284.84	
San Quentin	24.00	
San Rafael	2,365.96	
Santa Rosa	2,302.78	
Sebastopol	94.16	
Sonoma	48.00	
Vallejo	3,360.24	
		\$ 9,799.94

District No. 13:

Auburn	\$ 295.34	
Chico	732.60	
Clarksburg	71.08	
Diamond Springs	18.00	

Petty cash—Sergeant-at-Arms	1,260.00
Petty cash—Miscellaneous	353.51

 40,014.67

Total.....

\$ 44,113.40

**A.F.L.-C.I.O CONFERENCE—WASHINGTON, D.C.
AND MIAMI, FLORIDA:**

Western Air Lines

362.45

EXECUTIVE COUNCIL MEETINGS:
**Allowances and expenses of
officers and employees:**
Regular meetings:

Arnold, Jack	\$ 739.00
Ash, Robert S.	590.00
Bronson, R. B.	50.00
Christian, J. J.	632.96
Dean, William	580.00
Dougherty, Arthur F.	572.24
Finks, Harry	1,125.00
Gardner, John T.	492.08
Giesick, Robert	960.00
Goldberger, Jack	640.00
Green, C. A.	522.40
Gruhn, Albin J.	858.10
Haggerty, C. J., Secretary-Treasurer.....	265.00
Henning, John F.	220.00
Hyans, Curtis J.	50.00
Jones, Paul L.	250.00
Lehmann, C. T.	678.17
Lundeberg, Harry	410.00
Lundschen, Harvey	682.96
Metz, Harry W.	540.00
Nelson, Lowell	858.20
O'Hare, Robert J.	971.67
Osslo, Max J.	1,355.20
Otto, Walter R.	220.00
Petrone, Geraldine	220.00
Pitts, Thomas L., President	542.00
Reed, Howard	596.00
Reeves, Paul L.	578.20
Small, Thomas A.	940.00
Smith, James L.	345.00
Somerset, Pat	722.18
Swanson, Victor S.	50.00
Weisberger, Morris	200.00

 \$ 18,456.36

A.F.L.-C.I.O. Merger Meeting:

Finks, Harry	\$ 170.00
Goldberger, Jack	220.00
Gruhn, Albin J.	314.60
Henning, John F.	35.00
Nelson, Lowell	223.20
O'Hare, Robert J.	422.09
Osslo, Max J.	197.68
Pitts, Thomas L., President	100.00
Small, Thomas A.	250.00
Somerset, Pat	372.18

 2,304.75

Other expenses:

Clift Hotel	\$ 261.40
St. Francis Hotel	83.15
Hollywood Roosevelt Hotel	113.90
Southern Pacific Company	157.93
Petty Cash—miscellaneous	21.30

 637.68

Total.....

\$ 21,398.79

LEGISLATIVE EXPENSES:**Salaries, allowances, and expenses:**

Berglund, Winona	\$ 2,119.80
Dougherty, Arthur F.	170.00
Dunn, Margaret	124.80
Finks, Harry	5,011.82
Grigsby, Evelyn	103.65
Haggerty, C. J., Secretary-Treasurer	4,410.00
Kennedy, Diana	189.28
London, Joan	442.71
Petrone, Geraldine	161.92
Pitts, Thomas L., President	1,187.88
Siggins, Richard J.	200.00
Vial, Donald	1,500.00

 \$ 15,621.86
Other expenses:

Hotel Senator	\$ 6,269.86
The Garrett Press	634.56
Wobbers	12.68
Bedell's	108.99
Capitol Office Equipment Co.	122.76
Sacramento Labor Council	60.37
American Federation of Musicians	10.00
Pacific Telephone & Telegraph Co.	1,261.11
Petty cash—postage	33.50
Petty cash—miscellaneous	68.45
Martyr & Shine	37.54
Maloney Testimonial Dinner	150.00
Dependable Moving and Storage Co.	68.87
Restaurant Antonina	70.68
Hodson Photo Co.	11.44
Miscellaneous	183.95

 9,104.76

Total.....

\$ 24,726.62

ORGANIZING EXPENSES:**Salaries, allowances, and expenses:**

Finks, Harry	\$ 915.00
Goldberger, Jack	337.13
Haggerty, C. J., Secretary-Treasurer	5,175.00
Henning, John F.	7,946.00
Hyans, Curtis J.	3,206.98
Nelson, Lowell	452.39
Osslo, Max J.	182.81
Otto, Walter R.	5,637.50
Pitts, Thomas L., President	1,255.00
Scharrenberg, Paul	32.46
Small, Thomas A.	719.09
Somerset, Pat	273.40
Vial, Donald	42.00

Wells, Anna Mae	82.00
Wilkerson, Naomi	40.00

\$ 26,296.76

Other expenses:

David Hewes Building—rent	\$ 1,800.00
Western Organizational Conference of Office Employees	900.00
Five Counties Central Labor Council	1,800.00
Barbers Local No. 333—Fresno	600.00
Sacramento Labor Council	120.75
Hotel Senator	127.18
Clift Hotel	277.58
Flood Garage	410.29
United Air Lines	69.79
Western Air Lines	1,856.02
Western Union	174.37
Southern Pacific Company	167.53
Cadillac Motor Car Division	217.69
Standard Oil Co.	5.73
Union Oil Co.	186.70
Pacific Telephone & Telegraph Co.	288.24
Addressing Machine Co.	59.76
Lichtenberger-Ferguson Co.	84.33
King's Photo Service	24.96
M. Friedenberger & Co.	20.60
K & D Press	6.76
Municipal Motorcycle Officers of Calif....	6.25
American Federation of the Physically Handicapped	50.00
Widows and Orphans Aid Association....	10.00
Building & Construction Trades Council	500.00
Riverside Ordinance Committee	500.00
United Sugar Workers	500.00
Petty cash—postage	2,955.77
Petty cash—miscellaneous	302.81

14,023.11

Total.....

\$ 40,319.87

PUBLICITY EXPENSES:**Salaries and expenses:**

Bianchi, Maud	\$ 1,796.45
Cunningham, Mary	162.00
Dunn, Margaret	37.00
Fabris, Rosemary	546.86
Finks, Harry	100.00
King, Bert C.	1,727.17
Moore, Josephine	937.34
Waiamau, William K.	1,021.40
Weber, Nan A.	1,561.09

\$ 7,889.31

Other expenses:

David Hewes Building—rent	\$ 1,956.00
John F. Fixa, Postmaster	10,828.00
Blake, Moffitt & Towne	4,143.74
The Garrett Press	10,251.89
Golden Gate Press	1,162.45
Duplicating Specialists	195.71
Addressing Machine Co.	123.11
Milo Harding Co.	566.96

James H. Barry Co.	642.21
R. V. Webber—typing	65.00
Petty cash—miscellaneous	56.09

29,991.16

Total.....

\$ 37,880.47

STATISTICAL EXPENSES:**Salaries:**

Chimenti, Ruby B.	\$ 79.00
Dunn, Margaret	14.52
Faltus, Thelma	309.70
Fouke, Vera J.	86.80
Grigsby, Evelyn	4,154.68
Hanson, Rosaline	108.79
Huff, Elizabeth	65.20
Humphrey, Marie	163.00
Kennedy, Diana	4,482.95
La France, Dolores	75.65
London, Joan	5,439.52
Meins, Rita R.	221.20

\$ 15,201.01

Books, pamphlets, and subscriptions:

Business Week	\$ 12.00
Bureau of National Affairs	1,216.50
California Safety Council	30.00
Commerce Clearing House	605.00
Congressional Quarterly	100.00
Institute Publishing Co.	24.00
International Labor Office	11.00
Mathew Bender	11.50
National Child Labor Committee	25.00
National Information Bureau	25.00
Special Libraries Association	30.00
Standard & Poor Corporation	456.00
Superintendent of Documents, Washington, D.C.	75.00
The Sacramento Newsletter	25.00
West Publishing Co.	95.28
Other	367.92

3,109.20

Other expenses:

David Hewes Building—rent	\$ 1,956.00
William F. Noonan—cartoons	641.89
Commonwealth Club—dues	36.00
World Affairs Council—dues	7.50
Town Hall—dues	10.00
International Labor Press—dues	25.00
Press and Union League Club—dues	53.40
California State Automobile Association—dues	15.00
Galland Linen Service	28.65
Remington Rand	7.98
International Business Machines	78.71
Bell Typewriter Co.	202.35
Marchant Calculators	48.00
Addressing Machine Co.	55.34
Addressograph-Multigraph Co.	44.57
Capitol Office Equipment Co.	2.75

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Hartsook Co.	31.20
Wobbers	58.98
Kielty & Dayton	40.05
Morgan and Barclay	25.02
Milo Harding Co.	104.71
A.F.L.-C.I.O. Headquarters	27.50
Alhambra National Water Co.	50.46
San Francisco Planning Association	10.00
Donald Vial	101.00
John F. Henning	58.20
The Garrett Press	197.60
H. S. Crocker Co.	3.75
Audograph Co.	21.84
Ed Peterson—photographic services	7.00
Associated Students, University of California, Berkeley	1.65
Bekins Van & Storage Co.	66.67
Warren W. Zimmer—advertising	55.00
The Garrett Press	556.40
Petty cash—miscellaneous	148.28

4,778.45

Total.....

\$ 23,088.66

QUARTERLY INSTITUTE EXPENSES:

Regents of the University of California.....	\$ 1,525.00
Franklin Williams	24.20
John F. Henning—expenses	73.96
Hotel Sir Francis Drake	181.80
Harry McCune—projection equipment	23.50

Total.....

1,828.46

SCHOLARSHIP PROGRAM EXPENSES:

University of California at Los Angeles.....	\$ 500.00
Leland Stanford University	500.00
Columbia University	500.00
George H. Hildebrand	61.34
F. A. Breier	50.00
The Garrett Press	521.10
Southern Pacific Railway	39.38
Hotel Whitcomb	41.62
Expenses of Scholarship winners:	
Eldon Clingan	90.00
Peggy Bosworth	180.00
Rochelle Leiter	120.00
San Jose Travel Service	22.55
Petty cash—postage	88.46

Total.....

2,714.45

LEGAL SERVICES:

Fees, salaries, and expenses:

Siggins, Richard J.	\$ 760.00
Scully, Charles P.	38,464.85
Todd, Clarence E.	3,228.41
Vial, Donald	6,875.00

\$ 49,328.26

Other expenses:

David Hewes Building—rent	\$ 1,884.00
Pacific Telephone & Telegraph Co.	1,659.94

OFFICERS REPORT TO

Western Union	629.59
Martin E. Segal Co.—pension analysis.....	652.87

4,826.40

Total.....

\$ 54,154.66

LOS ANGELES OFFICE EXPENSE:**Salaries and allowances:**

Hyans, Curtis J.	\$ 5,531.99
Kennedy, Margaret M.	2,557.05
Pitts, Thomas L., President	17,614.30
Richards, Vern E.	229.60
Wells, Anna Mae	738.00

\$ 26,670.94

Other expenses:

Office Building Associates—rent	\$ 3,360.00
Pacific Telephone & Telegraph Co.	1,197.44
Richfield Oil Co.	208.60
The Texas Co.	328.25
Aldine Co.	296.54
Magnetic Springs Water Co.	77.70
The Garrett Press	26.40
Golden Gate Press	11.96
Miller Desk and Safe Co.	1,908.61
George McWaters—insurance	292.50
Automobile Club of Southern California—insurance	162.80
Western Union	2.06
International Business Machines	438.41
Office Lettering Service	8.00
Ideal Trucking	24.72
L. F. Soderstrom	125.17
H. L. Byram—Los Angeles County taxes	53.67
Postmaster, Los Angeles—postage	15.00
Cadillac Motor Car Division	80.35
Western Air Lines	213.84
Frankel Carbon & Ribbon Co.	4.32
George E. Montgomery Co.	21.60
Petty cash—postage	256.50

9,114.44

Total.....

35,785.38

OFFICE SALARIES:

Chimenti, Ruby	\$ 814.00
Dunn, Margaret	3,339.80
Grigsby, Evelyn	81.50
Haggerty, C. J., Secretary-Treasurer	25,007.27
Hines, Charles A.	5,370.00
Kennedy, Evelyn	4,313.46
Petrone, Geraldine	4,604.90

Total.....

\$ 43,530.93

**PRINTING, STATIONERY, AND
OFFICE SUPPLIES:**

The Garrett Press	\$ 2,960.88
Golden Gate Press	614.12
Wobbers	172.16
Banco Corporation	32.58
Kielty & Dayton	225.72

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Morgan and Barclay	12.34	
Mo Dorman Co.	46.28	
James H. Barry Co.	1,022.58	
Charles R. Hadley Co.	13.71	
Schwabacher-Frey	15.48	
Addressing Machine Co.	28.58	
Galland Linen Service	76.40	
Martyr & Shine	14.82	
	<hr/>	
Total.....		5,235.65
OFFICE RENT—GENERAL:		
David Hewes Building—rent		2,304.00
POSTAGE AND MAILING—GENERAL:		
Pitney-Bowes, Inc.	\$ 277.33	
Petty cash—postage	2,955.77	
	<hr/>	
Total.....		3,233.10
TELEPHONE AND TELEGRAPH—GENERAL:		
Pacific Telephone & Telegraph Co.	\$ 2,120.72	
Western Union	479.82	
	<hr/>	
Total.....		2,600.54
TAXES:		
Director of Internal Revenue—		
social security taxes	\$ 724.36	
Federal Reserve Bank—		
social security taxes	1,185.97	
Department of Employment	155.54	
Russell L. Wolden—assessor	224.45	
	<hr/>	
Total.....		2,290.32
GENERAL EXPENSES:		
Office Employees Insurance Trust Fund....	\$ 2,069.75	
James F. Allen—insurance	112.50	
Maloney & Maritzen—insurance	680.95	
State Compensation Insurance Fund	147.74	
Automobile Club of California—insurance	23.47	
Benedetti Floral Co.	313.89	
Burns, The Florist	57.20	
The Garrett Press	698.63	
Galland Linen Service	19.10	
Audograph, Inc.	1,719.98	
Kielty & Dayton	12.60	
Bell Typewriter Co.	63.10	
Skinner & Hammond—accounting services	3,380.00	
San Francisco Tuberculosis Association	10.00	
Mt. Sinai Hospital and Clinic	100.00	
Union Label Section—Orphans		
Christmas Party	100.00	
San Francisco Letter Carriers' Association...	15.00	
Hibernia Bank—safe deposit box rental....	4.40	
Petty cash—Christmas gifts	590.00	
Petty cash—miscellaneous	420.58	
	<hr/>	
Total.....		\$ 10,538.89
Total Disbursements—Exhibit B		\$356,106.64

OFFICERS REPORT TO

August 30, 1957

REPORT ON CONTRIBUTIONS
Right To Work — Defense Fund

Town	Name of Local	Local No.	Contribution	Pledge Balance	Total
Auburn					
	Carpenters & Joiners	1486	10.00	110.00	120.00
Bakersfield					
	Allied Printing Trades Council	—	10.00		10.00
	Central Labor Council	—	100.00		100.00
	Machinists	159	50.00		50.00
	Plumbers & Fitters	460	25.00		25.00
	Typographical	439	10.00	50.00	60.00
Benecia					
	Machinists	1687	25.00		25.00
Berkeley					
	Carpenters & Joiners	1158	25.00		25.00
	Fire Fighters Assn.	1227	81.00		81.00
	Painters	40	50.00		50.00
Betteravia					
	Sugar Refinery Workers	20384	25.00		25.00
Burbank					
	Federated Fire Fighters	—	50.00		50.00
Chester					
	Lumber & Sawmill Workers	3074	25.00		25.00
Chula Vista					
	Motion Picture Projectionists	761	25.00		25.00
Cloverdale					
	Lumber & Sawmill Workers	2853	25.00		25.00
Colton					
	Operative Potters	226	25.00		25.00
	Plasterers	97	25.00		25.00
Compton					
	Carpenters & Joiners	1437	100.00		100.00
El Centro					
	Central Labor Council	—	5.00		5.00
El Monte					
	Chemical Workers	78	25.00		25.00
	Painters	254	50.00		50.00
Eureka					
	Central Labor Council	—	50.00	250.00	300.00
	Plasterers	481	10.00		10.00
Fresh Pond					
	Lumber & Sawmill Workers	2561	25.00		25.00
Fresno					
	Butchers	126	5.00	55.00	60.00
	Central Labor Council	—	250.00		250.00
	Creamery Employees	517	50.00		50.00
	Culinary Workers & Bartenders	230	200.00		200.00
	Laundry Workers	36	10.00		10.00
	Post Office Clerks, Calif. Fed.	—	20.00		20.00
	Sheet Metal Workers	252	49.00		49.00
Grass Valley					
	Carpenters & Joiners	1903	25.00		25.00
Hollywood					
	Affiliated Property Craftsmen	44	20.00	100.00	120.00

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Amer. Fed. of Television & Radio Artists	—	100.00		100.00
Make Up Artists	706	100.00		100.00
M. P. Studio Cinetechnicians	789	50.00		50.00
Studio Projectionists	165	25.00		25.00
Studio Electricians	40	20.00		20.00
Inglewood				
Machinists	720-J	25.00		25.00
Painters	1346	100.00		100.00
Kings Beach				
Carpenters & Joiners	2035	150.00		150.00
La Jolla				
Carpenters & Joiners	1358	100.00		100.00
Long Beach				
Bartenders	686	25.00		25.00
Bricklayers	13	10.00		10.00
Culinary Alliance	681	15.00	165.00	180.00
Machinists	1785	10.00		10.00
Painters	256	120.00		120.00
Retail Clerks	324	75.00	75.00	150.00
Las Angeles				
AMPF Empl. Painters	1798	25.00		25.00
Amer. Flint Glass Workers	139	20.00		20.00
Asbestos Workers	5	150.00		150.00
Bakers	37	100.00		100.00
Bakery Workers	453	25.00		25.00
Barbers	295	25.00		25.00
Beauticians	295-A	10.00	40.00	50.00
Bookbinders	63	100.00		100.00
Cabinet Makers	721	50.00		50.00
Carpenters & Joiners	25	200.00		200.00
Carpenters & Joiners	929	25.00		25.00
Carpenters & Joiners	1497	100.00		100.00
Commercial Telegraphers	48	25.00		25.00
Dairy Employees	93	350.00		350.00
District Council of Carpenters	—	100.00		100.00
Glass Bottle Blowers	125	25.00		25.00
Glass Workers	636	100.00		100.00
Laborers	300	50.00		50.00
Joint Exec. Brd.—Bakery & Conf. Wkrs.	—	100.00		100.00
Lathers	42	100.00		100.00
Laundry Workers	52	50.00		50.00
Leather Handbag & Luggage Workers	213	10.00		10.00
L.A. County Fire Fighters	1014	10.00		10.00
Lumber Workers	2283	100.00		100.00
Machinists	311	150.00	300.00	450.00
Machinists	795	25.00		25.00
Machinists	1186	250.00		250.00
Meat Cutters	421	100.00	200.00	300.00
M. P. Projectionists	150	50.00	623.00	673.00
Musicians	47	40.00		40.00
Pari-mutuel Empl. Guild	280	100.00		100.00
Photo Engravers	32	500.00		500.00
Technical Engineers	183	25.00		25.00
Plasterers	2	10.00		10.00
So. Calif. Typographical Conf.	—	25.00		25.00
Tile Layers	18	45.00	135.00	180.00
Upholsterers	15	50.00		50.00
Wholesale Delivery Drivers	848	100.00		100.00
Wholesale Wine & Liquor Salesmen	151	25.00		25.00
Watson, J. L. (Individual)	—	2.00		2.00
Maywood				
Glass Bottle Blowers	148	50.00		50.00

Merced				
Carpenters & Joiners	1202	20.00	100.00	120.00
Construction Laborers	995	100.00		100.00
Pulp, Sulphite & Paper Mill Workers	826	10.00		10.00
Modesto				
Hod Carriers	1130	50.00	50.00	100.00
Monrovia				
Machinists	1893	15.00		15.00
Monterey				
District Council of Carpenters	—	50.00		50.00
Electrical Workers	1072	50.00		50.00
Roofers	50	50.00		50.00
Napa				
Packing House Employees	668	34.00	66.00	100.00
United Garment Workers	197	200.00		200.00
Oakland				
Alameda County School Employees	257	10.00		10.00
Bakery Wagon Drivers	432	100.00		100.00
Building & Construction Trades Council	—	100.00		100.00
Carpenters & Joiners	1473	25.00		25.00
Cooks	228	25.00		25.00
Culinary Alliance	31	25.00	125.00	150.00
Gardeners	1203	10.00		10.00
M. P. Machine Operators	169	50.00		50.00
Painters	127	100.00		100.00
Railway Carmen	140	25.00		25.00
Railway Carmen	735	20.00		20.00
Sleeping Car Porters	—	25.00		25.00
Typographical	36	10.00		10.00
Ontario				
Machinists	120	20.00	40.00	60.00
Orange				
Sales Drivers	952	25.00		25.00
Oroville				
Firemen & Oilers	534	20.00		20.00
Palo Alto				
Bindery Workers	21	10.00	20.00	30.00
Typographical	521	100.00		100.00
Pasadena				
Carpenters & Joiners	769	50.00		50.00
Meat Cutters	439	100.00		100.00
Painters	92	100.00		100.00
Pomona				
Chemical Workers	58	20.00	40.00	60.00
Glass Bottle Blowers	110	10.00		10.00
Quincy				
Lumber & Sawmill Workers	1123	50.00		50.00
Redwood City				
Cement Mill Workers	760	10.00		10.00
Reseda				
Carpenters & Joiners	844	20.00		20.00
Richmond				
Barbers	508	10.00		10.00
Electrical Workers	302	25.00	125.00	150.00
Retail Clerks	1179	100.00	500.00	600.00
Riverside				
Roofers	146	25.00		25.00
Retail Clerks	1167	100.00		100.00

STATE FEDERATION OF LABOR

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Sacramento				
Bakers	85	100.00		100.00
Bookbinders	35	25.00		25.00
Building Service Employees	411	10.00	110.00	120.00
Butchers	498	400.00		400.00
Construction Laborers	185	100.00	200.00	300.00
Glaziers	767	25.00		25.00
Railway Shopmen	5	10.00		10.00
Roofers	47	100.00		100.00
Sign Writers	828	25.00		25.00
Iron Workers Shopmen	504	43.00		43.00
Waiters & Waitresses	561	50.00		50.00
Salinas				
Central Labor Council	—	20.00	100.00	120.00
Fire Fighters	1276	5.00		5.00
San Andreas				
Carpenters & Joiners	386	5.00		5.00
San Bernardino				
Laundry Workers	186	25.00		25.00
M. P. Projectionists	577	100.00		100.00
Sales Drivers	166	50.00		50.00
San Bruno				
Air Transport Employees	1781	25.00		25.00
San Diego				
Butchers	229	250.00		250.00
Carpenters & Joiners	1296	50.00		50.00
Carpenters & Joiners	1571	10.00		10.00
District Council of Carpenters	—	40.00	200.00	240.00
Labor League for Political Education		250.00		250.00
Laundry & Dry Cleaners Council #2	—	100.00		100.00
Local Jt. Board, Culinary & Bartenders	—	50.00	250.00	300.00
Millmen	2020	30.00	90.00	120.00
Painters	333	25.00	225.00	250.00
Shipwrights	1300	110.00	110.00	220.00
Stage Employees	122	10.00		10.00
Structural Iron Workers	229	25.00		25.00
Typographical Workers	221	25.00		25.00
San Francisco				
Boilermakers	6	100.00	200.00	300.00
Bookbinders	31-125	100.00		100.00
Butchers	115	1,000.00		1,000.00
Calif. State Council of Carpenters	—	2,500.00		2,500.00
Commercial Telegraphers	34	150.00	300.00	450.00
Construction Laborers	261	100.00		100.00
Electrical Workers	6	100.00		100.00
Garage Employees	665	1,100.00	1,100.00	2,200.00
Hardwood Floormen	1047	25.00		25.00
Iron Workers	472	25.00		25.00
Jewelry Workers	36	25.00		25.00
Ladies Garment Workers Joint Board	—	25.00		25.00
Lithographers	17	50.00		50.00
Marble Shopmen	95	100.00		100.00
Marine Cooks & Stewards		100.00	1,100.00	1,200.00
Marine Firemen, Pacific Coast		100.00		100.00
Master Furniture Guild	1285	5.00		5.00
Masters, Mates & Pilots	90	75.00	225.00	300.00
Masters, Mates & Pilots (Seattle)	90	25.00		25.00
Molders & Foundry Men	164	25.00		25.00
M. P. Operators	162	50.00		50.00
No. California Dist. Council Laborers	—	200.00	300.00	500.00
Office Employees	3	5.00	10.00	15.00
Pile Drivers	34	25.00		25.00

OFFICERS REPORT TO

Roofers	40	10.00	110.00	120.00
Sailors Union of the Pacific	—	200.00	800.00	1,000.00
Seafarers Union	—	500.00		500.00
Shipfitters	9	25.00		25.00
Stereotypers	29	100.00		100.00
Terrazzo Workers	115	100.00		100.00
Theatrical Stage Employees	16	75.00		75.00
Theatrical Wardrobe Attendants	784	10.00	30.00	40.00
Waiters	30	100.00		100.00
Waitresses	48	100.00		100.00
Watchmakers	101	15.00		15.00
Window Cleaners	44	50.00		50.00
San Jose				
Auto Mechanics	1101	25.00		25.00
Bricklayers	10	50.00		50.00
Garden City Express	2222	5.00		5.00
Machinists	504	10.00		10.00
Musicians	153	50.00		50.00
Plumbers & Steamfitters	393	50.00		50.00
Retail Clerks	428	15.00	165.00	180.00
Typographical	231	50.00		50.00
San Mateo				
Automotive Machinists	1414	10.00	110.00	120.00
San Pedro				
Automotive Machinists	1484	10.00		10.00
Bartenders	591	50.00		50.00
Butchers	551	1,000.00		1,000.00
Painters	949	50.00		50.00
San Rafael				
Carpenters & Joiners	35	50.00	100.00	150.00
Central Labor Council	—	20.00	20.00	40.00
Hod Carriers	201	200.00		200.00
Retail Clerks	1119	25.00	75.00	100.00
Santa Ana				
Carpenters & Joiners	1815	100.00		100.00
Cement Masons	52	25.00		25.00
Central Labor Council	—	194.11		194.11
Painters	686	50.00		50.00
Santa Barbara				
Carpenters & Joiners	1062	90.00		90.00
Lathers	379	10.00		10.00
Musicians	308	25.00		25.00
Retail Clerks	899	50.00		50.00
Sheet Metal Workers	273	60.00	60.00	120.00
Santa Cruz				
Carpenters & Joiners	829	25.00	275.00	300.00
Electrical Workers	609	5.20	26.00	31.20
Painters	1026	50.00		50.00
Plasterers	379	10.00		10.00
Santa Monica				
Carpenters & Joiners	1400	100.00		100.00
Painters	821	50.00		50.00
Typographical	875	15.00		15.00
Santa Rosa				
Bartenders & Culinary Workers	770	250.00		250.00
Boot & Shoe Workers	446	50.00		50.00
Stockton				
Carpenters & Joiners	566	10.00		10.00
County Employees	183	3.00		3.00
Machinists	364	250.00		250.00

CALIFORNIA STATE FEDERATION OF LABOR**1901 — 1957****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.
 1908-1909 Alexander M. Thompson, Team Drivers No. 70, Oakland.
 1909-1912 Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.
 1912-1916 Daniel P. Haggerty, Machinists No. 68, San Francisco.
 1916-1921 Daniel C. Murphy, Web Pressmen No. 4, San Francisco.
 1921-1924 Seth R. Brown, Typographical No. 174, Los Angeles.
 1924-1926 Roe H. Baker, Barbers No. 148, San Francisco.
 1926-1928 John F. Dalton, Typographical No. 174, Los Angeles.
 1928-1930 William P. Stanton, Electrical Workers No. 151, San Francisco.
 1930-1934 A. W. Hoch, Machinists No. 311, Los Angeles.
 1934-1936 Edward D. Vandeleur, Street Railway Employees, Div. 518,
 San Francisco
 1936-1937 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.
 1950-1957 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.
 1943-1957 C. J. Haggerty, Lathers No. 42, Los Angeles.

Convention Cities

1st—1901, San Francisco	29th—1928, Sacramento
2nd—1902, Vallejo	30th—1929, Long Beach
3rd—1903, Los Angeles	31st—1930, Marysville
4th—1904, Fresno	32nd—1931, Santa Barbara
5th—1905, Sacramento	33rd—1932, Modesto
6th—1906, Oakland	34th—1933, Monterey
7th—1907, Stockton	35th—1934, Pasadena
8th—1908, Vallejo	36th—1935, San Diego
9th—1908, San Jose	37th—1936, Sacramento
10th—1909, San Rafael	38th—1937, Long Beach
11th—1910, Los Angeles	39th—1938, Santa Barbara
12th—1911, Bakersfield	40th—1939, Oakland
13th—1912, San Diego	41st—1940, Santa Monica
14th—1913, Fresno	42nd—1941, San Francisco
15th—1914, Stockton	43rd—1942, Long Beach
16th—1915, Santa Rosa	44th—1946, San Francisco
17th—1916, Eureka	45th—1947, Sacramento
18th—1917, Sacramento	46th—1948, Long Beach
19th—1918, San Diego	47th—1949, Los Angeles
20th—1919, Bakersfield	48th—1950, Santa Barbara
21st—1920, Fresno	49th—1951, San Diego
22nd—1921, San Jose	50th—1952, Santa Barbara
23rd—1922, Long Beach	51st—1953, San Francisco
24th—1923, Stockton	52nd—1954, Santa Barbara
25th—1924, Santa Barbara	53rd—1955, San Diego
26th—1925, San Diego	54th—1956, Long Beach
27th—1926, Oakland	55th—1957, Oakland
28th—1927, San Bernardino	

PROCEEDINGS

of the Fifty-Fifth Convention

FIRST DAY

Monday, September 16, 1957

MORNING SESSION

Opening Ceremonies

The 55th convention of the California State Federation of Labor was called to order at 10:00 a.m. in the Municipal Auditorium, Oakland, California, by Albert Brown, president of the Central Labor Council of Alameda County, AFL-CIO, and chairman of the convention committee.

Prior to the call to order, the delegates were entertained by a concert performed by the Oakland Municipal Band under the direction of Herman Trutner, Jr.

Following the call to order, the delegates joined in singing "The Star Spangled Banner," led by Stan Noonan.

The colors were then presented by the Color Guard of Troop 33 of the Oakland Boy Scouts, and the delegates recited the Pledge of Allegiance to the Flag, led by Martha Rice of Troop 266 of the Oakland Girl Scouts.

Invocation

Reverend Dr. Laurance L. Cross of the Northbrae Community Church delivered the following invocation:

"We rejoice, our Father in Heaven, that we are able to come to Thee as the Master Workman of the race, as the skilled craftsman of stars and skies and flowers and trees; of causes and organizations—all for the use and the enjoyment of Thy children.

"As co-workers with Thee, we pray Thy presence with and Thy blessing upon this great organization and this great convention. We rejoice in those who have made it possible, who toiled long and suffered much that we might have the benefits that we enjoy today. But may we not take these benefits for granted. May we keep them secure, add to them and pass them on to those who come after us. Especially may we protect them against misguided men who would give a beautiful name, the "right to work," to an ugly fact, the right to destroy all the gains of the past. Thus

may we share in the plan which we know God is working His purpose out as year succeeds to year. God is working His purpose out and the time is drawing near. Nearer and nearer draws the time, the time that shall surely be when the earth shall be filled with the glory of God as the waters cover the sea.

"Amen."

Welcome to Delegates and Visitors

Albert Brown, president of the Central Labor Council of Alameda County, AFL-CIO, and J. Lamar Childers, business representative of the Building and Construction Trades Council of Alameda County, welcomed the delegates and visitors to the convention.

Introduction of Honored Guests

Robert S. Ash, executive secretary of the Central Labor Council of Alameda County, AFL-CIO, introduced the following guests to the convention, each of whom welcomed the delegates to Oakland.

Clifford E. Rishell, mayor of Oakland; Wayne Thompson, city manager; Wyman Vernon, chief of police; Leland Sweeney, chairman of the Alameda County Board of Supervisors; H. P. Gleason, sheriff; James Francis Coakley, district attorney; Francis Dunn, Jr., supervisor; W. Byron Rumford, assemblyman, 17th district; Carlos Bee, assemblyman, 13th district; Robert Crown, assemblyman, 14th district; James Quinn, Board of Equalization, 2d district; George P. Miller, congressman, 8th district.

Secretary Ash then presented the following labor representatives:

Paul Jones, Federation vice president of District 10B, Alameda County; Jerry S. Miller, president of the Building and Construction Trades Council of Alameda County; Battalion Chief Farrell of the Oakland Fire Department, who presented white chiefs' helmets to President Thom-

as L. Pitts and Secretary C. J. Haggerty on behalf of the International Association of Fire Fighters and the Federated Fire Fighters of California; and the members of the executive council of the Alameda County Central Labor Council, AFL-CIO.

PRESIDENT THOMAS L. PITTS

Chairman Albert Brown presented the gavel to President Pitts, signalling the formal opening of the convention, and President Pitts addressed the convention, as follows:

"Reverend Dr. Cross, representatives of government, both local, city, county and state, distinguished guests, delegates and visitors to the fifty-fifth convention of the California State Federation of Labor. This is a memorable city for me, because in 1939, one of the very dearest friends that I had in the labor movement, who was somewhat my guiding light—a very splendid and outstanding man, remembered, I am sure, by many of you—named Burt V. Currihan, was elected in this city as the delegate of the California State Federation of Labor to the convention of the American Federation of Labor, and I was his campaign manager in that instance. So it brings back to me a fond memory of one who was great, was good, was extremely kind to me, and one who contributed much to all that we have today, and then went his way to a finer place than this earth.

"I am happy to be here to open what I think will probably be the last convention of the California State Federation of Labor as it is presently constituted. Much has occurred within the last few years in the American labor movement. One of the things has been the national merger, and that problem is yet before us. But I am sure, and I know, that there will be ways found to resolve the problems that still exist at a local level on that particular subject.

"We meet here in Oakland in this beautiful hall under some very fine conditions that have been arranged by a hard-working local committee. To them I would like to pay credit and commend them for the splendid facilities they have provided, for the great amount of work they have done in aiding us in establishing the office setup necessary for the function of the convention, and on behalf of those who had to find housing in this area, we can extend thanks for that also.

"Now, we are meeting at a time when there are some—and thank goodness, not all—who are being somewhat unscrupu-

lous in the sense that again we have laid out before us the picture of attempts being made to, if not destroy—and I am sure not destroy, because I doubt that there is any power except that of God that would be able to destroy this labor movement—but there are attempts being made surely to do what they can to weaken this labor movement. The attempts are not only being made here in this great state of ours, but throughout the nation. I am sure that the programs and the policies developed from this convention will lay the groundwork and the methods and procedures to combat these moves that are being made by those who are selfish and unwilling to recognize the contribution the American labor movement makes to the great economy of this nation and to the world itself.

"As we travel down, item by item, through the ten subject matters that will be before you as statements of policy from the executive council of this Federation, there will be developed again good, clear-cut, easily understood policies of what the goals are, what the objects are, and what we in the labor movement intend to accomplish on behalf of our people whom we represent directly and on behalf of all of the rest of the people who enjoy the fruits of our organizations.

"I will say briefly that we are here in the city of Oakland, and this is to the representatives particularly of the city: I think you will find nowhere in a convention across this nation at any time people who will conduct themselves in a manner any finer than the representatives of labor in this convention and in this city at this time. Our conduct will be such that the people of the city of Oakland and the state of California will know and understand that we are here to work. Yes, we will have some light moments. But while we have a light moment occasionally, which is necessary, I think, in everybody's life, we will also be working diligently on the problems that are confronting us at the present time. I say that to you and know that you will find as this convention closes in its final sessions that you will have had the finest group of people in the conduct that they will display and in all the actions that they will take that could be assembled in this great convention hall in the city of Oakland.

"Now, delegates, without any more ado from me at this time, I do declare this fifty-fifth convention of the California State Federation of Labor in order to con-

duct such business as may legally come before it.

"Each year in this convention we are blessed with many very fine speakers. Those who speak to us are always good in their thoughts; their expressions to us lead us to believe that they will accomplish much for us where it is possible; that they have our interest in mind and in heart. And on this occasion when I introduce one to you who has been before us many times, giving us fine expressions, it is one who, I must say, is not just a person who comes and gives us expressions of good will, but one who has given to us good deeds. Those are the things that we can count and evaluate much easier than all of the expressions that may flow readily from the mouths of some people. So when I say to you that he has given to us good deeds, not to us singly and individually, not to us as a group particularly of organized labor, but he has given to us in the deeds he has done the things that are good for all of the people of this great state.

"So I have inside me this morning a particularly pleasant feeling that I am able to introduce to you again from the platform of this convention the Honorable Goodwin J. Knight, the outstanding Governor of the State of California!"

HONORABLE GOODWIN J. KNIGHT

Governor of California

Governor Goodwin J. Knight, who had previously been brought to the platform by an escort committee composed of Joseph Cambiano, Jack Goldberger, Joseph Diviny, George O'Brien, Lee Lalor, Carl Cooper and M. R. Callahan, delivered the following address to the convention:

"President Pitts, Secretary Neil Haggerty, His Honor the Mayor, Cliff Rishell of the City of Oakland.

"To the distinguished delegates of the AFL-CIO here present, to the citizens of the superb city of Oakland, my fellow Californians, I am delighted to be with you today for many personal reasons, and for the more important reason that this is a momentous period not only for organized labor but for business and industry and for all of our people who value good will and the unprecedented era of economic well-being which we have achieved in California.

"May I startle you a bit this morning by saying that I wish that this were a joint meeting of the representatives of

labor and the representatives of business and industry sitting together as you have worked together, particularly during the past four years, to achieve a high order of industrial peace.

"As Governor of California, I want to express my heartfelt appreciation today to both labor and management for contributing greatly to the welfare of California during a critical period when serious dissension might well have brought widespread unemployment and disastrous economic losses to our state, particularly when you consider our vast and rapidly increasing population. I am confident that I speak for the great majority of the people of California when I voice that commendation. It is a prideful fact that California during these past four years of magnificent growth and prodigious industry has been freer of strikes and industrial strife than any other major state in the Union. And today, California has more people employed at higher wages than at any other time in our history.

"We are taking giant steps toward reaching our destiny as the largest state in the nation within the next few years; and despite the phenomenal rate at which new workers are coming into California, the percentage of unemployment in the total labor force continues to be substantially less than that of the country as a whole.

California's Economy of Abundance

"I want to repeat to you today in this great labor convention a statement which I made two weeks ago to a large group of employers and industrial leaders at the Sacramento Host Breakfast, honoring at that time the State Chamber of Commerce, because I believe it is an important summing up of our present situation. Due to some remarks of a political nature which I made at that time, my statement of the economic case was lost in the political shuffle. My statement was this, and I told this to the employers and I now repeat it to you:

Throughout our recent expansion we have enjoyed an economy of abundance, with record employment, high per capita income and high living standards. This era has been a sound, prosperous one, marked by a minimum of strife and difficulty among the various segments of our economy. This is no happenstance. These achievements have been due in large part to the progressive viewpoint and the prudent farsightedness of our California leader-

ship in all walks of life, and particularly to the advanced degree of cooperation which prevails upon business, agriculture, labor and government. Thus we have been able to measure up to the opportunities and the challenges of an unprecedented period of growth.

"I believe that as members of the State Federation of Labor you will agree with me that it is a happy and a wholesome development that the Governor of this great state can make such a report.

"As all of you know, I am a partisan in politics. But I am not a partisan between business and labor. I believe that you respect me for that, because it is my sworn obligation as governor to discriminate against none but to be fair in every act toward all. And because I have done my utmost to measure up to that obligation I know that the representatives of labor and business feel free to come into the Governor's office with confidence that they will receive a full, fair hearing and every possible assistance in arriving at an equitable solution of their problems. As far as it is within my power I am determined that every legitimate interest in our state will receive fair play at all times.

Anti-Labor Issue Threatens Continued Prosperity

"Now may I ask your careful and considered attention while I discuss an unhappy and untoward development of recent weeks which poses a serious threat to the high measure of industrial peace which we have achieved, to the unity of purpose with which we have all worked to meet the challenge of our rapidly expanding economy, and which may gravely endanger the welfare of this whole state. And I refer to the possible injection of an ill-considered and highly inflammatory anti-labor issue in the campaign for Governor of California next year.

"You do not need to be told the details of what has happened thus far, because you read the newspapers, and the first thunder of this approaching storm has been heard throughout the state.

"I have not spoken on this unfortunate development until now, because I have had high hopes that the belligerence of those who selected labor as their political target would soften when they counted the cost of this divisive issue in terms of the state's welfare, as opposed to their own ambition.

"I am still going to speak with restraint on this issue, and I want to commend you

for the comparatively temperate and restrained statement issued by the State Federation of Labor when this attack was launched against you, because I know that the majority of the people in this state still want and will demand industrial peace and will sharply repudiate anyone who attempts to disturb that peace at this critical time in the development of our state.

"Let me bring you this warm assurance, an assurance in which many far-seeing Republican business leaders of our state earnestly join me: The intelligent, fairminded men and women of the Republican Party in California are not going to abdicate and permit the Grand Old Party to become an anti-labor party. They are not going to permit any candidate for public office, no matter how high his ambition, to read labor out of their party, and they are not going to lend themselves or the party machinery to a reckless campaign to destroy the union shop in California.

"I can also tell you this of my own personal knowledge, and developments in the weeks and the months ahead, I am sure, will confirm this statement which I am about to make: The vast majority of incumbent public officials and candidates of the Republican Party in California will not support any attempt to outlaw the union shop in California.

Domestic and International Peace Must Be Maintained

"These same candidates are opposed, as are these same public officials opposed, to the injection of this disruptive issue into next year's political campaign. The need to maintain domestic peace in our state and in our country today is second in importance only to the overpowering need to maintain international peace in our troubled world, and our troubled world is threatened with a disaster beyond human comprehension if we fail in that high purpose. If ever the times demanded men of peace and good will in public office, that time is today. No man with a reputation for belligerence, either in international affairs or domestic affairs, no matter how high-principled he may be, is a safe man for executive office in the federal government today, and he is equally unsafe to be entrusted with the governorship of California.

"As Governor of this great state, I would oppose bigoted discrimination against any group or class or creed. I would oppose business-baiting with the same vigor that I am opposed to labor-

baiting. More important, I am convinced that the majority of the voters of California are equally opposed to any movement that would sow the seeds of business-labor discord throughout our state.

"I said at the outset of this address that I wished the representatives of business and industry were meeting in joint convention with all of us here today. Even though they are not here, they will know what has been said here because their concern for economic peace in California is just as great as yours, and they, too, read the newspapers.

"I have talked in recent days to many of the business leaders and large employers in our state who hold varying opinions on the principle involved in open-shop legislation. But with very rare exceptions I found them greatly pleased with the progressive reduction of industrial strife in California, and resolutely determined to do their part in maintaining this hard-earned harmony and peace.

"If we can proceed with that spirit in California, on both sides of the bargaining table, we can avoid the disaster of a bitter political struggle, followed by bitter warfare on the labor-industrial front, and we can avoid the ruinous business dislocations and the insecurity and the heart-break which are the cruel toll of widespread unemployment. We can keep this economy of abundance, we can continue to absorb our increasing population, and we can provide new citizens with honest, prideful employment at prideful wages. We can continue to take giant steps toward our great destiny.

Labor and the 1957 Legislature

"I ask your help and the help of all who are truly concerned with the welfare of our state in making this great goal a reality. And in this connection I believe a brief discussion of the cooperative spirit evidenced by labor spokesmen during our recent session in the Sacramento legislature is in order here.

"Among other things, the record shows that no one worked harder at that session to have enacted into law more stringent regulation of union health and welfare funds than did the representatives of the California State Federation of Labor. The composition of the commission set up under this new act has occupied a great deal of my attention of late, and within a few days I shall announce the appointment of seven outstanding Californians to this 'watchdog' committee.

"Now, here is substantial evidence that

the legitimate leaders of organized labor stand squarely for integrity and high standards of ethics, and they have consistently been among the most vocal in their condemnation of any shady practices on the part of the parasites who may have invaded the labor movement for selfish or corrupt purposes.

"As specific indication of the determination of labor leaders to rid the labor movement of all those who may be tainted with corruption, I would draw your attention and the attention of the general public to the statement of George Meany when he was asked at an executive committee meeting of the AFL-CIO how he felt about the activities of the McClellan Committee. Now here is what he said:

My attitude is that there should not be any change in our policy of cooperating with any committee that is turning up corruption. We shall cooperate legislatively and in every other way. But we will resist any attempt to fasten restrictive laws on labor as a whole because of the sins of a few.

"Here in California your spokesmen represent you, because they have come up through the ranks, they have worked at your side, and they have been selected by you through the process of competitive elections within your locals and within your councils. And all of this is true—cliches, platitudes, and vague, unsupported charges by the uninformed to the contrary notwithstanding.

Workmen's Compensation Gains

"Many of you will remember that when I spoke to the legislature concerning the problem of workmen's compensation I pointed out the difference between a man's actual wages and those which he might receive if he were disabled. I urged that we continue along the road of substantial progress at a rapid rate until the 65 per cent wage-loss principle in the law is restored to the level of operation contemplated by those who founded workmen's compensation.'

"The result is well known to you. The legislature responded with increases for temporary disability indemnity cases which bring the benefit to \$50 a week. In permanent disability indemnity cases, a new high was established at \$40 a week. Furthermore, death benefits were substantially improved so that today death benefits for a widow and a minor child have been established at \$15,000. And this is an increase of over 20 per cent from even the 1955 figure.

"In a very brief summary, then, during my administration, workmen's compensation benefits have been increased by more than 40 per cent for temporary disability, 33 per cent for permanent disability, and over 70 per cent for death benefits.

"It has been for me a matter of considerable concern that the length of time required to act upon applications for compensation benefits have been excessive. To overcome possible sources of delay, I sponsored programs to meet this problem from several directions. One effort has been directed toward the establishment of branch offices of the Division of Industrial Accidents. The effort has demonstrated that decentralization of our efforts results in more rapid handling of claims more efficiently. The Labor Code anticipates a maximum of two months from filing to decision for original cases. In nearly every office we are moving steadily toward that ideal.

Unemployment and Disability Insurance Gains

"In regard to unemployment insurance benefits, which we will discuss for a moment, I am sure you realize that my budget message to the legislature called for revisions . . . aimed at providing a sounder, more equitable system of unemployment insurance."

"What happened? The legislature responded with a bill, which I was pleased to sign into law, which increased the maximum weekly unemployment insurance benefits from \$33 to \$40. A part of that bill which was not so well publicized provided for a fixed five weeks' disqualification for a voluntary quitting of employment without good cause or a discharge for misconduct. This replaced the former two to five weeks' disqualification. This bill was recommended for approval by the California Federation of Labor and signed into law.

"I think it is significant that labor, as indicated by its approval of this bill, has demonstrated responsibility and willingness to recognize merit on both sides of an issue.

"In other legislation, the amount of hospital benefits was increased from \$10 to \$12 per day and allowance was made for such benefits to continue for a maximum of 20 rather than 12 days. It further provided for individuals covered by a voluntary insurance plan on January 1, 1958, that the taxable ceiling for the employee tax be increased to a maximum of one percent of \$3600 without consent nec-

essarily of the employee or approval by the Director of Employment. Again, here is a bill which was worked out by the representatives of labor and the insurance interests; a bill which represents a compromise solution in achieving a higher level of disability benefits.

Other Improvements

"Legislation was also approved providing that women were to receive equal pay for equal work. This is the first time in the history of California this bill was sponsored by a governor and put over.

"People are telling what they are going to do. So far, I have told you what we have done. Now let's look a little bit more at what we have done.

"The Assembly Interim Committee on Industrial Relations was granted \$18,000 for a continuing study of conditions under which women and children work in California, and additional appropriations were made to the Department of Industrial Relations for a continuing study of employment of women of all ages in California.

"Now, this is the first time in the history of our state that any such appropriation of money has ever been made to study how we may better the conditions of women and children in employment in our state.

"I regret that in a report of this type it is only possible for me to barely outline the program which your administration in Sacramento is developing. For instance, I wish it were possible to mention in detail the splendid record which our Department of Employment has achieved in placement of job seekers. In the last four years the placement of journeymen, technicians and semi-skilled workers has been steadily on the increase. Let's look at the figures.

"It jumped from 59,000 in 1954 to 85,000 in 1956. In fact, for these three years an average of 18 percent of all placements made were of highly skilled journeymen, technicians and semi-skilled workers. And at the same time, the unit time cost for basic claim functions during 1958 will be less than for this year, which simply means that, as Californians, we are getting more service at less cost than before.

"I am pleased with the record which this administration has achieved, for I think it reflects the intense interest we have in all of the people of this great state. We are proud of the fact that the employees in California factories take home paychecks which are over 13 percent higher than those taken home by sim-

ilar workers in the rest of the country. The average weekly wage in California is now \$93 a week—the highest in our history.

“With all our pride in our accomplishments, we are by no means satisfied that we have reached the ultimate. We look forward to opportunities which are still before us, some of which we are already working toward, some of which we may only contemplate at this moment, many of which are perhaps beyond the dreams of any of us.

“To you, in your capacities as representatives and spokesmen for labor, I take this opportunity to again remind you that the reward of success is responsibility. And I was pleased and inspired a few moments ago to hear your president say, ‘This is a working session. This is not a social gathering.’

“We all know you do not take your responsibilities lightly. Neither do we in government consider our responsibilities in any flippant, careless, biased or bigoted manner. As your Governor, I now express to you my thanks for your cooperation, for your deep interest, and for your vitality in helping to build for this state an economy and a labor tradition which is worthy of our greatest pride.”

President Pitts expressed the thanks of the convention and its guests to Governor Knight for his excellent address.

Report of Committee on Credentials

Chairman James Blackburn reported for the Committee on Credentials. On his motion, the convention voted to seat the delegates whose names were printed in the Preliminary Roll of Delegates.

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 413.

Appointment of Committees

Secretary Haggerty announced the following committees, which had been appointed by President Pitts:

Committee on Credentials

James H. Blackburn, Chairman, Painters District Council No. 48, Riverside.

W. J. Hull, Painters No. 256, Long Beach.

Kitty Howard, Culinary Alliance No. 754, San Pedro.

C. J. Hyans, Bill Posters No. 32, Los Angeles.

Phyllis Mitchell, Office Employes No. 3, San Francisco.

Andy Ahern, Garment Cutters No. 45, San Francisco.

William Cabral, Teamsters No. 70, Oakland.

George Bronner, Ventura Central Labor Council, Ventura.

W. Loyd Leiby, Southern California District Council of Laborers, Los Angeles.

Ronald Weakley, Electrical Workers No. 1245, Oakland.

Committee on Resolutions

Thomas A. Small, Chairman, Bartenders No. 340, San Mateo.

Albin Gruhn, Central Labor Council, Eureka.

Robert P. Sanders, Post Office Clerks No. 339, Fresno.

Henry Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles.

William Sidell, District Council of Carpenters, Los Angeles.

Albert Marty, Teamsters and Chauffeurs No. 150, Sacramento.

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.

Joseph Christian, Building Trades Council, Los Angeles.

Phil Deredi, Elevator Operators and Starters No. 117, San Francisco.

John Hogg, Carpenters No. 2164, San Francisco.

Charles Foehn, Electrical Workers No. 6, 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 Callahan, Fire Fighters No. 798, San Francisco.

E. H. Vernon, Automobile Machinists No. 1546, Oakland.

Everett Matzen, Butchers No. 364, Santa Rosa.

Harry Metz, Operating Engineers No. 3, San Francisco.

Ralph A. McMullen, Building Trades Council, Los Angeles.

Mike Elorduy, Cannery Workers & Warehousemen No. 857, Sacramento.

Harry Finks, Central Labor Council, Sacramento.

Committee on Constitution

C. T. McDonough, Chairman, Cooks No. 44, San Francisco.

Ted Merrill, General Truck Drivers and Chauffeurs No. 692, Long Beach.

John Quimby, Central Labor Council, San Diego.

Lowell Nelson, Building and Construction Trades Council, Vallejo.

George W. Johns, Retail Cigar and Liquor Clerks No. 1089, San Francisco.

John Quinn, Bartenders No. 52, Oakland.

Tony Cancellia, Central Labor Council, San Francisco.

A. E. Albertoni, Federated Fire Fighters, Burbank.

Charles "Pop" Kennedy, Musicians No. 6, San Francisco.

John D. Nelson, Bakers No. 37, Los Angeles.

L. A. Parker, Council of Federated Municipal Crafts, Los Angeles.

Sam Otto, Ladies Garment Workers No. 445, Los Angeles.

Committee on Union Label Investigation

James Symes, Chairman, Union Label Section, San Francisco.

John Ulene, Ladies Garment Workers No. 96, Los Angeles.

Anthony Agrillo, Barbers No. 252, San Jose.

Fred Schoonmaker, Carpenters No. 2114, Napa.

William Leshe, Carpenters No. 180, Vallejo.

Henry C. Wadsworth, AFL Film Council, Hollywood.

Edgar Hammer, Painters No. 1158, San Francisco.

Committee on Rules and Order of Business

Max Osslo, Chairman, Butchers No. 229, San Diego.

Walt Ragan, Retail Clerks No. 1442, Santa Monica.

Arthur Dougherty, Bartenders No. 41, San Francisco.

Alvin L. Holt, Barbers No. 295, Los Angeles.

Fannie Borax, Ladies Garment Workers No. 96, Los Angeles.

Edd X. Russell, Actors Equity, Hollywood.

Robert Willsey, San Bernardino-Riverside Building Trades Council, Riverside.

Committee on Labels and Boycotts

Jack Goldberger, Chairman, Newspaper and Periodical Drivers No. 921, San Francisco.

Kathryn Arnold, Culinary Alliance No. 681, Long Beach.

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.

Burnell Phillips, Central Labor Council, Riverside.

Ted Wills, Creamery Employees & Drivers No. 517, Fresno.

Charles Brown, Los Angeles Allied Printing Trades Council, Los Angeles.

Committee on Grievances

Earl Wilson, Central Labor Council, San Bernardino.

Pat Somerset, Screen Actors Guild, Hollywood.

George Deck, Retail Clerks No. 1532, Santa Rosa.

Henry Hansen, Central Labor Council, Stockton.

C. L. Dellums, Sleeping Car Porters, Oakland.

Hugh Caudel, Central Labor Council of Contra Costa, Martinez.

Edward A. Doyle, Bartenders & Culinary Workers No. 654, Oroville.

Paul E. O'Bryant, Motion Picture Studio Cinetechnicians No. 789, Hollywood.

Sergeants-at-Arms

Rex Pritchard, Chief, Golden Gate District Council of Lathers, San Rafael.

A. Silva, Hod Carriers No. 166, Oakland.

Homer Hixon, Chauffeurs & Sales Drivers No. 572, Long Beach.

Andy Hennes, Bartenders No. 591, San Pedro.

Ronald Benner, Building Trades Council, Ventura.

George L. Williamson, Sailors Union of the Pacific, San Francisco.

Recess

The convention was thereupon recessed by President Pitts at 11:45 a.m., to reconvene at 2 p.m.

MONDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2 p.m.

Report of Committee on Rules and Order of Business

Chairman Max Osslo of the Committee on Rules and Order of Business reported for the committee, recommending the adoption of the following:

Rules and Order of Business 1957 Convention

1. The sessions of the convention shall be from 9:30 a.m. to 12 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 to 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. All resolutions, in triplicate, must be received by the Secretary-Treasurer by 5:00 p.m. on Tuesday, September 3, 1957, except those approved for submission by regularly constituted and affiliated statewide organizations at conventions or conferences held during the first two weeks of September, which must be filed not later than 9:00 p.m. on Sunday, September 15, 1957. All resolutions which are introduced later must have the unanimous consent of the delegates present. No resolution shall be received unless signed and sealed by an affiliate of the Federation. The committee 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 votes 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; 1958 convention city.

16. Any delegate wishing to retire dur-

ing sessions shall receive permission from the Chair.

17. All questions not herein provided for shall be decided in accordance with Roberts' Rules of Order.

The recommendation was signed by the members of the Committee on Rules and Order of Business: Walt Ragan, Arthur Dougherty; Alvin L. Holt; Fannie Borax; Edd X. Russell; Robert Willsey; and Max Osslo, Chairman.

On motion by Chairman Osslo, the convention adopted the committee's recommendation, and President Pitts discharged the committee with thanks.

Guests from Chile

President Pitts introduced to the convention six representatives of the Ministry of Labor of Chile, visiting this country under the auspices of the International Cooperation Administration to study labor relations in the United States. The delegates received the visitors with warm applause.

ERNEST B. WEBB

Director, California State Department of Industrial Relations

President Pitts then presented Ernest B. Webb, director of the California State Department of Industrial Relations, who addressed the convention, as follows:

"President Tommy, Secretary Neil, officers of the Federation, your distinguished guests, my brother and sister delegates and trade unionists. It seems every year at this convention your program committee and your executive council bring forth some outstanding speakers on many, many subjects. In view of the fact that time is of the essence and because I have been attending these conventions since 1928, I have filed with your secretary a statement which depicts the activities of the Department of Industrial Relations for the past year.

"We have made many achievements, with the cooperation of the Bureau of Administration and some of the divisions of the department. We have made some outstanding successes legislatively with respect to the organization of the department.

"With the help of your legislative representatives, I am very happy to report that the Department of Industrial Relations at this session of the legislature received percentage-wise in dollars a larger percentage of increase than any other

department in state government. As I stated, this was due in part to the cooperation of your officers, but I think the prime factor in our success was the aid, the assistance and the cooperation of our most able Governor, whom you heard this morning.

"The first time I appeared before your convention, I told you that, as director of the department, there would be nothing in respect to the activities of this department which would be inimical to the philosophy which you and I share. That has not happened, and I wish to attest to the fact that it will not happen. The Governor has been most helpful, as I stated before, in all of the trials and tribulations of an administrator in government. He has given me every help.

"So with these few remarks, and wishing this convention and its delegates, its organizations, every success, I look forward to seeing you again next year."

Prepared Address of Ernest B. Webb,
Director of Industrial Relations

I take this liberty of reporting to you on some of the recent changes and developments in the Department of Industrial Relations affecting your welfare as working men, women, union officers, and members.

The progress we have made is due in large measure to an understanding Governor—Goodwin J. Knight. Governor Knight has been most helpful in our budget requests, in our administrative problems, and in our legislative programs. Californians can well be proud of the stature, the competence, and the humanness of the person they have chosen as their chief executive.

I am sure you will join with me in congratulating your own legislative staff on their legislative successes—your executive officer, Neil Haggerty; your able president, Tommy Pitts; your general counsel, Charley Scully; Harry Finks; Wayne Hull. California is a better place in which to live and work due to the untiring efforts of these outstanding leaders. They were most helpful to the department in our legislative program, and Brother Haggerty appeared before both committees on the department budget and was most helpful.

I shall not attempt to review all of the functions of the department nor to give an accounting of all its operations. So much is new and so much of what is new is important to you that I want to use

most of the time allotted to me to discuss these new developments.

California has been growing so rapidly that this growth, plus almost daily changes in production techniques, creates a situation where all of us who are concerned with the welfare of workers must keep forging ahead. To do as well or a little better than we did last year is not enough.

Californians comprise about 8 per cent of the national population, but last year we provided 20 per cent of all the new jobs in the nation.

It is the responsibility of the Department of Industrial Relations to foster and promote the welfare of the workers on these newly created jobs and on all the previously existing jobs.

New Industries, New Processes, New Jobs

As the number of jobs grows and new industries, new processes, and new jobs come into existence, the functions of our department grow and change. The work of the legislature grows and changes as new public policies must be established and old ones modified to meet current circumstances.

To provide services to the working people of this state, we have requested from the legislature and received, during the past four years, budgetary approval to add more than 200 employees in the Department of Industrial Relations. The department has expanded from 838 persons in the budget year 1953-54 to 1050 in the current fiscal year which began July 1, 1957. This means more referees in the Industrial Accident Commission, more safety engineers, more deputy labor commissioners, more housing inspectors, more industrial welfare agents, more conciliators, and more apprenticeship consultants. Yet we still are hard pressed to keep up with the rapid strides California is making in its industrial growth.

Not only is California growing rapidly in population and in labor force. California is a big state geographically, and industrial development is no longer concentrated in a few population centers. Industrial growth and decentralization has brought the need for growth and decentralization in the Department of Industrial Relations.

From the very beginning of the department's existence it has been recognized that services to the working people of the state must be brought where the working people are. What has since grown to be called the Department of Industrial Rela-

tions was first created by the state legislature in 1883. It was established in San Francisco rather than the state's capital because at that time San Francisco was the home of most of the working people of the state. Today, in bringing the services of the department as close to home as possible, we have offices of the department located in twenty-five California cities.

This briefly and in general indicates to you, I hope, the department's efforts to meet the new demands placed upon it by the industrial growth of the state.

Now I would like to tell you about some of the developments and recent changes in departmental program.

The greatest amounts of the department's energies and its budget are spent in discharging its many responsibilities for the safety of each worker on the job, and for his right to workmen's compensation if he should suffer an injury on the job.

Accident Prevention Developments

The efforts of our Division of Industrial Safety are aimed at preventing accidents which can disable a worker. That these efforts have been vigorous and have met with some success is evidenced by the fact that the injury rate has been reduced 17 per cent since 1950.

Our accident prevention forces have moved up the field.

Our plan of attack now is to press our advantage all along the line and at the same time to concentrate our heaviest fire on a few sources of our greatest casualties. Our intelligence in this campaign, the Division of Labor Statistics and Research, has spotted these sources for us. We shall attack intensively this year the one causing the heaviest casualties—the construction industry.

While construction employees account for only 7 per cent of all employees covered by the California Workmen's Compensation Act, construction industry accidents are 16 per cent of the total and construction deaths are 23 per cent of the total. Construction has the highest injury rate of any major industry group—80 disabling injuries per 1000 workers. This is 2½ times the average rate of 35 for all California industries combined.

Twelve additional construction safety engineers were requested by the department and authorized by the legislature this year to join the 14 in the field already against the killing accidents in this

one industry. The "heavy construction" or "engineering" types of projects, projects that include more-than-average hazardous work such as tunnels, trenches, bridges and dams will be inspected more closely and more often than has been possible until now.

We are also increasing the task force being sent out to reduce the number of accidents in logging and sawmills.

To help pinpoint the attack, we are beginning a new program of fact-finding and reporting. Our Division of Labor Statistics and Research is preparing to analyze work injury reports on an occupational basis. We know from their research already which industries need our concentrated efforts. We will soon have information on the accident factors for each major occupation in these most hazardous industries.

Casualties Among Government Employees

There is another industry whose accident rate will probably come as a surprise to you. While the accident rate in all industries combined has shown a heartening decrease of 17 per cent since 1950, in one large industry it has increased 25 per cent. That industry is government.

The State Compensation Insurance Fund, which underwrites the workmen's compensation insurance of most local governmental agencies, is launching an attack upon the hazards here. Working with the cooperation of the League of California Cities, safety engineers from the fund are personally visiting the cities to help them develop effective safety programs. Our Division of Industrial Safety is cooperating in this drive to cut down the injury rate to government employees.

We must at the same time be alert to new accident hazards arising from new developments in industry. Our Division of Industrial Safety is very active in efforts to protect the workers of today and of the future who work with radioactive materials. Representatives of the division are meeting almost constantly with representatives of the Atomic Energy Commission, and I am chairman of the Governor's Committee on Peacetime Use of Radiological Materials.

While much of our effort is directed toward preventing injury to a worker, we are never unmindful of the worker who has unfortunately suffered an industry injury.

Injured Workers' Compensation

As you know, workmen's compensation benefits increased again only last week as the result of legislative action in the earlier part of the year. Temporary disability indemnity has been increased more than 40 per cent in the last four years, from \$35.00 to \$50.00 a week.

We have been attacking the possible sources of delay in the length of time required to act upon applications for compensation benefits filed with the Industrial Accident Commission.

Since July 1 of this year, the Industrial Accident Commission has added another ten referees to their staff. Additional disability rating specialists, medical examiners, attorneys, hearing reporters and supporting clerical staff are augmenting the additional referees.

Another effort has been directed toward establishing branch offices, to bring the services of the commission closer to the injured worker and handle claims more expeditiously. Carrying on the policy of steady decentralization, new offices are being opened this year in Redding, San Jose and Santa Barbara. With these new offices in operation, the Industrial Accident Commission will have offices in twelve California cities.

It is my determination that we must not rest when we have succeeded in processing the claim of an injured worker as expeditiously as possible and have compensated him partially for the loss of wages he has incurred. If he has suffered permanent disability as a result of an injury on the job, we have an obligation to restore and retrain his work capacity to the fullest extent possible. The injured worker must not only be compensated. He must be rehabilitated. This was the intent of California's workmen's compensation law when it was first written more than forty years ago. California has one of the few laws in this country which provides the injured worker with all necessary medical care.

Forty years ago, many of the modern techniques of rehabilitation were undreamed of. Since World War II many new techniques for restoring usefulness to maimed bodies have been developed. Today, also, much more is known and can be done about adapting jobs to persons with handicaps than was true even a decade ago. Ways must now be found to use this knowledge and skill to return each injured worker to as near his maximum abilities as we know how.

There is no simple way we can achieve this. It requires the concerted efforts of the injured workers, the medical profession, the employers, the insurance industry and the vocational rehabilitation agencies.

New Perspectives for Vocational Rehabilitation

A beginning has been made. In 1955 the legislature appropriated funds, and the federal government matched their appropriation to finance a two-year intensive study of the needs for vocational rehabilitation among workers injured on the job.

The State Compensation Insurance Fund is one of several insurance carriers who are making their records available to the study group. Individual cases are being selected for study and service by the State Bureau of Vocational Rehabilitation. From these individual cases, general principles to guide us in the rehabilitation of industrially injured workers will, hopefully, be developed. I am pleased to report to you that I am serving on the advisory committee of this project, as is S. W. Macdonald, chairman of the Industrial Accident Commission, together with representatives from labor, the insurance industry, the medical profession and the universities. Maury Gershenson, chief of our Division of Labor Statistics and Research, is technical consultant to the project staff.

The interest in and need for rehabilitation of all disabled persons is so great that Governor Knight is calling a state-wide working conference on rehabilitation in November. I urge any of you who may be invited to participate to do so earnestly. Rehabilitation concerns all disabled persons, not only those injured on the job.

There are new developments in some other areas I want to tell you about briefly.

New Minimum Wage Orders

First, the new Industrial Welfare Commission orders which will go into effect November 15 will affect about a million and one-half employed women and minors in California.

The process established in the Labor Code for revising the industrial welfare orders brings both labor and management into the process as active participants. During the past year the commission appointed 104 members to 12 differ-

ent wage boards. These boards are strictly advisory to the commission.

With an impartial chairman, an equal number of employer and employee representatives act as spokesmen for the occupation, trade or industry covered by each order.

These new orders will become effective on November 15, 1957. Then, California's minimum wage will increase from 75 cents to \$1.00 an hour. For the first time, hours, wages and working conditions of graduate nurses in hospitals will be covered by an order of the commission. Women employed in administrative, executive or professional capacities also will be covered by the working condition sections of the orders. These women have previously been exempt from all sections of the orders.

At the request of the department, the last session of the legislature passed amendments strengthening and clarifying the Industrial Homework Act.

Regulations governing industrial homework are necessary to protect both employers and employees in the manufacturing industries from unfair competition of marginal or submarginal businesses using homeworkers. At the same time the industrial home worker and the public must be protected. Changes made by the legislature will make it possible for our Division of Industrial Welfare to do a more effective job in this difficult aspect of their responsibility.

To enable the commission to fulfill its continuing responsibility for establishing and reviewing the state's minimum wage, we requested from the legislature authorization to undertake a regular program of surveying the wage structure of industries.

Our Division of Labor Statistics and Research is now planning the first survey. As these surveys are made and completed, greatly needed information never before available will be officially reported for the use of all concerned.

Our Division of Housing has set as its goal for this present year 100 per cent inspection of the more than 7,000 labor camps in the state. At the same time we will continue to encourage and assist responsible local agencies in their enactment and enforcement of building and housing codes.

Apprenticeship Programs

Though there were almost 20,000 registered apprentices in July of this year, our

Division of Apprenticeship Standards is confronted with industry's almost insatiable demand for skilled workers. The division and the California Apprenticeship Council in their long range planning are making every effort to encourage management and labor to increase and expand their apprenticeship programs. One obstacle is the small ratio of teenagers now in the labor force because of the unusually low birth rates of the prewar decade. This situation will shift soon as the "war babies" of the forties begin to come into the labor force.

New industrial developments are quickly reflected in the apprenticeship programs today. One of the successful recent apprenticeship programs inaugurated is for electronic technicians. Several programs for this new occupation are operating now in the southern part of the state and plans are in progress in other parts of the state.

Conciliation Service

Two additional conciliators have been authorized this year to enable the State Conciliation Service to serve the increasing requests for their assistance in difficult labor-management negotiations. Last year a smaller proportion of the employed workers in California were involved in work stoppages than in any other postwar year.

You in organized labor are to be commended for this record, as is management in California's industries. It is your achievement. Our Conciliation Service is pleased to have assisted you in this achievement by serving at your request in close to 550 cases last year.

There are several recent changes in the labor laws of the state affecting your health and welfare plans, the rate of wages on public works, the logging and lumbering industry, and other matters of concern to you. I shall leave discussion of these to Ed Park, Labor Commissioner, who will be speaking to you later.

Let me close by emphasizing that the concerns of working people in the state are the concerns of the Department of Industrial Relations and our great Governor. To act wisely and surely to advance the welfare of the working people requires the interest, the deliberation, and the action of many different individuals and groups. To the many of you who have served on boards and commissions, who have brought your experience and your energy to help in working out solutions, and who have lent support to our requests for legislative action, we of the

Department of Industrial Relations say thank you.

To my division chiefs, their staffs, and the employees of this department, I express my sincere appreciation for their efforts in behalf of the citizens of California.

BRYAN P. DEAVERS

President, State Building and Construction Trades Council of California

President Pitts introduced Bryan P. Deavers, president of the State Building and Construction Trades Council of California, who spoke as follows:

"Today I feel that I must talk about a matter that is uppermost in the minds of all of us at the moment. I wish to discuss the merger together with the benefits to be derived on the legislative side and the dangers to our building tradesmen on the economic front.

"Let me state now that we of the building trades unions favor the idea of the merger, but only if we are able to maintain the work historically performed by building trades craftsmen.

"In the early meetings of the merger, our leaders in the building trades unions were led to believe that all crafts would maintain their identity and that they would experience no difficulty with the vertical unions.

"Please let me quote from the constitution of the Building Trades Department, adopted August 5, 1957, in Atlantic City:

Article II, Section 5:

The objects and principles of this body are:

5. To maintain the historical functions, continuity and jurisdiction of the Building and Construction Trades Department, since its creation at Norfolk, Virginia, on November 11, 1907, and the issuance of its Charter by the American Federation of Labor on February 10, 1908.

"Do you remember what we were all saying at last year's State Federation convention in Long Beach? Of course you do! We were all talking about what we would do for hotel accommodations because of the increased size of the 1957 convention. The merger would, of course, be completed and we would have the additional delegates from the CIO unions.

"Marriage of the two parent bodies had us talking and the majority of us were lulled into a sense of false security.

Developments since that time have caused considerable alarm among building trades people over the nation. Maybe our parents were a little hasty with their wedding plans.

"A small boy in school one day was asked to spell matrimony, which he did promptly. His teacher then asked if he could explain the meaning of the word. His answer was, 'Well, I don't exactly know just what it means, but my mother says that it consists of romance, rice and rocks and that she has had enough of it.'

"I have been informed by good authority that our difficulty with the industrial unions is much more acute than at the time of the merger of the two parent bodies. In fact, the Building Trades Department is getting more cases in from all over the country. To date the Joint Committee appointed by the AFL-CIO Executive Council has not reached any solution to the problems. This committee will meet again in New York City on the 26th of this month. I only hope that they can come up with something that we can accept. Our original charter called for erection, repair and alteration. The question is: Are our charter rights to be observed? The committee thought so in Miami when they were presented with copies of the book 'History of the Struggles and Achievements of the American Federation of Labor Under Samuel Gompers.' This book outlines the jurisdiction granted the Building Trades Department at the time it was chartered.

"In the town of Mishawaka, Indiana, the Bendix Company has received a contract from the Navy Department to manufacture guided missiles which entails the construction of a new building and complete alteration and renovation of an existing structure, the new building to cost \$1,800,000 and the alterations \$400,000. The contracts for both jobs were let to Sollitt Company and they started to work. Our informant says that on Monday morning, August 26, the plant operators not on the day shift congregated at the entrance of the plant, parked their automobiles across all driveways and refused to let Sollitt employees into the plant. The South Bend Building Trades Council were advised that they were doing this on instructions from the UAW headquarters in Detroit.

"I have had several complaints in California.

"Is it any wonder that the states having large industrial centers are experiencing

difficulty with the merger? Is it any wonder that they are scared?

"However, we all agree that benefits could very well be derived, especially in politics. It isn't too hard to see that we could elect to political office anyone of our choosing and subsequent favorable legislation if we but had a truly united effort with our full union membership registered and voting together. Can this be done? I think so, but again let me say that people of the building trades should be heard along with those of the industrial and service unions. I have talked with Congressmen in Washington who were the best of supporters for the John L. Lewis brand of unionism, which, by the way, is not too bad, but these same Congressmen could not see where we of the building trades are especially hurt by the Taft-Hartley Act. Advantages on the legislative front will be only as great as we really wish them to be. It has been a time-honored rule that building trades councils as such would take no active part in political campaigns. Because of this, some elected officials ignore us, but there is no reason why this should be true if we speak out loud and long in central labor bodies, and by all means we should do our part in obtaining voluntary financial subscriptions. After having jointly taken our part in deciding on the candidates to be elected or having decided on the merits of legislation presented, then nothing could stand in the way of our success.

"Some four weeks ago I attended the convention of the State Federation of Nevada and witnessed the ceremony of the merger with the Nevada State organization of the CIO in the city of Reno. During the course of that convention I listened to many accomplished speakers, one of whom was the senior U. S. Senator from Nevada, Senator Malone. He spoke at length, using language that he thought fit the occasion—with each word taken from the gutter and which should have been taken as an insult by the delegates. His remarks were all directed at the purchase of foreign-made products and the necessity of a high tariff. At no time did he attempt to explain why he agreed with Secretary of the Army Brucker that 50-odd igloos at Desert Rock should be constructed with military personnel, even after everyone connected with the Sixth Army had favored the letting of this work to contract. His remarks were attacked later in the convention by representatives of COPE, the building trades people remaining quiet. One of these same speakers brought out some facts that are startling

to say the least. It seems that in one of the local unions, 75 per cent of the registered voters in a local where 40 only are registered anyway, refused to sign a petition to repeal the 'right to work' bill. My point is that the merger is completed now in Nevada, but the organizations there are not taking full advantage either on the legislative or the economic fronts.

"Let us not be like that here in California. We are strong believers in team play, and you can rest assured that as soon as the jurisdictional problems are worked out, we of the building trades unions will be wholeheartedly behind the merger, for all of us realize that our only chance in defeating bad legislation or in electing friendly people to political office is to be united.

"In closing, I wish to state that the committee on merger from our State Federation deserves to be commended for taking a long look at the proposals. And once again, we favor the merger, but we love our heritage as building tradesmen and we wish and intend to maintain our identity and the continuity and perpetuity of our charter as granted in February, 1908."

ROY E. SIMPSON

Superintendent of Public Instruction and Director of Education, State of California

President Pitts introduced Roy E. Simpson, Superintendent of Public Instruction and Director of Education for the State of California, who addressed the convention, as follows:

"Distinguished guests and delegates. It seems to me always that you are very fine in recognition of one of the important fields of your interest, namely, the education of the children of California. Today, in your opening session, I appreciate the opportunity to come to you and tell you of some of the accomplishments in the field of California public education.

Recent Achievements in Public Education

"First, we have received increased financial support from the legislature for the operation of our public schools.

"Second, we have raised the minimum salaries for qualified teachers to \$4,200.

"We have, for the first time since 1945, seen a reduction in the number of part-time sessions.

"We have received increased financing from the state legislature for the education of the physically handicapped, the

mentally retarded, and the cerebral palsied.

"We have also received an appropriation to study the problem of how we can better educate the gifted child.

"We have continued to improve our school district organization, thus contributing to improved and more efficient operation of our schools, and a better instructional program.

"We have enunciated a principle that the role of the state is to guarantee a minimum standard of instruction, whether it relates to classrooms, teaching personnel, or textbooks.

"And we have provided for additional higher education facilities. Not only have local districts voted to form local junior college organizations, but the California state legislature passed enabling legislation in the form of Assembly Bill 4 which established two new state colleges, one in southern Alameda County, and one in Orange County. Two sites for additional state colleges were authorized, one in the North Bay area, and in Stanislaus County. The State Public Works Board under the law is the agency responsible for the final selection and acquisition of the sites for state colleges. The State Public Works Board is meeting this afternoon to discuss the issues that go into the final selection of these two sites.

"I could go on and on and name other significant developments in the field of education which will be of material benefit to all of us, our children, and our grandchildren.

"These achievements did not come easily. There has been a history of a great deal of effort to reach this goal of accomplishment. Needless to say, we cannot rest on our laurels and bask in the brief sunshine of our success.

Ever-Increasing Number of Students

"Our demands in the field of public education seem to ever increase, and this is due primarily to the ever-increasing number of students which we must serve. We have been caught, as have other states, between an expanding population, an inflationary boom, and years of neglect, especially during and immediately after World War II. As a result, our school system in some places is inadequate to provide our children with the education most of us think we should provide.

"For example, this year in the state of California we have well over 3,000,000 school children enrolled in grades 1

through 14. In order to educate these children, we must spend in excess of one billion dollars each year. As you know, about one-half of this amount comes from the state and the other half from the local district. California now has the largest system of public education in the United States and it is the largest single enterprise in the state.

"Despite this tremendous progress we have made in California with respect to taking care of our educational needs, we still have much 'unfinished business' to transact, not only to take care of un-met needs, but in order to properly prepare for the future.

"A recent prediction states that California will experience a growth of 57 per cent over her present population by 1970, or an increase of 7,335,000 persons. You can readily see the tremendous educational problems that such a growth will mean to our state.

Four Major Problems

"Last year I talked with you about four major problems facing us in education. They were presented in this order: the teacher, the classroom, the textbook, and money to provide each of the first three enumerated. These problems are still with us and have diminished in severity only slightly, despite an all-out effort on the part of the State Department of Education and the other professional education groups throughout the state.

Teacher Shortage

"We still face a severe teacher shortage. According to our best estimates, we will need approximately 17,000 new teachers each year to meet the needs for replacements and increased enrollment. Our total certificated personnel in the state now numbers over 125,000 full-time teachers, which means that in 7 years we must recruit as many teachers as we now have in our classrooms. Through such activities as teacher recruitment: clinics held throughout the state (17 this past year), the appointment of a full-time staff member in our department to coordinate the program of teacher recruitment, considerable newspaper, radio and television publicity, professional and lay committee work, experimentation with educational television, and general improvement of teacher salaries and working conditions, we have managed to hold our own with regard to the teacher shortage. With our present staff and facilities, our colleges and universities are able to turn out each year only one half of our needed supply.

To offset this, we must recruit from other states and endeavor to attract back into the profession those people who were former teachers and retired from active teaching for various reasons. We have sponsored and encouraged legislation which would seek to improve the working conditions of teachers.

"I mentioned in my opening remarks that we supported legislation passed and signed by the Governor during this last legislative session providing for a minimum salary of \$4,200. We must overcome the teacher shortage by even a better minimum salary if we are to insure all children a fully qualified, certificated teacher in every classroom.

Classroom Shortage

"What I have said about the teacher shortage is equally true with regard to the need for classrooms and other instructional facilities. The people of California have been generous in their financial support for construction of needed school facilities, and labor has consistently been a leader in support of this program. But the children still come, and we cannot put them in deep freeze until such time as we find classroom space. Legislation was proposed during the recent session which would have authorized an additional 100 million dollars for continuance of the state aid program, subject to the ratification of the people. This legislation did not pass, but it is the hope of the State Department of Education that the 1958 budget session of the legislature will pass a call for sufficient bond money to carry on the program. The state aid school building fund is virtually depleted, yet the need for additional classrooms looms larger each day. California's school population increases have caused demands for school facilities which are impossible to provide from the proceeds of many local district bond issues alone.

Textbook Problem

"Last year at this time the matter of textbooks was a critical issue receiving much newspaper publicity. In talking with you last year, I told you of my stand on the issue and provided you with a background of the conflict.

"Your State Board of Education reaffirmed my position through a formal resolution in support of the major features regarding the printing, selection and distribution of elementary school textbooks. In refutation of inadequate and biased data of our critics, it was my position that the present system of selection of elementary textbooks was the finest

in the nation and that the majority of professional and lay people were agreed to this. I also made it clear that studies conducted by the State Department of Finance showed that if the practice of state printing were to be abandoned, it would cost almost half again as many tax dollars to buy these books directly from the publishers. When dealing in millions of dollars such cost differences assume tremendous importance. Obviously, the cost of such a change would be borne by the taxpayer.

"In order to further improve the situation, the State Department of Education supported legislation which established procedures for improving the distribution of state-adopted textbooks. The bill provided the State Department of Education with more flexibility regarding adoption periods, clarified for the local district their right and privilege to purchase additional textbooks and other materials for the purpose of exceeding the state minimum standards. It also provided free textbooks to all state colleges and the University of California for use in programs of elementary teacher training. This legislation was passed and signed into law.

"In closing this briefing on the textbooks situation, I thought you would like to know that a recent study sponsored by the State Curriculum Commission and conducted by our Bureau of Education Research, showed that the teachers of this state were quite satisfied with one important phase of the state-adopted textbook program. In a sampling of elementary school teachers distributed throughout each county of the state, in which the teachers were asked to rate the books used in the State Reading Series on a three-point scale (Unsatisfactory, Satisfactory, or Satisfactory if Revised), 78 per cent of the responses were indicated as Satisfactory, 12 per cent were indicated as Satisfactory if Revised, and 10 per cent of the responses were indicated as Unsatisfactory. Some books in the list of 18 received Satisfactory responses as high as 88 per cent. I am confident that the great majority of teachers in our school system are quite satisfied with the quality of our state-adopted textbooks, and I think this is reflected in the excellence of our educational products.

Money—the Key to Present Problems

"Just as last year, money is the key to most of our present problems. Only money will purchase the services of teachers, build classrooms, and provide textbooks. As you know, the topic of school finance

was one of the major issues during the recent session of the legislature. The department supported legislation which would have provided approximately 70 million dollars additional yearly revenue for increasing the state school apportionment fund. When the bill was finally signed by the Governor, it had been reduced to approximately 35 million dollars. Each year we experience an average 7 per cent increase in the cost of maintenance and operation of our schools, just as a result of normal growth. This means that somewhere, somehow, we must find the money to take care of this normal growth. I wish to repeat here something which is misunderstood in some quarters—my responsibility as State Superintendent of Public Instruction is to show the need in terms of educational services. It is the responsibility of the legislature, once the need is shown, to provide the means of financing the program.

"Labor and education have long been partners in preparing for the 'world of work'. Beginning in the earliest days of our country, formal education began to serve labor and meet its needs. In those early days I suppose we can truly say that much of the education of our pioneers was received in the home, with the parents serving as master teacher.

"As our America began to grow out of its infancy and into early adolescence, scientific, social and political changes brought a need for a new type of educational program, not only for labor, but for other occupational groups.

"We are all familiar with the apprenticeship method, which at one stage was almost universally used in the training for certain skills and occupations. In certain fields of endeavor, we still utilize this method very effectively. However, when we were faced with the task of providing huge numbers of workers in order to meet our economic needs, the apprenticeship system had to be discarded for the most part. It was then that labor recognized the unique value of formal education in the form of free public education.

Labor and Education

"We have gone through many stages as our needs have changed and increased—such terms as on-the-job training, work-experience programs, T and I, vocational education, and others typify the excellent partnership which has developed between labor and education. Our association has been one of constant adaptation, and we are now entering an era which demands

even more adaptation. Heretofore the school's primary responsibility has been to prepare the student for the world of work and to develop in him attitudes and abilities which would, together with his home and church training, assist him in becoming an effective citizen in a democratic form of government. With the advent of 'automation' and 'mechanization,' the worker has less productive-time in which he is engaged. Not only does the school have a responsibility in preparing the student for the world of work, but it must also assist the individual in developing values and attitudes regarding the proper use of an increased amount of leisure time. Because of our scientific and technological advances, including the use of equipment which in effect substituted the 'lever' for the 'human muscle,' we no longer, for the most part, need spend Sunday afternoon just replenishing our physical strength in order to return to our work on Monday.

"These changes in our working conditions and living habits have many implications for all the schools of our state. As partners, we must explore our needs and find solutions to our problems.

"Organized labor has been one of the most vigorous forces in the development of our system of free labor education, both in the nation and here in California.

Free Public Education and Democracy

"Labor, in our early history, was quick to realize the benefits of free public education, not only as a means of improving their own status, working conditions, and remuneration, but as the hope of developing an educated citizenry for the operation of our democratic form of government.

"Traveling to our shores seeking freedom from oppression of many types, our forefathers recognized the dangers of an educational system which would only allow the development of an educationally 'elite' group. They felt that a person's financial status should not be the determining 'criterion' as to whether or not his children would receive an education.

"In our early days this philosophy was applied only to the elementary school. However, as a result of technological and scientific developments, we have seen this philosophy extended, first through the high school, and now, through the junior college and college.

"All of our California citizens now

accept the principle of 'equalization of educational opportunity.'

"For many years the junior college in California has been recognized and accepted as an important rung in the state's educational ladder. In its dual role, the college provides a step for many whose ambition reaches into the professional fields, and for others, it provides an entree into technical and semi-professional occupations.

"We know how many young people in California are seeking higher education in the state. We know how many we can accommodate in the state colleges and the university. And we know that the fit right now is uncomfortably tight. We also know that it will not be long until we can not accommodate all of our college and university students in existing facilities or in those facilities that are expected to be built in the next few years.

"It is going to be necessary for the junior college to assume more of the burden for lower division education of college and university bound students. Thus far in its history, the junior college has fulfilled this role with distinction, but now it must prepare to fulfill this particular responsibility for many more thousands of pupils than it has hitherto.

Status of California's Higher Education

"As your State Superintendent, I have been in a unique position to measure our educational programs with those of other states because of my affiliation with the Council of Chief State School Officers. This is a professional organization, composed of each state's chief state school officer, devoted to the improvement of state school administration. Here in California we sort of take the junior college system for granted and do not think of it as being anything more than part of our regular educational system. And yet other states look upon our system of junior college education as a 'model' to be copied and emulated. And the same could be said about our state college system. As a matter of fact, our whole system of higher education is the envy of every other state in the Union, and we should be proud of that fact.

"As Superintendent of Public Instruction, I have enjoyed solid support of organized labor. With the excellent support furnished by organizations such as yours, it has been possible to make significant gains in the field of public education in California. In fact, we have enjoyed unusual progress. I'm afraid we

have come to take for granted much of the progress which we have made. Every year sees us building on a broader, sounder, more constructive base. It is only when we take time to sit down and take stock and compare our achievements with those of previous years and compare our program with those in existence in other states that we realize the significance of our achievements.

"We have a tremendous task ahead of us despite the progress we have made to date. The solution of the problems which will face us in the future will require imagination, cooperative effort, and much hard work. I look to you as an organization and as individuals to continue your effective interest and support of education in California's educational program. You and your children have a big stake in continuing our success."

Telegrams

Secretary Haggerty read the following telegrams:

Sincerely regret that previous commitments prevent my attendance at your convention this year to personally greet your officers and delegates. Would appreciate your expressing for me my best wishes for a most successful and beneficial convention. Please express also to the officials of the University of San Francisco my regrets that I am unable to accept in person the Regis award. My appreciation to the university and to you for standing in for me.

GEORGE MEANY, President, AFL-CIO

Fraternal greetings and best wishes for a harmonious and successful convention.

E. M. HOGAN, General Secretary-Treasurer, United Garment Workers of America.

Assemblyman Caspar Weinberger

President Pitts introduced Assemblyman Caspar Weinberger of the 21st District, who spoke briefly to the convention.

RICHARD A. MCGEE

Director, Department of Corrections,
State of California

President Pitts next presented Richard A. McGee, Director of the Department of Corrections of the State of California, who addressed the convention as follows:

"President Pitts, officers and delegates to the California Federation of Labor:

"I am pleased again to have your atten-

tion for a few brief moments while I talk to you about the most interesting subject on the American scene. I am talking about crime. If you don't believe that that is so, read the front pages of your newspapers, look at your television sets, and examine the book titles on the soft-cover bookstands.

"This kind of interest in crime is a morbid and unhealthy one. We who work with this thing every day are quite aware of that. The problem has to be approached in a much more constructive fashion. It is now almost ten years ago that we approached members of the unions and of management in this state to join with the state administration in a constructive approach to the problem of dealing with crime other than in a sensational fashion; to deal with it in a way that might help to abate it, that might help to assist some of the individuals involved in it, and to bring about on an individual basis as well as on a general basis such progress as we know how to achieve.

"Crime continues to increase in California, but I am happy to say that it is increasing over the past five years only in proportion to the growth of the population of the state.

"We can anticipate a net increase in our present prison population in this state of from 800 to a thousand additional men and women each calendar year. This means that if we are going to keep up with this growth we must build one full-fledged institution for this purpose in California every other year.

"In addition to this, we are also five thousand inmates behind the eight-ball already. We have 16,400 people in prison and 7,000 on parole. The institutions' capacity at the present time is only about 11,000. We are not moving fast enough to keep up with the growth, to say nothing of catching up with the overcrowding.

Narcotic Traffic Increase

"There is one problem, however, in relationship to the increase in crime that I think every citizen should be aware of, and that is that in California in particular there is an increase out of proportion to the population in the narcotic traffic. The narcotic traffic now accounts for nearly 20 per cent of all of the people who come to prison in California every year. This is one of the most insidious and destructive forms of crime that we know of. It undermines government, it undermines human character, and drug addicts are the most difficult people of all to rehabilitate.

"I call your attention as citizens to the necessity of interesting yourself in this problem at the local level, because this problem is fundamentally a problem of enforcement and the law is enforced in the communities, not at the state level of government.

"There is another aspect of this matter that I think you ought to know about, and that is the problem of the older adolescent. This problem has been with us, of course, for many, many years. The 16-, 17-, 18-, 19-, 20-year old who turns hoodlum, who engages in violence, irrational and excessive violence, has been with us, as I say, for many years. We are having a little more of that than we have had in the past from all that we can tell. This does not mean that we have more homicides or that we have more robberies or that we have more assaults. It does mean, however, that the character of some of these crimes appears to be getting worse.

Commission on Juvenile Justice

"The Governor has agreed to appoint a commission, which will be appointed I hope within the next month, to study the whole problem of juvenile crime and the machinery of government which is set up to deal with it. This will be known as the Commission on Juvenile Justice.

"In this state, the juvenile court law, which was originally passed, I believe, in 1906, has never been reviewed since 1913. There are many good things about our juvenile court administration, but there is much about it that needs reexamination. We hope that this commission will do that. They will be appointing committees of citizens and they will be asking cooperation, I am sure, from representatives of labor. We hope that you will take a sincere and active interest in this study which will go on for the next year and a half or two years. We hope that some constructive recommendations can be made to the legislature at its next regular session.

"The interest of the people in organized labor in this program has been recognized by the Governor by the appointment of several persons to some of our state boards. I want to call your attention to two men whom I know are in the audience: Jim Tante, who is a member of the California Adult Authority, which is the paroling agency of the state; and Phil Deredi, from San Francisco, who is a member of the Women's Board. He says he does not like that term because people think that it

means that he does not do anything but look after women all day. But that is not so.

"As the state grows this vast army of convicted persons becomes more and more of a problem. There are more and more of them and the severity of their personal and social maladjustments seems to become more intense. They must be housed, they must be guarded, they must be trained, they must be treated, they must be employed, and they must be gradually returned to society. The state cannot do this job alone. Your sympathetic understanding is needed and solicited. We need public support to finance and develop constructive programs of job training and psychiatric treatment. Most important of all, we need your continued help and advice as to how best to return to the economic fabric of our communities some four to five thousand men and women each year, and do it successfully at the least risk to the public safety and the integrity of government.

Organized Labor and Rehabilitation

"We have little sympathy for crime and criminals as such. This is as it should be. We all need to remember that if we fail to give a man an even chance after he has paid for his misdeeds in the hard coin of punishment, we drive him to more crime and thus ourselves become accessories to crime and the growth of the underworld and the entrenchment of corruption. The practical humanitarianism of your membership, operating through our trade advisory councils, is one of the most heartening experiences I have had in a lifetime of struggle with this perplexing problem. For this you have the gratitude of the state administration, and I hope that in the long run you will have the gratitude of the public and that you will have the satisfaction of knowing, in spite of the many failures that we are bound to have, that on the whole the program is positive in its effects.

"Once more I thank you for your kind attention and for the opportunity to address you on this subject and to renew my acquaintance with the many friends I have here."

Following the address of Director McGee, President Pitts introduced to the delegates Wesley O. Ash, special assistant to the director.

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

Section (a) California labor vigorously supports the position of the AFL-CIO in repeatedly warning against any relaxation in the free world's defenses against Communist world conspiracy, and extends full cooperation to the national body in its consistent advocacy of a foreign policy for free peoples.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) The Federation concurs fully in the conviction expressed by the AFL-CIO that a long-term, continuing, effective foreign aid program must be a fundamental part of the nation's overall foreign policy.

The committee report:

"Your committee recommends that the provisions of Section (b) be amended by adding immediately prior to the last paragraph of this section the following:

At the same time we insist that any lowering of tariffs be accompanied by a positive program to raise minimum labor standards as envisioned in point (4) above. We remain firmly opposed to imports that find their competitive advantage in the miserable working conditions of workers in foreign countries.

"As so amended, the committee recommends concurrence in Section (b) of Policy Statement I."

The committee's recommendation was adopted.

Resolution No. 134—"Condemn Administration and State Department's Anti-Democratic Foreign Policy."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 27—"Halt Further Atom Bomb Testing"; **Resolution No. 136**—"Investigate Radiation Hazards from Bomb Testing."

The committee report:

"The subject matter of these resolutions is similar, namely, atom bomb testing.

"Your committee recommends concurrence in **Resolution No. 136** and recommends that **Resolution No. 27** be filed."

The committee's recommendation was adopted.

Policy Statement II

Full Employment and the Economy

Section (a) Organized labor denounces and categorically rejects all propagandists' efforts to blame wage increases won by labor for the current inflation caused by the price administration policies of big business, and calls public attention to an official ten-year study of wages and prices by the U.S. Bureau of Labor Statistics which explodes the propaganda of the "wage inflation" advocates.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) California labor underscores the recent AFL-CIO warning of dangerous and paradoxical developments in our economy, and endorses the national body's demand for a searching reappraisal of private and public policies that endanger the stability and growth of the nation's economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (c) The sharing of productivity advances in the nation's economy remains the key to lasting prosperity.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28—"Strengthen Ties Between Organized Labor and Farm Families for Mutual Benefit."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 29—"Support Shorter Work Week."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 32—"Shorter Work Day."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111—"Campaign To Improve Economic Conditions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III Taxation

Section (a) The Federation, consistent with the needs of the economy, will continue to press for federal tax relief for low income groups, while urging recoupment of revenue losses as necessary by the elimination of the loopholes, erosions and leakages which have crept into our federal tax structure over the years and seriously weakened its progressive character.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 133—"Increase Income Tax Exemption in Lower Income Brackets."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 121—"Eliminate or Reduce 20 Per Cent Cabaret Tax."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 71—"Exemption of Disability Retirement Pay from Federal Income Tax Indefinitely."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III, Section (b) California labor is unalterably opposed to the imposition of additional taxes on consumption as a means of meeting state revenue needs, and demands that any additional state imposition be levied as part of a thorough revision of the California tax structure to eliminate the regressive dominance of the state sales tax and reestablish the principle of ability to pay.

The committee recommended concurrence.

Delegate Ervin B. Schultz of Carpenters No. 668, Palo Alto offered an amendment to Section (b) that the local sales tax imposed under the provisions of the Bradley-Burns Act be included in the same category of tax condemned by Section (b).

The amendment was duly seconded and adopted, and then Section (b), as amended, was concurred in.

Policy Statement IV

Taft-Hartley Act and Labor Legislation

Section (a) Ten years of experience have demonstrated the viciousness of the Taft-Hartley Act and the necessity of broadscale revision and improvement of the law in accordance with labor's recommendations for a just and workable labor-management relations law.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 44—"Prohibit States from Enacting Labor Laws More Restrictive than Federal Laws."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 85—"Remove Taft-Hartley Discrimination Against Guards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV, Section (b) The Federation cautions the California labor movement against the growing threat of anti-labor legislation, and urges unity of action behind the Federation's program to combat the present "backdoor" effort to impose "open shop" conditions in California through county by county enactment of so-called "right to work" legislation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 25—"Political Action"; **Resolution No. 43**—"Program to Combat So-called 'Right to Work' Legislation"; **Resolution No. 66**—"Right to Work' Bill at Next Session of Legislature"; **Resolution No. 84**—"Right to Work' Laws"; **Resolution No. 132**—"Right to Work' Proposition".

The committee report:

"The subject matter of these resolutions is similar: namely, a detailed procedure for waging the campaign against so-called "right to work" legislative efforts.

"Your committee recommends concu-

rence in Resolutions Nos. 66 and 132, and further recommends that Resolutions Nos. 25, 43, and 84 be filed.

"It is, of course, the understanding of the committee, however, that all of these procedures will be carried out through and in cooperation with the committees established by the Federation for this purpose."

The committee's recommendation was adopted.

Secretary Haggerty on "Right to Work"

At this point, Secretary C. J. Haggerty was recognized by President Pitts, and spoke as follows on the "right to work" situation:

"Mr. Chairman and delegates. The resolutions just adopted by this body go, I think, to the heart of what we anticipate will be a very serious situation in this state if all of the indications which we now see and all of the activities conducted by certain elements in California are brought to a head.

"I am sure you are all familiar, for we have tried to keep you advised by all of our means of communication with you, with the activities of the elements mentioned and referred to this morning by His Excellency Governor Goodwin Knight in his address to this convention, and you know these elements are attempting to obtain support in the rural areas for a 'right to work' proposition for the ballot.

"I think it is well for this convention to remember that this is not a new attack upon the functions of labor by the same elements, the same organizations, the same type of personalities. You will recall that in 1944 a measure was placed on the ballot by the Merchants and Manufacturers Association of Los Angeles entitled the 'right of employment.' At that time a million and a half dollars were spent by the proponents of the measure to have this proposed legislation adopted by the people of California. Because we were able to enlist the unified support of all segments of organized labor in California, much business support, much church support and much support from civic and service organizations, that measure was defeated by about five hundred thousand votes.

"This element has never quit. It has never stopped. It is the same group that uses all of its powers and finances to prevent organization of workers. It is the same group that we always have to com-

bat and battle to obtain legislation of benefit to the wage earners of California; who would have the minimum wage at 30 cents an hour if they could get away with it; who have yet to do anything of a constructive nature in any way to assist the economy of this great state by improving the conditions of workers or increasing their take-home pay or bettering their standards.

"In spite of all their efforts, we have progressed because of intelligent leadership, rank and file support, good active councils and federations.

"I am fearful that this challenge will come, because, as I say, of all of the signs which are now pointing that way, and the recent announcement of the Senator from Formosa, who apparently has not understood and does not understand the economy of his own state. He has not even tried to realize the present status of California as it pertains to industrial peace and the present high standards existing, which came about because of the intelligence of both labor and management in meeting their problems and working them out successfully, peaceably and constructively.

"If the program of Senator Knowland and those he is now supporting and whose program he is taking should succeed, and God grant that it will not, and it cannot, if we have the same devotion in this coming campaign as we had in the previous ones, but if it should by some wild scheme succeed, we in California will find our forward progress stopped and stopped rapidly and sliding back.

"I do not have to waste time talking to you about what this measure means. You understand what it means. You have discussed it for some time. Some of you come from rural counties where the ordinance has been adopted. About ten or eleven counties have had the matter proposed to them. Four I think have adopted them. Three we have tested in the courts successfully, so that today those ordinances are invalid and ineffective. For example, we have the City of Palm Springs and the County of Tehama particularly. The one adopted in Trinity County will not become effective for some days to come. We are now discussing ways and means of handling that.

"This resolution which you have just adopted, the main one which apparently sets out procedure, is in conformity with the Executive Council's action taken at our last meeting, wherein that council went on record to develop a three-point

program, advise our unions of that program, and it requests their assistance in developing, implementing and making effective that program.

"My purpose in talking at this time is because I think the matter is timely. The resolutions are before you. Without a dissenting vote, you adopted them. That means that by unanimous action, this great convention has gone on record pursuant to the terms, instructions and provisions of the resolutions just adopted.

"I am content and satisfied that we have within this Federation all the talent, all the ability, all the skill and all the finances which are needed to make a successful campaign against this vicious measure if it should be qualified, placed on the ballot by an act of the people. But in order to obtain the use of this skill, this talent, this ability and these funds, we must have the complete and full local support of the councils in California.

"Those of you who are here from councils and affiliates of those councils have seen our communications to you on several occasions. You have heard our request that committees be set up for the purpose of organizing yourselves in your localities to acquaint the citizens of your localities with just what this measure will accomplish and the retrogression which would take place if such a measure were adopted in California.

"I shall not recount for you now, because I think the Governor covered this whole picture very well, our present status. Unless we do obtain the complete and full support of every council in this state, and very shortly, and in an organized manner, it is quite possible that by apathy and by overconfidence we could be hurt. I am sure you will agree it would be a national tragedy if California's trade union movement allowed itself to be shackled with such a vicious, restrictive law. All of the work we have done over the years would be destroyed. The setback would be tremendous. And it does not have to happen, and it will not happen, if our people use all of the skills, abilities and knowledge that they have.

"So my request now, in line with the resolutions just adopted, is for all of you delegates to return to your homes, establish in your respective areas immediately strong committees of your central bodies, of your building trades, in collaboration with your central bodies; proceed to establish speakers' committees pursuant to

the material which you now have in your hands and which we mailed to you some time ago, a speaker's manual which contains, I believe, all the required information which you will need to tell your story to the people.

"While we at the state level can send speakers around the state, we have found in our tests made to date that the most effective results have been obtained by local speakers, a trade union official, a member of a committee of the trade union movement, telling the story of what labor has accomplished in the community, for the community citizens, and not just for labor.

"We have a wonderful story to tell. The record of our accomplishment is second to that of no organization in the world. But it must be told intelligently, it must be told often, and it must be told with effectiveness. It can be told, as we have the talent to do it. And while I am confident that we can defeat this measure by the talent we have, again I caution against overconfidence just because we defeated it once. That does not mean success will be assured in the future because of the facts. Today labor has a little bit of bad climate surrounding it, and the proponents of this measure are not discussing the issues of the measure, they are talking about the effect of the measure; they are not discussing its intent and purpose and final, hoped-for accomplishment, they are talking about emotional things. They are using the results of television, radio, the press, magazines and so forth, and talking about 'labor must be contained,' 'labor must be restricted and its power and potency destroyed.' And that, you and I as delegates to this convention cannot permit for a moment, and there is no reason why it should be done.

"So I am talking to you now, supplementing the unanimous action you just took to adopt these two resolutions, not as an empty gesture, I am sure, but with full understanding of what you did and what you mean to do when you leave here. If you do that and if this measure should develop, then we have a very effective organization to defeat it.

"When you leave here, return to your homes, contact your various employers who do not want a 'right to work' law in California, who want the same right that you and I want to bargain for the type of contract which we need, which is best suited for our particular place of employment and our type of business. Thousands of employers will aid and assist you, but you will have to seek that

aid and assistance; and by doing it through your committees and by contact with all those employers, getting statements from them showing opposition to this measure if it should occur, and quite possibly by the proper show of organization, the proper show of financial availability, this measure will not become a reality on the ballot in 1958. I hope it does not, because I think that we have many more constructive things that we can be doing besides attempting to defeat a vicious measure of this type. We should like to spend our time in concert with thinking organizations, intelligent groups, developing a greater and better California, improving the lot of those now here and those to come. Those things we can do. But if we are diverted, as a matter of self-preservation we will have to start some of those activities.

"So I appeal to you in respect to the action just taken. Remember, it is a very important action and one which must be supplemented and carried out only by you. And by doing it, we can say to the people who are threatening us: 'All right. If you want a fight, you are going to get it and get it good. And we know how to fight.'

"I am sure that we can win."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions resumed the report of the committee, as follows:

Resolution No. 16—"Palm Springs Organizing Campaign."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV, Section (c) Organized labor, in reaffirming its support of a \$1.25 per hour federal minimum wage, urges legislative priority be given to the extension of first class citizenship to some 9.5 million Americans denied the protection of the federal Fair Labor Standards Act who clearly are engaged in employment falling within the scope of interstate commerce.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV, Section (d) The Federation will continue to press for a state statutory minimum wage of \$1.25 per hour applicable to all occupations not cov-

ered by the federal law for men, women and minors alike.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46—"Establish at Least \$1.25 Minimum Wage in California."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 92—"State Fair Labor Standards Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 126—"Right of Political Subdivision Employees to Join Union."

The committee recommended concurrence.

The committee's recommendation was adopted.

James Hicks

President Pitts introduced James Hicks, Deputy Director of Employment for the State of California, who spoke briefly to the convention.

LLOYD A. MASHBURN

President, International Union of Wood, Wire and Metal Lathers

President Pitts then introduced Lloyd A. Mashburn, general president of the International Union of Wood, Wire and Metal Lathers, who addressed the convention, as follows:

"President Pitts, Secretary Haggerty, officers and delegates to this greatest of all state federation of labor conventions: I have had an opportunity, in the past three years at least, to attend many conventions, both state federations of labor conventions as well as council conventions, and each time, even though I have attended this convention for many years, I am amazed at its organization. That is due to your officers and their staff, who certainly do a wonderful job in the organization of this convention, as can be seen by the progress already made today.

"I was part of this convention as a legitimate delegate for a good number of years, and since 1933 never missed a convention except one year when I was sick during that time. It is certainly a pleas-

ure and an honor to be back and attend this convention and see how you operate.

"The conduct of the officers, the staff and the delegates are indicative of the things that I have read about that you have done, the things I heard about this morning from various speakers, including the Governor. I think most of it is due to hard work and the conduct not only of the officers and the delegates here, but, I think, it is reflected down to our rank and file.

"I am much concerned about some of the statements I have heard here regarding this 'right to work' law, because I have seen it on the national level in the seventeen states where we have it, what effect that type of law can have not only upon our present conditions but upon conditions in the future. I am quite sure, however, that the labor movement in the state of California will continue to conduct itself in such manner that these anti-labor forces will not be able to pass—they will, of course, bring it up—that type of legislation. If we continue to conduct ourselves as we have in the state of California in organized labor since I have been a part of it, if we continue to work as we have, as was indicated by Secretary Haggerty a while ago, I don't think that we have too much to be concerned about.

"I came back to California for another reason, which was to register because of having moved. I am still a voter in California, to some of you guys who might rib me. It's a cinch I am not going to vote in Maryland! I am still legally entitled to vote here. I wanted to be sure and register before the 12th.

"Because there is one thing that I want to do, I want to vote for Governor Knight against Bill Knowland, our senior Senator.

"During the time that I was Undersecretary and Acting Secretary of Labor I had, of course, to appear before the various committees in the Senate and in the Congress. While I have heard it stated that our senior Senator is a political opportunist—and I think that's true—I don't think that is all he has in mind, from the statements he has made, from the votes in Congress, from his initiation of legislation which would hurt organized labor. It isn't just a question of being a political opportunist. He's just anti-labor, that's all there is to it; and his votes have showed it all the way through. How anyone in organized labor can vote for a man of that kind, with a record that he has, against the present Governor, aft-

er what I have heard this morning and what I have read in the communications coming to me, I will never be able to understand! And I don't think they will.

"And that is a part of this 'right to work' thing. It isn't just a question of Knowland versus Knight, as I see it here, because I have seen it in other states where it happened. It is a question of a spearhead for the 'right to work' law.

"I think that at least I am in a position this time of agreeing. As the delegates to this convention know, there have been some differences of opinion over political candidates. I am in the position this time where I don't think there will be any difference over the political candidates, at least as far as those two are concerned.

"I am happy to get back and have the opportunity to vote in this election coming up.

"I think we should vote for the man, and not the party. I have always felt that way. If you will look at these actions taken, both in the state legislature and on the national level, you will see that they are not following party lines. Look what happened in the civil rights fight. They crossed party lines. They traded back and forth. They did this, that and the other thing. But everything was for the benefit of most of the people up there. It wasn't a question of what was good for the people that they represented in many of those instances. It was a question of what was good for themselves.

"I don't think that labor has been fooled in California. I don't think it is going to be fooled today. I certainly want to say to you that anything that I can do on the national level—and I am quite sure that will be the case of the other international unions—in order to assist in this fight and prevent a 'right to work' law in this state will be done.

"This program of a 'right to work' law in California was started some time back, and it was started out of the National Manufacturers. If they could get a 'right to work' law in the state of California and in the state of New York, the two states that have the two outstanding labor laws in this country for the benefit of organized labor, what do you think would happen to the smaller states? Next they would get it in Illinois, next they would get it in Ohio, and then we'd be in a terrible situation. If they got enough states, then it would become a national 'right to work' law. I don't think we want that. I am sure we won't have it—not in this state, at least. And I am quite sure

that in the east they will fight it just as vigorously. I only wish that they had the leadership that we have in this state, and that we had the cooperation in the east that we have in this state, that the conduct of the members in those states were as good as it is here, so that we could avoid this type of legislation, so that they wouldn't have any opportunity to say, 'You did (this), you did (that) and you did (the other thing).' There is one thing that has prevented that legislation in the state of California, and that is the conduct of the membership of this great state federation of labor.

"Now, it is getting late. You have a lot of work to do. I am going to go back to Washington tomorrow. I am sorry that I can not stay on during the convention. But just let me say that I am awfully pleased, and it is an honor to be here and say these few words to you. I hope I will be back next year for the whole session of the California State Federation of Labor convention."

Adjournment

The convention was thereupon adjourned at 4:30 p.m., to reconvene at 9:30 a.m. on Tuesday, September 17, 1957.

SECOND DAY

Tuesday, September 17, 1957

MORNING SESSION

The convention was called to order by President Pitts at 9:55 a.m.

Invocation

Rabbi William Stern of Temple Sinai delivered the following invocation:

"Our God and God of our Fathers, as we meet here this morning in convention assembled we pray that Thy presence may be with us to guide and direct us in our deliberations.

"It is with joy and with a sense of dignity that we meet here, conscious that in this great land of ours we meet as free men and women.

"We recall that in the very birth of our country this great proclamation was made: that all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty and the pursuit of happiness.

"This gives us our charter of liberty; the right to fight for freedom in every field of endeavor; the right to insist upon the dignity of labor; the right of the sanctity of the human personality. Because of these great principles we have gone forward and reached a high level of living. May nothing in this land destroy that spirit.

"May we be alerted to fight those who would destroy this great principle of freedom and human dignity, and especially do we ask that Thou guide and direct our leadership, the leadership of these organ-

izations that together make up this great Federation. Make them conscious of the obligation that is upon them, to demonstrate by example and by personal rectitude that what they represent is the thought and desire and wishes of those who labor in every field of endeavor.

"Bless these people. Bless all who work. May Thy presence abide with all those who have come here, so that when this convention is over everyone may go forth with new determination and new desire to build and to labor that this country may continue to be the land of the free and the home of the brave.

"May this be Thy will, Heavenly Father. Amen."

EDMUND G. BROWN

Attorney General, State of California

President Pitts presented Edmund G. Brown, Attorney General of California, who delivered the following address:

"President Tommy Pitts, Secretary Haggerty, delegates and guests.

"It is a real pleasure and honor for me to be here with you today. I have been invited here before, and I find it is rather difficult to believe that this is really the 'final' state AFL convention.

"I might add, however, that as an old friend, I hope that I shall have the opportunity to speak before your new annual meeting (and let me just add in between—and to be invited as an elected state official) for a good many years to come,

whether you are merged at that time or whether you are a little bit scrambled.

"Of the many times that I have had the privilege of talking with you, I believe that this is the most challenging. You, like I, have great decisions ahead. And I understand that you, like I, may be soon fighting the battle of a lifetime.

"But we each have overcome opposition in the past, and I am confident that we will again.

"Great challenges provide the really great opportunities, and for each of us I assure you that there are just such opportunities ahead.

"For my part, in recent months I have been taking careful grass-roots soundings up and down our state. I have talked with many of you, and I have talked with many, many other Californians. I have tried to understand even better the aspirations and the attitudes, the problems and the people of this sprawling, vigorous but complex state of ours.

"I am sure that organized labor similarly has its ear close to the ground.

"Right to Work" Controversy

"One of the discordant sounds I have heard is a new word game: an attempt to disguise and distort fundamental problems and fundamental human rights, under misleading slogans. And such, I believe, is the so-called 'right to work' controversy.

"The truth is that everybody believes in 'a' right to work. Certainly that was why, in the midst of the depression, labor and the rest of the American people turned to Franklin Roosevelt and the Democratic Party.

"And let me rather humbly say that I hope, with the help of the AFL and CIO, that they will again turn to the Democratic Party.

"But along with the 'right to work' I am sure that the overwhelming majority of Californians and Americans also believe in the right of people to contract, to organize freely, to assure a decent wage for oneself, to bargain with one's employer from a decent base of strength.

"The real issue before us is: the right to work for what? And under what conditions? Surely it must be more than just a right of men and women to work for less pay, longer hours and less personal security.

"I deeply hope that in the coming months the people of California will not let public spokesmen oversimplify these

problems and sloganeer instead of seeking real solutions.

"For my part, I believe government should intrude as little as possible into free collective bargaining. As a lawyer and as a public official for some seven years as the Attorney General of this state, I believe that less, not more, legislation on labor-management relations is desirable.

"Certainly those in the business community who might push repressive labor legislation have been saying for years they did not want government to interfere. If they now seek to hide behind the skirts of government, they will only look ridiculous.

"Instead of giving an enforceable, bona-fide right to a job, which no government could give in a competitive economy, the so-called 'right to work' proposal is actually a restriction on the right of management and labor to enter into a free contract.

"Let me make myself absolutely clear right here. Let me state that I take this position not because President Eisenhower might be for it, or, as I read in one of the morning papers, that Dick Nixon may be for or against it, or because it may help or hurt the Republican Party in California, as some have said, but because to me it is a moral issue and the right thing to do.

"I, for one, am for the present right, the present freedom, of an employer and his employees, the latter acting by a free democratic majority vote, to agree that anyone who is hired shall then pay his fair share of the cost of getting the benefits he receives.

Protection of Majority Against the Free-Rider

"As the United States Supreme Court has recently said, that is no more than the legitimate protection for the majority against the free-rider—he who would grab off the benefits gained by the majority's organized strength and sacrifice, without meeting his fair share of the cost of obtaining these benefits. And the California Supreme Court has said the same thing.

"I am unequivocally against legislation which would now deny a freedom of choice for employees and their employer to agree or disagree on these matters. And such is the so-called 'right to work' measure suggested by some.

"That freedom of choice, and the protection of the majority when agreed to by the employer and the democratic vote

of his employees—those are rights that go hand in hand with any genuine and honestly protected right to work. Together they augment and strengthen each other. They are not hostile but harmonious.

“I had thought, however, that the battle over the union shop and the other fundamental issues that have been raised had been waged and won during the last 20 years, with the help of the Democratic Party and over the backward opposition of both wings of the Republican Party.

“Certainly my convictions on these matters are the result (and I hope I am not getting too political in a non-political meeting) of long belief in the principles of the Democratic Party and the democratic philosophy (with a small d) in an economic and social as well as a political sense—convictions I held under Franklin Roosevelt and Harry Truman, and let me say also when Earl Warren was the Governor of the State of California. I was not, as some have been, a reactionary then, a summer patriot now, and who knows what next year.

“And let me call your attention to something else. I am not being fooled by the two sides taken by the Republican Party in California. May I call your attention to our present Governor’s statement printed in the San Francisco Examiner on May 10th of this year. He is quoted as follows:

I want to pledge you without qualification that when the campaign starts next year I shall be fighting for the entire Republican ticket.

“I don’t suppose that this is a threat to labor. But if he is not nominated, he’ll have to announce his support for a candidate who favors a so-called ‘right to work’ ticket.

Legislature Opposes “Right to Work”

“There is another matter of the so-called ‘right to work’ issue that needs to be made clear. It is that no law embodying such a proposal has any realistic chance of passing the state legislature. There are, as we know, and due to the efforts of labor and others, an ample number of fair-minded legislators from both parties to defeat it there. The small minority of people who try to blow this issue into a major question (and there are some on both sides who may attempt that) only indicate that they have ulterior motives in mind, or do not really know too much about our state government.

“For example, any person who says he would sign such legislation, if Governor,

must know that under the present legislature he would not be confronted with such a bill, or he does not know much about our state legislature. In either event he is talking nonsense.

“By the same token, any candidate who says that he would never sign such legislation so long as he is Governor, also knows that he would not be given such a bill. He, too, is playing the old shell game. The real need with this issue is to inform the public as to the actual facts. The real challenge is to dispel the confusion and chaos that the opponents of labor would like to spread with their slogans.

“The great tragedy with the ‘right to work’ controversy is that it diverts Californians from the real issues that face us. It distracts attention from the actual problems of our working citizens: the problems still unsolved by the leaders of both Republican parties; the problems of high prices, high interest rates, high utility bills, congested schools, and all the other workaday difficulties in the lives of people.

“We must not let others put us on the defensive. We must not let others keep us stalemated while they grab off the other objectives they seek.

“I think that the attempt to re-fight the labor-management battles of the last two decades is a sham. It is wasteful for labor. It is wasteful for management. It is wasteful for the community as a whole. It will only disrupt our economy and divide our state. It will only breed bitterness and backwardness throughout California.

Let Us Meet the Real Problems

“Instead, let’s move on to meet the real problems that have been left unsolved. And I can assure you that there are plenty to go around for everyone.

“I urge that to you of labor. I urge it to management. I urge it to the newspapers of California and to every Californian individually. I also urge it to Senator Knowland and Governor Knight.

“Just within labor’s own field, for example, there is ample room for constructive action. There is no excuse for anyone to go backward or to just stand still. There is, for instance, the need to solve the continuing problem of the jurisdictional strike. It plagues not only the public but labor and management as well.

“On the other hand, California’s Jurisdictional Strike Act must not be allowed to be misused as a device for strikebreaking.

“But, equally important, of course, the

public is entitled to prompt resolving of any dispute between two legitimate unions claiming to represent an employer's workers.

"California should long ago have provided that when two honest rival claims of representation are made, the issue shall be resolved in the traditional American way of a secret and democratic election.

"Another area for constructive leadership by you in labor and by those of us representing the public is in support of democratic unions. You can not let the enemies of labor call the tune, but neither can you ignore the attack and lose the initiative on behalf of your own development.

"As you know far better than I, unions have long since grown beyond the time when they were social clubs. Unions are not private cliques to be maneuvered for the benefit of the few. Unions are great institutions which have obligations to the public, to the members and to themselves.

Democratic and Responsible Unions

"Because of their responsibilities, unions must be democratically conducted and democratically led. They must be fully responsible and accountable to their members.

"From another perspective—and this is one that I am sure is unnecessary to mention here—they must not arbitrarily bar applicants because of race, color, religion, national origin or any unreasonable requirement. Unions most certainly must be able to impose entrance requirements based on skill and other qualifications. But there is no longer any room in this day and age for the arbitrarily closed union.

"The overwhelming number of unions in California have in the past lived up to these obligations. And I am certain that they will again in the future. But the legal rights, the economic responsibilities of unions can be maintained only if the unions themselves can be maintained, only if the unions themselves are strong and democratic.

"Still another area for fundamental attention is the maintenance of public confidence in labor. The recent attacks on California labor are triggered by the disclosures of a few bad apples in labor's barrel. These few cases are being used as an excuse, not to correct abuses, but to attempt to tear down the great and useful house that labor has built as a buttress for the working men and women of this country.

"I believe that labor is to be commended for the vigorous manner in which it has undertaken to assert its own ethical standards. No other part of the American community has so frankly and fully ever gone about setting its own house in order. And I know that most of labor has moved to meet the issue of corruption boldly and well.

"I believe also that the State of California has moved to meet the same problem, even if the itinerant Senator, the itinerant United States Senator, is completely uninformed about what has been going on in our state, and even if the incumbent Governor only acquiesced in what was done.

Protection of Union Health and Welfare Funds

"I am frankly quite proud that at the last session of the state legislature I pressed for enactment of a measure providing for registration and disclosure of union health and welfare funds. I believe that this was totally in the interest of labor's rank and file, and I believe that it was necessary to reassure the public at a time when organized labor needed public support.

"My office was at work on this problem long before the McClellan Committee ever started its inquiry. We quietly conducted inquiries of abuses that came to our attention. We worked with seriousness, but without unnecessary sensationalism.

"When we helped redraft union health and welfare bills introduced in the 1957 legislature, we worked closely with your own Neil Haggerty and with representatives of employer groups and the insurance industry. This legislation was the first such measure to be enacted by any state since the McClellan Committee hearings. California is now second only to New York in pioneering this field.

"The final measure is not all that I wanted, or all that labor, management or anyone else thought perfect. But it was a first step, and it was a major step. Its net effect is to help promote the kind of unions that we all believe in: clean, effective unions, with the full confidence of their members and the general community.

"In another field of importance over the years labor has gained great benefits in California in unemployment insurance, disability insurance, and in many other areas. Those benefits can and should continue to be expanded along with the rest of our community. But I would point out to you that in recent years these gains

have come primarily through Democratic legislators and Democratic votes. Don't be fooled on that. And with the increasing emphasis on party responsibility in Sacramento, don't become tied to anyone weighted with a party burden that is proving day by day just too heavy to carry.

"Samuel Gompers once said, 'Reward your friends and punish your enemies.' But he did not say, 'Reward your new friends and forget your old friends.'

"Democratic leadership and Democratic Party are among the best friends labor and the American people have ever had.

"And after all these problems, the issues of unionism, are passed, there is still a personal side, a human side, to labor's struggles that I feel too often goes unnoticed.

Labor's Contributions to Community, State, Nation

"I have nothing but the highest respect for men like Tom Pitts, Neil Haggerty, and your great contributors of the past: O'Connell, Vandeleur, Shelley, and a host of others too numerous to mention. These men worked not only for their fellows, not the old and the new, but they also worked for their community and for their state and their nation.

"How many of our present-day Californians, for example, are aware of the San Francisco Labor Council's fight to establish and build the great Hetch Hetchy water system and preserve it for the people? John O'Connell and the weight of his labor council were behind that movement. The monument to their work today takes care of not only the industrial and domestic water needs of San Francisco, but of so many outlying cities and towns.

"There also was the losing fight in the labor council's battle for public power development and its distribution in the Bay Area. But it was a good fight, and it was fully worth the work that they put into it.

"Labor, aided by one of your favorite Congressmen, Franck Havenner, backed the two great bridges that span the Bay and the Golden Gate. The federal financing worked out by Havenner saved the day, and now daily benefits those who enjoy those bridges.

"Education and recreation, the right to enjoy life, the right to give true intellectual advantages to all children, these and most of the other benefits of our state have been contributed to, in great

part, by organized labor. Better schools and better constructed schools and better pay for teachers, these have long been espoused by your organization and you individually.

Tim Riordan and the San Francisco Schools

"You all knew Tim Riordan, the Iron Moulders Union chief, who became President of the San Francisco Board of Public Works. His purpose in life was to see that San Francisco's schools could withstand any repetition of the earthquake of 1906. He made it his job personally to inspect such construction. He saw to it that all children were to be protected against short-cuts to disaster by faulty construction.

"Individual instances that are to me a dramatic illustration that labor is not something apart, labor is an integral part of our citizenry, labor's overall contributions to our way of life deserve credit and not attack.

"At a broader level, labor—and together with the Democratic Party—has helped provide the leadership for much of the prosperity and security we know today: our better wages, better hours, better working conditions, social security; and most of the other built-in benefits of our twentieth century industrial society.

"Labor's right and responsibility to continue to contribute to our common welfare must not be destroyed nor exhausted in sham battles. Organized labor, along with management and all of the other segments that make up California, must continue to help build our state and nation in what Franklin Roosevelt once called a 'great concert of interests.'

"We still have a great state to build, and millions of children to school. We have gathering fiscal problems in our state government and crucial legislative reapportionment not far ahead. We have water to transport and tidelands to tap. We have discrimination to dispel, genuine underprivileged to provide for, and hundreds of thousands of new jobs to be created for our expanding population.

"Let us not look backward. Let us get on with the real problems, the unsolved problems that lie before us."

AL BARKAN

**Deputy Director, Committee on
Political Education**

President Pitts next introduced Al Barkan, deputy director of the Committee

on Political Education, who addressed the convention, as follows:

"Tom, Neil Haggerty, brother and sister delegates. I come to you this morning from our nation's capital. I come to you as deputy director of your AFL-CIO Committee on Political Education, who has covered in the last three months every one of our forty-eight great states, getting the political picture, sensing the legislative pulse.

"I wish this morning I could report to you men and women of labor that all is well. But, unfortunately, I must tell you that we are in trouble. We are in trouble politically. We are in trouble legislatively. My message to you this morning is not going to be a pleasant one.

Anti-Labor Campaign Of Labor's Enemies

"First, I must tell you, if you already do not know it, that our enemies in the National Association of Manufacturers, the Chambers of Commerce, the American Medical Association, the reactionary 'Dixiecrats' of the South, the reactionary **Republicans** of the North and West, are now engaged this very minute in a well-financed, well-planned campaign, using every medium of communication, to poison the minds of the American people against organized labor. Millions—literally millions—of anti-labor publications are flooding the farm areas, the schools, the churches, to spread the story that labor is something evil, labor is something foul, labor is something corrupt.

"This kind of propaganda: In **Business Week**, you see 'Labor Violence and Corruption.' The publication of the National Association of Manufacturers is captioned, 'Monopoly Power Is Exercised by Labor Unions.' Chambers of Commerce propaganda: 'Restrictions on Production Are Hurting Everybody.' 'Why I Have A Right-to-Work Law.' 'Unions in Political Action.' 'The Case of Solitary Unionism.' 'Employer Rights and Secondary Boycotts.' 'Monopoly Power of Labor Unions.'

"This is going out, brothers and sisters. Any school teacher here will tell you that, unsolicited, unasked for, bundles of this vicious, foul propaganda are sent about the school systems every day.

"I notice this year, as a debating subject for the colleges and universities of this country, will be the subject: 'Right to Work Laws.'

"We are in trouble. Why? I know it is very easy for us to blame the **NAM**

and the Chambers of Commerce, the lying newspapers. That's an easy way out. Unfortunately, if you want to find the real culprit responsible for this flood tide of anti-labor legislation, eighteen states with 'right to work' laws, the Catlin Act in Wisconsin which hamstring labor politically, why we are facing national 'right to work' and political restrictive legislation—if you really want to find the culprit, in too many cases, if you looked into the mirror, you would find who is responsible.

Who Is to Blame?

"Let's do some soul-searching this morning. Let's be honest with ourselves. Let's find out who the guilty parties really are for this mess that we are in.

"First of all, we must confess that in too many local unions, we haven't done the political education job. There are too many locals where the members don't even know why we are in politics. Too many members when you speak to them about COPE will ask you: 'Well, what's that?' Too many of our families don't understand why labor is in politics or even why in labor unions.

"I had a friend who was invited to speak to a college class in Cleveland, and he was flabbergasted at the bitterness of the anti-labor attitudes that he found in this class of some 50 college pupils. They were critical, contemptuous, of organized labor. And he asked them: 'How many of you come from trade union families? How many have a father or mother or sister or brother belonging to organized labor?'

"Out of this class of 50, 40 raised their hands. He asked these 40: how many would freely join a union when they left school? Out of the 40, only three said they would freely join a union.

"What an indictment! Not of those college kids. What an indictment of their own flesh and blood! Obviously their parents never told those kids, never informed them, of the facts of life with respect to trade unions.

"So I say to you here this morning: we have failed to do the basic, down-to-earth, simple political education job. We have failed in the political financing job. We have local unions, I am sure, right here in this auditorium where year after year after year not a single dollar is collected in the annual COPE dollar drive.

"I, for one, refuse to believe there is any local union, I don't care how small, where you can't find one person, properly approached, given the facts, who

wouldn't give a dollar once a year to the political financing job of COPE. It only means one thing when you find a local union year after year without a dollar for COPE: that somewhere somebody failed, particularly in the leadership. The chances are the COPE books were put in a corner somewhere, gathering dust, and the individual member was not even given the opportunity to make the decision for himself as to whether he should give or not give a dollar. So we failed on the political financing job.

What About Registration?

"We have also failed on the registration job. I don't know what the situation here is in California, but I would be willing to wager that if a check were made of every local union in this state, you wouldn't average better than 50 per cent of your members registered.

"We were dumbfounded in Kansas, where we had a Republican primary fight in 1956. Governor Hall, a liberal Republican, who had vetoed a 'right to work' law, was being opposed by a candidate who openly ran on a 'right to work' ticket. We checked our membership list to find which of our members were Republicans to whom we could appeal to vote in support of Governor Hall in the Republican primary. There was a big local union in Wichita, an aircraft local of some 12,000 members. What do you suppose we found? Less than a thousand of the 12,000 were registered.

"We just got through with a registration check in Mecklenburg County, North Carolina. That is the Charlotte area. We checked every single member of the AFL-CIO in that industrial county of the South. What do you suppose we found? Only 12 per cent of our members were registered.

"Brothers and sisters, we kid ourselves if we think that we are politically effective in the face of this sorrowful registration picture. This failure of political education, this failure in political financing, this failure in political registration, in my opinion explains why we are in trouble today.

"Senator Knowland, to give him credit, is not stupid. I am sure if he knew the 1,400,000 men and women of AFL-CIO in this great state were politically organized, if he knew they were registered, were politically alert, he wouldn't have the nerve to make 'right to work' the issue he is trying to make it to be. I don't blame Senator Knowland. He thinks that there is political mileage, that he will gain

more. And I am certain he regards us with contempt. He knows that in the great industrial state of Ohio, where the labor membership is numbered in the hundreds of thousands, in spite of the labor movement's political efforts, you have a union-hating senatorial delegation made up of Lausche and Bricker. What should he expect in the way of political strength? And Illinois with a Dirksen; Pennsylvania, with a Martin; New Jersey, with a Smith; and you go down the line. We haven't done the job, and they know it.

Poor Leadership

"I think one of the principal reasons for our political ineffectiveness in many cases lies with poor leadership. And that goes from the International level in many cases right down to the area in the local unions.

"The University of Michigan just completed a survey of 'the 1956 role of labor.' One of the conclusions of this study by the University of Michigan was that where the unions gave clear leadership in a political campaign, their workers responded and they voted for the union-endorsed political candidates; but where union leadership, union newspapers, was and were evasive, nonpartisan, nonpolitical, there the results were quite different.

"Last week I was in Atlantic City. I shall not name the particular union. This was a state conference. New Jersey, as you know, is going to have a gubernatorial election in six weeks. I was simply flabbergasted to find the president of this particular organization very proud of the fact that they were distributing a pamphlet that did two things. First, it listed the candidates for governor and the state legislature—Republican, Democratic—by county, and the gubernatorial candidates; and secondly they said, 'We follow a nonpartisan policy: Reward your friends and punish your enemies.'

"That is all it said. Well, what kind of political leadership is that? It was not even worth the paper it was written on!

"The University of Michigan says that where a union with a clear, unmistakable voice spoke out, the workers responded. Where they dilly-dallied with nonpartisanship, there the workers were confused and misled.

"I am hoping in the crisis you face in the coming campaign, especially you local leaders, the business agents, the International reps., that you will agree that the time is long past where we can enjoy this luxury of nonpartisanship and fear. We have too many business agents who are

afraid of this political issue. 'Well, there might be Democrats in the local and there might be Republicans in the local, and if I talk to them about supporting a Democratic candidate, I might lose some Republican votes in my own business agent election.' So they stay clear. They shove the books in the dark corners.

"Well, Brothers and Sisters, I have spoken to you about our political weaknesses in all frankness and sincerity. But the picture is not all black. I am sure here in California we have leaders like Tom Pitts and Neil Haggerty. We have business agents, we have International representatives, who have given clear leadership to our people politically.

Labor Victories Possible

"I am appealing for more support, more company for this kind of leadership. The results will be forthcoming.

"Look at Wisconsin. I tell you from first-hand experience, our people in Wisconsin did one of the most professional political jobs that I have ever seen. And it paid off. Proxmire carried Milwaukee by over 50,000 votes. He even carried it by a higher margin than Franklin Delano Roosevelt did. Kenosha, Racine, Greenbrae, Eau Claire—the labor vote turned out because the labor leaders gave leadership to our people.

"Look at Texas. Who would have thought in that citadel of reaction, that state of the oil barons, the fat cats, the big mules, that a new-dealer, a dyed-in-the-wool 100 per cent Franklin Delano Roosevelt, Harry S. Truman new-dealer could win? But he won with the support of labor. And you can win here in California if you want to win.

"Let's go on the offensive. Let's roll up our sleeves. Let's go to work. Let's tell the truth to our members, to our families, to our neighbors, about the labor movement. The labor leadership is not typified by the few bad apples paraded by the McClellan Committee. The labor leadership is really symbolized by the George Meanys, the Walter Reuthers, the Tom Pitts, the Neil Haggertys. They are the real leaders of organized labor.

Tell the Real Story of Labor!

"The real story of organized labor is not told by these few bad apples. The story of organized labor is a proud one. If we only would tell it, down through the years, what a glorious story we can tell. The labor movement has been identified with every social advance this coun-

try has made. Free public schools were first pushed and proposed by organized labor. Free public libraries. That is the story of organized labor. The story of organized labor that we can tell in the coming campaign is not the little corruption found here and there in the house of labor, but the story of organized labor can be told through the story of the 40-hour week, the eight-hour day, time and a half for overtime, unemployment insurance, workmen's compensation, the elimination of child labor, social security, minimum wage.

"What a glorious story for us to tell! This is what we should be talking about.

"I close by pleading with you once again. Speak out! Stand up for your union! If your church, if your fraternal organization, were under the kind of attack we are under today, what would you do? You'd get mad. You would fight back. And that is what you should do for your union.

"Good luck! God speed you on to victory in '58!"

RICHARD WALSH

General President, International Alliance of Theatrical Stage Employees

President Pitts introduced General President Richard Walsh of the International Alliance of Theatrical and Stage Employees, who spoke, as follows:

"Being one of the Executive Board members of COPE and also being in the show business, it makes it a little tough to follow the co-director. I think that he made quite an address to this convention, and the way you stood up and applauded when he finished would demonstrate that you enjoyed it very much. I know that, as one of the Executive Board members of COPE, I enjoyed his presentation, and I think as AI goes about the country he will do a pretty good job in bringing home to the members of our organizations the message of COPE. If they all receive it the way you did this morning, we will be very happy with the job that AI is doing. And I publicly want to thank him for a good job.

"I know that for the rest of the period of this convention you will be listening to speeches and reports of committees, and I know that they become tiresome. So that I am not going to take up a lot of your time this morning in trying to bring home to you a long message. I would like to bring to your attention one thing at least that is on my mind.

"I heard your great Governor yesterday in his address to this convention demonstrate and outline his position on the 'right to work' laws. I read your newspapers this morning and I find that already the opposing candidates, or the candidates who will be announced later on, are trying to confuse the issue of the 'right to work' laws.

"I was asked in Madison Square Garden, addressing the national convention of the Kiwanis Clubs, what I thought about the 'right to work' laws. And I answered somewhat along these lines:

**"Right to Work" Law
And the Free-Loader**

"That the 'right to work' law is a misnomer. It isn't the 'right to work' law. It is the 'free right to work' law. The man who is given the right to work without paying his way. There is no law enacted in this state that gives you the right to ride on the Powell street car without paying your fare. There is no right or no law that gives you the right to pick up the telephone and call your neighbor unless the telephone company charges you for that right. There is no right to stand at the bar with your friends and drink and be a free loader. The American labor movement and the American people generally do not like free loaders. The 'right to work' law can be termed as a free loader. Why?

"It is not just the dues that you and I have to pay in the unions. If we were just thinking about money, we might let the poor man by without paying any dues. But the free loader not only does not pay dues; he does not participate in the meetings where we help to lay out the contracts. He does not participate in the picketing jobs where we fight the employer to enforce the contracts. He does not participate in the conventions when we sit here day in and day out and help to draw out the laws he benefits by.

"So in my language, he becomes a free loader. And the 'right to work' law gives him that right. He does not have to go to a meeting, he does not have to pay any dues, he does not have to participate in the picketing, and he does not have to participate in the conventions.

"So let us, you and me and the other fellow, take cognizance of what your great Governor said yesterday. He did not put any weasel words into it. And don't you, the members who have the right to vote in this state for who shall be the Governor, put any weasel words into it. If it is

necessary for you to change your affiliation temporarily so that you can vote for the Governor, go out and do that. Because the Governor has proven to you that he has not weaseled with you. Don't you weasel with the Governor.

The AFL - CIO

"I also happen to be a member of the council of the American Federation of Labor and the Congress of Industrial Organizations. I was placed on that council when the merged organization was put into effect in the City of New York in December, 1955, and I was very happy to be elected a member of that council.

"You read in the newspapers and you hear people make speeches that this merger is going to fall down. There are many people individually who would have liked to have seen the merger never in effect. But let me say to you as a council-member that I have been able to sit around the table with the 29 members of the council, and we have had some pretty touchy conferences in that council. We have problems come before the council which many people would have ducked. But the 27 members of the council, plus the two head officers, have been able to sit around the table and find solutions for many of these problems.

"This merged organization that we have is not only going to be a success, but it must be a success. It must be a success for you and for me. Only if the American labor movement is one movement can it be successful. I say to you as a council member that it will be a success and it is a success.

"I also say to you in your convention that I hope your convention will be successful. The enactment of the laws and the resolutions that you pass here will be for the benefit of the members at home, I am sure, and when you go back there, they will be able to receive you with open arms."

Communication on Telephone Strike

Secretary Haggerty read the following communication addressed to the convention by the Communications Workers of America:

"Dear Brothers and Sisters:

"As most of you may know, the Communications Workers went on strike against the Bell System at 6:00 a.m. this morning throughout the Nation. We wish to take this opportunity to ask for your support and sanction so that together we may bring about a successful strike.

"Some of the retrogressive demands the Western Electric Company has on the table are as follows: demand for a three-year contract with a wage reopener and base location reopener without the right to strike, cancellation of dues deduction clause, complete cancellation of all bulletin board privileges, six months' limitation on retroactive settlement of grievances and arbitration cases, restrict the member's rights to initiate grievances, and also limit the number of hours paid for conferring time, and limit the number of union representatives.

"The union demands that are still on the table consist of: a per diem increase from \$6.50 to \$7.50 per day, 16 cents across-the-board wage increase, eliminate 10 cents off of the merit bracket.

"The present starting salary of a Western Electric installer is \$1.39 per hour which progresses to \$2.38 after five and one-half years' service. After an employee reaches progression top, he is then in the so-called merit bracket, and merit top is \$2.80. To give you an illustration of how this merit system operates, just recently a member with over 47 years' service retired without ever receiving even one merit increase.

"Also, the company has employed their usual strike-busting tactic of shipping in strike-breakers from all parts of the country.

"We sincerely solicit your support and sanction.

"Sincerely and fraternally,

/s/ J. W. Hightower
Vice President
CWA Local 9490—No. Calif. & Nev."

EDWARD P. PARK

Labor Commissioner, State of California

President Pitts next presented Edward P. Park, Labor Commissioner of the State of California, who addressed the convention, as follows:

"President Tommy, Secretary Neil, distinguished guests, brother and sister delegates. I have filed a very lengthy report with the secretary, so I shall speak to you only briefly.

"I want to say that, with the assistance of your great State Federation of Labor up in Sacramento, we were able to enact a very modest program having to do with public works last year. So we enacted good laws. They are, I am sure, going to be of great benefit to the people employed, particularly in the building trades. You and I, of course, are aware

of this great highway program that is in progress throughout the state and nation today.

"I would say one other thing about a law that your State Federation of Labor helped enact, one that they can be very proud of, and one that has brought us a great deal of additional work. That is Section 227 of the Labor Code having to do with collection of delinquent contributions to health and welfare pension plans, et cetera. The enforcement of this particular statute falls upon our division, and I want to point out to you what has happened to it.

"The first three months after the law was enacted we had some nineteen complaints. The first year after it was enacted we had some five hundred complaints. Last year, in the third year of its enactment, we have had some thirteen hundred. So I think you can well appreciate the seriousness of this particular problem, the collection of delinquent contributions.

"However, I do want to admonish, particularly the business agents, and appeal to them to try to effect collections before bringing this particular problem to us, because it has become overwhelming in extent to the point that we really can not give you the type of service that you should have and that we, of course, should be ready to render.

"Other than that, brothers and sisters, I think there are quite a few things in our report that you can read when the proceedings are published that will be of interest to you. I want to again say that I appreciate this opportunity to appear before you and thank you collectively for all the cooperation and assistance that you have given this division and its personnel throughout the past year, and to appeal to you to continue it in the ensuing year, and to assure you that our personnel will provide the type of service that will deserve your cooperation and support."

Prepared Address of Edward P. Park

Another year has ensued and once more I am privileged to have the opportunity to appear before you and to report to you on the activities and accomplishments of the Division of Labor Law Enforcement. Also to bring to your attention some of the problems we are encountering, how we hope to solve them, to advise you as to what we hope to accomplish in the year ahead, and to suggest to you things that

may be done, many of which will require your assistance and cooperation.

This is a report which I take great pleasure in giving because so much of it is on the positive side. In day-to-day administration our problems tend to take on exaggerated proportions, because they are the things that demand most attention. But when we pause for a moment and take stock, we realize that they are far outweighed by our accomplishments. We have made and are making real headway in many important programs. We are becoming better equipped to give adequate service to California workers. We have obtained court decisions upholding important labor laws. New legislation which we recommended for the purpose of strengthening and improving laws in our jurisdiction has been enacted, and we were successful in resisting legislation which would have robbed workers of some of the protections they now enjoy.

Larger Staff, New Offices

Let me explain what I mean when I say we are becoming better equipped to give adequate service. Ever since the tremendous postwar population growth in California, one of the division's major problems has been serious understaffing, and lack of offices in locations which could properly serve certain areas of the state. We have made a good start towards correcting this condition. Over the past three years our enforcement staff has increased by nearly thirty per cent, and I believe prospects are good for additional increases next year. This year, as Director Webb has told you, we are opening a new office in Redding to serve the inland northern counties. Our San Bernardino and Bakersfield offices have each been provided with an additional deputy. Both of these offices have large territories and have been so overloaded that service to outlying localities has had to be curtailed. The additions to their staffs will enable them to give necessary attention to areas which we have at times been forced to neglect. We have also added to the division's staff two more investigators so that more of the field work and foot work so necessary in certain types of cases can be done.

For the coming year we have asked that a new office be established in Vallejo to serve Solano, Contra Costa and Napa Counties which are now handled out of our Oakland office. We are also asking for two additional attorneys, to meet the increasing demands on our legal staff.

Our program to expand our facilities has had the strongest support from Governor Knight. He is keenly aware that enactment of laws is only the first step in providing benefits and protection for working people, and that laws can be weakened or even nullified by lack of effective machinery for their enforcement. I can assure you that he will not let this happen in California.

Labor Appointments

Although we have been successful in obtaining authorization for new positions, we have had a real problem in filling them. In spite of the fact that an examination for the position of deputy labor commissioner was given less than a year ago, no one was available from the civil service list for appointment in Los Angeles, and we had to keep two positions vacant there for a considerable time while we searched for persons who could be appointed to them under temporary authorization. We were fortunate in obtaining one of your very well qualified members for one of these positions who will start work next week, Thomas Talavera of the Garment Cutters Union, Los Angeles. Within the past year we have made a number of other appointments from your ranks: William Dean of the Painters District Council, Santa Barbara, now in our Long Beach office; Ed Wheeler of the Musicians Association in San Diego and James K. Benson of District 19, I.A. of M., both in our Los Angeles office, and James Bingham of the Northern California District Council of Loggers and Sawmill Workers, in Redding. These men are fine additions to our staff, and we hope you will steer other people of their caliber to us when the next examination is given.

Just to give you an idea of the demands on our offices, last year more than 26,000 wage claims were filed with the Division and we collected one and three-quarter million dollars in unpaid wages. Other types of cases added up to over 7,500, making an over-all total in excess of 33,000. We filed 544 civil actions for 2,700 workers, and took criminal action in 778 cases. We checked 31,748 places of employment for workmen's compensation insurance coverage and found 3,555 uninsured employers who were brought into compliance.

Delinquent Health and Welfare Contributions

One of our relatively new responsibilities accounted for more than 15 per cent of the cases outside of wage claims. These

were complaints of failure to make required contributions to health and welfare funds. As you know, the law relating to health and welfare contributions has been on the books for just two years. The first year we received between five and six hundred complaints under this law. Last year we received 1,301, and we were successful in getting payments brought up to date in nearly every instance in which the employer was financially solvent. In some cases the delinquent contributions which were paid up ran into thousands of dollars. Of course, the longer the delinquencies are allowed to pile up, the greater the likelihood that when the case is brought in to us the employer may be without funds to make the payments. This is one of the problems we encounter, and I would urge that you all work closely with fund administrators so that collection efforts are made immediately upon an employer's first delinquency, and so that the case is filed with us promptly when it becomes apparent that the delinquencies are going to continue.

Right now we are faced with another problem which will be of serious concern to you, and that is the question of the validity of the health and welfare law. We have had a number of successful prosecutions under the statute, but in the most recent one the municipal court of Los Angeles held the statute to be unconstitutional in so far as it made wilful failure to make health and welfare payments a crime, without qualification as to intent to defraud or ability to pay. Our attorneys are working with the city attorney in an appeal on the case, and we hope we will be successful in preserving the statute.

Prevailing Wage on Public Works

A different type of case, on which favorable judgment was very recently obtained from the Supreme Court of California, will be of special interest to those of you who represent the building and construction trades. This was a case in which a public works contractor filed suit for recovery of penalties in excess of \$40,000 which had been withheld from payments to him by the State Department of Public Works, pursuant to our investigation and report, for failure to pay the prevailing wage. We assisted the department in defending the suit which, if successful, would have invalidated all penalties provided in the public works law, as it attacked on the grounds of uncertainty the section providing for their forfeiture. The suit was carried by the

plaintiff up to the Supreme Court. Just last month we received notice that the Supreme Court denied his petition for a rehearing and affirmed the decision of the Appellate Court upholding the statute.

In addition to this favorable decision, the public works law has been strengthened by amendments which were worked out by our division jointly with Charley Scully and Neil Haggerty, and the State Department of Public Works, and approved by Governor Knight as administration bills in the last legislative session. These amendments cure some of the defects in the law which gave us trouble in the past, and will make more stringent enforcement possible. I will not go into technical details, but would like to mention two of them which will be of the most far-reaching consequence. Under the old law, the only means of recovering penalties for wage rate violations was by withholding them from payments on the contract. This meant that on demolition jobs, where often no money payment is made, contractors could and did ignore the wage stipulations in the contract and escape with no penalties whatsoever. The law has now been amended to provide that in such cases the Division of Labor Law Enforcement or the awarding body may sue the contractor for penalties incurred.

A second provision of the old law which operated to the detriment of the worker was a provision that withholding of penalties was the sole remedy for failure to pay the stipulated wage. This meant that workers who had been paid less than the wage specified in the contract could not recover the shortages unless, of course, they were covered by a union agreement. This section has now been repealed, so that in all cases of violation the contractor will be liable for both wages and penalties. Last year as the result of action by our division more than \$11,000 in penalties was forfeited by contractors who violated laws pertaining to employment on public works. Had the law contained these new provisions, this amount would have been about double, and in addition under-payments to the workers would have been made up. So you can see that the law has been materially improved.

Wage Protection in Logging and Sawmills

You will be interested in some of the other laws which will be of real benefit to California's workers. Two of these will afford some protection to workers in the sawmill and logging industries, who have

too frequently been victimized by fly-by-night operators who pass up pay days with promises of pay when logs or lumber is sold, and then skip, taking the proceeds with them. One of the new laws provides that any person in the logging or sawmill business who does not own real property in the state must have cash or securities sufficient to cover wages for any single payroll period or, if he does not, must deposit a bond with the Labor Commissioner to guarantee payment of wages. We have a big job ahead of us to secure compliance with this law. We hope that over a period of time its effect will be to weed out and keep out of the business the financially irresponsible operators who have caused so much hardship to workers in these industries.

Another class of workers who have been given greater protection by new legislation are farm laborers working for farm labor contractors. We have all been shocked to read of accidents to trucks or buses carrying farm workers, in which many of the riders lost their lives or sustained serious injuries. Where the transportation is furnished by a licensed labor contractor, the riders are covered by the insurance which a licensee is required to carry under the law. But frequently the contractor engages or contracts with another party to provide the transportation, and in such cases no protection had been afforded the workers. New laws require licensing of these "day haulers" who take workers back and forth from their farm jobs, and require that all vehicles used in connection with a farm labor contractor's operations be insured, whether or not they are owned by him. In addition, as an accident prevention measure, persons who operate such buses or trucks must have a chauffeur's license.

Private Employment Agencies

Perhaps our biggest problem area in the past year has been in connection with private employment agencies, which it is our function to license and regulate. There are 748 licensed general employment agencies in the state, and in 1956 they collected eight and one-half million dollars in fees from workers who had used their services. Many are properly and ethically operated but the opportunities for abuses are tremendous. The law carefully delineates the conditions under which an agency may claim a fee, one of these being that the agency must have had an order from the employer, and must give the job applicant a contract relating to the specific job to which he is sent. There are agencies which chafe at

these restrictions, and feel that they should be entitled to a fee if an applicant's employment can in any way be traced back to an introduction from the agency, no matter how indirect or remote the connection may be. In order to protect applicants against suits for fees which are being claimed contrary to law, and to bring violations to the attention of the regulatory authority, the law provides for all controversies to be referred to the Labor Commissioner. There are agencies which seek to have this law nullified or repealed. Agencies are prohibited from making false or misleading representations. There are agencies which, in today's short labor market, resort to all kinds of misleading devices in their advertising in order to attract job applicants to their offices. Most agencies frown upon such practices and recognize that without these laws which have been in effect in California for more than forty years, the agency business would quickly fall back into the disrepute which attached to it before the legal safeguards were set up. But a small minority has been vigorously attempting to wipe out laws which restrict them in any way, and there is no doubt but that their efforts will continue.

In the last legislative session a variety of bills were introduced, some of which would have weakened or repealed existing employment agency laws, and others of which would have placed regulatory authority in the hands of the industry itself or of some other state agency not charged with responsibility for the welfare of the working people of California. I am happy to say that none of these bills received favorable consideration from the legislative committees which heard them. I am also happy to say that attacks through the courts were also unsuccessful, two important court decisions having upheld both the law and administrative rules and decisions.

During the current year two interim committees of the legislature will undertake a careful examination of the employment agency business. I believe this kind of scrutiny will be a very healthy thing in that it will point up the reasons why the existing regulations must be maintained. It will also expose questionable practices which are not adequately covered by law, including the charging by some agencies of exorbitant and inequitable fees, and will give the legislature a sound basis for enacting corrective legislation. And I am hopeful that it will result in recognition of the need for budgetary provision for better policing of

agency operations, both to protect the public and to protect ethical agencies against unfair practices of their less conscientious competitors.

Agricultural Labor

Another field in which we have need for better policing is in agriculture generally. You have been much concerned over importation and use of foreign labor in localities where American workers are available and unemployed. From time to time we find situations in which Mexican nationals assigned to growers are illegally contracted out to other growers not eligible to receive such labor. Just a couple of weeks ago we concluded a prosecution and conviction of a farmer's foreman who had done this, for acting as a farm labor contractor without a license. On the whole, we find farmer associations very cooperative in attempting to control this kind of activity on the part of their members, but they can't do the job alone and we should be able to make more independent investigations than we can with our present staff. We should also be able to do more inspection in agriculture for child labor. In spite of growing acceptance and observation of child labor laws generally, we still find many minors illegally employed on farms.

As a long term program, so that we can take care of these needs through a continuous inspection program such as the division has never been able to maintain, we aim at developing a much larger investigative staff than we have previously had. We also hope to continue increasing the number of local offices so that workers, no matter where they are, can come to us when they need our help and so that problems can receive immediate attention as they arise. I am optimistic that with the support, which I know will be given by Governor Knight, these aims can be achieved.

CHARLES F. HANNA

Chief, Division of Apprenticeship Standards, Department of Industrial Relations, State of California

Charles F. Hanna, chief of the Division of Apprenticeship Standards of the California State Department of Industrial Relations, was next introduced by President Pitts, and delivered the following address:

"Chairman Pitts, Brother Haggerty, fellow delegates: Once again it is my privilege to appear here and give you just a few words regarding California's fine apprenticeship program.

"Like Ed Park, I have set forth my remarks more fully, and they will appear in your record. I have done this for the past two years, and I think if you would care to review those you would find in there a good review of California's program which you have so enthusiastically supported, and you will find a few ideas that you might want to consider and carry on.

"The importance of apprenticeship and quantity but in quality. This in large part other training cannot be minimized. It is the basis of your craft organizations. While the previous able speakers pointed out many of the benefits that labor has secured for this country, they did not mention the fact that you have long supported a sound apprenticeship program, and for a good many years you did this alone at your own expense. Now we find friends in both labor and management, where not only the labor organizations but management, too, are joining voluntarily and providing substantial funds so that this apprenticeship training program can go forward.

"I think if you will examine recent collective bargaining agreements you will find that many of the most progressive labor organizations, the plumbing craft, the electrical workers, many others, have now provided, in addition to health and welfare funds and other funds, a joint fund for the training of their people. These funds are new, the manner of administering them is new, and considerable thought and study is being given now to protect those funds so that they will be expended only for the purpose for which they are intended.

"California is second to none in apprenticeship, not even the great state of New York. We lead the nation not only in is due to each of you who have worked so diligently in your locals in the apprenticeship programs.

"We have 20,000 apprentices in California. We have 573 local joint apprenticeship committees, and on each of these are from three to six labor representatives. We have a California Apprenticeship Council composed of 16 members, on which there are labor and management representatives, not the least of whom are your own good delegates, Ernie Vernon, Bill Kelly, Webb Green, and many others. From our management side we have Lou Ireland, Dick Lane, Hubert Rubottom and Fred Schmitz. And not the least of the representatives on the council is my old master, my good friend Archie Mooney, who is sitting here as a delegate in this

convention. And the other public member is Howard Campion.

"I want to sound this warning in view of the fact that there has been some recession in the building trades especially: that the first one to go is the apprentice. During the last year we have lost 2,000 apprentices from our active rolls. I don't think you can afford to let your apprenticeship program go backward. This is the backbone of the organization, these are the people who will maintain it. Even though times get a little tough, let's keep those boys coming on in. This is the future of your craft unions.

"I want to tell you a little something of your own organization. While I am a political appointee, appointed by Governor Knight with the support of your own Neil Haggerty and Ernie Webb, nevertheless I am in the unique position of being covered by the Hatch Act, so I don't do politics. Our organization is proud of the fact that while we hire our people through civil service procedures, we have a vast majority of members in our organizations as consultants who are members of organized labor, who learn their trade through apprenticeships, and who, with the stiff competition in the state civil service, came out on top of the list. I think that speaks highly for the training that you people have given the men whom we have working as your consultants.

"Once again I want to mention the apprenticeship clauses in collective bargaining agreements and predict the trend that many of you in the future will be giving consideration to this new benefit for your members, the benefit of sound, well-financed training programs. There are a number of new bargaining agreements this year that have provided funds in many different ways: the Plumbers with one cent per hour; some organizations hiring their own people. But this is the coming thing. I think you should give careful thought and consideration to it. I think the State Federation might well do some research to find out how best to handle this coming program for the benefit of the training of not only apprentices but of other workers in the union.

"We take a good deal of pride in the fact, and as a result of another survey, that those 50,000 apprentices, most of whom are your members, are now very successful people in their chosen occupations. Over 30 percent of these people who completed their training in 1950 are now in the supervisory capacity; 13 percent of them are in business for them-

selves. Ninety-seven percent of the men who were trained through apprenticeship and completed their training are still working in the trade in which they were trained. Most of them worked for only one employer and very few have worked for more than three employers since they started their apprenticeship. So you have here a very sound, stable union member and citizen.

"While I am here I cannot pass up the opportunity to speak of the great pride which I take as a private citizen in my membership in the Carpenters' Union, which has been in good standing for 25 years. I take a great deal of pride that, while I am not active because of my position in state government, I can rely upon the officers and the members of that local union to handle that business above reproach. I rely upon them because I know that they have the secret ballot, they have financial statements both from the state and the national, they have long fought the Communists. They don't need legislation to do that. They do this because this is their basic principle."

Apprenticeship and the Future

(Prepared Address of Charles F. Hanna)

This is the third time I have had the honor of addressing this annual meeting of organized labor about its future. And when I say future I mean apprenticeship, for it is still the skilled craftsmen who are the backbone of the labor movement and of our industrial economy.

Historical Importance of Craftsmen

I think few will dispute the fact that it has been the skilled craftsmen who have kept the germ of trade unionism alive down through the years until the industrial workers were able to join with them and create today's great American labor movement. Some historians assert that modern trade unions originated with the non-observance of the Elizabethan Statute of Apprentices in the 17th century England and that the main object of early unions was, in all cases, the enforcement of the law on apprenticeship standards.

Need To Review Previous Addresses

But that is history; we are concerned here about the future, and apprenticeship and training play a key role in the future of organized labor as well as our nation as a whole. In my previous talks before this convention I covered many points about apprenticeship which are still deserving of serious attention and appro-

priate action. Their content has been incorporated in your published proceedings and I urge you to have another look and give serious consideration to what I have been saying about apprenticeship.

California Leads Nation

California still leads the nation in apprenticeship with almost 20,000 active apprentices—4,000 more than second place New York. There are 573 local joint apprenticeship committees and 15 statewide committees functioning in California. Apprenticeship programs have been established in every large industrial center of the state as well as in practically every rural community. Approximately 350 occupations are covered in the building and construction trades, metal trades, graphic arts, newspaper, aircraft, ship-building, electronics, food, service and other industries. Apprenticeship programs have also been adopted by several city and county governmental subdivisions.

Progressive State Administration

One of the reasons California is leading the nation in apprenticeship can be found in our progressive state administration which has developed a realistic budget outlook for the Division of Apprenticeship Standards. Both Governor Knight and Ernest Webb, the Director of the Department of Industrial Relations, are supporters of apprenticeship. Future progress and improvement in our apprenticeship program in California is dependent upon a forward looking state administration.

Impartial Approach

The Division of Apprenticeship Standards and the present administration have operated in an impartial manner in the promotion of apprenticeship. We realize there are many non-union establishments throughout the state which can train skilled workers, and unions have encouraged us in our efforts to promote training in these areas. There are over 1300 programs in non-union establishments at the present time and more will be set up.

The DAS, as an impartial agency of the state, operates independent from domination by any organization, either labor or management. Our personnel come from all walks of life and are chosen by civil service examination administered by the State Personnel Board. However, I am pleased to say that union trained craftsmen have generally been at the top of the civil service examination list.

California Apprenticeship Council

As some of you already know, there have been some changes in the California Apprenticeship Council this year. William Dean, of Santa Barbara, former Secretary of the California Conference of Painters, resigned to accept an appointment to the position of Deputy Labor Commissioner for the State Department of Industrial Relations. Bernard J. Simon, International Representative of the Apprenticeship and Skilled Trades Department of the United Auto Workers' Union, from Los Angeles, was transferred to Toledo, Ohio. Both of these men have contributed a great deal towards the promotion of apprenticeship training in California. We know that Governor Knight will appoint labor replacements worthy of succeeding Bill Dean and Tiny Simon.

Still representing employees on the council are Commissioners Clyde Bell of Sacramento, from the California State Conference of Plasterers and Cement Masons; Webb Green, President of Local 11, IBEW, in Los Angeles; and those two old faithfuls, William P. Kelly of the Bay Counties Council of Carpenters; and Ernie H. Vernon of the International Association of Machinists here in Oakland.

Bob Girard, an employer member, resigned because of a change in employment after piling up an enviable record serving apprenticeship, and Edward J. Hibbert, Supervisor of Personnel at the American Can Company of San Francisco, was appointed by Governor Knight to fill the vacancy. Ed Hibbert has been active on the San Francisco Machinists Joint Apprenticeship Committee for over 12 years and is a staunch believer in apprenticeship, which has paid off handsomely for the American Can Company and its employees.

Other employer members on the Council are L. A. Ireland of San Francisco, Manager of the San Francisco Printing Trades Conference; Richard M. Lane of Los Angeles, representing the Associated General Contractors of America; Philip R. Melnick, Secretary of the Meat Dealers Association of Southern California; Herbert W. Rubottom, Chief of Training at Convair in San Diego; and Fred A. Schmitz of San Mateo, representing the Associated Plumbing Contractors of California. Archie J. Mooney of Walnut Creek, Chief Emeritus of the DAS, and Howard Campion, Superintendent of the Los Angeles City Schools, still serve as Public Representatives.

Apprenticeship Programs Fall Short

We have come a long way since 1939, and you, who fought for and won the adoption of the Shelley-Maloney apprenticeship law, have much to be proud of; but we are still tragically behind in doing what we set out to do. There are over a million skilled workers in California today and over 400,000 of them have entered the labor force since 1946. However, less than 50,000 apprentices received state trade certificates during that period. Where did the rest come from? Of course many came in from out of state, and more entered the trades through the back door because of the terrific demand for skilled craftsmen which has characterized the postwar era. Statistics indicate that almost half of those completing apprenticeships became leadmen, foremen, and supervisors, forming a well trained segment which made it possible for employers to utilize less skilled workers.

Demand for Skilled Labor Increasing

Apprenticeship is the keystone of industry today—the trend is towards a greater proportion of skilled labor in our work force, not less. This is exemplified by the rapid development of automation, electronics, atomic energy and other facets of our highly mechanized world.

Drop in Ratios Since 1952

Back in 1952 an article appeared in the Readers Digest pointing out that there was a growing and serious shortage of skilled craftsmen. It pointed out further that many joint-management labor committees were getting together to set up apprentice training programs. It looked as if we were on the right road to a solution of the problem. I am convinced that we are still on the right road and we certainly have made much progress. However, a close look at the ratios of journeymen to apprentices this year shows that most trades have not even been able to maintain the ratios existing in 1952, let alone improve on them. We have not even been able to replace those leaving trades due to death, retirement or advancement, with journeymen who have served an apprenticeship.

Turnover Increasing

Our most recent turnover figures show that the number of boys who start an apprenticeship but quit before they complete has increased for all trades from 21 per cent in 1953 to 30 per cent as of June this year. However, we do have

trades that are making progress. One has decreased its turnover from 11 per cent in 1953 to 8.6 per cent as of June 1957. But another very important craft has allowed its turnover rate to rise from 22 per cent in 1953 to 42 per cent in 1957. These high turnover rates reflect very poor selection procedures and consequently a high cost of training. Some unions in this state are faced with the problem of having men working at the trade on a permit basis who are not qualified to become journeymen. Situations such as this highlight the need for adequate apprenticeship programs.

Apprenticeship Hits Plateau

Let's not kid ourselves, we have hit a plateau on apprenticeship registrations and the work force in this state is still expanding at a tremendous rate. If we let a building trades slump sabotage our apprenticeship programs, we will find our problems compounded in a very short time.

Time for Self-Examination

Each union should examine its own program and decide—do we have an adequate program? One that provides for future needs as well as replacements for men leaving the trade. And are the employers doing their part? They have equal responsibility and should not shirk participation in this important area of labor relations.

Apprenticeship Builds Sound Unions

I don't wish to overlook the fine efforts that so many of you have put forth in the support of apprenticeship by serving on joint apprenticeship committees, promoting apprenticeship and concerning yourselves with the welfare and training of the boys who will inherit the unions you have built up over the years. But I feel you should be alerted to the problems that still face us. The well trained apprentice becomes a responsible union member, I know I don't have to tell you that. All of you who contribute toward our goal of seeing that every journeyman receives the benefits of a sound training program is also helping to build a sound labor organization.

Long Range Objective of DAS and Unions

As I have just mentioned, the long range objective of the Division of Apprenticeship Standards is that "every journeyman receive the benefits of sound training." However, I know that we have no monopoly on this objective because

today more and more unions and joint labor-management groups are providing through their collective bargaining agreements, means to ensure a supply of skilled craftsmen for their industries through apprenticeship and journeyman skill-improvement programs. International unions have entered the apprenticeship picture on a national scale because they realize how important it is to the future of organized labor. Among those doing an outstanding job in this area are the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, which has five international representatives devoting all their time to apprenticeship; the International Brotherhood of Electrical Workers which has established a Joint National Apprenticeship and Training Committee with the National Electrical Contractors Association employing a full time director; the United Auto Workers have an International Union Apprenticeship Committee and a skilled trades section; the United Steel Workers of America have developed an excellent national apprenticeship program and have prepared a guide for the use of local unions; and I could go on and list many more unions and joint labor-management groups which have set up national standards for their trade and are promoting apprenticeship and training.

Apprenticeship Clauses in Collective Bargaining Agreements

We in the DAS regard this as a bright spot on the horizon and are looking forward to the growth of this trend in collective bargaining. But a word of caution; monies are being collected and funds established for training purposes. Now is the time to give serious consideration to the necessary safeguards to insure that these funds are used for the purposes originally intended. We are all familiar with the problems created by health and welfare funds, and we are now in a position to profit from the mistakes made by those who pioneered in this type of operation.

Federation's Role

I would like to suggest that this is an area where this Federation, which has an excellent research department, can provide much assistance and guidance to those unions involved in apprenticeship programs. I have stated before that I feel apprenticeship, which is your lifeline to a better future, should receive more

recognition from the Federation in the form of active promotion and research.

DAS Research Programs

The Division of Apprenticeship Standards is stepping up the research program being carried out by its Review and Research section. We are making studies in new fields such as electronics and atomic energy and are also engaged in a careful review of all the older trades to determine whether or not existing programs are realistic in view of modern industrial developments.

Shortening Programs

We have found significant changes in some of the old trades. For example, the meat cutters and the painters have been seriously considering shortening the period of training required in their programs and have already shortened them in some areas. On the other hand, some of the pipe trades and electricians should consider the possibility of lengthening their programs as well as including new skills and course requirements in their training curriculums. As a matter of fact, all trades should realistically appraise their established programs periodically and, if need be, bring them in line with modern trade practices.

If you don't keep your apprenticeship programs up to date the apprentices will become discouraged and find other ways to enter the trade. This type of situation, which already exists in some trades, can cause a deterioration of the craft and eventually weaken the union.

Completed Apprentices Survey

One of the research projects recently completed by our division was a survey of apprentices who completed their training in 1950. A complete report of this survey will be in print shortly. No doubt some of you have seen the preliminary mimeographed report which has had a limited distribution.

The results of this survey substantiate what I previously said about completed apprentices becoming the backbone of industry. Over 30 per cent of this group have become supervisors and over 13 per cent are in business for themselves—and within five years of completing their training. Comments from various employers indicate that apprentice trained men form the hard core of their work forces and enable them to carry on even though many journeymen are not the skilled workers they should be. And very

few of these boys left the trade after serving their apprenticeship—only 3 per cent; 95 per cent are still working in the trade they served their time in.

The boy who completes his apprenticeship is way ahead of most workers in industry today, either white collar or blue collar. Very few of these former apprentices who completed in 1950 lost any time due to unemployment and they proved the old adage that **learning a trade is like putting money in the bank**. In California the average gross earnings of completed apprentices in 1955 were over \$1400 higher than the general average for manufacturing workers; and factory wages in this state are among the highest factory wages in the United States. Projected over a ten-year period, this income advantage would amount to enough to pay for a home or to buy five new automobiles or to represent a substantial investment for future security. Almost 37 per cent of the group studied started purchasing homes during their apprenticeship and by 1955 over 78 per cent were either buying homes or already owned them. It was Benjamin Franklin, once an apprentice himself, who said, "He that hath a trade hath an estate; and he that hath a calling hath a place of profit and honor." This is just as true today as it was in Ben Franklin's time.

Summary

In summary, I would like to emphasize a few points I have already made. First, I would like to invite you once again to study the training needs of your organizations and join with the DAS in the research and promotion projects that are necessary to insure sound training methods. And I say this to all of you here, not only those representing craft unions; remember, if your members are competent employees, regardless of their occupation, your task of promoting their welfare and protecting their interests will be much easier. All jobs require some application of skills and can be learned much easier when the proper training methods are applied. Union labor should be synonymous with competent labor, so take a good look at the occupations you are concerned with and see if your organization is keeping up with the times.

Secondly, I would like to repeat, we are happy to see that apprenticeship and journeyman training clauses are becoming a part of collective bargaining agreements. The state spends over three-quarters of a million dollars annually in the field of apprenticeship. It is well and proper that

joint labor-management groups help in this important endeavor also by setting aside funds for training uses. But again a word of caution; I suggest that this Federation give close study to the administrative provisions regarding the disbursement of such funds in order to insure that they are used only for the purpose intended.

And last, I would like to repeat what many manpower experts are saying about America's future. Our economy has barely enough trained and educated people now to make full use of the marvelous discoveries being made nearly every day in almost every field, nuclear energy, electronics, automation, construction, aviation, transportation, medicine and so on.

Unless we have full use of the nation's manpower, developed to the maximum extent through education and training, we will not realize the brilliant future that is possible for our country.

MONSIGNOR MARTIN C. KEATING

Chaplain, California State Federation of Labor

President Pitts next presented Monsignor Martin C. Keating, Chaplain of the California State Federation of Labor, who spoke to the delegates, as follows:

"Brother President, Brother Secretary-Treasurer, brother officers, my brothers and sisters of the union movement. Oakland welcomes us in the name of Oakland, the American city.

"On this day in the City of Philadelphia, the City of Brotherly Love, in the year 1787, at 4:00 o'clock in the afternoon, the Constitutional Convention, presided over by General Washington, authorized General Washington to sign the Constitution of the United States. Today, my friends, we are celebrating the birthday of the republic of the United States. In that room the Congress of 1776 saw the conception of this republic. The Declaration of Independence, the charter of American liberty, the best hope for mankind, the political instrument for promotion of justice, liberty and happiness, was conceived on the Fourth of July. And in the travail of the Revolutionary War, Columbia, like a self-effacing mother, brought to birth this land of the free.

"May we not take special pride as unionists in recalling that what we now revere as the pillar of independence was erected in 1767 as Carpenters Hall in that City of Brotherly Love? That was the

building of the Carpenters Union of 1767, the first union of a craft in the United States of America. May we not feel, in saluting the shrine of independence, that we have confirmation that our ideal for unionism is fundamentally American? Nay, may we not understand the same principle which justified the Founding Fathers of this Republic in delegating their representatives to bargain for them in collective effort is the same principle that inspires you and me in our effort to select further representatives to bargain with employers for us? For what purpose? For the protection of a God-given right to a living wage.

"But, just as our representatives in Congress, state and national, are obligated to seek the promotion of the general welfare, are obligated to establish justice, so you and I as unionists must never forget we are delegates, we are spokesmen for our crafts, as employers are spokesmen for their association industry, with reverence in heart, with reverence in their legislation, in their resolution for the promotion of the general welfare and the establishment of justice.

"Let me tell you, too, that the ideal of the American union movement, as it was enshrined in the Constitution of the Carpenters Union in Philadelphia in 1767, made possible membership for the employer of the carpenter. They didn't think it was necessary to have division. They had a common love for their country. They recognized the difference of ability, the difference of wealth; that some would command and some would obey, some would reap from investment, others a return from labor. This, I think, constitutes for us a challenge. Let industry and the worker come to an understanding that this is our country, and what hurts one hurts all, what helps one helps all.

"On this day General Washington said as he signed his name to the Constitution: 'My fellow delegates, this is not a perfect instrument. It will be changed with the years. But let no change be made that is not in harmony with the spirit of this instrument.'

"What is the spirit of the Constitution? It is a declaration of independence. And what is the spirit of the Declaration of Independence? It is the acknowledgment that there is an Almighty God, that we are all his children, that we are all made in his image, that the color of our skin is no occasion for division nor the difference of a man's idiom in prayer, the difference of his accent in language. We

are all the children of the same Heavenly Father. God bless us all!"

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 64—"End NLRB Delay in Establishing Union Representation."

The committee report:

"Your committee recommends that the Resolved of this resolution be stricken and that the following Resolved be inserted:

Resolved, That the 55th convention of the California State Federation of Labor go on record in favor of the elimination of all unavoidable delays in the determination of representative status, conditioned, however, upon the rights of all bona fide unions who may be interested being protected with respect to notice, determination of unit and other items involved in the representation proceeding.

"As so amended, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 155—"Communication Labor Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V Social Security

Section (a) The Federation reaffirms its general social insurance and social welfare goals in state legislation as set forth in the statements of policy adopted by the 1956 convention, but will not elaborate on them until next year because 1958 is not a legislative year.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) California labor calls upon the 85th Congress to continue along the road of substantial improvements in the federal old age and survivors' insurance program partially paved by the 83rd and 84th Congresses.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 26—"Reduce Social Security Retirement Age to 60 and Increase Benefits"; **Resolution No. 91**—"Social Security Benefits for Disabled Workers"; **Resolution No. 115**—"More Liberal Construction of Disability Insurance Provision in Social Security Act"; **Resolution No. 131**—"Social Security and Welfare."

The committee report:

"The subject matter of these resolutions is similar, namely, the liberalization of the Old Age Survivors' Insurance program.

"Your committee recommends concurrence in **Resolutions Nos. 26, 115 and 131**, and further recommends that **Resolution No. 91** be filed."

The committee's recommendation was adopted.

Policy Statement V, Section (c) California labor, in urging liberalization of the federal old age and survivors' insurance program, reiterates its position that the Social Security Trust Fund must be maintained on a financially sound basis.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V, Section (d) Organized labor, in continuing to press for improved medical care programs through collective bargaining, has not lost sight of the paramount need for the enactment of a comprehensive prepaid medical care program on the 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.

Resolution No. 138—"National Prepaid Health Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VI Housing

Section (a) America's housing crisis, aggravated by the tight money-high interest policies of the Eisenhower administration, is incapable of solution so long as the President continues to subordinate the housing needs of the people to the profit motives of the banking interests who helped finance his election.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) The 2 million units a year level of housing construction needed to meet the nation's minimum requirements, and to prevent the housing crisis from growing worse can only be achieved if home building activity is fundamentally redirected to make available a far larger number of homes within the means of low and middle income families.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112—"Urging Early Adoption of AFL-CIO Housing Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VII Agricultural Labor

Section (a) The extension to agricultural workers of the basic organizing protections of federal law and the other benefits of social legislation of the New Deal era remain a prerequisite to any real improvement in the plight of the hired farm worker.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) Organized labor renews its pledge to oppose the importation of foreign agricultural workers under conditions which depress domestic farm labor standards, drive the domestic farm workers from the field, and make the agricultural economy more and more dependent on cheap foreign labor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—"Give Farm Labor Jobs to U. S. Citizens."

The committee report:

"Your committee recommends that the first Resolved be amended by striking the words 'request their executive board to introduce a bill at the next session of Congress' and insert 'request the national AFL-CIO to introduce legislation at the next session of Congress'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement VIII Civil Rights

Section (a) California labor rededicates itself to the vital and historic task of extending equal rights and equal opportunity to every field of American life.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) California labor, while reaffirming its support for national FEPC legislation, renews its pledge to continue to work cooperatively with the California Committee for Fair Employment Practices until success is obtained in the enactment of such legislation on the state level.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (c) Organized labor calls for an expansion of efforts in the fields of housing to end the discriminatory practices that stand in the way of slum clearance and urban redevelopment and that force the practice of a modified version of school segregation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small then stated:

"With respect to the Statement of Policy on Civil Rights, your committee recommends the insertion of an additional section to read as follows:

Section (d). The Federation demands immediate positive action in the present constitutional crisis that threatens the nation in connection with the integration of our public schools.

"Within recent weeks the nation has witnessed the fulmination of the school integration issue into an open struggle between constitutional authority and state lawlessness. The continued widespread violation of the law of the land in the integration of our public schools, and the accompanying wave of violence and terror in many communities, strikes at the fundamental legal and moral basis of American society. Indeed, not since the Civil War has the nation faced such a grave constitutional crisis.

"Organized labor in California can not remain silent in the face of this threat to the entire fabric of constitutional government. As in the example of Little Rock, we can not countenance the use of our National Guard to actually prevent the operation of national law. This is the 'fish bowl' of American democracy in action on display before the colored peoples of the world who must be won to the side of the free world in the struggle against Soviet enslavement.

"Toward the end that the National Guard shall be prohibited from being used to thwart national law and undermine federal authority, we call upon Congress, immediately upon reconvening in January, to enact legislation which will prohibit any public official from so using the National Guard.

"We insist that such legislation carry strong penalty provisions for the enforcement of this prohibition.

"Pending Congressional action, we call upon the United States Attorney General to proceed forthwith with the necessary legal action to halt any and all defiance of legally constituted federal authority by public officials. While we have no opposition to efforts to settle differences by discussion, as in the meeting of the President with the Governor of Arkansas over the Little Rock impasse, we believe that time has now run out. Continued toleration of any further defiance of constitutional authority in this or any other area of open conflict can be interpreted only as a weakness of determination in a fundamental constitutional crisis where only bold action can be tolerated. There is ample legal remedy in the hands of Congress to deal with a President who fails to carry out his oath of office to uphold the nation's Constitution. We do not hesitate to ask Congress to use that remedy as necessary.

"In pressing this position, we recognize again the contributing role of the individual, and in particular, the role of the trade unionist. In the spirit of the Statement of Policy before us, and the efforts of California labor to extend the principle of equal rights to all facets of life, we urge our brothers and sisters in the trouble spots of the nation to refrain from unlawful acts and to declare themselves on the side of upholding the basic laws of the United States."

The committee's recommendation to adopt **Section (d)** of **Policy Statement VIII** was adopted.

Telegram

Secretary Haggerty read the following telegram:

Due to a slight throat infection, impossible to appear during AFL convention this morning. We most sincerely hope your convention will be a successful one and the AFL will continue to give vigorous support to solving California's No. 1 problem, the conservation of water, and your organization will

stand firm for development of our natural resources in the interest of all the people.

GEORGE SEHLMAYER,
Master, California State Grange.

Adjournment

The convention was thereupon adjourned at 12:10 p.m., to reconvene at 9:30 a.m. on Wednesday, September 18, 1957.

THIRD DAY

Wednesday, September 18, 1957

MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

Invocation

Father Raymond W. Daly of St. Paschals Church delivered the morning invocation:

"We offer to Thee, Almighty God, from whom all spiritual and material blessings flow, our humble thanks for all the benefits Thou hast been pleased to bestow upon us in our labor up to this moment.

"We supplicate Thee that Thou be ever present in our hearts during this convention in which we must make so many decisions pertinent to our labor and the fruits thereof.

"We ask of Thee, whose Son labored as a carpenter in Nazareth, that we be ever mindful that a right in one necessitates a duty in the other, that working for ourselves and our great cause of labor, we yet not forget charity and our less fortunate fellow man.

"Grant, O God, that we who are so quick to seek Thy help in adversity and disaster may not in our successes totally forget Thee, the author and giver of all blessings. Amen."

EPHRIAM EVRON

American Trade Union Council of the National Committee for Labor Israel

President Pitts introduced Ephriam Evron of the American Trade Union Council of the National Committee for Labor Israel, who addressed the convention, as follows:

"President Pitts, Secretary Haggerty, distinguished delegates. It is an honor

for me to bring to you this morning a message of fraternal greetings and good wishes from the Israel Federation of Labor. I hope, realizing that I come from a very far country, where I was born, you will bear with me if my English is not up to standard.

"As I said before, I bring to you greetings from the General Federation of Labor in Israel. This organization by long preceded the establishment of the state of Israel, which is a very young state—only nine years old. We number today 600,000 members. We are proud of our achievement.

"Our movement has produced the present leaders of the state of Israel. The President, the Prime Minister, many of the cabinet members of today are former leaders of the labor movement in Israel.

"We have been able over the last nine years to leave our imprint on this new state, which is growing as a progressive, democratic and liberal state in an area filled with prejudices, poverty and backwardness. We have been able to introduce progressive labor legislation, while at the same time helping many hundreds of thousands of our brethren who have come to us from all over the world to find haven in our new independent state.

"At the same time we have done a great deal for the lot of our Arab citizens. Arab members of our Federation have the same rights and the same privileges as the Jewish members. The lot of the Arab worker in Israel is better by far than that in any neighboring Arab country, where no trade unionism as we know it is in existence.

"However, with all that is going on around

us, we are faced with a daily fight for our very life. Our neighbors deny to us the right to nationhood and independence which they have achieved themselves. Our neighbors have won over the last few years many new independent nations. The Arab world today stretches from the Atlantic to the Persian Gulf, with twelve new sovereign states with vast resources that have not yet been tapped, with tremendous opportunities which have been neglected. They fight us and want to destroy us.

"They have been aided and abetted lately by the Soviet Union. The sight of an independent, liberal, progressive democracy in the area, which has very strong and warm relations with the western world, is a thorn in the side of the Soviet Union and Communist propaganda. Instead of directing their attention to the lot of the poor masses in the area, they want to continue that state of affairs. They are not interested in the lot of the workers, of the masses, of labor. What they are interested in is in the continuance of tension, in breeding hatred, so that they can infiltrate into the area, win a foothold there, and bring their tyranny to that part of the world. They have over the last two years sent tremendous amounts of arms and ammunition to Egypt and Syria, and now to Yemen. They have gained a foothold there and are now in a position to strangle the flow of oil to western Europe. Their radio broadcasts, their papers are full of vicious attacks upon us. They call us all the violent names under the sun. And they have done everything in their power to arouse the enmity of our neighbors.

"Over the last few years we have gained strength from the support and the understanding of the American labor movement. The ties of friendship and understanding between your great movement and our country go back to the early 1920's. The late Presidents Green and Murray have been steadfast in their support of our Federation of Labor and of our national aspirations. We are grateful to President Meany and to the other members of the AFL-CIO Executive Council for their continued help and support. They realize, just as every enlightened person in the world does, that what the Middle East needs is not more arms, not more war; it needs development, it needs a better economy and better opportunities for its peoples. They need bread and butter, not jets and tanks. And your great movement has done a lot to help us in that field. Projects, such as those adopted by the ILGWU, or the IAofM, have done a lot to help us

train new immigrants, to make them better citizens, to help them learn their trades in a new country.

"We are today faced with a new danger, as you have read in the papers. We are faced with the daily danger of an attack upon our borders which Soviet Russia threatens. We call upon our friends, we call upon you, upon your government to raise their voices clearly without any hesitancy, making it clear that any aggressor will be met by force, that the right of a small people to nationhood, to independence, is a sacred right, that you will not yield to Soviet infiltration.

"Once again, before closing, I want to tell you on behalf of the Executive Council of the Israel Federation of Labor how deeply we appreciate your friendship and your steadfast support. We do hope that the close relationship existing between our two movements, between our two unions, will further continue to develop. And let me in the end express to you our best wishes for a very successful convention."

Communication Regarding "Right to Work" in Iowa

Secretary Haggerty read the following letter from Mayor Ray Mills of the city of Des Moines, Iowa:

"September 12, 1957.

"Dear Sir:

"A few days ago a citizen of your state dropped in to visit with me, and during the discussion the right to work law cropped up. He stated that the county in which he lives was considering passing an ordinance in favor of the right to work law, and asked me how it worked in Des Moines.

"In 1947 the Iowa Legislature passed a right to work law for the entire state, under which we have worked ever since. I told him that as Mayor of the city of Des Moines and City Councilman since 1950, Des Moines being the capital and largest city in the state, that the right to work law had been nothing more than a nuisance and that the only employers that were in favor of it were those who used it as a basis of beating down wages and working conditions for the workers. That in my opinion the city of Des Moines and state of Iowa would be much better off if this law was repealed and we go back to letting the employees and employers negotiate a Union Shop, if they so desire.

"He informed me that he thought it

would be well if I wrote you and explained my opinion on this matter.

“Yours truly,
RAY MILLS, Mayor.”

JOSEPH F. FINNEGAN

Director, Federal Mediation
and Conciliation Service

President Pitts presented Joseph F. Finnegan, director of the Federal Mediation and Conciliation Service, who delivered the following address:

“I am pleased to have this opportunity to meet with you again and to give you the best wishes of the Federal Mediation and Conciliation Service, both for a successful 55th convention and for the coming year. Facts are not lacking to support the conclusion that my wish for prosperity in the year ahead has a good chance of being fulfilled.

A Prosperous America

“We have only to look about us to see what appears to be the immense success of our economic and political system. By almost any reasonable yardstick, America today is more prosperous than ever before. We are turning out a record total of goods and services. Incomes of workers are hitting new highs every month, and by the same token corporation profits are climbing to new highs; on average the stock market is hovering near its historic peaks.

“This prosperity is not just reflected, but is actually being led by California. It wasn't until after World War I that the industrial age really came to your state. Yet today it is the leader in the aircraft industry, is second only to Michigan in auto manufacturing, is a shipbuilding center, and the home of the world's largest bank. In San Francisco are the headquarters of thirty giant corporations, and scattered throughout the state are major branches of hundreds of America's most important companies. In the next generation California's growth in industrial, commercial, agricultural, and political importance will dwarf that of almost every other state. The results, evident even today, will be economic boom.

“Sure, there are soft spots beneath this general overriding prosperity that make the term a paradox to millions of individuals. Among these soft spots are the pressures of tight money and the credit squeeze which have hurt the home construction industry and many other businesses. While this policy possibly is

needed to control runaway inflation, it does actual harm to some. A continuing problem is still with us. By this I refer to the continuing small number of business failures and the surge toward giantism in industry. Inflation, while not of overwhelming proportions, is a grim specter behind the glittering facade of increasing prosperity. However, I believe we can all agree that these troubles are manageable in an economy such as ours and that the American economy, given its great forward impetus by capital and labor with no more than minimal guides from government, can conquer isolated problems and continue to provide a good life for millions of Americans.

“You are all familiar with the work of our service in conciliation, mediation, and arbitration. Not only have I spoken to you on these subjects in the past, but, more importantly, the best test of our work is evidenced by the repeated use that you of labor and your counterparts in industry have made of the Federal Mediation and Conciliation Service. I am gratified by the excellent news I get from regional director Arthur Viat, his assistant regional director, Wayne Kenaston, and the mediators in San Francisco and Los Angeles, because it is through our work at the collective bargaining table rather than through speeches that we wish primarily to be known. Instead, I thought today that I might make a few brief remarks on the place of unions in our society.

The Reason for Unions

“As you are well aware, labor unions just didn't happen; they came into existence for two purposes. The first was to improve working conditions and the standard of living of the working man. The second, and equally important purpose, was to protect the right of individuals to find dignity in their work and some recognition of their human dreams and aspirations.

“There is no question that, in furthering the economic ends of workers, American labor unions have been an enormous success. American labor unions have been an important and highly effective instrument for the advancement of social justice, and they have helped elevate the American worker from the status of mere wage earner to that of a man of property. They have helped make possible today's America in which employment is up to a record high of over 67 million persons.

“Statistics are pretty dull stuff, but I

think it might be useful to consider a few in order to look at the labor picture in proper context. In this great land of ours at the present time, 52 million families and unattached individuals receive average personal incomes of \$5000 a year or more. Seventy-three percent of American families own automobiles, and 60 percent of all American homes are owned by the families living in them. Organized workers, in cooperation with management, have produced 38 million television sets and 45 million refrigerators. Unions have done much more than this. By and large, they have insisted on equality of opportunity. They have lifted many employees belonging to minority groups over the high walls of racial and religious prejudice. Unions have pioneered many objectives of social justice and have been potent forces for right and charity.

"In the course of making these gains, your unions have grown numerically large and economically powerful, just as have American business enterprises. The movement toward large-scale organization of productive and business enterprises is so obvious and has been so often pointed out that I will not dwell on it here further.

"The public revelations of the last year have, I am sure, been as shocking and disappointing to you as to all Americans.

"The gangster, the blackmailer, the thief have no place in any organization, and I am sure that American labor can and will eradicate them from the movement.

The Responsible Union Leader

"Trade unionism is a vocation; not just a job that buys groceries. A responsible labor union leader does more than act as an agent to improve the material well-being of the people he represents. By the very nature of his position he is a man with a mission—to bring wider justice to society, to create opportunities for education and self-development of his members. The union leader is not only administrator, diplomat and organizer; he is also the guardian of a trust. He is dealing not merely with large sums of money but with the hopes and dreams of literally millions of people. Those who have betrayed this trust, who have forgotten their sense of vocation, have betrayed the working men and women whom they represent, who look to them for inspiration, guidance, advice, and example.

"In saying this, I do not imply that a majority, or even a substantial minority, of union leaders are guilty of such be-

trayal. Have you considered the fact that it is only the trust the public has placed in you that makes the current disclosure so shocking? From long experience the public has expected higher ethical standards from unions than from the business community at large, and therefore is proportionately upset when this confidence is shaken. The credit that the vast majority of union leaders have built up has been recklessly squandered by a few.

"We of the Federal Mediation and Conciliation Service recognize that coercive techniques do not provide the final and best solutions to problems. We believe that voluntary governmental services such as mediation, which allows the parties to work out their own solutions to their own problems, are superior to compulsion and restriction. In general, we believe that labor and management should work out their own affairs, subject only to the requirements of public health and safety, and the right of individual American workers to honest and equal treatment.

"A genuine effort to eradicate the evils and abuses of which the Congress and public have recently become aware will do much to confine such legislation within proper bounds and prevent it from taking on a punitive aspect.

"In the last analysis, the continued growth and success of the organized labor movement lies in adherence to the goals and traditions upon which it was founded—the improvement of the worker's welfare and the advancement of his individual dignity. These ideals have served you well in the past. They are an inevitable part of your future."

Communication on Telephone Strike

Secretary Haggerty read the following telegram from E. A. King, president of Local 9590 of the Communications Workers of America, AFL-CIO, in regard to the telephone strike:

At six a.m. on Sept. 16 the twenty-two thousand members of the installation bargaining unit of the Communications Workers of America, AFL-CIO, struck the Western Electric Co., a unit of the Bell System. After two months of fruitless negotiations and three weeks of working without a contract we felt we had no honorable alternative. The Bell System has made no movement toward honest negotiations on our demands for non-contributory hospitalization insurance, improvement of our transfer provisions, and elimination of

a so-called merit system of wages which has been used as an instrument of favoritism and discrimination. Instead, we have been offered a few pennies an hour and several retrogressive changes in our contract. Two locals in California are involved: Local 9490 with headquarters in Oakland and Local 9590 in Los Angeles. Three thousand and five hundred installers and job clerk members of these locals are now setting up picket lines in front of telephone centrals and garages, PBXs and all premises of the Western Electric Company all over the state. We are addressing this telegram to you and through you to our brothers and sisters of the California Federation of Labor in convention assembled knowing that as good union members you will give us your cooperation. In the event that we require help from your affiliates in a particular strike situation we hereby request their support.

E. A. KING, President,
Local 9590, CWA-AFL-CIO.

Presentation of Seventh Annual Scholarship Awards

Before introducing to the convention the winners of the Federation's seventh annual scholarship contest, Secretary Haggerty spoke as follows:

"Delegates, it is now my pleasure once again to present to you, for the seventh time, the winners of our scholarship contest.

"The California State Federation of Labor this year conducted the seventh annual scholarship contest in which three \$500 awards were offered to high school seniors in California and Hawaii.

"This year 363 students from 125 schools participated in the annual competition. Written examinations were held May 17th in all high schools where entrants had filed. Papers were judged by three professional educators who were at all times unaware of the competitors' identity. The judges were: Dr. Frederick A. Breier, Assistant Professor of Economics, University of San Francisco; Dr. Vaughn D. Seidel, Alameda County Superintendent of Schools; and Dr. George H. Hildebrand, Director of the Institute of Industrial Relations, University of California at Los Angeles.

"This has been, as you know, an annual event for our Federation. We have been very proud of the students who have been successful in winning the scholarships. We hear from time to time from these students who are now in various universities.

We are always glad to get their messages and furnish them with material which they require in their studies.

"It is now my pleasure to present to you these scholarship winners. In this case, all three are girls. As a rule, we have a mixed group. This time it was all three young ladies.

"I want to present to you Estelle Gershgoren, a student from Fairfax Senior High School of Los Angeles. Estelle has chosen, very wisely, the University of California at Los Angeles for her university.

"It is now my pleasure to present to you Estelle Gershgoren."

Estelle Gershgoren

"I would like to thank the State Federation of Labor for giving this opportunity to the students of high schools in California and Hawaii to be awarded this scholarship. It is indeed an honorable scholarship, and I am happy to have been one of the winners this year.

"Thank you very much."

Secretary Haggerty continued:

"The next successful contestant has chosen for her university, a long way from here, Bryn Mawr in Pennsylvania. We like to spread our talent throughout the country.

"I now present to you the winner of this scholarship, Patricia Jacobsen, Eureka Senior High School, Eureka.

Patricia Jacobsen

"I wish to thank the California State Federation of Labor for the scholarship. It is really going to be a help to me at Bryn Mawr in continuing my studies there, and it is an honor to win it.

"Thank you."

Secretary Haggerty continued: "The next scholarship winner is right close to home here in this county. She has chosen, again very wisely, a great university: the University of California here in Berkeley.

"I now present to you Heidi Stohler from Berkeley High School."

Heidi Stohler

"I want to thank you all very much for making it possible for me to eventually go to medical school. I really appreciate it. Thank you."

Secretary Haggerty then said: "I would like to request of these three young ladies that they always keep in touch with the Federation from time to time. We will be happy to furnish them whatever they re-

quire in the way of assisting them in their studies and to hear from them the successes they achieve as they go on."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 19—"Positive Action Needed in Fight for Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52—"Support AFL-CIO Policy on Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 107—"Civil Rights Committees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 141—"Reaffirm Previous Positions on Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 55—"Recognition of Racial Minorities by State Organization."

The committee report:

"The subject matter of this resolution is concerned with the alleged recognition of minority groups as officers and employees of the Federation.

"In view of the historic position of the Federation adopted at every one of its conventions in opposition to racial discrimination, your committee does not believe it is necessary to make an extended statement with respect to the subject matter of this resolution.

"Your committee, however, was of the unanimous opinion that the suggested course of conduct in this resolution is totally unwarranted and instead would indicate the existence of discrimination where none exists. Your committee is confident that any individual, regardless of race, creed or color, is available to submit himself for candidacy as an officer with and employment as an employee of the Federation, and his selection will be

determined exclusively by his ability, integrity and competency.

"Accordingly, your committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 35—"Commend Federation Representatives for FEP Fight"; **Resolution No. 53**—"California FEPC"; **Resolution No. 139**—"Fair Employment Practices Legislation."

The committee report:

"The subject matter of these resolutions is similar, namely, the objective of obtaining FEPC legislation.

"Your committee recommends concurrence in **Resolution No. 139** and further recommends that **Resolutions Nos. 35 and 53** be filed."

Resolution No. 20—"California State Senate and Civil Rights."

The committee report:

"The subject matter of this resolution is concerned with condemning the practice of the California Senate of refusing to withdraw bills from committee and recommending that steps be taken to implement such procedure in order to insure the passage of so-called civil rights legislation.

"Your committee concurs with the statements in the resolution that in the past there has been a tendency in the Senate to unfavorably stack certain committees with individuals hostile to the objectives of labor generally including the field of civil rights. Your committee was convinced, however, that these prejudiced individuals assigned to these key committees did not necessarily reflect the attitudes of the members of the house of which they were a part. Your committee accordingly felt that it was more constructive and desirable that all efforts be made to insure adequate representation of fair and impartial individuals on the committees of the Senate, which individuals would reflect the general attitude of the house rather than the personal prejudices of a minority of the Senate. Your committee accordingly believes that it is more desirable to seek our objectives through the established procedure rather than to attempt a circumvention of existing practices by indirect means.

"Your committee accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 54—"Commend Teachers' Fight for Equality."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51—"Discrimination in Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 105—"Equal Rights in Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142—"Amend the McCarran-Walter Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IX Education

Section (a) Organized labor calls upon Congress and the President to set aside political differences and to take immediate action, upon the reconvening of Congress in January, to assure passage of a substantial program of federal aid to education.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b) California labor rededicates itself to the active support of the school system of the state, and pledges full cooperation in all efforts to meet the legitimate and expanding needs of the system.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 3—"Public Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50—"Greater Emphasis on Modern Industrial Economics in Public Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 108—"Federation to Prepare Brochure on Labor in American History."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 159—"Fair Employment Practices for Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 164—"Fair Labor Practices in Public Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 163—"Commend Federation and Others for Assisting Teachers' Organizing Drive."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IX, Section (c) Established labor education programs of the Federation should be continued and expanded to the extent practical and feasible.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 2—"Workers' Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17—"Labor Leadership Training Courses."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 99—"Increase the Influence of the Local Labor Press."

The committee report:

"Your committee recommends that the second Resolved be amended by adding at the end of such paragraph the following:

' . . . provided, however, that all such

media comply with the Code of Ethics established by the Federation or its appropriate committees for the guidance of such media.

"Your committee believes the amendment is necessary because, unfortunately, some alleged union newspapers have engaged in boiler room operations and other unsavory tactics which have been condemned by the special committee of the Federation set up to review the situation. Your committee accordingly desires to insure that no one could misconstrue the meaning of concurrence in this resolution, and accordingly suggested the amendment.

"So amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 49—"Oppose Repeal of Tax Exemption of Non-Profit Private Schools"; **Resolution No. 89**—"Maintain Tax Exemption of Non-Profit Private Schools"; **Resolution No. 104**—"Retain Tax-Exempt Status of Parochial Schools"; **Resolution No. 135**—"Support Tax Exemption for Non-Profit Schools"; **Resolution No. 154**—"Oppose Repeal of Tax Exemption of Non-Profit Private Schools."

The committee report:

"The subject matter of these resolutions is similar, namely, the attempted repeal of the so-called tax exemption of private schools.

"Your committee recommends concurrence in **Resolution No. 49**, and further recommends that **Resolutions Nos. 89, 104 and 135 and 154** be filed."

Delegates Ervin B. Schultz, Carpenters No. 668, Palo Alto, and Peter Lallas, Waiters No. 30, San Francisco, discussed the subject matter of the resolutions.

The committee's recommendation was thereupon adopted.

Resolution No. 160—"Support UC Institute of Industrial Relations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 161—"Support UC Collection of Trade Union Materials."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4—"Reaffirm Endorsement of Coro Foundation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Statement of Policy—"Labor Press Advertising Ethics."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X Water and Power

Organized labor, in continuing to press for full and integrated development of our limited water and power resources, warns against blind acceptance of the proposed state Feather River Project, which lacks proven economic and financial feasibility and has only the "engineered feasibility" of those who seek state construction and entrance into the field of water and power resources development for the primary purpose of avoiding the anti-monopoly protections of federal reclamation law.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14 — "Oppose PG&E 'Partnership' Program at Trinity River Dam."

The committee recommended concurrence.

The committee's recommendation was adopted.

Statement of Policy—"Pensions for Union Officials."

The committee report:

"Your committee has considered the subject matter of this resolution and has heard representatives of the Office Employees who have requested amendment to Part II entitled, "How the Proposed Pension Plan for Union Officials Would Be Governed," the first paragraph.

"Your committee recommends that this paragraph be amended by striking in the last sentence the words, 'who are not represented by unions for collective bargaining purposes.'

"As so amended, your committee recommends concurrence with the entire pamphlet."

Secretary Haggerty on "Pensions For Union Officials"

Secretary Haggerty spoke as follows on this policy statement:

"In view of the fact that I am of the opinion that a number of delegates have not read this document and are not too familiar with the background and sponsorship and reasons for it, I thought it would be wise to just give you a little information with respect to it.

"As you know, we hold several conferences during the year on such subject matters as health and welfare, pensions, workmen's compensation, and so on. We held a conference on pensions in 1956, in April, in Monterey. It was a very good conference, well-attended, and a very hard-working group of conferees was in attendance at that conference.

"In discussing the methods and ways and means of negotiating and bargaining for pension plans, it was brought to the attention of the conference by several delegates that while the unions are negotiating pension plans for their membership, plans which are financed by contributions by employers into the fund, on many, many occasions there are no plans for the officials or the employees of the respective unions who are not working for an outside employer but with the union as the employer.

"We felt, and the conferees felt, that this was possibly an oversight and that something should be done about it.

"It was recommended to the secretary and the Federation that we make efforts to establish some kind of a plan which could be offered to local unions and councils, and which could be handled by administrative expenses somewhat more moderate than a number of small organizations.

"There are eight hundred unions in California chartered by the old American Federation of Labor with fewer than a thousand members. There are four hundred and some-odd more with fewer than two hundred members, but they are old-established, well-functioning and constructive organizations.

"In discussing this matter at the conference, realizing that the conferees who proposed this matter had a very good point, we got to work to establish an outline through our Pension Committee of the Executive Council, to offer a plan of this type to the local unions desiring to have a plan for their paid, full-time officers and their employees.

"The outline presented to you is in that vein and along those lines. I trust that you will read it and later on you might have some suggestions to make to the Pension Committee, which has employed a consultant for the purpose, I think, of defining more definitely many features of the present outline. It is now, as you see, a suggested outline. There are many points to be closed up, and I think very well defined, and that can be done as we go along with our Pension Committee.

"We are hoping that if sufficient unions desire to take advantage of such a plan, we can establish the correct machinery to administer this plan or these plans. There are, as you know, alternative plans suggested in this pamphlet.

"It is our hope that as time goes on and the evidence shows that sufficient unions wish to take part, we can establish our administrative functions on trustees, and so forth. It is my hope that if they should develop, we can find the highest-type individuals in California to be appointed as the trustees of the various functions which are normally a trustee function.

"I thought you should know the background of this particular statement and pamphlet so that you may understand the reasons therefor; and as we go along, we may be able to give you more information in communications, letter form and so forth."

The committee's recommendation to concur in the Policy Statement, "Pensions for Union Officials," was thereupon adopted.

Resolution No. 88—"Ethical Practices Code and 'Right to Work' Proposals"; **Resolution No. 140**—"Commend AFL-CIO Ethical Practices Code".

The committee report:

"The subject matter of these resolutions is similar, namely, the Ethical Practices Code.

"Your committee recommends concurrence in **Resolution No. 140** and further recommends that **Resolution No. 88** be filed."

The committee's recommendation was adopted.

Resolution No. 70—"Exemption of Payments to Retirement Systems From Federal Income Tax."

"The sponsors of this resolution appeared before your committee with the request that the resolution be withdrawn.

"Your committee requests concurrence in this request."

The committee's recommendation was adopted.

Resolution No. 73—"Assistance to Fire Fighters Organizational and Legislative Programs"; **Resolution No. 117**—"Assist Educational Program to Organize Fire Fighters of California."

The committee report:

"The subject matter of these resolutions is similar, namely, the assistance of the fire fighters in their organizational and educational programs.

"Your committee recommends concurrence in **Resolution No. 117** and further recommends that **Resolution No. 73** be filed."

HONORABLE JOHN F. SHELLEY

Congressman, 5th District

President Pitts then presented the Honorable John F. Shelley, Congressman from the 5th District of California, who addressed the convention, as follows:

"President Tommy Pitts, Secretary Haggerty, officers and delegates to the California State Federation of Labor convention:

"I could not be here in my home state of California, my home area of San Francisco Bay—see, I am a sensitive San Franciscan; I want to say San Francisco but I realize how proud Oakland has become lately—knowing that the State Federation of Labor convention was in session without coming in and extending my best wishes to you.

"In the last several years I have missed being in attendance at these conventions, not through any desire of my own. But a couple of years ago I was detained in Washington while you were in session, and the following year I was, it seems to me, in a hospital, flat on my back with what somebody said was a heart attack—but I am feeling pretty good. So I haven't been here for several years.

"I am not going to talk long to you. I am simply going to say this, and I say this with all the sincerity at my command:

"I wish that the entire labor movement of the country was as keenly aware of the situation with which they are confronted, and had the record of progressivism, friendliness and farsightedness that the old AFL movement of the state of California has had for years and has today.

The Taft-Hartley Act

"You know, they passed the Taft-Hartley law just ten years ago, and when they passed it we saw some dire consequences

resulting for labor. But labor took up the challenge. The consequences have been dire, but not as dire as they might have been, because I think management, certain sections of management, had learned over the years that decent labor relations with well-established, clean unions was an asset to them in their business, that it insured industrial peace. Nevertheless, there is another group of management which embodies more propagandists and haters than it does managers, who tried to keep the fight up and have tried to make Taft-Hartley more bitter. As a result, our efforts to repeal it or modify it have been stymied. Our efforts to get improvements in social legislation in the last few years have been stymied. And these labor haters and labor baiters have been bidding their time.

"It is my sincere prayer and my sincere hope that every trade union in this country recognizes the situation in which we are today and that we do not give them the opportunity to do that which they want to do.

"The banking profession has its people who go haywire. The medical profession has its people who go haywire. The security people in the investment business have their people who go haywire. We do not condemn them all as a result. But there are those today who, because a few in the labor movement with the weakness of human action succumb to temptation, are trying to use this to club down all of labor in this country.

"The best way to stop it is for labor to clean its own house of these people, write a new ticket, and say, 'You are not going to put this crown of thorns on the workingman and the working women of our trade unions!'

Now—A "Right to Work" Act—or Worse?

"I have heard in the past two months—I came out from Washington a week ago Saturday—some of the most ridiculous and drastic proposals that can be conceived of, which are supposed to be introduced or being talked about being introduced at the reopening of this present Congress on January the 7th. Some as drastic as this: that no officer of any trade union can collect any funds for any political activity, even on a voluntary basis, from any members, or contact members for any political purpose. This is a denial of the right of every citizen. But those who hate the labor movement and want to break it down, those who are desirous of enacting 'right to work' laws in California and in every state—and, yes,

a national 'right to work' law—are taking advantage of this situation which some of the weak-willed people in our own ranks have brought upon us. And I say 'our own ranks' because, despite what one or two individuals have said lately—that I am a politician and not a labor man—I am still a dues-paying member of my union, and to the day I die, pray God, I will be a labor man! They are trying to take advantage of this situation, not to improve the right of the people in this country, not to improve social security, not to assist in improving unemployment insurance, not to steady the economy of the country, but to crush the trade union movement by 'right to work' laws.

"I say these people are narrow-minded. I say they are reverting to the law of the jungle and the teeth of the tiger which the labor movement had eliminated back in the early days of President Roosevelt with the enactment of the Wagner Act and by its continuing since until recent date.

Little Social Legislation Recently

"We have not accomplished much in the way of social legislation in the last couple of years. In the recent session of Congress we had probably one major accomplishment, and not as major as it might have been because it was watered down, and that was the enactment of the civil rights bill, for which I was proud to be one of the floor leaders. That was the only real piece of legislation that came out of this last session. Foreign aid was chopped down. Wage increases for federal employees and postal employees were passed by both houses of the Congress but vetoed by the President.

"A lot of people say to me, 'Well, what is the policy?' Well, nobody knows what the policy of the present administration is, because there is no leadership and they don't know it themselves. Some men have been great generals, but when they were great generals they had a great staff that did their thinking for them, and they haven't learned how to organize a political staff or to coordinate it in their legislative efforts.

"On one day we will get a message asking for a strong civil rights bill. Then when the bill went over to the Senate the message was that they were asking for a weaker civil rights bill. On the fight for school aid, federal aid to school construction, the administration, through the President's message, asked that it be passed. The fight was led by the majority party in the Congress, which is not the

party of the President. At the very last minute, on this subject which was so important to the children of this country and in keeping our people educated and aware of things, at the very last minute the White House issued a statement weakening the whole fight, and the four most important leaders of the President's party took the floor against the legislation and it lost by about seven votes.

"So when people ask me what the policy is my answer is, 'I don't know any better than you, and I don't think they know.'

"Last night I attended a banquet celebrating the tenth anniversary of the founding of the Labor-Management School of my alma mater, the University of San Francisco. Some months ago I had been asked to be the featured speaker at that affair but had declined it thinking I would not be in San Francisco on that date. Last night the featured speaker was Mr. Joe Finnegan, a very nice, affable man, who is the director of the Department of Federal Conciliation and Mediation. I think Joe, in the latter part of his speech, came the closest to expressing the attitude of this administration and the machinations of big business tied in with it that we can expect to see in the future. I sincerely hope that your secretary and president, who were there, get copies of that speech and make them available, with marked sections, so that you can all see what I am referring to.

A Law to Regulate Unions?

"He lectured labor and told them that regulatory law was sound, that we could expect it, we should assist in its passage; that because of these things that are happening, it is going to come so we ought to just sit back and accept it.

"Well, there is only one regulatory piece of legislation that I think is required, and this the AFL-CIO Executive Council has agreed to. Some of us have the drafts that will be introduced in January. Your own State Federation of Labor proposed and had enacted a similar piece of legislation in your state legislature. That is the legislation regulating the money in the pension funds that our trade unions have built up and the proper accounting systems set up and publication of the amounts and restrictions of how the money can be used, except for the payment of pensions.

"I think that we all admit that is something we can live with and should have. But when it comes to punitive legislation, we will not sit back and take it, we will

not stand for it. We will fight against it and we will fight against all of those who propose it until we can knock them out of business.

"I am happy to be with you. Just now I am embarked on another effort, a little on the same line of what I am talking to you about, trying to bring a little light of day into one of these situations and get some of my own people in the labor movement to look at their future and where they may be going. I am enjoying the situation, because I am doing what I have always done: fought for what I believe is good for the labor movement in the long run.

"Thank you and God bless you."

Thomas A. Maloney

President Pitts next introduced Thomas A. Maloney, former Assemblyman and State Senator, who greeted the delegates and wished the convention success.

Assemblyman Charles W. Meyers

President Pitts introduced Assemblyman Charles W. Meyers of the 19th District, who spoke briefly to the convention.

Presentation of Gift to President Pitts

Delegate William E. Pollard, Dining Car Employees No. 582, Los Angeles, presented the gift of a magnificent gavel and base of manzanita wood to President Pitts, with the following words:

"President Pitts, delegates to this convention: I want to make a presentation to the president of this Federation on behalf of the Dining Car Employees, Locals 456

and 582, in appreciation for the great work that you have done for us in the field of civil rights, and for your tireless efforts in attempting to secure fair employment legislation at Sacramento. This Federation has come a long way in the past years under your leadership.

"We also want to congratulate and commend the officers of the Federation, particularly Secretary Haggerty, and the staff for their efforts in Sacramento.

"We give this small token of appreciation to you, a gavel symbolizing the fairness of leadership that you have demonstrated as president of the greatest Federation of Labor in the world."

Accepting the gift, President Pitts responded as follows:

"In accepting this humbly, Bill, I must say that whatever contribution I have had an opportunity to make, I owe a great lot of it to the tutelage and the guidance that has been given to me by the secretary of this Federation. He has been the fellow who has actually given us the inspiration, the will, the desire, and oftentimes provided the necessities that were the contribution to the ability, maybe some place along the line, to do something. So while I accept this as your gift, I must acknowledge that I have gotten a great lot that has brought this gift to me from the top executive officer and leader of this Federation, who is the key man in performing the things to which you have referred this morning.

"Thank you very much, Bill Pollard."

Recess

The convention was thereupon recessed at 12:00 noon until 2:00 p.m.

WEDNESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:15 p.m.

Final Report of Committee on Credentials

Chairman James Blackburn concluded the final report of the Committee on Credentials, as follows:

"On behalf of the committee, I wish to thank the delegates for their very fine cooperation and indulgence with us. I wish to commend the executive council of the California State Federation of Labor; the president, the secretary, his able assistant, Mr. Charles Hines, and his staff for their full cooperation.

"The committee: W. J. Hull; Kitty Howard; C. J. Hyans; Phyllis Mitchell; Andy Ahern; William Cabral; George Bronner; W. Lloyd Leiby; Ronald Weakley; and James Blackburn, chairman."

On motion by Chairman Blackburn, the final report of the committee was adopted, and President Pitts discharged the committee with thanks.

HONORABLE CLAIR ENGLE

**Member of Congress, 2d Congressional
District, California**

President Pitts introduced Congressman Clair Engle of California's 2d Con-

gressional District, who addressed the convention, as follows:

"Mr. Chairman and delegates to the California State Federation of Labor. It is a real pleasure to be with you here today. I am reminded of a statement that Admiral Land always makes at long meetings, having in mind that your convention has been going now since Monday: that the mind cannot absorb more than the tail can take. And as a consequence I shall try to make my remarks to you today relatively brief.

"My subject matter today is somewhat different from what I have observed to be a major topic of this convention. In reading through the papers I have observed that the 'right to work' ordinances and the 'right to work' laws have played a prominent part in the discussion here.

"I might say that I have had some recent familiarity with this 'right to work' controversy, inasmuch as Tehama County, where I live, passed a 'right to work' ordinance a few months ago. The Superior Court promptly threw it out as illegal and unconstitutional.

"I might say in passing that the Congress of the United States has already expressed itself upon that subject. The Congress of the United States has authorized the union shop. And I can make the prediction with confidence that the Congress of the United States is not about to change the position that it took on the union shop some years ago.

"I would add further that it seems a little strange to me that the same organizations and groups that so strongly supported the Taft-Hartley Act, which includes a provision authorizing the union shop, are the ones now in the forefront of this so-called 'right to work' movement both in my home county and throughout this state and other states in the Union.

"But the interests of the American Federation of Labor have always gone beyond matters which touch directly upon labor problems. Over a period of years the California State Federation of Labor has taken an intense interest in the problems of water and power development. Time and again in your resolutions you have supported the Central Valley Project and the public power policies which are embodied in the operation of the Central Valley Project. And I am glad to note that the statements of policy issued here at your 55th convention already contain language endorsing the traditional stand taken by the State Federation of Labor with reference to water development and

particularly with reference to the matter of public power.

Trinity River Power Development Controversy

"But there is a controversy afoot now in the water-power field, which will grow more intense over the months, and I predict will be a focal point of controversy in the next Congress of the United States. That is the controversy over the so-called partnership development of the powerhouses on the Trinity River Project.

"As you perhaps know, the Trinity River Project is located in Northern California approximately fifty miles west of Redding, that project being currently under construction. However, the powerhouses will not be ready to be constructed for some two or three years. In the interim, the Pacific Gas and Electric Company has made a proposal, and the present Secretary of Interior has endorsed that proposal, to turn over the construction of the powerhouses on the Trinity River Project to the PG&E.

"The AFL is opposed, I know, to this so-called partnership arrangement. But I think it is important that you have an opportunity to hear precisely what is wrong with this partnership arrangement so that when you go back to your various local organizations throughout the state you can speak with some knowledge as to what is actually being put over on the people of California.

"I may say that, in my opinion, the controversy over the Trinity River power development is infinitely more important nationwide than the controversy which occurred over the Hell's Canyon Project that stirred up so much interest in the last session of Congress. Hell's Canyon never really involved basically the question of private versus public power. The Hell's Canyon controversy involved the question of whether or not we were going to maximize the development of a great natural resource, because the dam site at Hell's Canyon is the finest remaining undeveloped hydroelectric site in the United States.

"Now, the Idaho Power Company wanted to build three piddling little powerhouses that developed half the power of the federal proposal, wanted to set up a program that provided no aid for irrigation and provided no flood control whatever.

"So the fight on Hell's Canyon was really a quarrel over whether or not you build a hamburger stand on the finest

business lot in the whole area. A rough equivalent would be taking the finest business location here in Oakland or in any of your communities and, instead of using it for a major business enterprise, setting up a hamburger stand or a parking lot.

If PG&E Proposal Is Adopted . . .

"But the Trinity River controversy is more important, because it goes to the essentials of the question of public power. It goes to the essentials of whether or not we are going to continue to have in this country a system of low-cost public power. If the PG&E proposal is adopted, it will reverse a half-century of federal power policy started in 1902, under which it has been the policy of the federal government to develop power at these great hydroelectric projects and sell that power at the lowest possible cost to the consumer, because once the so-called partnership program is adopted, thereafter all power from great public projects will be sold at the commercial rate in the area, whatever it is. That means that the rural electrification co-ops, it means the municipalities and other public agencies entitled to a preference of public power will have no source of public power.

"So I predict to you that the controversy over the Trinity River partnership will resound throughout the nation in this next session of Congress.

"Now, precisely what is proposed here on the Trinity River Project? The Pacific Gas and Electric Company proposes to build powerhouses that will cost approximately \$55 million, thus, as they say, relieving the federal government of that expense, and to pay a price to the federal government for the stored water that goes through the powerhouses in the amount of \$4.6 million annually. They say that that will not only save the federal taxpayer \$55 million, but in addition to that over the pay-out period the federal government will receive \$165 million more than it would otherwise, and in addition, a great deal in federal and local taxes amounting over the full period of time to a total of some \$300 million.

Why We Oppose Partnership Program

"Now, precisely on what grounds do we oppose this partnership program? We oppose it mainly on three grounds.

First:

"The first is that the PG&E proposes in this contract to get off of what I call up in the country section 'both hands in

the back strap'. In other words, this contract is entirely too favorable and too good for the Pacific Gas and Electric Company.

"They started off with an offer of \$3.5 million per annum for the storage of this water; finally boosted their price to \$4.6 million. But a little investigation of their figures will indicate that they predicated the figure that they arrived at upon the cost of oil at \$2 a barrel and figured the equivalent cost of producing an equal amount of power and figured the benefit of the storage on that basis, and that was the amount of money that was offered to the federal government. The cost of oil, which a year and a half or two years ago was \$2 a barrel, is now \$2.75 a barrel, and I suspect before this Mid-East crisis is over it will go up to four or five or six dollars.

"Figuring the value of this contract at the present price of oil, the PG&E ought to pay for this power a price of \$1.8 million more than is being offered in this contract. Now, of course, they might come in and change their offer. But the contract is bad in one other particular, and that is this: that the contract runs from the time it is executed, without any provision in it whatever for a change in that contract, for a period of fifty years. I doubt if there is a businessman in California who would today sign a contract to run for fifty years to sell the commodity from his plant without any arrangement for changing the price from one year to the next. I doubt very much that those of you who represent organized labor in your collective bargaining arrangements would want to enter into a contract today with an employer or with a plant in which a union would agree to accept a price today for its services which could not be changed for the next fifty years. That is precisely what the Pacific Gas and Electric Company is proposing in this instance. It is something, of course, which they do not propose in their own contracts, because in their own contracts they escalate the price of electricity according to the price of oil. And they have a petition pending currently before the Utilities Commission asking that that automatically be put into the rate structure of Pacific Gas and Electric Company.

"And so it is apparent on the face of this contract that even a good business man, whether he believed in the principle of public power or not, would not be willing to sign this kind of a contract with the Pacific Gas and Electric Company.

Second:

"Secondly, we have in the state of California, as you know, a great many federal installations. Federal installations are entitled to a priority to the use of public power. The fact is that when the San Luis project is built and the pumping power provided for that project, all of the power production of the Trinity river, some 250,000 kilowatts, will be taken up in a very short period of time. In other words, the federal government will be in the position of a farmer who sells his cornfield to his neighbor and then turns around and buys the corn back at twice the price to feed his own hogs.

"The Central Valley rate is approximately four mills; the rate of the Pacific Gas and Electric Company is approximately eight mills. And it is not an intelligent arrangement for the federal government to dispose of the powerhouses which are necessary to supply its own federal installations in this state.

"With the San Luis project built, the additional cost to the federal government in supplying its own installation over the pay-out period of the contract will be in excess of \$240 million.

"And so I say to you that the Pacific Gas and Electric Company is getting off with the lion's share of this contract to begin with; and in the second place, the federal government is undertaking to sell a factory that is necessary for the sustenance and the electrical supplies of its own installations.

Third:

"Third and last is something that I want to stress to you because, as working men, it is an important point in this discussion. It is this: that the adoption of the Pacific Gas and Electric Company's partnership proposal on the Trinity River Project will be a direct assessment against every working man that turns on a light in his house, every housewife when she heats up the electric iron, every small businessman when he turns on a neon light, and every farmer when he runs his pumps.

"The Pacific Gas and Electric Company says that it would pay \$310 million more to the federal government and in taxes one way or another if the PG&E is permitted to develop these powerhouses.

"Now, there is no secret about where the Pacific Gas and Electric Company will get that money. The Pacific Gas and Electric Company will get that money out of the pockets of the working men of northern California, the small business men,

the farmers and the power consumers who pay their electric bills every month. The Pacific Gas and Electric Company is a monopoly operation dealing with a necessity of life at a guaranteed profit. The PG&E is entitled to a five and a half per cent return on its capital investment over and above its operating cost. And when the Trinity River program goes in, if it does go in, they simply add the \$310 million extra to the electric bill, which is the operating cost, and that goes on the light bill of every workingman, every business man and every farmer in northern California.

Bamboozling the People

"Seldom has a private power company been more brazen in its propaganda to bamboozle the people. What is the PG&E offering the people of northern California on this power that makes it worth \$310 million more to the consumers of northern California? This project will cost about \$330 million. All of that money has to be paid back by the water and the power consumers. But if the PG&E takes over this project, not only will that capital investment have to be paid back but \$310 million besides.

"The PG&E proposal will not produce more power. It will produce precisely the same amount of power as will be produced by the federal government if the federal government builds and operates those powerhouses. It will not produce any better kilowatts in quality. They will be exactly the same kind of kilowatts and in exactly the same amount. The only difference is that the cost to the power consumers of northern California will be eight mills instead of four mills; eight mills, approximately, under the Pacific Gas and Electric Company and four mills under the program carried out by the federal government in the operation of the Central Valley Project.

"And so the people of northern California are being told that it is in their interests to dig down in their pocket and pay \$310 million more for power, which is exactly the same that they could get without paying the \$310 million. And I suspect that every consumer in northern California, when he knows the facts, if he ever gets a chance to know the facts, will repudiate that proposal.

"In addition, as I have said, this program repudiates 50 years of public power policy. People representing labor are interested in industry. The prime example in the United States of private power operation is in the northern section of

the United States. Industry has pulled up there, lock, stock and barrel, displacing workers while they moved those industries to the south and to the TVA area, where since 1935 over 2,000 new industrial establishments have gone into operation.

"It is hardly necessary for me to mention here either what has happened in the Pacific Northwest, where they have a public power rate of some two mills. Prior to the establishment of that great public power system there was no industry in the Northwest, and now the aluminum industry and the other industries, pulled into the Pacific Northwest by that wonderful public power development, bringing, as it has, a low-cost energy source to that area, have provided jobs for working people to the tune of over 100,000 men.

Why Labor Supports Public Power

"I believe, of course, that that is the reason that the laboring people generally have been willing to support the principle of public power as against private power. And I say to you that if the Pacific Gas and Electric Company is able to take over the Trinity River powerhouses, it has set the precedence for destroying the principle of low-cost public power in the United States.

"The Pacific Gas and Electric Company has been assiduous in its efforts throughout California. Its representatives have appeared before practically every Chamber of Commerce, every Rotary Club, every Lions Club, and every Kiwanis Club, not only in the district that I represent but in other areas of our state. Very rarely, I will say, do they ever appear before a labor organization. And that is why it is more important than ever that the laboring people of this state, and particularly organized labor represented in their union organizations, take a strong stand in the coming months and in the beginning of the next session of Congress in defeating the Pacific Gas and Electric Company proposal on the Trinity River Project, preserving the 50-year-old principle of low-cost public power delivered to the consuming people at the lowest possible price.

"I am perfectly sure, Mr. Chairman, if the representatives of this great labor organization and the other organizations throughout the state of California, will join with us in supporting the resolutions adopted here and lending force, vitality and articulation in the power communities to this struggle, we will succeed in defeating the Pacific Gas and Electric Company proposal, in preserving public

power in the Central Valley Project and in northern California. And I hope, and I come here today for the particular purpose of asking and pleading with you, that you do so."

ALVA J. FLEMING

Commander, Veterans of Foreign Wars Department of California

President Pitts next presented Alva J. Fleming, Commander of the Veterans of Foreign Wars, Department of California, who spoke as follows:

"Mr. Chairman, and to the distinguished guests on the platform. This is a rather embarrassing position for a laboring man to follow the distinguished Congressman Engle, but nevertheless I am honored to be present here today to address your convention.

"It reminds me, looking out over this audience, of a story that is told by Congressman Young. He said: There was a big Texan in a cowboy hat about six-foot-six, and he had a bull whip. He said, 'I can take and snap a petal off of that rose without interfering with the rose.' Which he did. It never interfered with the rose. And when he saw a fly on the ground he said, 'I can pick that fly off the ground without moving a grain of sand.' Which he did. And then they turned and told him, 'Look up there in the corner. There's a hornet's nest. See if you can clip that down.'

"I'm sorry,' he said. 'That's organization.'"

"That is what you remind me of here today.

"Reading the papers last week, I note the resolutions adopted by your convention are very strongly worded. The question arose in my mind just what information I should bring before the delegates.

"Looking at the record of your organization, we have a lot in common. First, our organization in California, the VFW, is composed of 80 per cent laboring men; and I am sure that in the audience in this auditorium there are many outstanding VFW workers along with your fine organization.

VFW Mandates

"The Veterans of Foreign Wars have a couple of mandates that perhaps would be of interest for you to know:

"1. We are non-political, and we can take no part in politics and we can endorse no political candidates."

"2. We are mandated by bylaw to take no part in labor strife.

"We are also mandated for adequate hospital facilities for our sick, wounded and disabled comrades. And we have many mandates from the recent encampment in Miami Beach to see that adequate new hospitals are built in California. And we plead for your support that these hospitals are established.

"A few outstanding features of the Veterans of Foreign Wars:

"In 1925 our organization mandated by resolution to outlaw the Communist Party. We have reaffirmed that stand year after year until the Congress acted favorably on this issue.

"Seven years ago we inaugurated a community service program of assisting others and making our communities a better place in which to live. In seven years the VFW posts and auxiliaries have completed 3,500 civic projects. In addition, a youth activity program has been participated in by five million American boys and girls.

"These programs have been allotted by the Freedom Foundations awards. Loyalty Day was sponsored by the Veterans of Foreign Wars to offset the Communist Party May Day Parade in New York City. And I am happy to report that this past year the Communist Party had no parade and the VFW had one of the largest Loyalty Day Parades that we ever had, which we will continue to have on May 1st of each year.

Other Programs

"The VFW maintains a national home in Eaton Rapids, Michigan for widows and orphans of its members. In addition, our Service and Rehabilitation Division has serviced more than ten million veterans and their families.

"In all of these activities your organization has played a very important role in assisting the VFW programs in the community, particularly on patriotic holidays. We can not even have a parade without calling on your organization. Just yesterday we had to call on your organization to publish our state newspaper.

"Just recently at the National Encampment we unanimously endorsed a resolution calling on the government to rescind the status of forces agreement or any agreement that would turn over American service men, such as Girard, to foreign countries for trial. The VFW has strongly opposed the status of forces treaty and other agreements and has constantly

asked the United States Government to rescind all such agreements and treaties.

"Another resolution adopted by the VFW's 58th National Encampment was a vigorous protest of the Girard trial being held in a Japanese court. This resolution affirmed the VFW's stand that Girard, or any soldier, should be tried by a regular court martial of the command in which he served.

"John W. Mahan, Senior Vice-Commander of the Veterans of Foreign Wars, left Seattle last week for Tokyo to serve as the VFW's official observer at the celebrated Girard trial. Commander Mahan, an attorney from Helena, Montana, will make a full report to the VFW upon his return. It is understood that Mr. Mahan will probably stay in Japan for approximately six weeks.

"I want to assure you that it is indeed an honor and a privilege to appear before your 'encampment.' Our organization has always been favorable to the programs of the American Federation of Labor, and we wish to thank you now on behalf of the Department of California for your splendid support in the past."

Telegram

Secretary Haggerty read the following telegram:

Please extend my best wishes to the officers and delegates of the convention. May you have a most successful and fruitful meeting. Many thanks from postal employees for your help over the years. Wish I could be with you in my home city.

JOHN F. O'CONNOR,

Executive Vice President, National Federation of Post Office Clerks.

ROBERT KIRKWOOD

Controller, State of California

President Pitts then introduced Robert Kirkwood, Controller of the State of California, who delivered the following address:

"President Tom, Congressman Engle, and delegates to this convention. It is a very real pleasure for me to address you today as one of your constitutional officers in your state government.

"A lot of water has flowed under the bridges and wasted out in the ocean since I spoke to you last year about California's urgent need for getting her water development program off the ground. I shall lay this increasing crisis before you again today.

"And may I say that, after listening to Congressman Engle's remarks, that I am approaching this from a different problem and asking your cooperation in another item that affects this water crisis.

"But I first want to state my position on a new crisis that has arisen to test the ingenuity and responsibility of both labor and management—and the statesmanship of every governmental official who represents you.

Labor Seventy-five Years Ago

"As I followed the McClellan Committee hearings and labor's trial by fire in the months behind us, I thought also of the other end of the pendulum's swing—a short seventy-five years ago, when labor had barely begun its long march to power.

"Then American industry was dominated by robber barons who called the turns as they saw them—ruthlessly. 'What do I care about the law?' said one. 'Ain't I got the power?'

"When some associates tried to seize control of one of his properties, this same industrialist wrote them: 'Gentlemen: You have undertaken to cheat me. I will not sue you, for law takes too long. I will ruin you. Sincerely yours.'

"And he did.

"The general attitude toward labor was expressed by a Colonel Borden, owner of a cotton mill in Fall River, Massachusetts. His employees—men, women and children—went on strike against the 13-hour day. And the Colonel told them: 'I saw that mill built stone by stone. I saw the pickers, the carding engines, the spinning mules and the looms put into it, one after the other, and I would see every machine and stone crumble to the floor and fall again before I would accede to your wishes.'

"In America, in the California of 1957, we are a long way from that statement. A long way from the 60-hour week, and from \$5 weekly wages.

Labor Today

"Labor has had a long, tough struggle to reach a time when there are between fifteen and seventeen million men and women in American unions—about one-fourth of our total working force. In America, today, the average factory wage for a 40-hour week is over \$80. And President Meany, traveling abroad, can tell other nations: 'In America, the man who helps to build a house can afford to buy one; the man who puts together an automobile earns enough to buy one; the fac-

tory worker who makes radio and television sets and refrigerators and washing machines can buy them.'

"The rich economy of America today results from such incentive—and from our recognition that the purchasing power of the man who labors is just as important to our economy as the number of hours he puts in on the job.

"Labor's century of progress has brought about all these things, as well as the complications and the inevitable few bad apples that come with size and strength.

"Labor must now accept the enduring truth which management learned the hard way: with power comes not dictatorship but responsibility, or power wanes.

"California labor has good reason to be proud of its generally clean slate, as well as a record of responsible citizenship that could be an example to other states. Responsible power calls for action in other fields than labor-management relations; and time after time you have joined such management groups as the Chamber of Commerce, farm groups and others in support of issues which you jointly believed would benefit every Californian.

"Over and above your achievements in such fields as workmen's compensation, industrial safety, industrial employment opportunities for the blind, unemployment compensation, minimum wage laws, industrial disability benefits and control of industrial monopolies, you have fought for increased general welfare in the fields of public health, prison reforms, advanced educational systems, mental health programs and the care of mentally retarded children, pure food laws, banking reforms, conservation of natural resources and outstanding civil service programs.

"I want to say here, because I think that all of these things have been of tremendous benefit to all Californians, that I should like to stop just for a minute and pay tribute to the men I know who come to Sacramento to help further these various causes. There is no group representing any organization in Sacramento that has the respect that Tommy Pitts, Neil Haggerty, Charley Scully, Harry Finks, and the others who represent you up there have. You can go to them, you can get the facts, and you know that they have the courage to stand up for the things in which they believe.

Labor's Accomplishments Endangered

"Now, you see all that you have accomplished endangered by the threats which

could undo much of the achievement of the past. These threats are loss of confidence by labor union members and the general public; and overly restrictive legislation.

"Only recently the New York Times, a dispassionate newspaper, said: 'Organized labor faces a hostile public opinion much like the anti-business sentiment of fifty years ago. Another parallel is sure to follow: regulation of unions by the government.'

"This is why you must indeed move into action.

"There can be no jungle law for either management or labor in the twentieth century.

"Whenever management fails to demonstrate responsibility to the public—whenever labor fails—the pendulum of public opinion swings again. It is at this point that representative government must move into protect the welfare of the public.

"Both labor and management have obligations to society which transcend the healthy differences of the bargaining table. If either of these great forces is crucified through an extreme shift in public sentiment, everybody loses.

Stand By Ethical Practices Committee

"I therefore urge you to continue throwing the full strength of California labor behind the national Federation's movement to clean its own house. Stand by the Ethical Practices Committee, which is firmly on record to do this job voluntarily. In doing so, you will prevent labor haters and labor baiters from having a field day at the expense of not only labor, but the whole American public.

"Once before in recent years labor was on trial before the bar of public opinion, and conclusively demonstrated its ability to put its own house in order. When the national Federation cleaned out its unions of every suspicion of Communist influence, labor proved that it can meet these problems head-on and do a better job than any outside force.

"Now you face a new challenge which tests you to the utmost. Again, I am certain, you will prove to the world that the overwhelming majority of union officials are honest, industrious and dedicated to labor's cause, and that practices found faulty in the past will be eliminated in the future.

"If you press forward an all-out war on abuse, if you eradicate any remain-

ing vestige of racketeering and corruption, you will be insuring not only the sound future of the labor movement but the continued welfare of your millions of members.

"We can not afford either to shackle management through which our free enterprise system draws the breath of life or to shackle trade unions, like your own, which champion the cause of free men throughout the world.

Water Crisis in California

"The water crisis is a major concern of labor. There is no single question of more urgent concern to California working men and women today than our need to use more bulldozers and less talk in getting a state water program under way. California's very survival as a state demands that we get our water program off the drawing boards and out of the field of horse-trading.

"Long overdue is the time to recognize that our exploding population and maldistribution of water in California make state action, along with a continuation of federal assistance, and development by local and private agencies, a must.

"California, now growing at the astounding rate of 500,000 people every year, expects a total of 24 million by 1975. To meet their needs, we must increase our supply each year by 750,000 acre-feet of new water. Not only must we supply this additional 750,000 acre-feet of water, but we must retrace ground already lost—the 5 million acre-feet a year by which we are overdrawing our underground water bank right now.

"In viewing this handwriting on the wall, let me emphasize that water shortages are no more pressing and no more tragic than the danger and economic loss faced every winter from raging floods. In northern California alone the 1955 floods claimed scores of lives and at least \$200 million in tangible property damage.

"Even if the Feather River Project were started today, it would take twelve years to complete it—just about one year before Los Angeles will have exhausted its supply from the Colorado River. And each year of delay leaves the north a potential victim of unchecked rivers.

Five Reasons for Immediate Action

"Because the future of both labor and management is wholly bound to a sound future economy for the state, I urge you to consider the following five reasons

why we must get our water program off the ground at once:

First Reason:

"1. California must successfully absorb new millions of people through vigorous programs that will encourage industrial and agricultural development, provide new jobs, and keep the state's economy strong.

"California's present strength has sprung from the steady growth — new people, new ideas — which have stimulated the healthy expansion of industry and agriculture.

"During the first six months of 1957, for example, despite 'soft spots' here and there in the state, California's over-all economy continued its upward drive. Personal income was up more than 7 per cent from a year ago; total civilian employment increased 4 per cent. We are also the nation's agricultural leader. Last year our cash farm income was \$2.8 billion — the highest ever produced by a single state.

"But we must continue to forge ahead in attracting new industry, in encouraging established business and agriculture to expand. In 1965, we expect our population to reach 18 million. To find a place for these new Californians, two million new jobs must be developed. And we can accomplish this only through the expansion of industry and agriculture.

Second Reason:

"2. California's industrial and agricultural growth is totally dependent upon a vastly expanded supply of water.

"Not long ago an estimate was made that the amount of water which an American is actually using in 1957 is something over 1500 gallons a day.

"Most of the 1500 gallons is essential in the cultivation of the food we eat and in the manufacture of most of the articles we use in our daily lives.

"Industry must have water. For example, to produce a ton of steel requires 40,000 gallons of water. To refine one gallon of gasoline, you need 10 gallons of water.

"Agriculture must have water. Thirty-seven and half gallons of water are required to produce a single slice of bread.

"To create every pound of beef, steer must consume something like 4,000 gallons, not so much from its drinking trough as from its pastureland.

"California's agriculture can not main-

tain its present levels, let alone expand, without more water soon. Of our present 22 million acre-feet used every year, irrigation takes 90 percent; yet we are irrigating only seven out of the eleven million acres farmed. Ultimately, we may need to triple our irrigated acreage.

"Our water program is the well from which we can and must draw these two million new jobs by 1965. There is no single question of more urgent need to California working men and women today than our need to use more bulldozers and less talk.

Third Reason:

"3. We have \$200 million to make a start, but we will not have it long. The Long Beach oil settlement and the Rainy Day Fund are our existing assets. These, in addition to the future income from the state's tidelands should be used for projects of lasting benefit for the entire state. All of these will be under the gun at the coming budget session of the legislature as a means of financing current state expenditures.

"The \$75 million Rainy Day Fund, which was set aside as a cushion against falling revenues at the end of World War II, is California's trust fund, a capital reserve. It should not be frittered away for current needs. Its highest and only justifiable use is for projects of lasting benefit which will continue to build the whole economy, and create employment now and in the future.

"The Rainy Day Fund almost went down the drain at the last session of the legislature, but we won a temporary victory in preventing its dissipation. When the state needs added funds for costly current needs, however, the Rainy Day Fund will be the first to go—if we do not prevent its loss while there is still time.

"Parenthetically, I have a particular interest in the tidelands revenue, because I went to bat for an increase in the state's royalties from our oil reserves during the 1957 session of the legislature.

"I was the only member of the State Lands Commission, which is responsible for administering the state-owned tidelands, who rolled up his sleeves to see that a higher oil royalty formula was achieved, so that the state would receive its fair share of income from the tidelands. When the discoveries are made, the new law may mean additional hundreds of millions of dollars in tidelands

oil income paid to the state in years to come.

"This money will be one-time, it won't happen-again revenue from a depleting resource. When the oil now lying beneath the Pacific Ocean has been fully developed, there will be no more to replace it.

"I strongly urge your support in recognizing that this money must be expended for projects that will bolster our whole economy—and again, create new jobs.

"On this subject, one word for the suffering taxpayers. Remember that to the extent that we use our non-recurring income for projects of lasting benefit, we shall be reducing bonded debt—and its accumulated interest charges—and thus providing a measure of relief from the heavy tax burden borne by all.

"At the same time, we will be keeping our eyes on the ball: a stronger economy, and the millions of new jobs which must be developed for new Californians.

Fourth Reason:

"4. California must have continued assistance from the federal government and public and private agencies. But as a state we can no longer stage a sit-down strike and expect them to do the job alone.

"For years the federal government has spent an average of \$70 million a year for flood control and reclamation projects in California. The other 2,500 public and private water agencies in the state spend about \$30 million annually. Yet the total of \$100 million spent while the state vacillates has left us tragically short of water.

"California, which has yet to undertake her first major water development project, must at long last act. At the same time, we must encourage full cooperation from the federal government, and continued initiative by local and private agencies. Whenever possible, as in the case of the San Luis Reservoir, we must achieve the goal through cooperative development.

Fifth Reason:

"5. The pressure of reasoned public opinion is urgently needed now to reach prompt and direct solutions of California's water crisis.

"We cannot minimize the importance of problems of the areas of origin or deficiency; but all agree that reasonable compromises must be made and will ultimately be made. The four preceding points make it imperative that groups such as

yours—with the welfare of the whole state at heart—insist that solutions of these problems be found without further delay.

"You have both the right and the obligation to insist on prompt resolution of the sectional and political stalemates which have stalled California's water program to date. You have the same right and obligation to insist that your state administrators and the legislature dedicate themselves to this problem and this problem alone, undistracted by consideration of other issues.

"These are the five all-compelling reasons which make it essential that solutions be reached at a special session of the legislature—called prior to the Budget Session of 1958.

"I ask your support in pressing for this action—for only the strong interest of California citizens can bring about the decisive and timely action which will extricate this state from its water crisis, and set it squarely on the road to the more bountiful economy which our destiny demands.

Conclusion

"I wish that time would permit me to discuss with you many other issues, including the needs of our crowded schools and the continuing importance of the property tax equalization program in our state.

"For California as a whole, the key to future growth is that labor and management must work in a spirit of true cooperation, with government's role restricted to necessary legislation, applied equally to both. Given the proper balance between these great inter-playing forces—given a realistic, fair system of checks and balances—both management and labor will, I am confident, put the general welfare first.

"In the spirit of reasonable men who seek common goals, we must recognize that the solution of all our problems—in labor-management relations, in water development, in taxation and education, in sound financing of state government—depends upon the encouragement of a climate favorable to healthy, expanding industry and agriculture. This favorable economic climate will foster the continued prosperity of the entire state.

"These are the reasons why progress in California is unceasing and inexorable.

"In years to come, California, with the assistance of a strong and responsible

labor movement, will continue to be the proudest example of enlightened self-government in our nation."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 74—"Issuance of Commemorative Stamp Honoring Professional Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 69—"Oppose Integration of Police and Fire Departments in All Cities, Municipalities and Political Subdivisions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 72—"Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 118—"Support L. A. Fire Fighters in Fight for Political Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 67—"Limit Importation of Foreign Fish and Fishing Products."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76—"Support Proposed Tuna Import Act of 1958."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57—"Trade Union Office Employees."

The committee report:

"The subject matter of this resolution, in the opinion of your committee, clearly involves a jurisdictional matter over which the Federation has no authority to act.

"Your committee accordingly recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 68—"Support Los Angeles Office Employees in Injunction Case."

The committee report:

"The subject matter of this resolution is concerned with assistance to Office Employees Local No. 30 in Los Angeles in regard to a pending case.

"At the request of your committee, the sponsors of this resolution appeared before the committee at its meeting Monday evening in the Hotel Leamington, at which time it developed that apparently there had been no contact with the office of the Federation prior to the institution of the action and that a previous request for assistance directed to the Federation had not as yet been answered.

"Since this involves the expenditure of funds, your committee believes that it should best be referred to the incoming executive board for consideration and action, and that the resolution be filed."

Delegate Ceola Rae Kingsbury, Office Employees No. 30, Los Angeles, spoke briefly on the resolution.

The committee's recommendation was then adopted.

Resolution No. 93—"Support Organization of CPS, Blue Cross and Insurance Company Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 94—"Assist Office Employees' Organization."

The committee report:

"At the request of the committee, the sponsors of this resolution appeared before it at its meeting Monday evening in the Hotel Leamington.

"Your committee recommends that the third Whereas be deleted and that the last Resolved be stricken and the following inserted in lieu thereof:

Resolved, That all local unions in the state of California be requested to assist all efforts to organize the unorganized office and clerical workers where no jurisdictional dispute is involved.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Assemblyman Edward M. Gaffney

President Pitts introduced Assemblyman Edward M. Gaffney of the 24th District, who spoke briefly to the convention.

**Nomination of Officers and
1958 Convention City**

The following candidates for office were nominated:

For President

Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles, was nominated by John A. Bowers, Wholesale Delivery Drivers No. 848, Los Angeles. The nomination was seconded by George Chandler, Screen Actors Guild, Hollywood, and Jack Arnold, Culinary Workers No. 681, Long Beach.

For Secretary-Treasurer

C. J. Haggerty, Lathers No. 42, Los Angeles, was nominated by Ernest Webb, Painters No. 256, Long Beach. The nomination was seconded by Ralph A. McMullen, Building and Construction Trades Council, Los Angeles, and Louis L. Mashburn, Lathers No. 42, Los Angeles.

For Vice President**District No. 1**

Max J. Osslo, Butchers No. 229, San Diego, was nominated by John Quimby, Central Labor Council and Teamsters No. 542, San Diego. The nomination was seconded by Joseph A. Spitzer, Provision House Workers No. 274, Los Angeles.

District No. 2

Jack T. Arnold, Culinary Alliance No. 681, Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach. The nomination was seconded by William J. Fountain, Central Labor Council of Orange County, Santa Ana, and Thomas W. Mathew, Building and Construction Trades Council of Orange County, Santa Ana.

District No. 3A

C. T. Lehmann, Carpenters No. 25, Los Angeles, was nominated by H. J. Harkle-road, Orange County District Council of Carpenters, Santa Ana. The nomination was seconded by William Sidell, Los Angeles District Council of Carpenters.

District No. 3B

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by Lewis B. Shank, Studio Transportation Drivers No.

399, Hollywood. The nomination was seconded by Edd X. Russell, Actors Equity Association, Hollywood, and B. C. "Cappy" Duval, Affiliated Property Craftsmen No. 44, Hollywood.

District No. 3C

George O'Brien, Electrical Workers No. 11, Los Angeles, was nominated by Jack Carney, Electrical Workers No. 477, San Bernardino. The nomination was seconded by O. T. Satre, District Council of Painters No. 36, Los Angeles, and M. R. Callahan, Bartenders No. 686, Long Beach.

William E. Pollard, Dining Car Employees No. 582, Los Angeles, was nominated by John L. Cooper, Miscellaneous Employees No. 440, Los Angeles. The nomination was seconded by Helen Wheeler, Miscellaneous Employees No. 110, San Francisco, and Charles J. Garoni, Carpet and Linoleum Workers No. 1290, Oakland.

(William Pollard subsequently withdrew his candidacy.)

District No. 3D

John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles, was nominated by Henry Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles. The nomination was seconded by Pat Somerset, Screen Actors Guild, Hollywood, and J. J. Christian, Asbestos Workers No. 5, Los Angeles.

District No. 3E

J. J. Christian, Asbestos Workers No. 5, Los Angeles, was nominated by C. W. Walker, Electrical Workers No. 11, Los Angeles. The nomination was seconded by Albert Smith, Gunite Workers No. 345, Los Angeles, and John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles.

District No. 3F

James L. Smith, Hod Carriers and Common Laborers No. 1184, Riverside, was nominated by Anthony Verdone, Building and Construction Trades Council, Riverside. The nomination was seconded by Robert Willsey, Building and Construction Trades Council, Riverside.

District No. 4

Robert J. O'Hare, Carpenters No. 1400, Santa Monica, was nominated by George P. Veix, Sr., Central Labor Council and Meat Cutters No. 587, Santa Monica. The nomination was seconded by Mary J. Olson, Waitresses No. 512, San Pedro, and James

Waugh, Fish Cannery Workers, Terminal Island.

District No. 5

Wilbur Fillippini, Sheet Metal Workers No. 273, Santa Barbara, was nominated by Ronald Benner, Building and Construction Trades Council, Ventura. The nomination was seconded by Warren Underwood, Meat Cutters and Butchers No. 556, Santa Barbara, and Al Whorley, Culinary Workers No. 498, Santa Barbara.

District No. 6

Paul L. Reeves, Plumbers and Steamfitters No. 246, Fresno, was nominated by Ralph A. McMullen, Building and Construction Trades Council, Los Angeles. The nomination was seconded by J. R. Ladika, Sprinkler Fitters No. 709, Los Angeles.

Lawrence Sargenti, Machinists No. 653, Fresno, was nominated by W. T. O'Rear, Central Labor Council. The nomination was seconded by S. G. Goodman, Machinists "M" No. 311, Los Angeles, and Loyd Meyers, Building and Construction Trades Council and Electrical Workers No. 100, Fresno.

District No. 7

C. A. Green, Plasterers and Cement Masons No. 429, Modesto, was nominated by Richard A. DeFord, Cannery Warehousemen No. 748, Modesto. The nomination was seconded by Don L. Meyers, Carpenters No. 1235, Modesto, and George W. Stubbs, Teamsters No. 439, Stockton.

District No. 8

Thomas A. Small, Bartenders and Culinary Workers No. 340, San Mateo, was nominated by W. H. Diederichsen, Electrical Workers No. 617, San Mateo. The nomination was seconded by M. R. Callahan, Bartenders No. 686, Long Beach, and James T. Mann, Carpenters No. 771, Watsonville.

District No. 9A

Morris Weisberger, Sailors Union of the Pacific, San Francisco, was nominated by Ed Turner, Marine Cooks and Stewards, San Francisco. The nomination was seconded by Sam Bennett, Marine Firemen, San Francisco, and James Waugh, Fish Cannery Workers, Terminal Island.

District 9B

Arthur F. Dougherty, Bartenders No. 41, San Francisco, was nominated by Anthony Anselmo, Joint Board of Culinary Workers, Bartenders and Hotel Service Workers, San Francisco. The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco.

District 9C

Jack Goldberger, Newspaper and Periodical Drivers No. 921, San Francisco, was nominated by Edward Davis, Teamsters No. 439, Stockton. The nomination was seconded by Hazel O'Brien, Waitresses No. 48, San Francisco, and Charles Kennedy, Musicians No. 6, San Francisco.

District 9D

Harry Metz, Operating Engineers No. 3, San Francisco, was nominated by Frank O. Brantley, Operating Engineers No. 509, Decoto. The nomination was seconded by Arthur F. Dougherty, Bartenders No. 41, San Francisco.

District 10A

Robert S. Ash, Alameda County Central Labor Council and Retail Food Clerks No. 870, Oakland, was nominated by Albert Brown, Milk and Dairy Employees No. 302, Oakland. The nomination was seconded by Thomas W. Anderson, Dining Car Cooks and Waiters No. 456, Oakland, and William Kilpatrick, Cooks No. 44, San Francisco.

John F. Quinn, Bartenders No. 52, Oakland, was nominated by Joseph J. Canale, Bartenders No. 52, Oakland. The nomination was seconded by Joseph Gonsalves, Teamsters No. 70, Oakland, and John W. Meritt, Culinary Workers and Bartenders No. 814, Santa Monica.

District 10B

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Northern California District Council of Laborers, San Francisco. The nomination was seconded by William Cabral, Teamsters No. 70, Oakland.

District 11

Howard Reed, General Truck Drivers No. 315, Martinez, was nominated by Hugh Caudel, Central Labor Council, Martinez. The nomination was seconded by Herb

Shoup, Construction Laborers No. 324, Martinez, and Archie Mooney, Carpenters No. 2046, Martinez.

District 12

Lowell Nelson, Plasterers and Cement Masons No. 631, Vallejo, was nominated by Stanley Lathen, Retail Clerks No. 373, Vallejo. The nomination was seconded by Fred Schoonmaker, Building and Construction Trades Council, Napa, and Loretta Coss, Culinary Workers No. 560, Vallejo.

District 13

Harry Finks, Cannery Workers No. 857, Sacramento, was nominated by Mike Elorduy, Cannery Workers No. 857, Sacramento. The nomination was seconded by Albert A. Marty, Teamsters No. 150, Sacramento, and Edward A. Doyle, Central Labor Council, Oroville.

District 14

Albin J. Gruhn, Hod Carriers and Laborers No. 181, Eureka, was nominated by Leonard Cahill, Lumber and Sawmill Workers No. 2808, Arcata. The nomination was seconded by Bill Schieberl, Electrical Workers No. 482, Eureka, and Louis Casati, Hod Carriers and Laborers No. 690, Monterey.

District 15

Robert Giesick, Lumber and Sawmill Workers No. 2647, Greenville, was nominated by C. O. Taylor, Millmen No. 2020, San Diego. The nomination was seconded by Hugh Allen, Five-County Central Labor Council, Redding, and E. A. Doyle, Bartenders and Culinary Workers No. 654, Oroville.

For 1958 Convention City

Santa Barbara was nominated by Al Whorley, Culinary Alliance and Bartenders No. 498, Santa Barbara. The nomination was seconded by Warren M. Underwood, Meat Cutters No. 556, Santa Barbara.

Santa Monica was nominated by John W. Meritt, Culinary Workers and Bartenders No. 814, Santa Monica. The nomination was seconded by Edrie E. Wright, Culinary Workers No. 31, Oakland.

Honolulu, T. H., was nominated by Arthur A. Rutledge, Hotel, Restaurant Em-

ployees and Bartenders No. 5, Honolulu. The nomination was seconded by several delegates.

White Ballot

As instructed by President Pitts, Secretary Haggerty cast a white ballot for the following candidates nominated without opposition, indicating a unanimous vote by the convention:

President, Thomas Pitts; Secretary-Treasurer, C. J. Haggerty; Vice Presidents: District 1, Max Osslo; District 2, Jack Arnold; District 3A, C. T. Lehmann; District 3B, Pat Somerset; District 3C, George O'Brien; District 3D, Jack Gardner; District 3E, Joe Christian; District 3F, James Smith; District 4, Robert O'Hare; District 5, Wilbur Fillippini; District 7, Al Green; District 8, Thomas A. Small; District 9A, Morris Weisberger; District 9B, Arthur F. Dougherty; District 9C, Jack Goldberger; District 9D, Harry Metz; District 10B, Paul Jones; District 11, Howard Reed; District 12, Lowell Nelson; District 13, Harry Finks; District 14, Albin J. Gruhn; District 15, Robert Giesick.

President Pitts thereupon declared those for whom the white ballot was cast officially elected by the 55th convention of the California State Federation of Labor.

Appointment of Election Committee

Secretary Haggerty announced the Committee on Elections appointed by the President, as follows:

B. W. Phillips, Chairman, Evelyn Murphy, Wayne Hull, Nick Cordil, Jr., Walter Stansberry, Lew Blix, Ted Phillips, Fred Schoonmaker, Walter Bielawski, William P. Sutherland, Charles Kennedy, George Swan, Arthur Hutchings, George Bronner, William C. Carroll.

Late Resolution

Delegate Charles McSwan, Ladies Garment Cutters No. 213, San Francisco, asked unanimous consent, under the convention's Rules and Order of Business, to introduce a resolution. Unanimous consent was withheld.

Adjournment

The convention thereupon adjourned at 5:50 p.m., to reconvene at 9:30 a.m., Thursday, September 19, 1957.

PROCEEDINGS OF
FOURTH DAY
Thursday, September 19, 1957
MORNING SESSION

The convention was called to order by President Pitts at 9:50 a.m.

Invocation

The Reverend L. Sylvester Odom of Parks Chapel, A.M.E. Church, delivered the morning invocation:

"O Thou, who has sent us all into the vineyard to work and has promised full recompense for our labors, look Thou with favor upon us this day. We beseech Thy blessings upon this great body, dedicated to the task that none shall labor in vain and to the great ideal of the dignity of all honest toil.

"Be with us in the deliberations of this day, that what we do and what we say shall be worthy of Thee.

"Forgive us if in our self-seeking we have neglected our brother. Turn us aside from the empty pursuit of little things. Rekindle in our hearts the fervent glow of satisfaction that associates with doing our job well. Weigh our offenses against us no more, but teach us in our hearts to work ceaselessly for Thee and for our fellow man. Amen."

DAN FLANAGAN

Regional Director of Organization,
AFL - CIO

President Pitts introduced Dan Flanagan, regional director of the American Federation of Labor—Congress of Industrial Organizations, who addressed the convention, as follows:

"President Tommy Pitts, Secretary Neil Haggerty, officers and delegates of this convention, and friends. I am very grateful for the invitation of the officers of our California State Federation of Labor to appear here this morning. I always consider it a special privilege and a fine pleasure.

"I would like, if I may, to review some highlights of our labor movement that I hope will be of some interest to this audience.

AFL and CIO Decision to Merge

"I would like to refer to the matter of

the national merger of the AFL and CIO. As most of you know who have been active in our trade union movement over the years, we had a great division in our labor movement in 1937, twenty long years ago, with the establishment of the CIO, which was then a rival organization to the American Federation of Labor. During those twenty years we had what amounted to open warfare between the two national groups, until finally our national leadership—and by that I mean the leadership of every international union—decided that for the general welfare of our entire movement special steps should be taken, special efforts should be made to try and reconcile our differences and to bring us together into a single house of labor, which we always enjoyed and benefited by prior to 1937.

"That was not an easy task. In fact, as the records will show, it took three long years by the merger committees of the AFL and the CIO meeting together continuously to iron out their differences before they could come to an agreement on merger. But that agreement was reached and that was a great achievement. In fact, it is the greatest achievement in the modern history of our American labor movement. It showed to all of us that when men and women of good will and sincerity and trade union spirit and idealism will sit down at the conference table that there is no problem—no problem, I emphasize—that can not be worked out that will be to the benefit of our trade union movement.

"Sure, all of us, each of our single organizations, our national unions, have particular problems that have vexed them over the years. We had them when our labor movement started in 1881, we have them now, and we are going to have them as long as our labor movement is in existence—which I hope will be forevermore. There is no perfect program, no perfect formula that can be worked out now or in the future that is going to eliminate all of our problems, such as jurisdictional matters and the like. We will always have them with us, and all we can do is to strive to work them out as best we can under the circumstances of that particular situation.

Merger Agreement Unanimous

"So I say, after three long years of negotiations a merger agreement was reached, and in December of 1955 at the convention of the American Federation of Labor that agreement was ratified and adopted unanimously — unanimously, I emphasize, brothers and sisters of our California AFL movement. All of the international union delegates were there assembled, and they were fully informed on all of the ins and outs of the merger agreement, all of the pluses and all of the minuses in that agreement. But because they felt that the overall benefit of our labor movement was the controlling feature, they went along and by unanimous vote adopted the merger agreement. Then the AFL convention merged with the CIO convention group in a merger convention, and again with over 1500 delegates present, representing every international union of the AFL and the CIO, representing over fifteen million rank and file members of our labor movement, the merger agreement was adopted unanimously.

"So I think, brothers and sisters, that we should keep that in mind. It is only less than two years ago that all of this happened; and I believe that all of us here want to support the policies of our respective international unions and to go along with the pattern that they set when they established a united house of labor for America. And of course some of the decisive factors that brought that about at the national level exist here on the state level. For example, at the national level it was found that after 20 years of warfare between the two national groups, during which time we spent hundreds of thousands of dollars and manpower and our ability and strategy, the official records of the National Labor Relations Board as far as representation elections were concerned show that we just about broke even. So here the AFL on the one side and the CIO on the other side fighting each other for 20 years, with that expenditure of money and manpower and brains, come out with a draw. We come out with a draw. But who was the winner? The winner was Big Business. Because while we were fighting each other and weakening our respective positions as much as we could, Big Business sat by at ringside and enjoyed the fight, because while we were busy fighting each other Big Business was getting a free ride.

"That was one of the factors. And, of course, the other factor was the Taft-Hartley Law of 1947, which has brought about from Section 14(b), the 'right to

work' law, which is right at our very gates here in California.

United Movement More Important Than Differences

"Those were the two most important factors that brought our two national groups together. Sure, they had differences over jurisdiction and other matters, but they decided that those were small issues compared to the big problem of having a united movement and bringing our strength together to fight the common enemy.

"The officers and members of the Executive Council of the California State Federation of Labor have worked hard and long to bring about a merger at the state level here in California; and I am sure that none of the delegates and none of the organizations here want to throw any unnecessary road blocks in the way of their attempts to try and reach an honorable agreement on merger by December 5th of this year.

"December 5th is less than three months away. That is not a very long time. And December 5th of this year is the official deadline date, not set by President George Meany or Secretary-Treasurer Bill Schnitzler or any other single individual. That deadline date was set by the national convention on December 5, 1955, when all of our international unions were present and approved that stipulation whereby all mergers at the county level and at the state level should be completed by December 5th of this year by voluntary action; and if they are not completed on that date, as I understand it, then the national office, or President George Meany, by the convention mandate of two years ago, steps into the picture and takes the necessary action to set up a united AFL-CIO organization here in California.

"Now, I am born and raised here in California. I don't speak as an outsider. I am born and raised here in California. My whole labor movement history is here in this great state. And I know from my experience that we, my brothers and sisters of the labor movement, like to do things on a voluntary action here in California. We like to do things on our own and not have to be compelled to do them by a national policy.

"So here it is, brothers and sisters. The national convention of December 1955, at which all of your international unions were present, approved this policy whereby after two years ending with December

5th of this year all mergers should be completed on a voluntary basis.

"I am sure that all of us are proud of the fine history of our California State Federation of Labor. For more than a half a century our State Federation of Labor has done a grand job and we will continue to do a grand job as a merged state organization. California is looked to as the No. 1 state in the labor movement in more ways than one. I feel that to uphold the prestige of our great organization and to comply with the policy of the national AFL-CIO, all of our delegates and affiliated unions should give every measure of support to the officers and to the members of the Executive Council of this great Federation of Labor to the end that by December 5th of this year we shall have an honorable and a beneficial agreement on merger that will bring our whole labor movement in California into the one house of labor.

"Right to Work" Threat

"You have heard enough during this week as to the 'right to work' law threat here in California. It does not need repetition by me. And speaking on the point of jurisdiction or on any other internal problem of our labor movement, if we get a 'right to work' law in this state, maybe a few years after the enactment of that law we won't have a helluva lot of jurisdiction to worry about; we won't have much of a membership in this great state to worry about.

"So let us do first things first. We are all realistic people. We are all sensible people here in this convention. And 'first things first' is common sense. So the first thing that we have is a real problem to our movement in this state: the 'right to work' threat. And it is more than a threat: It will be factual if a fellow by the name of Knowland becomes Governor.

"So let us unite together. Let us get our merger at the state level altogether, and then let us face 1958, which is the year of challenge and decision, as a united movement, ready to take on the problems and the enemies that may confront us."

FRANKLIN H. WILLIAMS

Secretary-Counsel, NAACP

President Pitts then presented Franklin H. Williams, secretary-counsel of the National Association for the Advancement of Colored People, who addressed the convention, as follows:

"Brother Pitts, Brother Haggerty,

brothers and sisters. At the outset let me bring you greetings from the one-half million members of the National Association for the Advancement of Colored People to this historic gathering.

"It has been some two years since last we met, years that have been fraught with violence and conflict, with almost unprecedented attacks upon organized labor and America's racial and religious minorities, years during which the anti-labor, anti-Negro, anti-liberal forces in America found themselves able successfully to challenge and thwart democracy's painful struggle towards that day when all of democracy's children, black and white, rich and poor, shall be able to equally enjoy the blessings that this great country has to offer.

Civil Rights the Major Issue Today

"I am sure you will all agree that the question, the problem, the issue of civil rights is without a doubt the major issue facing the nation, if not the world today. Almost one hundred years after the great promise of the Emancipation Proclamation, practically every tenth man in the United States is yet faced with widespread denials and deprivations of citizenship rights.

"Picture, if you will, little children in the year 1957 having to face the mob and now the bayonet in order to be able to get an education in the worlds' greatest and freest democracy.

"The Constitution has been challenged in this year by the forces of hatred and bigotry that would keep ten per cent of our population in a position of second-class citizenship. And the thanks that these people who would challenge and destroy our constitutional form of government have received is the reward of a conference with the President of the United States, out of which has come nothing except continuing challenge to our federal authority.

"This is not a problem for the Negro alone. This is a problem for organized labor. The effort of organized labor to extend itself and to organize the workers in the deep South has come practically to a standstill. And let me at this point take time out to express publicly the appreciation not just of the NAACP but of Negroes throughout the United States for your great national president, George Meany, who has stood consistently firm in the face of the threat of disaffiliation by Southern locals because of the AFL-CIO position on civil rights and human decency.

Enemies of Civil Rights Are Enemies of Organized Labor

"How can unions organize in the face of the kind of violence that has broken out throughout the southland today? Those people who parade as leaders of a substantial section of our country, motivated by bigotry and hatred, their anti-Negro attitudes being expressed today in the form of violence, are the very same people who are anti-labor. The same states where the Negro today is victimized by the bayonet and the mob are the same states that are enacting anti-labor legislation, 'right to work' laws. The personnel director, for example, of the Armstrong Cork and Linoleum Company in Mobile, Alabama, is the same man who is the President of the White Citizens' Council and the head of the 'right to work' movement of that section of the state.

"The future development of American labor in the southland is at stake in this crisis. This is not just a problem for the Negro, nor is it simply a problem of his civil rights.

"In Alabama, at the same time that that state was using the police forces of its various municipalities to prevent Negroes from seeking admission to the public schools nearest their homes, the police were used to break up the strike of the Woodworkers Union. In Dublin, Georgia, the sheriff was used to break the back of an organized labor strike, struggling for recognition and decent wages. The organization efforts of labor in Dixie are just about at an end unless we can resolve this problem of the modern-day use of force and violence against those who would seek the opportunity to exercise their constitutional rights.

"The NAACP is being used as a scapegoat in a movement throughout the South that eventually will strike at the heart of our movement unless we can bring it to an early close. Injunctions have been issued against our organization operating in Texas, Louisiana and Alabama. We were asked to submit our membership list to the Attorney General and we refused; and because we refused to submit our membership list and to tell the Attorney General the names of those individuals who stood with us, we were enjoined from operating and fined \$100,000.

"How could organized labor operate in a state if it were forced to submit its membership list to the same forces that were trying to destroy it? Could your unions function in states that subjected you to \$100,000 fines simply because you

called a strike or maintained a picket line?

AFL - CIO Not Deceived by Jury Trial Amendment

"The tragedy of this situation is that at the time that these rights of all Americans are being so seriously threatened, so few people have stood up to protest these attacks upon constitutional liberties. I want to say here that we are grateful to the AFL and the CIO for not responding to the siren call of the so-called jury-trial amendment to our recent Civil Rights Bill that has just been enacted into law. Those enemies of civil rights, in an effort to insure the enactment of that crippling amendment to the Civil Rights Bill, offered to organized labor, to your national leaders, the extension of the rights to a jury trial to injunction actions involving labor. Your leadership saw through this and refused to support that amendment in return for this so-called 'benefit' to organized labor.

"The Negro in America is aware of the action of organized labor in that case, and we appreciate it. Now in California the right of organized labor is being seriously threatened, and we see on the horizon a personality standing for office or preparing to stand for statewide office who, if successfully elected, will bring into law crippling statutes that will make it difficult if not impossible for organized labor to operate. We say to you that the Negro cannot and will not and must not buy such an individual; and I assure you that the NAACP stands 100 per cent with you in opposition to any man or any party that advocates 'right to work' legislation.

"These are serious times in which we find ourselves, not just in the southland but here in our home state of California. Here on the West Coast we have seen democratic legislation enacted into law in Washington and in Oregon where labor and minorities are nowhere near as strong and as powerful as we are in the state of California. Yet we continue to tolerate in this state a legislature which refuses to enact into law that fundamental principle that all men shall be judged solely on the basis of their abilities in speaking and in competing for job opportunities. And now we are faced with the possibility of a governor who not only would not extend the principles of democracy in this state but would carry us backward into the dark ages best demonstrated by America prior to the birth of organized labor. And I say to you that we shall join hands with you

in this political struggle to insure that this does not become a reality.

The Struggle in Little Rock

"I do not want to impose upon you at great length this morning. I know that you have important elections coming up, and that your time and your attention and your mind are turned to that. I do in conclusion, however, want to suggest to you that in the struggle going on in Little Rock, Arkansas, today, where the governor of a state has challenged the federal government, the federal courts, the office of the President and every decent concept that is inherent in our fundamental constitutional system, that governor has been rewarded by our President with a conference, and following that conference continues to flout the authority of our central government in order to continue the archaic system of racial separation that exists in that state and in other southern states.

"We cannot long exist as a free and democratic nation if this kind of anarchy is to be tolerated. In the face of the attacks upon democracy going on throughout the world by the forces of godless Communism today, with the great stakes of independence and security that this present cold war has for us, we cannot afford to hand weapons to our enemies in this fashion. In Africa and in Asia and in the nations of the South Pacific this very day headlines are talking of the weaknesses of democracy, of the failure of democracy in the face of this challenge from hatred and bigotry. And in the struggle with Communism, I suggest to you that Governor Faubus is one of those who is subverting our democracy, that every member of the White Citizens' Council who permits his name or his interest or his activity to be identified with that movement is giving guns and weapons into the hands of our enemies; and that this Administration, when it fails to join issue with those who would undermine the federal courts and our federal system is equally guilty of selling America short.

"Those of us here in California who are aware that America is engaged in a life-and-death struggle with the forces of Communism throughout the world must not and will not tolerate the extension of this concept here.

"Brother Pitts, I want to thank you again for your courtesy in having me here, and to express once again the best wishes to this conference from the membership of the National Association for the Advancement of Colored People, and

to assure you once again that we stand side by side with you in the struggle for improving this state and this nation."

REX MAINORD

Boycott Representative, Western Region, United Automobile Workers, AFL-CIO

President Pitts introduced Rex Mainord, boycott representative, for the western region of the United Automobile Workers, AFL-CIO, who spoke as follows:

"President Pitts, Brother Haggerty, delegates to this very fine convention.

"Were it not for the significance and the importance of the situation that I want to talk to you about this morning I would not take up your time to talk to you about it. I am sure that all of you have passed the booth out in the foyer, the Kohler booth, and have read most of the literature and have read a great deal about the Kohler strike that is going on in Wisconsin today.

"I did not come here to tell you in detail anything about the Kohler strike, but I did come to give you a kind of progress report. You see, this is a strike that actually is developing into more than a strike. It is now well into its fourth year. It is proving to be one of the longest, one of the costliest, strikes in the history of the labor movement in America; and it is actually developing into a battle between two ways of life. This actually symbolizes one of the basic struggles in America: the struggle between the needy and the greedy; the old double standard of trying to take away from those who have too little to give to those who have too much already.

"Herb Kohler, who is the president of this family-owned company, is now identifying himself with another great concern of organized labor in America. He is proving himself to be probably the No. 1 'right to work' proponent in America.

"Who are the people who are rallying to his support? It is the states' righters; it is the people all over America who are trying to get the so-called 'right to work' laws passed. Everywhere he goes, these are the people who are rallying to his cause.

"Ladies and gentlemen, I am very happy to say to you this morning that we are winning this fight, however, against Kohler. The most recent and significant indication of this was the election in Wisconsin just a few weeks ago. Through the efforts of the united labor movement in Wisconsin, for the first time in a long

time the magic was knocked out of the Kohler name. A fellow by the name of Proxmire took this guy to defeat. This is the third time that he has taken him on, and he has finally beaten him.

"One of the reasons he beat him is because the united efforts of organized labor succeeded in getting this story about the feudalistic concepts of the Kohler management in terms of labor relations around the country.

"We know that we are winning this fight. We know that the scabs are quitting every day. We know that the technicians and the engineers and the architects, and so forth, are quitting, are not being replaced. We know that carloads of the stuff are being sent back to them that have been rejected out in the field. We know that hundreds of thousands of dollars worth of business have been stopped in projects throughout America through the efforts of organized labor.

"And I want at this time to express my sincere thanks on behalf of Local 833 and the United Automobile Workers to all unions in America, and especially here in California, and to the building trades, and particularly the plumbers, without whose help we could not have gotten any place, for the splendid amount of support that they have given us. I also want to take this opportunity to express my thanks to the leadership of the State Federation of Labor here and especially to Brother Neil Haggerty. Every time that I have called upon them in this situation they have given assistance, and it is this kind of cooperation and this kind of assistance that indicate to me, and I think to the world, that the things that unite us are much greater than the things that divide us."

State Senator Robert McCarthy

President Pitts introduced State Senator Robert McCarthy, who spoke briefly to the convention.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 116 — "State AFL-CIO Merger"; **Resolution No. 137** — "Merger of State AFL and CIO."

The committee report:

"The subject matter of these resolutions is similar, namely, the question of merger at the state level.

"Although the sponsors of **Resolution**

No. 116 requested the privilege of appearing especially before your committee, at the time of the appearance on Wednesday afternoon, after adjournment of the convention, the sponsors requested that this resolution be withdrawn.

"Your committee accordingly recommends that the request of the sponsors of **Resolution No. 116** to withdraw the resolution be granted, and further recommends concurrence in **Resolution No. 137.**"

The committee's recommendation was adopted.

Resolution No. 165 — "Preservation of Jurisdiction in Merger."

The committee report.

"As your committee interprets this resolution, it suggests withholding the further steps of merger conditioned upon resolution of jurisdictional claims by the State Federation of Labor.

"In view of the fact that the State Federation of Labor has no authority to deal with jurisdictional matters, your committee accordingly recommends that this resolution be filed."

The following discussion and debate ensued:

Delegate Thomas W. Mathew, Building and Construction Trades Council of Orange County, Santa Ana: "Mr. Chairman, brother and sister delegates. A number of years ago this Federation and its present officers asked for the support of the building tradesmen and we responded in money and support. Our aim then was to make this the greatest Federation of Labor, and I think that has been accomplished.

"Now with this so-called merger, the building tradesmen are pushed into the background. I speak of one case that we know of for sure, and I believe it is Jurisdictional Unresolved Disputes No. 19, UAW versus Millwrights, Building Trades Council of Orange County. This was taken through the normal channels up to this super-committee that was set up recently and there was no decision or no answer, no communication of any kind.

"We think that we are not getting the right part of this deal. The latest, I think, direction on the part of the AFL-CIO committee is that anything under the industrial union setup contained within a certain area belongs to them as far as maintenance, repair and construction goes. Well, that certain area could be almost anything. That cuts out the building tradesmen completely, isolates them to individual home-building, which isn't contained within an area.

"This may be sort of a frank statement, but we can't see where we benefit in any way by this merger.

"That is the reason for this resolution. We are trying to maintain our identity and our jurisdiction. If you want to call it a 'jurisdictional dispute,' the New York State Federation of Labor didn't think so. They unanimously voted to accept to postpone merger. I understand the State of Illinois did the same thing.

"There has been a lot of talk. Sometimes it makes us wonder. We are being judged by certain people, and they have the so-called Ethical Practices Committee. We just wonder who is judging who. There has been a lot of talk about a Western Federation of Labor, a California Federation of Labor. It looks like we are being pushed in the corner.

"We urge that you reconsider this resolution."

On a point of order, **Delegate John Cooper**, Miscellaneous Employees No. 440, Los Angeles, questioned whether the resolution was properly before the convention. President Pitts ruled that it was properly before the convention.

Delegate J. H. Macias, Cement Masons No. 627, Los Angeles: "Mr. Chairman and fellow delegates: Being the perennial delegate from my local to this State Federation convention, this is the first time that I have taken the floor to oppose the decision of the Resolutions Committee. I oppose it strongly because it is a very very serious matter to us building tradesmen.

"I believe in the merger, if it is going to be a merger. But I am going to be candidly frank with you. In my honest opinion, if we building tradesmen have to be led to the slaughter in order not to create any friction in this merger, I am absolutely opposed to it.

"We are only asking for what has always been ours, and we are going to keep it. If we are going to have to fight like hell for it, I assure you we are going to keep it. We want to be fair. We're good sports, but we were never suckers.

"I believe that the only thing that we are asking for is a clarification and a plain statement of what has always been ours. We don't want to take anything away from anyone, and by the same token we do not wish to give away anything. I believe that we are the parent labor organization of our country.

"Now, are we going to merge or are we going to let a minor organization—and

it is a minor organization, brothers and sisters—are we going to let a minor organization dictate the terms of this merger? Are we going to merge or are we going to be taken over? I am being candidly frank. I do not like to use these words, but in my humble opinion, that is just the way it looks to me.

"I am sorry that I have to oppose the recommendation of the committee, but I believe that we building tradesmen should not be the men who are being led to the slaughter for the sake of creating this merger without any friction."

Delegate John L. Cooper, Miscellaneous Employees No. 440, Los Angeles: "Mr. Chairman and delegates: I rise to support the committee's report and oppose the resolution for the following reasons:

"I believe if this resolution were adopted, it would very effectively block merger in our lifetime. In the seventy-five years that the AFL has been in existence it has never succeeded in eliminating jurisdictional disputes between international unions within the AFL. I submit that even today there are more jurisdictional disputes within the old AFL unions against each other, especially in the building trades, than exist today between the old CIO and the AFL unions.

"I read in the AFL-CIO News where President Meany made a public statement that an official committee of the Building Trades Department and the Department of Organization had agreed on a procedure to settle all jurisdictional disputes. I had the honor of representing my own international union at the merger convention in 1955 in New York, and every international union represented in this convention who was represented in that convention voted unanimously for the merger, with the clear understanding that after merger, jurisdictional disputes would be worked out by machinery within the AFL-CIO organization.

"We are a subordinate body to the national AFL-CIO. Are we to adopt a policy here that would be contrary to the national policy adopted unanimously in the merger convention and subsequently reiterated unanimously by the Executive Council of the AFL-CIO in every meeting since that time? This matter should properly be before the next national AFL-CIO convention in Atlantic City on December the 5th rather than here.

"I think that the issue is quite clear. If we should adopt this resolution we would be advertising to the entire country that we are actually opposed to merger and are using the subject of jurisdic-

tional disputes as a subterfuge rather than coming out openly with our convictions.”

Delegate Joseph Eberle, Boilermakers No. 92, Los Angeles: “Mr. Chairman, brother and sister delegates: I am strictly a rank-and-file worker.

“As the previous speaker said, there are a lot of jurisdictional disputes in the organization as we have it now. I will admit that. But it doesn’t please any rank-and-file worker.

“We of the Boilermakers, when we lose a decision to our friends in the Pipefitters, the Iron Workers, the Sheet Metal Workers, or any other AFL craft, don’t like it. We don’t know how they feel about it, because we can’t remember one that they lost to us. But, on the other hand, there is nothing that grieves and plagues the rank-and-file worker more than to see a decision handed down by the higher levels that he has to live by, one that gives his work to somebody else.

“Now, then, we pay—and when I say ‘we’ I mean the rank-and-file workers—the top people in these organizations to do the work for us. And any amount of trouble that they have to go through to protect the rank-and-filer is not too much work for them.

“Now, then, you heard here yesterday the president of the Building Trades Council say that already in Indiana the CIO has put a picket line around a construction job. You can imagine the feelings that are going to take place here—after whenever the Boilermakers see that a vessel is being raised by the CIO, which has never raised one before. You can imagine that whenever the company that fabricates the

steel for an oil tank takes their CIO men out in the field and constructs that tank, where they have never constructed it before.

“Now, you say that this will not happen. It does happen. It is happening right now. And the rank-and-file membership doesn’t like it and they don’t want it to happen.

“They say that it can be ironed out at the top before it ever starts, and that’s what this resolution means.

“I say to you, go against the committee and pass this resolution. There is such a thing as unity and peace. Do we all want to be Chamberlains and have peace in our time today and then go into the chaos of another situation like World War II as a result of it? It can be ironed out at the top, and there is no reason on God’s green earth why we can’t pass a resolution letting them know that the people here want it ironed out there instead of fighting all the years through from now on to keep our work.”

Debate Suspended on Resolution No. 165

The hour set by the Federation’s constitution for holding the election of officers having arrived, debate on **Resolution No. 165** was suspended by President Pitts until after the election was completed.

Roll Call Vote

The roll was called and the delegates cast their ballots.

Recess

At the conclusion of the roll call, the convention was recessed at 1:40 p.m. to reconvene at 2:30 p.m.

THURSDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:50 p.m.

Telegram

Secretary Haggerty read the following telegram:

The Union Label and Service Trades Department of the American Federation of Labor and Congress of Industrial Organizations extends hearty greetings and its very best wishes to the officers and delegates of the California State Federation of Labor in convention assembled. The outstanding and consistent cooperation and support which this department has always received from your groups in connection with our ef-

forts to promote all union labels, shop cards and service buttons is indeed appreciated. We trust that you will let us know whenever we can be of assistance to you in your promotional activities along these lines. With sincere good wishes for a successful convention, I am, cordially and fraternally yours,

JOSEPH LEWIS,

Secretary-Treasurer, Union Label & Service Trades Department, AFL-CIO.

MANUEL DIAS

President, California Industrial Union Council

President Pitts presented Manuel Dias,

president of the California Industrial Union Council, who addressed the convention, as follows:

"Mr. Chairman, officers, distinguished guests and delegates to this 55th convention of the California State Federation of Labor:

"I have been honored by being invited not only to attend but also to address your convention. I consider this a great honor and privilege. On behalf of the California Industrial Union Council, I wish to extend to you fraternal greetings and our best wishes for a fruitful convention.

"I know that the problems facing labor are many and that to relax for even one moment would be fatal. We know by now that the enemies of labor unions have never given up and will never give up in their efforts either to destroy or to so hamstring labor unions with laws as to render them so helpless that they cannot exist, at least not as a free trade union labor movement.

"Right to Work"

"I am sure that you are all aware of what is going on at the present time in California. It certainly is not anything new, for at the present time, some 18 states now have passed such anti-labor laws on their statute books. I am referring to the misnamed, misleading, so-called 'right to work' laws which have been passed in some of our counties in California. The title is not only misleading but is actually a fraud. For it does not provide or guarantee anyone a job. So-called 'right to work' laws give no one a right to work. They provide no work; they provide no rights. What they do provide is the right to work for lower wages, the right to have no security on the job. As a matter of record, states with 'wreck' laws have an average per capita income 41 per cent lower than the national average and 45 to 48 per cent lower than the per capita income of Californians.

"Crocodile tears are being shed in behalf of the members who have to pay dues to a union in order to work. Union security is simply an expression of 'majority rule' upon which our society is based. To argue against union security is in effect to argue against majority rule.' Can we refuse to pay taxes for the building of schools just because we do not have children in school? Of course not. And why? Because our government is based on the 'majority rule.'

"The proponents of the 'right to work' laws do not say that in order to get a

job, first a job must be available, that you must first apply to management, have a certain amount of education, have a certain amount of work experience, be within a particular age limit, have certain skills. Then and only then, if you pass these tests, management, not the union, might hire you. Then and only then are you required to join a union, if you are fortunate enough to be hired where there is a union shop.

What Are Your Individual Rights?

"If you are hired, you then find out that certain conditions must be met. You must be at work at a certain time, wear certain types of work clothes or uniforms, be able to turn out certain amounts of production, work certain hours. In the event that the starting or quitting time or perhaps the number of hours worked do not meet with your convenience, or perhaps the foreman feels that you should be producing more, or perhaps the pay is too low, of course, you have the 'right' as an individual, so they say, to complain to management if these conditions are not suitable. That is your right as an individual.

"But just how far would you get if perhaps you did complain? You know the answer as well as I do: that it is only on the jobs that have been well organized and that have collective bargaining between the employees and management that you have strength. 'Right to work' laws interfere with collective bargaining between the employees and management. They hamper wages, working conditions and benefits. Only in unity there is strength. I could go on and on, but I know that you have heard all the phony arguments put forth by the proponents of these 'right to nothing' laws.

"The big question is: What are we going to do about it? Are we just going to sit idly by and talk about it? Are we so secure that we believe that as fast as county supervisors adopt such ordinances, we can get them declared unconstitutional by the courts? Do we know that the legislators in Sacramento would never pass such a bill, or that the Governor would veto one if passed? Of course if the answer is 'yes,' we can sit back and relax. We have nothing to worry about.

"Voluntary" Unionism

"I am afraid it is not that simple, as these so-called 'friends' of the workers, these people who feel that workers have the right to work and not become members of the union (so-called voluntary unionism), have only one purpose in mind,

which is to weaken the unions and destroy them.

"It certainly is no secret that they do have unlimited amounts of money which will be used not only to support and elect people to public office who think as they do, but also through the medium of radio, newspapers and television continue to beat into the public minds the propaganda that only through so-called voluntary unionism would the workers then be free, free to work where they pleased. By the way, in case you do not know, many of our aircraft workers were set 'free' recently.

"Yes, the sad part is that many are not informed and fall for this phony propaganda.

"I know as in the past that the officers and members of the California State Federation of Labor will do their utmost and will leave no stone unturned in combating this latest attack on the labor movement.

CIO-COPE Program for Action

"Our General Board of California CIO COPE has already met and adopted a 'program for action.' The following is a brief summary of our program of action:

"A broad program of organization and educational activities against anti-labor legislation will be inaugurated by the affiliated unions and county councils of California CIO COPE. A public relations campaign will be developed at the 'grass roots' and state level, asking friends of labor to give expressions of support to organized labor and against 'right to wreck' legislation.

"The public relations personnel of various affiliated unions will be called together for the purpose of developing the public relations phase of this program.

"Appropriate literature presenting organized labor's viewpoint to the general public and to the union membership will be prepared. A register-to-vote campaign will be established through the Political Action Committees of county industrial union councils, local unions and regional representatives of international unions. We know that unregistered union members represent votes lost in the campaign to defeat anti-union open shop laws.

"Periodic meetings of union representatives to mobilize leadership support will be called. County councils will be requested to establish local centrally directed speakers' bureaus. A Speakers' Fact Book on Union Security shall be issued.

"In addition to all this, California CIO COPE will direct its activities toward se-

curing community support against this legislation. We recognize that only with the community support can these anti-union attacks be defeated. The officers of California CIO COPE are requested to present labor's position on this issue to various business groups.

"In the final analysis, the security of unions in America also involves the security of business enterprises, the security of democracy and self-government in America, and the security of the United States itself.

Clarification of Key Merger Issues

"Regarding the merger, I don't believe that it is either desirable or proper for a guest speaker, even though he comes out of the labor movement in California, to debate the issues of the merger at this convention.

"However, in view of the fact that the report does not clearly show our position, we believe that it is necessary to clarify the position of the State CIO on certain key issues.

The General Board

"As to the composition of the so-called General Board, it certainly is not made up or controlled by international unions. The regular delegates attending the convention who are from the same national or international union will meet in caucus and elect someone from their ranks, whose name then would be submitted in nomination to the convention for acceptance. It could very well happen that many of these would be rank and file delegates.

"It so happens in our State CIO General Board. Many of our General Board members do not hold any full-time jobs in their unions.

"The General Board would be the broadest representation of an executive body because each union would be entitled to have representation on the General Board. The General Board would be the only executive body that would be representing all unions: Carpenters, Machinists, Teamsters, Printers, Retail Clerks, Sheet Metal Workers, Teachers, Government Postal Workers, et cetera. It would be able to cast the full per capita on any roll call vote voted in the General Board.

"This means that many of the intra-union problems and labor issues on which there is disagreement in the labor unions would be open for discussion and consideration.

"A large convention of two or three thousand delegates at the convention can

only give limited amounts of time to these issues, whereas, the General Board would be in a better position to devote the time necessary to resolve any union disagreement or discussion, to develop and formulate policy to be submitted to the convention delegates at a convention, for their consideration.

"It would also insure that minority viewpoints can be more constructively presented to the convention and its committees.

"This insures that proposals coming to the convention floor for consideration and discussion would in most cases have been talked out and agreements reached, as the General Board would have represented all affiliated unions.

"In addition, the General Board would eliminate the Executive Council of being the sole judge, prosecutor and jury of any officer affiliated, charged with malfeasance or other charges. The CIO proposes that the Executive Council would hear charges; then make its recommendations to the General Board. The General Board, representing all unions, would then make its recommendations to the convention.

"The General Board would also act on any matter submitted to it by the officers or the Executive Council for its consideration. The Executive Council of the State Federation would have authority to act between conventions. This kind of structure in the years of the CIO's experience has meant more union democracy.

"Also, in respect to the establishment of a California COPE, a General Board structure would mean that all unions would have representation on the recommendation of candidates to the COPE convention. This is not true on the present State Federation structure. A majority of unions affiliated with the State AFL are not represented in the Executive Council.

"At this time it is only fair to say that President Meany expressed his disagreement with the State CIO proposal giving the General Board policy authority on all state labor matters between conventions. He said the General Board has a public relations value, in his judgment.

"The State CIO therefore has modified its original General Board proposals to meet the point of President Meany.

"This modified General Board (State CIO) proposal on the General Board in effect limits the General Board's authority to those questions affecting labor's public relations in this state.

COPE

"We fail to understand why the AFL committee has refused to meet and negotiate the establishment of the new COPE organization, in view of the imminence of the state 'right to work' fight. Certainly of paramount importance to everyone in the California labor movement is the establishment of a merged California COPE that can win the so-called 'right to work' fight in the 1958 elections. We should give priority to the COPE merger and not leave it as a minor matter at the tail end of the California state merger process.

"The report does not show that the State CIO has repeatedly requested that at least one meeting on COPE be held, at least to exchange views.

"During the meeting with President Meany, the question of COPE was raised again. President Meany stated that it could and should be settled at the same time, and indicated that the structure should be the same as the State Federation structure. I might point out that the merger of National COPE was established at the same time as the merger of the AFL and the CIO.

"On the question of affiliation fees, our position was that \$1.00 or \$5.00 was satisfactory; however, we felt that the \$5.00 would provide more revenue. This is certainly not a great issue.

The General Fund

"On the question of the General Fund, the CIO's proposal was that funds be set aside for an education fund and a public relations fund. This was in addition to the legal and organizational funds. This was turned down. The CIO asked that there be no earmarking of funds, that provisions be made for the Executive Council to budget funds with the executive officer. It is correctly stated that the AFL committee wanted to maintain existing earmarking of the legal and organizational funds.

"I might point out at this time that dealing with your committee on the merger resulted in the CIO accepting and incorporating into our constitution the majority of your 1955 AFL constitution. A big change was in the setting up of a COPE structure on the same lines as your Labor League for Political Education. This was a big change from our political action setup.

"Another point of the report was to the effect that the CIO was imposing restrictions on the chief executive officer. This

is not so. What we have said is that the difference in labor functions between the two state bodies be combined so as not to eliminate what had been the major functions of CIO.

"For this, and other reasons, the CIO proposal was that the new constitution provide for the integration of the four existing offices.

Full-Time Officers

"Furthermore, it is our belief that the president of the new merged federation be a full-time president.

"Certainly the California labor movement is big enough to warrant four full-time constitutional officers to carry out the policies and resolutions decided on by the state convention. On this point, President George Meany expressed his full approval that certainly the California labor movement should have four full-time officers.

"The problem of affiliation in California is in itself so big, particularly in the field of COPE, that it would require most of the time of one officer. In view of the fact that almost a million members are not affiliated with your state political organization, and in our case ninety per cent are affiliated with our political organization, we did propose that one of the vice presidents have this responsibility on affiliation.

"There is also the need of a constitutional officer to devote time to our leadership training program, labor education and public relations problems.

"The present situation existing in the nation as a result of the Senate hearings should indicate that we should expand and not contract our activities.

"We have urged that the new federation have at least three departments on three major functions of the organization.

Conventions

"On the frequency of conventions, the original CIO proposal was that the first three conventions be annual, then provisions be made for biennial conventions—this in view of the fact that our legislative sessions are on a two-year basis, also state elections are held every two years. This would eliminate the possibility of having three conventions in one year, two COPE conventions, and a State Federation convention.

"President Meany's thinking on this proposal was that conventions should start from the beginning on a biennial

basis, otherwise we would bog down with too many conventions. In view of this, we did change our thinking and accepted President Meany's proposal. As a matter of fact, the CIO accepted all proposals as presented by President George Meany.

"One other correction on the report was regarding the screening of late resolutions by a committee. This was a suggestion offered by President Meany, which the State CIO was glad to accept.

"As time does not permit me—nor is this the proper place for discussion—I would like to close by saying that none—and I hope it is taken in that light—of this was meant as any criticism of your committee. The fact that the two committees are meeting again on October 11 should prove that negotiations will be carried on and probably agreement will be reached soon.

"Probably if our exchange of written proposals had taken place earlier, instead of at such a late date, much more could have been accomplished. One thing I am certain of: I do not believe that either group would like to fail and have the national officers step in. It is also my firm belief that this job can yet be accomplished.

"The fact that the two councils in Alameda County have been merged for some time should prove that a merger agreement can be negotiated that would be both equitable and fair.

"Brother Chairman and officers, I would like to again express my appreciation in being invited here to address your convention. I would also like to repeat again that no criticism in any of my remarks was intended; that I hope it will be taken in that light. It was merely to show that differences of opinion do exist and that we can only resolve them by sitting down and intelligently discussing them and resolving them.

"I am rather happy to say that I have enjoyed the association of your committee and other officers whom I have been privileged to meet from time to time, and I have gained much from this.

"To the delegates I would like to say also that you can be proud of the fact that the State Federation of Labor membership through their officers have achieved one of the best State Councils in the nation. It has been proven by the results that have been accomplished. And I would like to say this: that with the merger I am quite sure that we can continue the great work that has been done

by the State Federation in the last fifty-seven years."

JOHN A. DESPOL

Secretary-Treasurer, California State Industrial Union Council

President Pitts next presented John A. Despol, secretary-treasurer of the California State Industrial Union Council, who spoke as follows:

"Mr. Chairman, Secretary Haggerty, distinguished guests here, and delegates to the convention of the California State Federation of Labor, an organization that has, as I know from experience, a long, effective and great history. It is not my purpose to come before you and make a speech, inasmuch as we understood from your convention time discussing that problem with Secretary Haggerty that one major speech would be sufficient so far as giving you views from the CIO in terms of the issues that we are all confronted with. So I simply want to make some very brief remarks that perhaps would summarize our major tasks.

"First, I want to say that I am proud, as I know you are proud, of the character of the California labor movement. It can be described as 'pure as Ivory Soap.' Ivory Soap, you know, is 99.44 per cent pure. The question of corruption in the labor movement has received a lot of headlines in the last few months, but insofar as California is concerned, certainly the adjective or description 'pure as Ivory Soap' applies. As a matter of fact, if there is any impurity, like in Ivory Soap, it is yet to show on the surface.

"I do want to take a moment to express the fraternal greetings of the membership and affiliated local unions of the California Industrial Union Council and to express our hope, as I expressed it last year, for an early merger as soon as we can get it done this year. The implications of that need are obvious to all of us. Those implications are coming home in the press reports of the last few weeks. I refer of course to the sharp raising of the issue of passing a so-called or miscalled 'right to work' law, better described as a 'right to wreck' union law or perhaps described as an 'anti-union shop law' that would weaken strong unions and destroy weak unions.

"That question has been forced on us by one of the highest officials of this state. I refer to the senior Senator from the state of California. And as long as that issue is going to be injected in California's public situation in next year's

election and the proponents of it may put it on the ballot, then I am sure that we are all agreed that we are going to hit that head on; and I am sure that if that does go on the ballot, we're going to beat it. We're going to beat it because we will have a successful merger by that time; we will be rolling on a campaign to explain to the public what the 'right to wreck' union law proposal means. We're going to win that issue, because we are morally right. The anti-labor forces promoting it have taken basically an immoral position. Their position is an unusual one so far as American tradition is concerned. They are trying to destroy basically the American principle of majority rule. They want a small minority to have the right to set aside majority decisions on union security clauses in contracts.

"Majority rule, if you stop to think about it for a moment, is the foundation of American government. It is the foundation of American democracy. It is the foundation of American self-government in this country, of collective bargaining and certainly of union democracy.

"Insofar as the senior Senator from California is concerned, with his aspirations, as reported in the press, to become President of the United States, I think the people of California will have something to say. And I say that because I have had the privilege of attending a number of Republican conventions the last couple of years and Republican conferences in this state, and I feel quite confident from observing and listening to those discussions that the people of California who are registered Republicans and who vote in the Republican primary will defeat him and his announced objective of labor legislation that would seriously injure the job security, the income, the welfare of every family in America. The people in states with this kind of law that the Senator proposes have to work for salaries and wages from 40 to 48 percent less than the people of California. The voters in the Republican primary are not going to vote for a 40-percent cut in their income.

"Here I am almost making a speech. So I will just conclude these remarks by reminding you that the United Rubber Workers of America are still conducting their national boycott of O'Sullivan Heels because of the strike that is still going on there in the plants that produce the O'Sullivan Heels. There is a basic fight that involves the very life of the local unions concerned, and I would urge you to take one thought back from my re-

marks here today: to tell your local unions to be sure to help to promote the boycott of O'Sullivan Heels and point out that 'only a heel would have a shoe fitted with an O'Sullivan Heel'.

"We will have a successful merger, as I stated in remarks that I made before this convention last year and which I should like to repeat this year. I know that because I have faith and confidence in your committee and ours and the experienced leadership that your State Federation has. It will be a workable merger, a practical merger that will mean more union democracy, that will mean basically better carpets on the floor, nicer pictures on the wall, for the people of California and better education for their children.

"I look forward to seeing you in a merger convention in the very near future."

President Pitts:

Following the speech of John Despol, President Pitts stated:

"The Chair does not necessarily agree with all of the remarks provided in the speeches made in this instance. And I say this sincerely and honestly. There is in the vast majority of representatives of unions in this state a keen and burning desire to accomplish a successful merger. We are concerned somewhat in the fact that you have come before our convention and challenged some of the statements made in the report to our organizations and in your remarks disagreed with them.

"I trust that what has occurred in this instance is not going to reflect itself anywhere on the actions of the committees of either one of our organizations. From the very inception of attempting to put together these two organizations in this state and create a new, merged federation, we have naturally had disagreements. We will continue probably to have some disagreements throughout the balance of negotiations necessary to accomplish this merger.

"I just regret sincerely that this inference lies in this convention at this time, because to me a man of the utmost integrity and honesty anywhere in the labor movement that I know is the secretary of this Federation. I regret that this has occurred. I trust that while we have this little tiff that we are having at the moment, it will not be one which will carry itself on through the job that we have to do. It is a job that we must do in the interest of the working people, not in the interest of ourselves as individuals.

"Aside from that, both Manny and John, I bid you welcome to our convention, trust that you will remain for a while and observe the functions of this convention, because there are such important issues coming up in this convention which may aid in the enlightenment of the problems that exist at the present time."

DAN O'SULLIVAN

Union Labor Life Insurance Company

President Pitts introduced Dan O'Sullivan, representing the Union Labor Life Insurance Company, who spoke as follows:

"President Pitts, Secretary-Treasurer Haggerty, officers and delegates. First of all, it is a real pleasure for me to have this opportunity of visiting with you, and while I am visiting relating very briefly an account of the progress made by labor's own insurance company during its many years of service to the labor movement.

"As many of you already know, the Union Labor Life Insurance Company came into being as a result of a need of many unions within the American Federation of Labor. Back in 1925, as a result of the convention of the American Federation of Labor, the Union Labor Life Insurance Company was formed to take care of the need for providing insurance protection for members of trade unions, which prior to that time had been establishing actuarially unsound programs. From this humble beginning the Union Labor Life Insurance Company has progressed during the last thirty years to assume a position of great importance in the insurance industry and, what we think is more important, in the labor movement.

"During these thirty years the Union Labor Life Insurance Company has progressed to the point where it is now the twelfth largest group-writing insurance company in the United States. It has progressed to the point where it is now among the four leading writers of health and welfare funds in the entire country. It has grown to a point where its assets now exceed some thirty million dollars. It has grown to point where, before the end of this year, it will be providing one billion dollars of insurance protection to trade union members.

"This brief record of the progress made by the company is truly astounding, when one realizes that this protection is afforded only to trade union members. It is afforded under trade union programs and health and welfare programs. The com-

pany has confined itself to the labor movement.

"We are really proud of our progress. We feel that each and every one of you delegates should also be proud of the progress made by the company, since in effect you all are owners of the company, the stock being owned by your own local unions, your international unions, your central labor councils and the state federations of labor. You are all part of a company. You should feel the pride that we do in the great operation that we have progressed through during the last thirty years.

"Now, to keep my remarks as brief as possible, I just would like to raise one other point.

"What does the Union Labor Life Insurance Company intend to do in the state of California? During the last year we have been trying to get our operation off the ground. We have done a great amount of ground work and have recently begun to move in the state of California. Of course, we realize that many of you people have your welfare program. But we also realize that many times in the future there will be an occasion for a re-bid of the program. We do hope that we will have the opportunity of presenting a proposal which we feel will be indeed most competitive with other companies in the insurance business. We feel, too, that you will have a greater feeling of security, because you have a union label on your program, which you can not obtain through any other insurance company. You will also have the feeling that the assets of this company would never once be used in any cause or to further any cause which would be detrimental to the interests of labor.

"So I want to leave you with just one thought: put the union label on your welfare program and do it now."

Report of Resolutions Committee

Debate on Resolution No. 165 Resumed

Chairman Thomas A. Small of the Committee on Resolutions summed up the report of the committee on **Resolution No. 165**, "Preservation of Jurisdiction in Merger," as follows:

"As your committee interprets this resolution, it suggests withholding the further steps of merger conditioned upon resolution of jurisdictional claims by the State Federation of Labor.

"In view of the fact that the State Federation of Labor has no authority to deal

with jurisdictional matters, your committee accordingly recommends that this resolution be filed."

Debate was then resumed on **Resolution No. 165**.

Delegate Al Gruhn, Hod Carriers No. 181, Eureka: "At this time I would like to submit an amendment to the committee's report: that it be the intent of this Federation to express its sympathetic appreciation of the objectives of the building trades unions in maintaining their historical, rightful jurisdiction over new construction work as has been handed down year after year under the American Federation of Labor; and included in the amendment, to refer this matter to the incoming Executive Council."

The motion was seconded by Delegate John L. Donovan, Western Conference of Specialty Unions, San Francisco.

Delegate Gruhn then spoke on the amendment.

Delegate Gruhn: "Mr. Chairman, I would be derelict in my duty, as a member of the trade union movement since 1934, before there was any split in the trade union movement, in having the experience over those many years of working out the problems which developed between a new innovation which developed in our trade union movement in the early '30s as a result of industrial organization of workers. And during those years, for twenty years I have served as secretary of the Central Labor Council of Humboldt County.

"We have received communications from the late President Green of the American Federation of Labor in regard to these related problems, in which he explicitly stated time and time again that the jurisdiction of new construction is the jurisdiction of the respective building trades unions. And in the same instance when the question arose as to the jurisdiction of industrial organizations that were so granted by the AFL, that the crafts not try to split up those particular industrial operations.

"Now, I have also had the opportunity to experience the problems of international unions who have organized both industrially and on a craft basis, and they have had difficulties in trying to work out their jurisdictional problems.

"I have belonged both to the building trades and to an industrial union. I belonged to the Lumber and Sawmill Workers back in the early '30s and later belonged to the Construction Laborers organization and worked with the building

trades. At the present time I happen to also be secretary of the Building Trades Council of Humboldt County.

"Now, I realize fully that this Federation has a problem and does not have jurisdiction over this particular matter. I think everyone who knows the make-up of the American trade union movement knows where such things as this have to be settled. But I don't think we can just stand by, and I believe, as has been stated earlier, that there is a place where this thing will be finally settled, and I don't think the building trades organization should kid themselves at all on this particular point. It will be settled back in Atlantic City, New Jersey, later this year.

"But this Federation is also made up of a lot of building trades organizations, and neither the building trades unions nor the so-called industrial unions are walking around with any haloes around their heads. I worked with both of them and know the problems that result in connection with jurisdiction.

"But it must be realized that this is still an AFL Federation, and as such, I can not see any reason why we can not at least express our sympathy. We know we can not take any action, because it is out of our jurisdiction, but we can at least express our sympathy for the building trades unions who are fighting to maintain the jurisdiction that they have had under the AFL so long as the trade union movement has been going on and before there was ever a split in the trade union movement that brought about the division which we are now working out to heal.

"I realize there are numbers in here today, younger fellows, who didn't have the opportunity to go through the trying days in the '30s, the trying days of the original split. But, basically, the trade union movement has not changed one iota—not one iota—and building construction workers are no different now than they were in 1930 and industrial organization is no different now than it was then.

"I will say this: that in this connection I believe we should be sympathetic with the problems of the building trades as an AFL Federation, realizing that it is not our jurisdiction as far as making a decision on this particular matter. The matter will be settled back in New Jersey. The matter will be referred to the Executive Council, which is the amendment which I have submitted."

President Pitts then stated: "Delegate Gruhn, may I call to your attention that the amendment that you proposed is

somewhat compounded in the effect that, at the end of it, you try to add to it the point of the motion to refer the matter to the incoming Executive Council. The Chair does not want to clutter it, because if the amendment itself as you set it up may be adopted, you may be carrying two things in one part that may not be desirable. There is a little conflict.

"So the Chair will take the amendment that you have proposed up to the point to where you have included the proposal to refer the matter to the incoming Executive Council. That in itself should be a separate motion."

Delegate Gruhn agreed to withdrawing the matter of referral to the Executive Council.

Delegate Philip J. Deredi, Elevator Operators and Starters No. 117, San Francisco: "I rise to oppose the amendment to the recommendation and also to recommend that the committee's recommendation be concurred in.

"The Resolutions Committee met for many hours Saturday, also on Monday evening until the wee hours in the morning, at which time this subject matter was discussed, I can assure you, very thoroughly.

"It has been a policy of the State Federation of Labor not to engage in any discussion on jurisdictional rights. It is the feeling of your committee that this matter is not a proper subject to come before the State Federation of Labor convention but, rather, should be a subject matter to be discussed on a national level and not on a state level.

"I might add that every one of us has a problem when it comes to jurisdiction, not only this particular organization. It would seem to me that if anything should be done here and if you are going to not concur in the recommendation of the committee but accept the resolution as proposed, every local union affiliated with the State Federation of Labor also should be included in this resolution. We all have jurisdictional rights, we all wish to protect those rights, and it would seem to me that it would be proper if you are going to accept this resolution to include every local union.

"The organization which I represent, the Building Service Unions in the state of California and the city of San Francisco, also have jurisdictional rights; but they will agree that this is not a proper subject to bring before this convention, and for that reason are not doing so.

"I suggest that you give serious con-

sideration to the recommendation of your Resolutions Committee in that you may establish a precedent that will work against you in the coming years. Any time a jurisdictional matter arises in the future you are going to subject this Federation of Labor to a controversial discussion of the subject matter, which will in effect split us further apart in the future, if that is possible.

"It is our recommendation that you concur in the recommendation of your Resolutions Committee as presented to you and leave the jurisdictional rights issue a matter for the national organizations to adjudicate. And I so recommend.

"I recommend that you do not concur and adopt the amendment, but do concur and adopt the recommendation of your Resolutions Committee."

Delegate James E. Powers, Carpenters No. 668, Palo Alto: "We of the Carpenters in Palo Alto are opposed to the adoption of the recommendation of the Resolutions Committee. We have not had the opportunity to consider the amendment, but we will do so. But we are definitely opposed to the adoption of the Resolutions Committee report."

Delegate C. R. Bartalini, Bay Counties District Council of Carpenters, San Francisco: "Delegates, with all humility with respect to the speakers on the platform representing our sister organization, as a representative of 'the' largest craft in the Building Trades Department I have to rise at this time and voice my objection to the committee's recommendation and in opposition to the amendment.

"I am very much appreciative of the thinking of the committee. I am very much appreciative of the sentiments expressed by our regional director, Dan Flanagan. I wouldn't do anything to stand in the way of unity in the labor ranks. I happened to be fortunate enough to be in New York City on December 1st 1955 when this merger took place, and I was very happy that I had that opportunity. However, there are a few things that I want to call to the attention of the delegates.

"If we are not given the opportunity to voice our fears and our apprehensions here on this floor, where can we do it? I am mindful of the fact that prior to the merger in 1955 directives were issued by the Building Trades Department to all craft unions that until such time as they were guaranteed that our historical rights would be protected, they would not con-

cur in the merger. It was only at the 11th hour on the assurance of the Industrial Union section that the historical jurisdictional rights of the building crafts would be respected that the objection was waived and the merger took place.

"We had great hopes that the people who were responsible for these utterances would be men of their word and go along on the promises that they made. Two years have passed and yet these people have not lived up to their promises and effectuated an agreement that the building crafts could live up to. As a matter of fact, they not only went back on their word but they took an arbitrary position that they would not yield even on the things that they promised that they would yield on. I think it was obvious that when Mr. Reuther of the Automobile Workers went into his own convention he came out and even demanded the right to deviate from the historical practice of industrial organization to craft unions within his own group and negotiate for them specially, setting up what I think is a dual craft organization within the Industrial Union section.

"Why are we concerned? Sure we talk about jurisdictional problems. We have had them all the time; we are going to continue to have them. But within our own family we have means of taking care of them. They don't bother us too much. But this is a horse of a different color.

"Right here in the city of Oakland we had a situation where the Steelworkers put up a million and a half dollar addition to a factory and took the position that they had the right to do it under their contract. This was not just a remodeling job or a small repair job. This was an addition to the factory of a million and a half dollars. And yet we, the building trades, did not have the opportunity to put a man on that job.

"These are the things with which we are concerned. We want the assurance that in this so-called merger the historical jurisdiction of the building crafts that we have built up over the years is going to be maintained."

Delegate John J. Brown, Plumbers No. 761, Glendale: "I rise here to urge non-concurrence in the committee's report, leaving us of the United Association, an organization much older than myself, that has spent many, many dollars to train men, to further the training of a skilled craft union. We of the United Association, affiliated with the building trades, feel that we are entitled to a fair propo-

sition when it comes to the merger of these two organizations.

"I know that I speak here as a young member of organized labor. Many here are waiting for microphones around the room to express the same feeling that I am expressing.

"So I urge the delegates here to give craft unions, trained skilled tradesmen, a chance in such a merger that will respect their jurisdictional and God-given rights that they have fought long and hard for."

Delegate J. R. Ladika, Sprinkler Fitters Local 709, Los Angeles: "I have a card in my pocket that reads August 2, 1922. I have been in the sprinkler industry all that time, and that card has never had one reinstatement stamp in it.

"I don't want to carry on too much, but I recommend concurrence in **Resolution No. 165.**"

Delegate Ervin B. Schultz, Carpenters No. 668, Palo Alto: "Mr. Chairman and delegates, I am one of those delegates that makes his living the easy way. I am a carpenter, working with my tools. The result is that when 4:30 comes I go home and I forget about all worries until 8:00 o'clock the next morning. I follow heavy construction to a great extent. I like that kind of work. As long as the gates are open I can get in and I can do it. When the gate is closed and another organization takes care of doing it, naturally I don't have an opportunity to show the people my skills, as no one can do work like a skilled carpenter.

"An excellent example on that is hanging doors. My wife's Chevrolet is parked here in the lot. Take a look at the doors on them. They hit on one place. On the other place there is room for 25 cents to go through. I don't mean a 25-cent piece. I mean five nickels.

"I would sure like to have the support of the girls in the Office Workers' Union. I am sure that they don't want to go through a door that sticks so bad in one place that they have difficulty opening it and that is so loose in another place that a draft comes through and they have to wear woolen stockings in order to keep warm.

"On top of that, the locks are put in upside down, too. So I maintain flatly that there is no one knows how to do the skilled work of a carpenter except a member of the United Brotherhood of Carpenters and Joiners of America, with the skilled mechanic who knows how." In answer to a question from President Pitts,

Delegate Schultz replied: "I am for the amendment."

Delegate Henry Spiller, Building Material and Dump Truck Drivers 420, Los Angeles: "I rise, Mr. Chairman, in opposition to the amendment and in favor of the original recommendation of the committee.

"Mr. Chairman, I belong to a union which is affiliated with the building trades setup. I have believed and I still believe, Mr. Chairman, that one of the functions of an international and of a local union is the preservation of their jurisdiction. I do not believe that the State Federation is equipped ideally or otherwise to settle these jurisdictional problems. The recommendation of the committee was based upon the fact that the jurisdictional problems should not be given to the State Federation for decision, because that is contrary to the past policy.

"I believe, Mr. Chairman, that if the amendment is defeated and the original recommendation of the committee is adopted, our international union and our local unions can protect their jurisdiction as best they possibly can and will."

Delegate Bryan Deavers, President, California State Building Trades Council: "We are primarily interested in one thing, one thing only, and that is the income of our employees. I am referring to the building trades workmen.

"I heard a remark said earlier this afternoon of someone having their wages cut 40 per cent. The thing that we are interested in is that someone does not have their wages cut 40 per cent or someone who works at 40 per cent less than the negotiated wage with the stamp of approval of the unions."

Delegate John R. Brady, Hod Carriers and General Laborers No. 652, Santa Ana: "I arose this morning in opposition to the committee's report, but due to the business of the convention I was not recognized or had the opportunity to speak. However, this afternoon one of our brother delegates made a certain amendment, and just a few moments ago you stated that we should discuss or talk on that amendment.

"If the amendment has the purpose and intent of actually delaying the issues set forth in **Resolution No. 165**, I must rise in opposition to the amendment, also in opposition to the recommendation of the committee.

"I stand and rise on an appeal, an ap-

peal made not to the building trades but those who are not in the building trades. Because we of the building trades want you to recognize our problem.

"In the two years of the merger, as Brother Deavers pointed out in the early part of this convention, things were not as acute as they are today. I am speaking of jurisdiction. I fully realize that this convention has not the right to settle jurisdictional problems, but I do believe that those delegates to this convention have the right to ally themselves in a fight when it is possible that that part actually suffered on the particular merger. We don't ask a contractor to build a building without specific blueprints, nor do we as collective bargainists for the working people become signatory to union contracts with certain ambiguous language that might be detrimental to the working people whom we represent. In turn we of the building trades cannot expect to unanimously approve a committee's report that might in the future be detrimental to our existence.

"Therefore I must rise and oppose both the amendment and the recommendation of the committee."

Delegate John H. Johnson, Boilermakers No. 92, Los Angeles: "Mr. Chairman, brother and sister delegates. I am of the same opinion as this person here today. I think we should be, as has just been stated here, willing to recognize that we have some problems that should be taken care of before the merger takes place. If we wait until after the merger takes place, we will certainly have more trouble with it. And why shouldn't we have more harmony by taking care of it before they go into the merger?

"I oppose both the resolution and the amendment until further action is taken to protect our rights and keep people from raiding our jobs when they haven't been entitled to do this in the past."

Delegate Luther E. Odom, Plumbers No. 761, Glendale: "Brother Chairman, brother and sister delegates, I rise to oppose the amendment and the Resolutions Committee's findings.

"To me this is a form of negotiations, and by approving this resolution or the amendment we are giving away certain phases of our work to someone else. I would oppose and recommend that the delegates here today oppose the amendment and the resolution."

Delegate Roger M. Brennan, Painters No. 388, Palo Alto: "My name is Roger Brennan, delegate from Painters Local

388, Palo Alto, and also business representative of the Building Trades Council of Santa Clara County.

"I speak in opposition to the amendment and to the recommendation of the committee.

"I would like to point out to the delegates that this question is not one of a jurisdictional dispute in the ordinary sense but, rather, a question of the historic jurisdiction granted to the Building Trades Unions under their charters. I do not believe that it is the purpose of the other unions affiliated with this Federation to take an action which would tend toward the ultimate destruction of those building trades crafts which have been the traditional bulwark of union labor in this country.

"In conclusion may I say that in our opinion it is not our purpose to oppose a merger as such but, rather, to come to a definite and full understanding prior to the merger on the state level."

Delegate J. F. Cambiano, Carpenters No. 162, San Mateo: "Mr. Chairman and delegates: John F. Cambiano, delegate from Carpenters Union No. 162, San Mateo; president of the California State Council of Carpenters, and a member of the General Executive Board of the United Brotherhood of Carpenters and Joiners of America, covering eleven western states.

"I want to make the position of the Brotherhood very, very clear. Personally, I am not here protesting the merger. While I may have certain reservations on it, I am not here opposing the merger. But I am here to report, after attending the meeting of the special convention of the Building and Construction Trades Department at Atlantic City, listening to the nineteenth international president of that department and their reports and their findings. I for the life of me, after spending fifty-four years of my life in the Brotherhood of Carpenters, and continuously all these years as a building tradesman—I want to say I came up the hard way, too; I served the unions in many capacities—and to sit idly by here to see the work that rightfully belongs to the building craftsmen to be given away to the industrial organization, it just does not go right with me.

"As has been stated here by previous speakers, the program that has been mapped out did not materialize. That department was out to take the work that rightfully belongs to the construction workers. As a result of that convention

and after listening to the report of their committees, by unanimous action that convention went on record, just as that **Resolution No. 165** speaks for itself, instructing the committees to go back to President George Meany to see if they can not bring that settlement about. I have been told off the record that George Meany has softened up to some degree and it will probably go along, but he did not get to talk to Walter Reuther, because he was in Russia at the time.

"Now, this resolution that was presented, I brought that resolution here and turned it over to the president of the State Building Trades Council. That resolution was adopted unanimously at the New York State Federation of Labor. I say 'unanimously.' It is asking that the subject matter be held up until we are given a dead assurance that the work that rightfully belongs to the building trades craftsmen be settled.

"I don't like to oppose the amendment. I have the utmost confidence in our officers and our Executive Council. I served as vice president of this Federation some years ago—and, incidentally, let me say I think I am the oldest delegate here. I think I attended every convention since 1919, 1920 and never missed one. And I think the Brotherhood of Carpenters has been a credit to this Federation.

"Personally, I have no objection if the officers could give us some assurance that when they sit down to settle this merger, not only the construction workers but all industries affiliated with this great Federation of ours will be protected on their jurisdictional right.

"Thank you. I don't want to oppose either one or the other."

Delegate Festus T. McDonough, Plasterers and Cement Masons No. 2, Los Angeles: "My name is Festus T. McDonough. Mr. Chairman, brothers and sisters of this convention, I am a craftsman. I speak as a craftsman that worked on this building forty years ago, the building that we are today meeting in. More than forty years ago I worked on this building as a craftsman.

"To me, this is not a jurisdictional problem, as written in the resolution, for the reason of the fact that we in the Building Trades Department coming under the jurisdiction of that Building Trades Department, the various crafts, by meeting each with the other, have established our jurisdictional lines. Though we may have been in controversy from time to time

each with the other in an effort to settle our problems, we have settled them.

"Today we are confronted with the problem in this merger, and I say, thank God that the merger is on its way. But as a building trades craftsman I say that the jurisdiction of the industrial trade unions established by Mr. Reuther has invaded the rights of every building trades mechanic in this hall. That being true, their rights having been established in this proposed merger, we haven't the right under the rules established that once this merger takes place to do other than accept Mr. Reuther and his industrial organization. We will be honor bound and, as craftsmen and as long standing members of the American Federation of Labor, we will find many of our people that will be reluctant to accept it.

"Rather than have a controversy of that nature arise after the merger, why not settle it today? Why not reaffirm the jurisdiction of every building trades craftsman in the American Federation of Labor coming under the supervision of the Building Trades Department?

"To me this transcends in importance more than any other problem that has confronted this meeting of the State Federation of Labor. I am not taking this floor for the purpose of opening up or creating any additional breaches. After listening to our very able president, and after listening to those respected officials of the CIO that addressed us this afternoon, it is quite plain to me that there are other breaches or disagreements in existence today that have postponed the agreement as far as the merger is concerned from the State Federation of Labor. Let us here in meeting today remove from our officials, who have been confronted with a tremendous task in trying to bring about the merger of the two great labor organizations, let us remove from their hands not for the purpose of denying our officials the right to act for us but to relieve them of the responsibilities of this problem, which to me is a problem of the building trades unions, that task.

"The historical interests of the labor movement and in the evolution of the labor movement crafts and guilds superseded an amalgamated organization from the beginning of the labor movement. In Europe and in England two hundred and fifty years ago they established crafts and guilds, and in the evolution of the labor movement we find that to better serve the men and women of labor we would be better fortified by amalgamating all men and women that worked. In this amalga-

mation I ask you today: Are we going to take away from the building trades mechanic the established precedent under which we have labored for more than seventy-five years? The Plasterers Union has been in organization for more than eighty-five years in the United States. We have had definite lines. Maybe we have transgressed on other unions. But it has not been for any selfish purpose. We are willing to submit and agree with our sister organizations that we have a certain definite part in the labor movement and that part is established in the principle and the program of the Building Trades Department of the American Federation of Labor. I say that in the continued evolution of the labor movement let's maintain, and we must call on our sisters and brothers from the rest of organized labor to establish and back up the building trades organizations in their demand for their right for the maintenance of the status quo. That's all we are asking. We don't want to take anything away from any industrial organization.

"I speak both in opposition to the amendment and in opposition to the recommendations of the committee. Certainly I ask and I plead with you sisters and brothers to give us building trades mechanics the rights that we have enjoyed since the inception of the American Federation of Labor and relieve from our incumbent officials of the State Federation of Labor the responsibility by directing—not by ordering, but by directing—that there be no merger until the rights of the men in the Building Trades Department of the American Federation of Labor be maintained and returned to those men."

Delegate William N. Fodor, Plumbers No. 761, Glendale: "Mr. Chairman, brothers and sisters. I stand before you in opposition to the amendment and the recommendation of the committee. I can not speak as one who has a lot of time behind him. I am a young man in the labor movement, and I think I have come a long way for my short years.

"I would like to say this: that several of the previous speakers, I think, have misinterpreted what we represent in this resolution. We are not talking about the jurisdictional fights that are bound to come from this day forth as they have in the past between ourselves. We are talking about our charter grants. That is all we are asking for. And we are asking the brothers and sisters at this convention to support us.

"As you well know, our General President, Peter T. Shuman, was the chairman

of the committee in Atlantic City representing the nineteen building trades crafts. As late as yesterday morning, I called the office and they told me that the position was the same as before.

"We do not oppose the merger. We are for it. But we want some guarantee that the jurisdiction enjoyed by us, actually charter grants, will not be abolished and given away to somebody else. We have spent, as you have also in the building trades, countless numbers of thousands of dollars to train our people. I am one of those fortunate people who has come through a program that I think has made me a fine mechanic, although a very fat one.

"My brothers and sisters, let me say this: This resolution deals with my heritage. My father left my heritage here; his father left it before him. You are talking about people that have fought and died by the wayside for a certain belief and principle. Don't disappoint them. Please don't disappoint me, and don't disappoint my children to come.

"Vote against the amendment and against the recommendation of this committee."

Delegate Robert P. Sanders, California Federation of Post Office Clerks, Huntington Park, moved the previous question.

President Pitts stated, as follows:

"Previous question is moved as it applies to the motion to amend, solely on the amendment. The amendment shall be read to you again so that you understand. The amendment is as follows:

That it be the intent of the Federation to express its sympathetic appreciation of the objectives of the building trades unions in maintaining their historical rightful jurisdiction over new construction work as it has been handed down year after year under the AFL.

"That is the matter before the house. So you are moving the previous question. The previous question will cease all debate."

The motion for the previous question was adopted.

The delegates thereupon voted upon the amendment.

The amendment was lost.

President Pitts recognized Secretary Haggerty:

Secretary Haggerty: "Mr. Chairman and delegates. The subject matter before us, of course, is quite controversial. I am

appealing to the delegates in this convention to use good logic, as you always have in our decisions over the many years I have been an official of this Federation.

"As a building tradesman I can speak, I am sure, with some knowledge and authority as to what has transpired over the years and what the problem is at the present time. I am very familiar with the agreement reached between the Industrial Union Department and the Building Trades Department, and the gap or vacuum left in that agreement, which has not been agreed to at the present time, is still under much discussion.

"I am aware of the jurisdictional disputes existing in large industrial plants throughout the country, particularly since the merger of the parent body.

"As a building tradesman, of course, I am keenly interested in what has been transpiring throughout the country as it affects building tradesmen and all other trade unions. I am sympathetic with the position of the building tradesmen. As a former building trades secretary of Los Angeles County, I can recall that we were successful in getting much of the major alteration and repair work in the large plants in that area. For many years the building tradesmen performed that work in those large plants in southern California without opposition from anybody. New construction never was a question. And it should not be a question now in the agreement which has been reached between the two departments of the AFL and the CIO.

"Recognizing that fact, and feeling just as badly as many of the building tradesmen who spoke here today about the situation in which we now find the departments and the committees of the parent body, realizing what has taken place in Detroit and other parts of this country where the industrial union has seen fit to claim all jurisdiction inside the gates of a plant, I want to point out that this does not apply alone to Walter Reuther. It applies to other industrial type organizations, semi-craft and semi-industrial. Within our own state here not too long ago an old AFL union had a contract with a company for all work inside the gate, with the result that the crafts employed there by a subcontractor were evicted from the premises on the basis that the contract was supreme between the industrial union and craft union jointly and the company. The contract did prevail.

"So I can speak from experience. I can sympathize and realize the problems of

the building tradesmen under the present circumstances. I know just how you feel about these things because I was with you for many years as your representative and a part of the functioning of the building trades unions and would have been today except for an inadvertence occurring in this Federation.

"But let's look at this thing realistically. With what are we faced? What has happened? What are our prerogatives, if any?

"A merger has taken place on the national level. Under that merger, the constituted merger, we are compelled to be merged in this state by December the 5th of 1957. If we are not merged voluntarily by that time, we will be notified by the President of the AFL-CIO, under the constitution, that they have no alternative but to come out and revoke the charters of both the Industrial Union Council of California and the California State Federation of Labor, call a convention of both bodies and establish a new chartered organization. We shall be unable to take voluntary action. From that time on, we shall face a mandate, and as such we must comply with it.

"The limitations which are contained, unfortunately, within the State Federation of Labor are many. One, primarily, is that we are not permitted under any circumstances to inject ourselves into any jurisdictional matter. Wherever we find two local unions engaged in a dispute or a legal question arises, we must inform the bodies that we are sorry, we can not give them an opinion because it is a controversial matter of jurisdiction between the two organizations. We have no authority; we have no power. There is no way that I know of to change that, except by changing the national constitution.

"Somebody said some time ago that a federation of labor on a state level was a state convenience for the parent body. That I do not accept. Nevertheless, it was said, in a loose moment perhaps, by an official of the AFL-CIO in the top level.

"The fact remains basically that we are helpless here and we are without the authority to take any action. Assume that you passed this resolution as it is written. And what does it say? It says: 'Resolved, That the . . . Federation of Labor, AFL, go on record that its Executive Council and negotiating committee which it designates shall under no circumstances recommend or approve a merger agreement between the two state bodies or a constitution of a merged body which does

not clearly and unmistakably recognize the full jurisdictional rights of the building and construction trades craft unions in California.'

"Now, by the same token, as Phil Dere-di told you, the Building Service employees might present a similar resolution. The Office Workers have one somewhat along those lines. Others have the same idea.

"But, assuming we pass this resolution in its present form, what would happen to us? It is meaningless on the top level. The AFL-CIO would ignore the action taken, because we could be told by President Meany: 'It is an illegal act. You have no right to take it, and I won't recognize the action of the State Federation in saying that you will not conform (that is what you are saying) to the constitution of the AFL-CIO.'

"So my appeal to you is to recognize the realities of things, as much as many of you dislike them and as much as I dislike some of them in this respect. The fact remains we can do nothing. We are helpless. It is not a good feeling to be helpless with an organization of this character, which is recognized as the best Federation in this country. Nevertheless, under these circumstances we are helpless to do anything about the situation which is being complained of—and rightfully so, and justly so.

"Your committee recognized all of this. Your committee debated this along with many of the speakers who spoke in the convention today opposing the report. The members of the committee realize the limitations of the Federation. They know its functions. They come to you with a statement advising that we are prohibited from getting into jurisdictional matters and saying to you that, under the circumstances, all we can do is file the communication.

"Your record has been made. The building trades representatives here, at least some of them, have had their voices heard. I intend to print in detail the statements made on this floor today by the delegates who have spoken for the record for all time to come. It is important that that record be made and retained for the record to come.

"My reason in talking to you is to have you understand, no matter how strongly you feel, no matter how much I share your feelings on a personal basis as a fellow building tradesman, that I recognize, and I ask you to recognize, the impossibility of making any correction on the state level. It must be done on the national

level, where committees are meeting, the committees appointed by the President of the AFL-CIO, meeting to see if they can not ameliorate the condition which is extremely controversial, and very unfair under certain circumstances. That committee may send in a report in the next week or two and somehow adjudicate the complaints being made here today.

"If we had any power, if we had any authority, if we had any action we could take, that I could take, if you passed the resolution, I'd say go ahead. But, knowing that you can not, and realizing that we have not that authority, I maintain that it would be an empty gesture on your part. It would mean nothing to the parent body or the committees of the parent body.

"You have made the record. I sincerely trust you will recognize the wisdom and the long time taken to draft the report and adopt your committee's report."

Delegate John A. Matheis, Steamfitters No. 342, Oakland: "I would like to make one thing clear, too, while everybody is clearing the air a little bit.

"The building trades is one of the oldest fighting organizations in the labor movement, and we did not come down here to receive sympathy. We came here to get a little action.

"I would further like to say that I think this term 'sympathy' and 'being sympathetic' not only applies to the building trades just because that is the term used in the resolution. That sympathy is sloshing over every craft sitting in this hall. Our jurisdiction is not the only one at stake. Everybody's jurisdiction is at stake. We are fighting to protect ourselves and hoping we can help protect everybody else along with us, as they have protected us in the past.

"I can also realize the condition, as Secretary Haggerty has said. It is a very bad condition. It is one that exists that I am sure the delegates sitting here have been in no position individually to correct. But I don't think, and I can never remember in my time, as short as it may be, that this Federation has ever taken the position, 'They have got us down; they are beating the hell out of us; let's give up.' We have always fought.

"I want to say a little further before I close, too, that I know that our hands are relatively tied. I know it is a relative situation. But, as they said, we are tied. So in December they will say, 'If you don't come up with a new idea, fellows, we are going to make you take what we

give you, anyway.' I would darn sure rather go back there and say, 'This is our program. We want it. If we can't have it, fine.' But never say, 'We agreed with you from the beginning.' We want it through the record that we have fought. We will take what is left if we have to, but let's take what we can for the entire labor movement of the state of California.

"We feel that we are only asking for what this very same Federation has done for us over a period of some fifty-some-odd years—fifty-seven, to be exact. We have come to this Federation with our problems. They have solved them through legislation giving us the right to go out and legally obtain the contract and the jurisdictional conditions that we have obtained. And I think that we are asking for no more than for this Federation to say: 'We want a merger that gives the same conditions that have been made through the people's blood and sweat for fifty-five years.' Let's go in the merger with only the conditions that we have established as individual unions. We are not asking the Federation to negotiate our jurisdiction. We don't want them. We will do our own locally. But we do ask them to protect what we have done ever since the labor movement was founded in the state of California, and I am opposed to filing a resolution that can give us this advantage."

Delegate Harold Kellogg, Structural Iron Workers No. 433, Los Angeles: "Mr. Chairman, delegates. We are opposed to the committee's report, although we are very sympathetic to Secretary Haggerty's remarks and the powers and responsibilities of this convention.

"But, as I understand it, this convention does have control over policy matters which are to be discussed by our committee and by our executive committees in this merger. And, as such, I say that this convention has as much right to pass this resolution as the State Federation of New York. I think that it is the duty of this convention to let the national leadership know how the state AFL in the state of California feels about the jurisdictional rights of the building tradesmen.

"Consider for just a moment the economics of the building trades industry; in many cases the employers of building tradesmen are the very same employers of industrial union workers. For instance, United States Steel, which is a producer of steel and is a contractor at the same time in the form of American Bridge Consolidated Steel, and so forth.

Kaiser Steel and Kaiser Industries—the same thing applies. Now, if the jurisdictional rights of the building trades unions are not protected in this merger, what it means is that the giant corporations of this country get their building work done and their modifications done and additions to their plants done at less than the union wages that we have fought for and organized for and negotiated for, and it is the employers who are going to get the advantage at the expense of the building trades men."

Delegate Clifford Valenciana, Glass Bottle Blowers No. 146, Huntington Park, moved the previous question.

The motion was adopted and debate was closed.

President Pitts called upon Chairman **Thomas A. Small** of the Committee on Resolutions to close for the committee.

Chairman Small: "Delegates, perhaps some of the delegates here, because of the fact that your Resolutions Committee only reads the Resolveds in reporting out the various resolutions, have gotten the idea that the Resolutions Committee only considers the Resolveds. That is not so.

"I would ask the delegates to please refer to this resolution as presented. If you will take the resolution before you, I would like to explain something that was discussed in the committee.

"If you will look at the last Whereas (and this was of quite a bit of concern to the committee), the last Whereas says:

Whereas, The plan outlined by President Meany does not include specifically the recognition and acceptance by a state merged group of the jurisdiction of the Building and Construction Trades Unions of the state, this being among the other things which were left to be negotiated by the California State Federation of Labor, AFL, and the California Industrial Union Council, CIO, . . .

"That is not so. I have attended every meeting of the merger committee that has been held between the AFL and the CIO in the state of California, and that has never been a subject for consideration or discussion in any of the merger meetings. And that was the one Whereas prior to the first Resolved that led your committee to believe that its recommendation was in order, and to also reiterate a position that was taken on the floor of this convention two years ago in the city of San Diego, when a similar situation arose, where another international union or group was about ready to take over the

floor of the convention in bringing a jurisdictional matter before you, and your committee recommended that the matter be filed; and after quite a bit of debate, which lasted a helluva lot longer than this one has, you upheld the committee because of the fact that it was jurisdictional.

"The way that this resolution is written, whether it is fortunate or unfortunate, depends upon how you look at it. As far as your committee is concerned it was unfortunate because of the last Whereas, which says definitely that the merger committee shall negotiate jurisdiction for the unions and shall take it upon themselves between the committee of the State AFL and the State CIO.

"It is not our understanding that that is a matter of fact. We have been advised that it is not legal by the legal counsel of the State Federation. And that was why the committee brought in the report that it did.

"I do not want to take up any more of your time other than to say that as far as the committee is concerned and as far as all of you who will read the last Whereas and consider the resolution as a whole, are concerned, I think that you will back up your committee and file the resolution as recommended by the committee."

The vote was taken on the motion to adopt the committee's recommendation to file **Resolution No. 165**.

President Pitts stated: "The Ayes appear to have it."

Delegate Joe Andrews, Plumbers and Steamfitters No. 494, Long Beach, called for a division of the house.

Division of the house was recorded, table by table, in favor of and opposed to the committee's recommendation on **Resolution No. 165**.

The motion to adopt the committee's recommendation was lost: Yes, 327; No, 398.

Delegate Philip Deredi, Elevator Operators and Starters No. 117, San Francisco, moved that **Resolution No. 165** be referred to the Executive Council of the State Federation of Labor. The motion was duly seconded.

Delegate Deredi then spoke on the motion, as follows:

"I have very little to say except to try to prevail on the good sense of all the delegates assembled here today because of the seriousness of this particular resolution and the importance of same; that it would seem to me that there wouldn't

be any opposition to referring this serious subject matter to our Executive Council. I can assure you, and you know without my trying to assure you, that the Executive Council of the State Federation of Labor will give this matter its serious consideration and ultimately come out with a recommendation that will meet with the approval of all of the delegates who are interested in this subject matter.

"I wish to sincerely urge that before we get into a discussion pro and con on this particular motion, you give your serious consideration to allowing your elected officers, your Executive Council, the opportunity and the right to which they are entitled, to take this subject matter under their consideration and come out with a recommendation that will be equitable and fair to all parties concerned. And I urge you to vote in favor of my motion."

Delegate John Cooper, Miscellaneous Employees No. 440, Los Angeles: "I would like to move, Mr. Chairman, that this motion and further debate be laid over until a special order of business upon reconvening of the convention tomorrow morning."

The motion was seconded by Delegate Walter Cowan, Miscellaneous Employees No. 440, Los Angeles.

Delegate Festus T. McDonough, Plasterers and Cement Masons No. 2, Los Angeles: "Mr. Chairman, I move that the question before the house at the present moment, due to the fact that the vote was announced in favor of the Noes, be tabled."

The motion was seconded by Delegate Thomas W. Mathew, Building and Construction Trades Council of Orange County, Santa Ana.

The motion to table the question before the house at the present moment was adopted.

On motion by Secretary Haggerty, duly seconded, the delegates voted to suspend the rules requiring adjournment at 5:00 p.m. and to continue in session to approximately 6:30 p.m.

President Pitts recognized Delegate John A. Matheis, Steamfitters No. 342, Oakland.

Delegate Matheis: "Mr. Chairman, I would like to move at this time, because of all of the discussion and because the members sitting here have heard all the discussion, that **Resolution No. 165** be adopted as submitted."

President Pitts: "Delegate, the Chair must advise you that the entire subject

matter was tabled under the motion to table."

Delegate Matheis: "Mr. Chairman, it was my understanding, and I think most everyone here, and I would like to have the point clarified, that only the action was tabled, that the resolution was not tabled. The motion said that we would do such and such, and then there was a motion to table. And this was an action, not a resolution."

President Pitts: "I am sorry. The motion was to table the entire subject matter."

Delegate Matheis and others: "No."

President Pitts: "Yes. The motion before the house, and the Chair put it clearly, restated it at the time, was to table the entire subject matter."

Delegate Matheis: "Would you restate the motion? Would the reporter read the motion?"

At the request of President Pitts, the reporter read the motion.

President Pitts: "And the question before the house was to refer it to the Executive Council. So the question before the house has been tabled."

Delegate Matheis: "It was my understanding, Mr. Chairman, that the action before the house was to refer this resolution to the Executive Council, and the action at that time was an action to refer the resolution. Then that thing that was moved to be tabled was to table the action to refer. Therefore it wasn't referred. It was voted down that it be referred, and it should still be left in the proceedings where it can be acted upon now by motion. Is this not so?"

President Pitts: "You are correct, Delegate."

Delegate Matheis: "Therefore, Mr. Chairman, if I may and if I am in order, I would like to restate my original motion, with the consent of the body, that **Resolution No. 165** be acted upon as stated. And, Mr. Chairman, I so move."

President Pitts: "I think that we should check the record to be sure, because John Cooper made a motion for a special order tomorrow morning."

The record was thereupon read to the assembled delegates.

President Pitts: "Now, delegates, we have had the record read. I should also like to read to you a portion of Article V, Section 8 of Roberts Rules of Order, which provides:

No motion that has another motion

adhering to it can be laid on the table by itself. If laid on the table, it carries with it everything that adheres to it.

"The Chair has ruled and the subject matter is on the table."

Delegate Matheis: "I suppose, Mr. Chairman, the error there is that I was under the impression that the motion to table did not carry, that it lost, and consequently the whole thing was dead. If your records show that the motion to table carried, then my request, I agree, is out of order."

President Pitts: "The motion to table did carry."

Delegate Harold Kellogg, Structural Iron Workers No. 433, Los Angeles: "Since there was some confusion about the voting on the motion to table, I move that this question be reconsidered."

The motion was seconded by Delegate Hugh Rutledge, Painters No. 127, Oakland, who then stated:

"Mr. Chairman, it was quite clearly indicated here today that this is a very, very hot subject, and I believe that you will agree with me, Brother Pitts, and in reconsidering the motion, the reason for our request for reconsideration, is that it appears to seem evident that the only reason that the Resolutions Committee recommended that the resolution be filed was on the objection to the first Whereas before the last Resolved in the resolution.

"So I believe that certainly it is quite evident that this very, very controversial matter should receive some more consideration than it has at the present time. And I would like therefore to request the delegates to look at this resolution under a motion to reconsider and that they just read the last Resolved, where it states that the only intent and purpose of the resolution is that certain craft unions' right to work will be recognized in the merger.

"There is nothing in this resolution that brings up any jurisdictional disputes. When men tell you that they belong to unions for 20 years or 30 years, I have belonged for 34 years to the Painters Union.

"So it is my intent that if we reconsider this motion, we will then make a motion that we remove the objectionable Whereas that the Resolutions Committee objects to and maybe then we can get the concurrence in trying to protect our work so that we will not go out of business."

Delegate Edward Kemmitt, Bakers No.

24, San Francisco: "Mr. Chairman and delegates, what I have to say is in the way of a plea to this delegation, for this reason: Whether you agree or don't agree, I personally recognize the motion as passed as tabled. Knowing something about Roberts Rules of Order, I know that it can be yanked away from the table and held under discussion at this time. However, I recognize further that this is a highly controversial issue, and I call at this time for the good sense of this entire delegation for this reason: We have had a very tiring and a very long day, and when we go back to our various hotels there will naturally be caucuses on this controversial subject.

"I think, and I agree with the Chairman, that this is tabled; and I would as a suggestion like to see it called as the first order of business tomorrow morning, when everybody at that time has their entire delegation with them, has their wits about them, has time to think about it. At that time I think we can act intelligently on the subject matter. I do not believe at this time that we can act on it intelligently."

Delegate Helen Wheeler, Miscellaneous Employees No. 110, San Francisco: "Brother Chairman and brothers and sisters. I am speaking against the motion for reconsideration and for the following reasons:

"It seems to me that we are overlooking a very fundamental and important point, which makes us actually sit here and contradict ourselves.

"If you will refer with me to **Resolution No. 137**, which passed this convention without opposition, and read the Resolveds, you will see the following words:

Resolved, That this 55th convention of the California State Federation of Labor looks forward with joy to the approaching successful merging of the two major organizations of labor in California so that there will be in this state a single powerful unified force and under the banner of united labor so we can all go forward to even greater gains for all the people in California . . .

et cetera.

"That resolution passed without opposition. Now, then, we have before us **Resolution No. 165**, which calls upon us to go on record to instruct the Executive Council and the negotiating committee which it designates that it shall under no circumstances recommend or approve a merger agreement between the two state bodies or a constitution of a merged body which

does not clearly and unmistakably recognize the full jurisdictional rights of the building and construction craft unions in California.

"Now, it seems to me that we are looking forward to a merger with joy in one resolution, and yet in the other we are setting up some pretty impossible barriers, from what people have said here in discussion on the floor. It has also been said on the floor that there are all kinds of avenues there through which this question can be resolved. But the resolution of the problem can not be resolved in this convention.

"Therefore, Mr. Chairman, I am against the motion to reconsider, because I don't think you can reconsider this resolution until at the same time you also reconsider **Resolution No. 137**. And I happen to think that **Resolution No. 137** was a wise action to have taken, a good action to have taken. Certainly the AFL in this state is not going to sell any craft union down the drain when it works on the merger proposition.

"So I hope that I have not bored you; that I have shed a little bit of light on the question. But I don't see how we can contradict ourselves on the same day with two basically different resolutions, concurring in one and trying to concur in another when they both oppose each other in intent and purpose."

Delegate Al Gruhn, Hod Carriers No. 181, Eureka: "Mr. Chairman, at this time I appeal to the delegates, particularly to the building trades delegates, to vote down this motion to reconsider. I believe that the matter has been pretty well aired. I believe the world knows pretty well some of the thinking that has been expressed this afternoon, and any further votes might be misinterpreted and would further confuse the issue."

Delegate J. H. Macias, Cement Masons No. 627, Los Angeles: "I take the microphone here for a point of information, which I am rather confused on. When the delegates here assembled voted 'no' on the recommendation of the committee, doesn't that mean that the resolution was accepted and adopted by the majority of the delegates present?"

President Pitts: "It does not. The resolution then became the property of the convention."

Delegate O. A. Kettenburg, Carpenters No. 668, Palo Alto, called for the question.

Delegate George Johns, Retail Clerks

No. 1089, San Francisco, moved the previous question.

The motion for the previous question was adopted.

The motion to reconsider was then voted upon, and was lost.

Report of Committee on Union Label Investigation

Anthony Agrillo of the Committee on Label Investigation reported for the committee, as follows:

"After a thorough examination of the credentials of the delegates, we find that each and every delegate has done his utmost to have five (5) Union Labels on his wearing apparel or person, and your committee wishes to thank the delegates for their wonderful cooperation.

"The report is signed by John Ulene, Anthony Agrillo, Fred Schoonmaker, William Leshe, Henry C. Wadsworth, and James Symes, chairman."

On motion by Anthony Agrillo, the committee's report was adopted, and President Pitts discharged the committee with thanks.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 9—"Political Rights"; **Resolution No. 81**—"Political Rights for Federal and Postal Employees."

The committee report:

"The subject matter of these resolutions is similar, namely, political rights of public employees.

"Your committee recommends concurrence in **Resolution No. 9**, and further recommends that **Resolution No. 81** be filed."

The committee's recommendation was adopted.

Resolution No. 12—"Reduce Retirement Age."

The committee report:

"As your committee construes this resolution, it is its understanding that its application is confined to suggested changes in the Federal Employees Retirement Act.

"With such understanding, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 129—"Rephrasing of State Examination Qualifications."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 150—"Assist Electrical Workers in Organizing the Unorganized."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 8—"Grievances and Union Recognition"; **Resolution No. 22**—"Union Recognition"; **Resolution No. 80**—"Personnel Management Relations".

The committee report:

"The subject matter of these resolutions is similar, namely, the establishment of some procedure for recognition of the unions in the Postal Service.

"Your committee recommends concurrence in **Resolution No. 80**, and further recommends that **Resolutions No. 8** and **No. 22** be filed."

The committee's recommendation was adopted.

Resolution No. 11—"Overtime Pay for Hourly Rate Postal Employees"; **Resolution No. 23**—"Time and One-half Overtime Pay for Substitute Postal Employees"; **Resolution No. 83**—"Time and One-half for Substitutes".

The committee report:

"The subject matter of these resolutions is similar, namely, the establishment of the principle of overtime pay for postal employees.

"Your committee recommends concurrence in **Resolution No. 83** and further recommends that **Resolutions No. 11** and **No. 23** be filed."

The committee's recommendation was adopted.

Resolution No. 82—"Compensatory Time".

The committee report:

"The subject matter of this resolution is the request there be established for postal employees the principle of compensatory time off for work performed on Saturday, Sunday and holiday, but at an overtime rate credit.

"As your committee views the resolution, it is confined exclusively to postal employees and the principle sought is in

no way deemed to be applicable to other affiliates of the Federation.

"With such restriction of application, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 10—"Credit for Accumulated Sick Leave Upon Retirement".

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78—"Seniority by Law". The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 79—"Postal Pay Raise". The committee report:

"Your committee recommends that the Resolved be amended by striking the words, 'the entire Executive Board, American Federation of Labor-Congress of Industrial Organization' and inserting 'President Meany or his legislative representative.'"

"As so amended, your committee recommends concurrence."

Delegate Emmet Andrews, Post Office Clerks No. 2, San Francisco, offered an amendment and a further Resolved, as follows:

"And be it further resolved, That the 55th convention of the California Federation of Labor go on record condemning the veto action of President Eisenhower, and that the secretary be instructed to wire the President notifying him of this condemnation."

Delegate Andrews then stated: "I wish to take this time to notify the convention assembled here that the Post Office maintained for your convenience is being done on those employees' own time. All conventions, as a matter of record, that have the NAM label and have the Lions, the Rotary Clubs or whatever the situation might be, have the Post Office Department come over and set up a post office for their convenience on post office time.

"The affiliated unions of the Oakland Post Office have donated their time so that you might have the convenience of a post office. It might be strange coincidence that this is a labor convention and we had to do this.

"The judgment is with you, gentlemen. Thank you."

The committee's recommendation to concur in the resolution, as amended, was thereupon adopted.

President Pitts recognized Secretary Haggerty, who spoke, as follows:

"It might be timely to read to you at this time, in view of the subject matter of the resolution just adopted and the amendment thereto, a letter from Gerald D. Morgan, Special Counsel to President Eisenhower, dated September the 12th, 1957.

Dear Mr. Haggerty:

The President asked me to thank you for your telegram in support of the bill providing a pay increase for postal employees. The President gave this bill his most earnest consideration, but determined that it would not be in the public interest for him to approve it.

A copy of the President's memorandum of disapproval is enclosed for your information.

With kind regards.

Sincerely,

(s) Gerald D. Morgan.

"I will not read the entire message because I think you have seen it in the press."

Resolution No. 170—"Publicity Campaign for Labor".

The committee report:

"The subject matter of this resolution is concerned with an extensive publicity campaign in regard to labor.

"Since, in the opinion of your committee, this would involve extensive planning, together with the expenditure of substantial sums, your committee recommends that the subject matter of this resolution be referred to the incoming executive council of the Federation for consideration, and that the resolution be filed."

The committee's recommendation was adopted.

Delegate Conrad C. Haug, Typographical No. 46, Sacramento, took the floor to note, in connection with **Resolution No. 170**, that few, if any, of the car stickers passed out in regard to the O'Sullivan Rubber Heel situation, and for the Machinists Union, were on display in the delegates' cars parked around the Auditorium, and suggested that the delegates could do some advertising for themselves.

Resolution No. 37—"Federation Public Relations Program for County Fairs".

The committee report:

"The subject matter of this resolution would require extensive planning, together with the expenditure of substantial sums.

"Your committee accordingly recommends that the subject matter of the resolution be referred to the incoming executive council of the Federation for consideration and action and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 42—"Participation in Local Community Activities".

The committee report:

"In the opinion of your committee, the subject matter of this resolution is more properly a subject for consideration by the League. Your committee accordingly recommends that the subject matter of this resolution be referred to the Executive Council of the League and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 5—"Participate in and Support Community Chest and Other Federated Fund-Raising Campaigns."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 6—"Cooperate and Assist in Development of AID Membership Chapters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 147—"Endorse and Support CARE Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122—"Publicize Use of Non-Union and Foreign-Recorded Music on Radio and TV."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it at its meeting Monday evening, and as a result of such appearance your committee recommends that the resolution be amended by striking the Resolved and inserting the following in lieu thereof:

Resolved, That the 55th convention of the California State Federation of Labor authorize the secretary-treasurer to cooperate with Local 47, AF of M, in publicizing the use of non-union and foreign-recorded music.

"As so amended your committee recommends concurrence."

Delegate A. Ray Engel, Musicians No. 6, San Francisco, requested that, since parties vitally interested in this resolution had left the hall but would be present in the morning, the resolution be laid over until then.

Chairman Small withdrew his motion to adopt the committee's recommendation and the matter was laid over.

Resolution No. 157—"Regulate Importation or Use of Foreign 'Canned' Music in Radio, TV or Motion Pictures."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 33—"Allocate New Ship Contracts to West Coast Shipyards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34—"Support Enforcement of State Industrial Safety Division Rules on All Floating Vessels".

The committee report:

"The subject matter of this resolution as construed by your committee is limited to safety regulations of craftsmen employed on board ship while they are in port, exclusive of employes already covered under the federal regulations, such as seamen, et cetera.

"As so construed, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 95—"Sale of American Ships."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 96—"Rehabilitation of American Shipping".

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97—"Marine Hospitals".

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98—"Military Sea Transportation Service".

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 13—"Increase Pay for Jury Duty and Set Up Reimbursement by Unions".

The committee report:

"Your committee recommends that the second Resolved be stricken, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 40—"Protection of Timber and Water Resources."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 41—"Compulsory Public Liability Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Adjournment

The convention was thereupon adjourned at 6:15 p.m., to reconvene at 9:30 a.m. on Friday, September 20, 1957.

FIFTH DAY

Friday, September 20, 1957

MORNING SESSION

The convention was called to order by President Pitts at 9:40 a.m.

Invocation

Rev. Clarence Reidenbach of the First Congregational Church delivered the morning invocation:

"Our Heavenly Father, we thank Thee for this new day and for the spirit that prompts us to turn to Thee at the beginning of every undertaking. We thank Thee for the good that the labor movement has done for the multitudes of people in our land.

"We pray Thee to bless these people in their official functions and in their personal lives. Bless their families, too. Help them all to have the strength to live the good life and the strength and courage to face and meet the difficulties that may come to them.

"We pray Thee that Thou will give them wisdom in their deliberations this day and lend them Thy guidance in all their affairs.

"In the name of Jesus we prayeth. Amen."

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. 18—"Palm Springs Campaign."

The committee report:

"The subject matter of this resolution is concerned with the national boycott of the Palm Springs Employers Association. Your committee concurs completely in the intent of the resolution, but because of the requirement of the rules and regulations of the national AFL-CIO, and because of possible legal complications in view of pending litigation in the area, your committee recommends that while concurring in the intent of the resolution, the subject matter of the resolution be referred to the incoming Executive Council for consideration and action and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 21—"Transact All Insurance Matters with Union Insurance Agents."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56—"Continue Support of Campaign Against L. A. Times and Mirror-Daily News."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15—“Place Pen and Quill Restaurant on Unfair List.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65—“Patronize Retail Stores Displaying Union Label and Employing Union Clerks.”

The committee report:

“Your committee recommends that the Resolveds be amended by striking in the first Resolved the words ‘present federation’ and the subsequent merged federation’ and that the word ‘federation’ be inserted.

“It is further recommended that the second Resolved be amended by striking ‘the present federation and subsequent merged federation’ and inserting the word ‘federation.’

“As so amended, your committee recommends concurrence.”

Speaking on the resolution, Delegate Conrad C. Haug, Typographical No. 46, Sacramento, urged that members be careful in placing shop cards so that the public may see the cards from the street.

The committee's recommendation was then adopted.

Resolution No. 77—“Support Use of Union Label by Technical Engineers in Los Angeles.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 145—“Reaffirm Support to the Kohler Strike and Boycott.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 156—“Support IBEW Label.”

The committee report:

“Your committee, while recommending concurrence in this resolution, desires to point out the historic position of the Federation in favor of observation of the labels of all organizations.”

The committee's recommendation was adopted.

Chairman Goldberger then stated that this concluded the committee's report. The

report was signed by Kathryn Arnold, Ed Dowell, Herbert J. Shoup, E. P. Taylor, Burnel Phillips, Ted Wills, Charles Brown, and Jack Goldberger, chairman.

On motion by Chairman Goldberger, the committee's report as a whole was adopted, and President Pitts discharged the committee with thanks.

Report of Committee on Constitution

Chairman C. T. McDonough of the Committee on Constitution reported for the committee, as follows:

Resolution No. 36—“Increase Per Capita Tax for ‘Right to Work’ Defense Fund”; **Resolution No. 47**—“Increase Per Capita Tax to Fight ‘Right to Work.’”

The committee report:

“The subject matter of these resolutions is similar, namely, the suggested increase in the present per capita tax paid to the State Federation with all increased funds resulting therefrom being used in the forthcoming contest on the so-called ‘right to work’ issue.

“Your committee discussed the resolutions with the proponents and the officials of the Federation and are convinced that a specific constitutional change does not appear to be the more desirable method of procedure in the campaign for collection of funds for this purpose. Depending upon circumstances, which will be known only on a day-to-day basis, the money required to conduct an effective campaign may vary from day to day, and in the opinion of the officials of the Federation will be far in excess of that which could be realized from the suggested constitutional increase.

“Your committee was familiar with the fact that other resolutions have been introduced at this convention but which are the property of other committees which suggest fund-raising campaigns on a different basis. Typical of these resolutions is **Resolution No. 132**, favorably recommended by the Committee on Resolutions and adopted by this convention. This resolution gives the necessary flexibility to meet financially and otherwise the ‘right to work’ issue as it develops.

“Your committee accordingly recommends that **Resolutions Nos. 36 and 47** be filed, but at the same time firmly recommends to the delegates to this convention their full cooperation and participation in the fund-raising campaign as implemented by the incoming executive officers of the Federation pursuant to the action

of this convention. Your committee is convinced that this campaign might well warrant the expenditure of hundreds of thousands of dollars, and we are confident that, without the necessity of any mandatory constitutional per capita tax increase, the affiliated unions and their membership will voluntarily contribute whatever sums are required in order effectively to conduct a successful campaign against the proponents of these vicious anti-labor measures."

The committee's recommendation was adopted.

Secretary Haggerty Regarding "Right to Work" Issue

Secretary Haggerty spoke as follows on the possible campaign against "right to work" legislation:

"I just want to say a few words on this subject matter.

"The committee report, I thought, was very splendid and very concise and described the situation completely. I think that you should recognize the fact that if and when this campaign develops to the point that we anticipate it may, we will have to be calling on the organizations for much more than three cents and five cents and one cent and two cents.

"Many of you recall the campaign of 1944, where we spent \$350,000 in a successful campaign to defeat the measure at that time, which was titled 'The Right of Employment.' A 500,000 majority was the defeat of that measure.

"I will leave it to your own judgment, but as you analyze the situation you will realize, I am sure, that prices of billboards, radio, TV, all the other material that you have to have, printing and whatnot, as well as the costs of professional help for this sort of thing, have more than doubled and, I think, tripled.

"When you return to your various local unions, you will find there a call sent out by your secretary, pursuant to the executive council's instructions some time ago, requesting funds (and they are coming in) for the financing of this campaign. I will not use sums here now because it would serve no good purpose except to be broadcast in the press, and so forth. I think your own analysis of the facts and figures comparing 1944 and 1957-58 is sufficient, and we rely upon your good judgment to see that money is obtained to make a successful campaign when and if necessary."

Chairman McDonough resumed the report of the Committee on Constitution.

Resolution No. 144—"Pension Program for Federation Secretary-Treasurer and Fulltime Paid Employees."

The committee report:

"The subject matter of this resolution is concerned with the constitutional amendment clarifying the provisions of the constitution dealing with the pension program for the secretary-treasurer.

"Your committee notes that the protection for the employees of the Federation has already been adequately covered by action of the executive council, and the suggested constitutional amendment applicable to the secretary is simply to consolidate him into the overall plan.

"Your committee accordingly recommends concurrence in the resolution since in the opinion of your committee it will result in maximum protection to the officers and full-time employees of the Federation."

The committee's recommendation was adopted.

Resolution No. 48—"Elect Federation Vice Presidents by District."

The committee report:

"The subject matter of this resolution is concerned with the revision of the Federation constitution to provide that, depending upon the number of affiliated local unions in a vice presidential district, the election of the vice president from that geographical district would be exclusively by organizations which were located within that district.

"Your committee notes that this is not the first appearance of this suggestion to a Federation convention and that uniformly in the past it has been rejected. Accordingly, the committee does not believe that any extended explanation is necessary to establish the undesirability of this proposal.

"It is to be stressed that, although vice presidents are assigned to office by geographical area, they in fact are representatives of the State Federation of Labor on a statewide level. In acting as members of the executive council, they make decisions not upon pure geographical basis but upon the overall good of all of the affiliates of the Federation on the state level as a whole.

"It is the conviction of your committee, therefore, that any revision along the lines suggested in this resolution would only be detrimental to the interests of the affiliates of the Federation, and accordingly your committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 123—"Election of Officer Not a Delegate to Convention."

"The subject matter of this resolution is concerned with the revision of a constitutional provision which was inserted in the Federation constitution only at the last convention of the Federation.

"When this subject matter was up for consideration by your Constitution Committee of last convention, composed of substantially the same membership as on your current committee, it was given extensive thought and deliberation. It then was the conviction of your committee that insertion of the provision at the last convention of the Federation was desirable in order to insure the continuance in office of competent and trained vice presidents and other officials who because of circumstances beyond their control, such as illness, absence from the state and other unavoidable circumstances, would otherwise have been precluded from running for reelection for the office which they held.

"Your committee is convinced that no evidence was submitted at this convention to substantiate any reason for such a rapid reversal of the determination made by the last Federation convention. On the contrary, your committee is still convinced that the desirability expressed at the last convention of the Federation for the insertion of this provision in the constitution still prevails and accordingly recommends non-concurrence in this resolution."

The following debate ensued:

Delegate W. T. O'Rear, Central Labor Council, Fresno: "Mr. Chairman, if it is in order, I would like to have the chairman of the committee to read the entire resolution, or if that is not in order, I would like to read it. But I think the chairman should read the entire resolution. Because the way he explained it, he didn't quite follow the intent of the resolution.

"The resolution takes in two parts of the proposed change. To one part, I doubt that anyone will object very much, but the part that we are concerned with I think quite a few of the delegates will object to if they clearly understand what the resolution is talking about. Therefore I would like to have the chairman read the entire resolution."

President Pitts: "Delegate, the resolutions are printed in book form and supplied to every delegate upon their arrival in this convention. We don't want to abuse the time of delegates by reading the entire text of each and every reso-

lution. Therefore, the procedure of the committee is to read the Resolved and you, as a delegate, if you have a keen interest in referring to some of the matters pertinent in your mind and set forth in the Whereases, have the full opportunity to discuss them as a delegate in this convention on the microphone. It is your privilege at this stage. I feel it is an imposition upon the committee and upon the delegates to ask them to read all of the texts of these resolutions when they have been printed and submitted for the delegates' perusal in their leisure hours."

Delegate O'Rear: "Thank you, Mr. Chairman. An explanation of how much it covers, I think, is in order.

"In view of the fact that all of the delegates have that resolution before them, it would be well for all of them to read it as I am talking on it.

"We are concerned with the part that deals with an incumbent automatically being a delegate to this convention without being a delegate from a local union. That's the part with which we are concerned. As far as the other part, there isn't any objection to it.

"We argued in our Whereas, and we argue now that there is something wrong some place with a delegate who can't get enough votes from his local union to be a delegate to this convention.

"We hear all about frame-ups and the idea of how some officer may be crucified by his membership. And I don't buy that. I have been an officer of a local union for a long time. I have been attending this convention for a long time. And I have never gotten so low that I had to say that I couldn't get enough votes to be elected as a delegate. And any time that I can't get enough votes to be elected as a delegate, I don't want to be here.

"The idea of arguing that this proposal makes it possible to insure having experienced men on the executive council at all times to me is not a good argument. I think the local union should have something to say as to who constitutes a good officer and who will be a good delegate. And I think this convention is entitled to know the thinking of that local union. We might just as well argue now that some incumbent Congressman that we don't like, because he is already in, has been there for a long time and therefore he can be elected without being nominated at some convention of the political party to which he belongs. It is the same kind of an argument. And I think that all of the delegates should thoroughly understand the argument that we are talking

about, and that is one of no one being entitled to this floor or to being a part of this convention unless he is sent here from his local union as a delegate elected or appointed by that local union."

Delegate John Cooper, Miscellaneous Employees, No. 440, Los Angeles: "Brother Chairman and delegates. I was a delegate of the last convention of the State Federation of Labor when this was passed, and I must confess that, due either to being out of the auditorium or to the acoustics, I did not understand the significance of this section that was adopted; and it was only after adjournment of the convention that I learned of its import and that it was in the constitution.

"In the past year I have talked with many delegates from Los Angeles to the California State Federation of Labor who express that they were disturbed over this new section of the State Federation of Labor constitution. I, too, am concerned over it, and I rise at this time to oppose the committee's recommendation.

"It seems to me common trade union practice, from the local union to the central labor council and to the state federation of labor, that the convention or the body or the meeting of the membership consist of those who are accredited from a local union. Certainly this is true of the Los Angeles Central Labor Council. No one can hold office there who is not a delegate. And it would seem to me that the same logic should apply in a state federation of labor convention. The convention consists of accredited delegates. To have a section in the constitution which provides that candidates or incumbents who are not delegates, or to phrase it differently, that incumbents are automatically delegates and are thereby eligible to run for office even though they may not be accredited from a local union affiliated with the State Federation of Labor seems to me to be undemocratic, non-representative and contrary to the whole concept of representative self-government as I have been taught it and understand it and subscribe to it.

"We have several examples on the present executive council of incumbents who are not delegates to this convention from a local union affiliated with this State Federation of Labor; and I have heard delegates from the districts involved complain bitterly over the fact that they were represented by a non-delegate from their district. I appeal to you to give this serious consideration. I am confident that this section of our constitution would not

survive in a merger convention which might draft a new constitution, and I believe in its present form would be a bar to agreement between the merger committee of the AFL and CIO working toward merger.

"I can not in my mind see any basis and logic and justice, certainly, in the democratic tradition to justify the present constitutional provision. I urge the delegates to turn down the committee's report."

Delegate Lawrence Sargent, Machinists No. 653, Fresno: "I will make my remarks brief, because the two previous speakers have taken away all of the fire power, although I am one of the supporters and sponsors of this resolution. But I do again want to clarify that it is not our desire or our request, and it was not our intent, to remove from the present bylaws the portion of it which would allow an incumbent to be nominated and eligible for reelection if he did not appear at the convention. It is only our intent to remove from the present clause the portion of it that does not require an incumbent to be an accredited delegate from any affiliated body of this Federation.

"It seems odd to me that we can place in our bylaws a lesser requirement for an officer than we can for a delegate from the rank and file. To me it does not make sense. It seems as though the higher the position, the higher the qualification requirements should be.

"Too, I think that we should consider this sincerely: if a representative of a labor organization does not have the ability to borrow, beg, steal or promote credentials to a convention to protect his job, then I do not feel that he is capable of representing his particular district, for the simple reason that if he cannot have the backing of the people in his particular area, then naturally you can only draw the conclusion that when he returns to his particular area where the ideals, the proposals and the deliberations that you have gone through in these conventions are explained to the members, then he is not going to have the support of those people to carry those out in his area.

"I urge you to vote against the recommendation of this committee and bring our organization back in line where we may progress in the manner that we should."

Delegate John L. Donovan, Western Conference of Specialty Unions: "There was a time in 1936 when the President of the American Federation of Labor, William Green, was unable to obtain creden-

tials from any local union in his own international union, the United Mine Workers of America, and when in order to remain president of the American Federation of Labor he had to obtain credentials from a federal local union.

"This is a long labor movement and people can make bitter mistakes at a critical time like this, and we can pay for them through the nose. I am not in a position to move to refer or now to amend the committee's report, but I should like in all sincerity to recommend to the committee that it withdraw its recommendation and come in with an amended report which would provide a requirement that incumbents have a delegate's credential from some local union in some international union, and we could avoid the difficulty with which we are confronted. We should not be here thinking of ways of dumping able people on the Executive Board, but we should be thinking of the implications of having somebody in office who cannot or has not obtained a credential from some local union.

"I think it would be wise at this time if the committee made an amendment to its report and suspended discussion on this matter until it has done it."

Delegate J. W. Woody, Firefighters No. 753, Fresno: "I just want to say that I object to the committee report, and, regardless of what you say, William Green did have a credential."

Delegate George Johns, Retail Cigar and Liquor Clerks No. 1089, San Francisco: "I, a member of the committee, speak in favor of the committee's report.

"Brother Chairman, this is not as simple as it appears at first glance. I call your attention to what happened a year ago in the convention of the California State Federation of Labor. At that time there was another convention going on at the same time as our convention; a convention at which it was important that certain vice presidents of this State Federation of Labor be present. As a result, we had a couple of our vice presidents not present in our convention. At the same time we had another situation. We had a vice president who was sick, who could not be here. As a result, in both of these situations these delegates, in the first case vice presidents of the convention, could not be here and could not be delegates. Because to be a delegate here you have to be present and go through the procedure, be seated and be a part of the convention. In the case of this particular delegate and in the case of these

delegates that went to this other important convention, which they were required to do, they were unable to be here and be seated as delegates in this convention and meet such a requirement.

"Frankly, the thinking of the committee, as I observed it in the committee, was that we should be liberal in such situations and try to resolve it so that we have the best possible officers in the vice president's list of the State Federation of Labor. Because of this sort of situation that could possibly arise, and in order to protect the continuity of our structure, is the reason why the committee recommended non-concurrence. And I rise now in support of the committee's recommendation."

Delegate C. H. Pavellas, Typographical No. 21, San Francisco: "To impose this burden of running for office on top of all the other duties in itself is something we should not impose on our faithfully serving officers who have carried on through the year.

"The duties of the officers of this convention, Brother Chairman and delegates, are heavy; and you can see from the reports that a lot of work has been done during the year.

"Another point is that it is limiting democracy. It is not broadening it to narrow it down to delegates only in the case of incumbent officers. There may be times when these officers will do things that displease their own unions, but they do them perhaps in the interests of all labor of the state and all labor generally. We should not make it possible for their own unions to punish them by taking away their chance to run for office and continue their good work for all of labor simply because they have that power to remove their status as delegate.

"I firmly hope that this convention will take the democratic viewpoint and continue the practice as it has been done in the past of allowing the incumbent officers to run again, to stand upon their good works and their merits, so that they will not be limited unless punished by any limitation of this ability to run again."

Delegate Charles Kennedy, Musicians No. 6, San Francisco: "I rise as a member of the committee to support the committee's findings as expressed by Brother George Johns, and for the purpose of clearing the record of a previous speaker where he made the statement that Brother Green came from a federal union.

"I beg to have the record read that President Green was elected, paid his ini-

tiation fee into the American Federation of Musicians."

Delegate John Quimby, Central Labor Council, San Diego: "I rise, Mr. President, as a member of the committee to point out to the delegates that various sections of this matter have been discussed here, but the resolution, as it is pointed out, repeals this entire section; and I am sure that the delegates do not want to do that. Because a man is eligible for reelection, it is not taking away the democratic rights of this convention, because the delegates then have an opportunity to vote on whether the man will be reelected.

"We saw this procedure in operation yesterday. And so I rise in support of the committee's recommendation."

Secretary Haggerty: "Mr. Chairman and delegates, I think it would be well if we had both sides of this picture and correct some false impressions which have been left.

"This matter was discussed at great length a year ago and prior thereto. In the convention a year ago every delegate had in his hands for a period of three days a reprint of the constitutional changes suggested by the executive council.

"I think it would be well to understand that the purpose and intent of the council in recommending this section among others to the convention last year was based upon a common practice which now exists in many international unions and in the AFL-CIO itself.

"When somebody said a moment ago it is not contained in the AFL-CIO, they were not correct. It is in the constitution of the AFL-CIO, the merged body, that an incumbent, a member of the executive council has all the privileges of a delegate.

"It was the thinking behind your executive council and committee and convention, I am sure, last year not to protect a bad incumbent, one who is not competent and not capable of doing the job; but, as pointed out to you by some of the delegates, to protect an incumbent who through no fault of his own could not or did not get a credential from a council or local union in his own particular district.

"I should also like to point out that the merger committee of this Federation and the Industrial Union Council discussed this at great length. Its own constitution provides that an incumbent may run for any office within the gift of that particular State Industrial Union Council. We felt that we should limit the privileges of an

incumbent to run only for his own position if he was not a delegate. We did that because, as the thinking goes in many international unions, my own included, the AFL-CIO, the State Industrial Union Council, and many others who have affiliates on this floor, contain this provision to protect or to retain the services of a competent official. Certainly the decision lies with delegates in all instances. Delegates can refuse to vote for the official whether he has a credential or not. The final decision rests with the convention. But the thinking behind it was that it is a common practice and it will save for the benefit of this federation good incumbents, good, competent officials.

"I might give you a personal experience of my own, not to personalize but to indicate what could happen.

"I am a member of a local union of 230 members. I have not been to meetings of that union in, oh, I would say probably once last year. I was not there when the time came to elect delegates. We had compressed in the constitution changes last year the number of delegates per local union, per affiliate, as you know. Prior to last year my local had three delegates. This year they have two delegates. They elected three delegates at that meeting where I was not in attendance. They got my letter advising that they only could have two delegates, they were not entitled to three any longer. Then a runoff had to take place among the three to see which two would be elected. Again I was not there.

"There is no reason why some young fellow could not have said, 'I don't see why this guy should go to the convention. We don't see very much of him. He doesn't come around very often.' And I might have been refused a credential. I might have gotten one somewhere else, but that is not the point. And that could happen to many officers of this Federation.

"If there is a vice president or secretary or president of this Federation who has displeased certain elements, the convention delegates have recourse to the floor. Certainly we should give him the opportunity at least to have delegates vote for or against him. And that is what was done in this particular constitutional change a year ago. It would be unwise in my judgment to amend the constitution last year and then, because a situation arose in a local union, to deprive all the other 26 officers of that right and that protection, and also this Federation of the services of a good incumbent.

"So I sincerely trust that you realize

that this is a good provision for the benefit of the Federation, not any one particular person, but only as that person contributes to the work and the welfare and prosperity and progress of the Federation.

"As I told you, the merger committee of both state organizations has agreed to this provision. We had quite some arguments about this particular provision, because we haven't gone far enough in our constitution to suit the California Industrial Union Council. They want to remove the limitation of running for an incumbent office and let the individual run for any office as he sees fit. A vice president under their constitution without credentials to their convention could run for president or secretary or anything else. This particular provision, I think, has intelligent limits, it has a good intent and a good purpose. The committee discussed that. I talked to the committee myself, told them what the intent and purposes were a year ago in working on the changes. And I sincerely trust that you will adopt the committee's report."

Delegate W. T. O'Rear, Central Labor Council, Fresno: "Mr. Chairman and delegates. It is certainly not my intention to argue with Brother Neil Haggerty, because I happen to think that he is one of the greatest guys in the country. But in this case, of course, we disagree.

"I would like to point out one part of the resolution that I think we are overlooking. We are not concerned with the part about the delegate not being present. We are concerned with the part, and it is so spelled out if you will study it, that a person can be a delegate here without being a delegate from his local union.

"Credentials are sent out six or eight weeks in advance. So there isn't anything that would keep a person from getting himself elected as a delegate and getting that credential into this convention. That certainly can be done. And that is the only part that we are supporting. The idea of a person being a delegate, then not being able to attend due to no fault of his own, is certainly a sound argument. But all of the delegates at this convention will never convince me that any delegate deserves to be here unless he can get the votes from his local union to be here as a delegate.

"Now, we can talk about how to do it. I will tell you how we do it in my local union. And you can do it here. We have a provision in my local union that as long as I am an incumbent officer in the Fresno

Labor Council I am automatically a delegate from that union to the Labor Council.

"Now, I don't think I am the best politician around here by any means, but surely some of you could do the same thing. Our only argument is that you should be a delegate to this convention from your local union. We are not arguing about not being here. We are arguing that you should be a delegate. And those who are sponsoring the resolution don't think that you deserve to be here unless you are a delegate, and we are opposing the committee's recommendation."

Delegate G. A. Paoli, Sugar Refinery Employees No. 20037, Crockett: "Mr. Chairman, fellow delegates: This resolution has tried to correct something in our organization. The committee has seen fit to recommend nonconcurrence. I think they were wrong. I have all the respect in the world for Brother Haggerty, Brother Johns, and some of the other speakers, but I say this: that there is something wrong with the labor movement today when we have a 'right to work' legislation facing us. There is something wrong with the labor movement when some of our own union members know what the labor movement has given to them and yet they vote against us.

"It was called to our attention the other day that we have too many people who are leaders in the labor movement who are self-satisfied. They have a good job, they are sitting pretty, and they don't want to go out and take the bull by the tail because they might hurt themselves.

"The labor movement has got a job to do, and that is to put men in office who will do a job. The fact that a man has done a job for 30 years in the labor movement; the fact that he has done a lot of wonderful things doesn't mean that he should continue holding office on his past laurels. The young generation with the fight to go ahead must be put in the position to go ahead with the advice of the older ones. And I say to you, Go along with the resolution of the committee, but for God's sake, let's find a solution to this thing. Because if we don't do it, somebody else will do it for us."

Delegate John W. Carroll, Carpenters No. 1358, La Jolla, moved the previous question.

The previous question was carried.

Chairman McDonough of the Committee on Constitution closed for the committee, as follows:

"I just want to say that, in addition to the remarks by Secretary Haggerty, I

would like to call your attention to the fact that under the present constitution a delegate must have been issued a credential, that credential must be presented to this convention, and that delegate must be seated in this convention in order to run for office. A lot of credentials are issued, but they are not presented; they are not seated in the convention.

"So I merely want to call that to your attention. You must have a credential, you must be seated in this convention in order to run for office now under the present constitution.

"Therefore, I again move the adoption of the committee's report."

Delegate William McCabe, Bartenders No. 41, San Francisco, rose to ask a question: "I don't know whom to direct my question to exactly, but I would like to pose this: Is it possible under the constitution as now constituted that we might have and retain on the executive council of this Federation a person who at this time or some later time might not be eligible for active membership in any union?"

President Pitts replied: "You pose a question which should be answered, snap judgment, that I think a man as an officer of this Federation, which would include the president, the secretary and the 24 vice presidents, is automatically seated and entitled for that office which he holds. He is not entitled to run for any other office.

"Does that answer your question sufficiently, Delegate McCabe?"

Delegate McCabe: "I merely want a yes or no answer to my question. Under the constitution as presently constituted, is it possible for a man to retain a seat on the executive council and at the same time not to be eligible to be an active member in any union?"

President Pitts replied: "No. Under the constitution he is required to be a member of an affiliated local union of this Federation."

To Delegate McCabe's further question on whether such membership might be "active," or "passive," as defined in the constitution of Delegate McCabe's organization, President Pitts replied as follows:

"I don't know about 'passive' members within your constitution. Our constitution says that he shall be a member of an affiliated organization."

Delegate Anthony Cancilla, Central Labor Council, San Francisco, stated: "Mr. Chairman, on the point of information

from Brother McCabe. I am trying to assist the Chair by saying that the present constitution now provides that a vice president must be a member of a local union in good standing, not a passive member. I wanted to make that point very clear, Mr. Chairman."

The delegates then voted on the committee's recommendation to non-concur in Resolution No. 123.

The committee's recommendation was adopted.

Chairman McDonough announced that this concluded the report of the Committee on Constitution. The report was signed by the following members: Ted Merrill, John Quimby, Lowell Nelson, George W. Johns, John Quinn, Tony Cancilla, A. E. Albertoni, Charles Kennedy, John D. Nelson, L. A. Parker, Sam Otto, C. T. McDonough, chairman.

The report as a whole was adopted, and President Pitts discharged the committee with thanks.

ALFRED P. CHAMIE

Commander, The American Legion Department of California

President Pitts then introduced Alfred P. Chamie, Commander of the American Legion, Department of California, who addressed the convention, as follows:

"It is with great pleasure that I address the delegates of the 55th convention of the California State Federation of Labor. It is very important that our two great organizations have been interchanging top level speakers on both the national and the state levels and that we have an opportunity each year to come to know each other better and better.

"I want to pay my respects to your President, Tommy Pitts, who is a Legionnaire. I should also like to take this opportunity of paying my respects to Neil Haggerty, who is not only an active Legionnaire in California, but who is serving on our National Labor Relations Committee of the National American Legion.

The American Legion and Labor

"In this regard, delegates, I should like to mention that in the American Legion on our national level we have set up a committee which is called the National Labor Relations Committee. It is composed of six members, three of whom represent labor, three of whom represent management, and myself as the chairman, a neutral member. Neil Haggerty represents labor on this National Committee,

and we are indeed indebted to him for bringing to our national scene the viewpoint and the interests of labor and organized labor as it affects the entire community.

"I think that we have become a great and strong nation among nations because we in America have built our political structure upon a firm and sound economic foundation. We in the American Legion feel a great affinity toward organized labor because we know that the great strength of our political structure in America, and consequently the welfare of the entire civilization depends upon this great economic foundation. And because organized labor has contributed to much in the past and has undertaken so much of the responsibility in the present for this wonderful, sound economic structure, we know that the welfare of our country depends upon this structure and to a great measure, upon the responsibility and the contributions of organized labor to our welfare.

"For that reason, delegates, I considered it one of the most important engagements I have in my role as the Commander of the Department of California of The American Legion to be here with you this morning to exchange greetings with you and to continue our wonderful relationship. And, as your President has mentioned, we considered it of enough importance so that we flew last night by plane in order to be here with you this morning.

G. I. Bill of Rights

"We have fought shoulder to shoulder, organized labor and The American Legion, for the welfare of our great country. We have in The American Legion made it one of our great objectives to enact legislation such as the G.I. Bill of Rights. In this fight we have had the support of organized labor from the beginning to the very end. In this great G. I. Bill of Rights we find that it has resulted in an educational program that has brought a great deal of manpower to our professions and to our trades.

"Let me just give you a brief summary, if I may, of some of the results of this G. I. Bill of Rights. It has added 700,000 engineers, 300,000 liberal arts graduates, 400,000 teachers, 133,000 metal workers, over 125,000 scientists, 120,000 lawyers, 100,000 doctors, over 65,000 clergymen.

"In The American Legion we are grateful to organized labor for having fought with us side by side for veterans' preference rights on the program of the reemployment of handicapped veterans, and

for old age assistance, and for making it possible for veterans who have returned from the wars to take their place in society and in their community. In this regard, ladies and gentlemen, we want to pay our respects to so many of your members who are our members. In the state of California we have many, many posts that are made up solely of union labor representatives. We have posts in Los Angeles County such as AFL-Union Labor, Santa Fe-Union Pacific, Musicians Posts and others. Many of your delegates here today are active in our ranks. I had the pleasure of seeing Ward Kelly as he was on the stage here, who is present as a representative; Charlie Lang, Jack Ahearn, Ralph Dudley, Claude Gilmore, Henry Clemens, and many others who are working day in and day out on our great American Legion program.

"I should also like to take this opportunity of paying respects to many of you delegates whom I see here who come from the same part of the country from which I am. I notice that you had in your deliberations Richard Walsh, the International President of the IATSE; Carl Cooper and George Flaherty, International Representatives of the IATSE. I see Pat Somerset sitting down here in front.

"I want to pay my respects again to organized labor's efforts in behalf of combating communism and the wonderful job that you have done in not only the United States but in the foreign countries where this problem has become so close to both your organization and, of course, to the American Legion.

"Then, with respect to this menace of communism, we again want to pay our respects to this great organization, which in the '30's and the '40's and the '50's has stood shoulder to shoulder with The American Legion in combating and annihilating the menace of communism to not only our great government and form and way of life but to all the free institutions of the world.

Legion Programs

"I do not want to take up any more time of this body in its deliberations. I know you have some pressing matters before you. I think you are already familiar with our great Americanism program, our rehabilitation program, our child welfare program, our 'Boys' State' program, our oratorical contest program, our junior baseball program, and our many programs dealing with the widows and orphans of veterans. Suffice it to say, comrades and ladies and gentlemen, in the American

Legion we look towards organized labor for the support of all of these interests which are mutual to both The American Legion and the veterans and to organized labor as such. We feel that between these two great organizations we can, if we exert our responsibility and our powers and our interests, do much toward maintaining the American way of life, two great organizations which, for the welfare of America, should and must make our hand clasp warmer and stronger as time goes on. We must evaluate each in terms of how we can supplement each other in effect and advance the welfare of America. Today the future security of our country demands as never before that organized labor and organized veterans stand shoulder to shoulder in presenting a united front against the dangers that threaten our very existence as a free people.

"Mr. President, on behalf of the veterans of California, I want to tell you that this is a great personal pleasure and privilege for me to be here to extend to you the hand clasp of the veterans of California, and we hope and trust that in the months to come that these two great organizations, arm in arm, will be working and fighting to preserve the great institutions of our country, not only in the values as we know them, but in the values that progress demands that we recognize in the future.

"I want to thank you for this opportunity of being here to personally address this wonderful delegation, and I hope and trust that at our next convention, which will be in Sacramento, you will honor us with your presence and deliver to us as veterans the message of labor in California.

"I hope and trust, Mr. President, that we can continue to build our friendship, as I said before, with a warmer and stronger hand clasp for a greater and more successful and more bountiful American way of life."

Report of Committee on Elections

Chairman Burnell W. Phillips of the Committee on Elections reported for the committee, as follows:

"A total of 904 ballots were cast. Eight ballots were re-issued before being deposited in the ballot box. Four ballots were declared void by the election committee.

"The results of the election are as follows:

"For vice president, District 6: Paul Reeves, 424,194, Lawrence Sargenti, 114,553.

"For vice president, District 10A: Robert Ash, 347,194, John F. Quinn, 194,094.

"According to the official tally of the election committee, Paul Reeves and Robert Ash were duly elected."

On motion by Chairman Phillips, this portion of the report of the Committee on Elections was adopted.

Chairman Phillips reported further for the committee, as follows:

"On the matter of the convention city, the results are as follows:

"Santa Barbara, 109,779, Santa Monica, 188,930, Honolulu, 240,225.

"Honolulu did not get a majority. Unless otherwise moved, a run-off election is necessary."

(See tabulation of votes, beginning on page 426.)

Secretary Haggerty made the following motion: "On the assumption that you are not in the mood this morning to go to a run-off for convention city, and in view of the many pending uncertainties before this organization and our counterpart in the CIO, I would move that the matter of decision for the next convention city be referred to the executive council with full power to act."

The motion was duly seconded and adopted.

Chairman Phillips stated that the report of the Committee on Elections was concluded. The report was signed by the following members: Walter Bielawski, Arthur K. Hutchings, Walter R. Stansberry, William P. Sutherland, Lew G. Blix, Wayne J. Hull, Charles Kennedy, Ted Phillips, Fred Schoonmaker, George F. Bronner, Evelyn S. Murphy, Burnel Phillips, chairman.

The report as a whole was adopted, and President Pitts discharged the committee with thanks.

President Pitts then stated:

"The chair does now declare, in accordance with the official report of this committee, elected to the office of vice president in District No. 6, Paul Reeves; elected to the office of vice president in District No. 10A, Robert Ash."

Report of Committee on Legislation

Chairman Ralph A. McMullen of the Committee on Legislation reported for the committee, as follows:

Resolution No. 38—"Workmen's Compensation."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there

will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 59—"Release of Injured Workers for Light Work."

The committee report:

"The subject matter of this resolution is to make it unlawful for doctors to release industrially injured patients for light work.

"Your committee was advised by the attorney for the Federation that, under the present law, where an individual is released for light work but no light work is available for him, he is entitled to receive continuing workmen's compensation benefits. Your committee accordingly believes that it is not necessary that there be any additional legislation to prevent abuses by doctors, but that instead the existing legislation be adequately enforced. This is particularly the case where we are dealing with professional judgments by doctors as to an individual's availability and ability to perform work. Your committee believes it would be difficult if not impossible to set up a criminal statute relating to such exercise of discretion by doctors so that any abuses could be effectively curbed.

"Accordingly, your committee, while condemning the abuses practiced by certain of the doctors and of the insurance companies, recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 101—"Improve Workmen's Compensation."

The committee report:

"Your committee concurs in the intent of this resolution with the exception of Item 7 in the first Resolved. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 171—"Equitable Increase in Unemployment Disability Insurance and Workmen's Compensation Benefits."

The committee report:

"The sponsors of this resolution appeared before your committee and expressed their desire for favorable action on the resolution.

"On questioning, however, it developed that the sponsors of the resolution, prior to its introduction, had sent a communication under date of August 29 to Secretary Haggerty requesting a clarification in regard to this matter, but although a reply had been transmitted, it had not been seen or read by them at the time they appeared before the committee.

"Your committee, however, did have available to it the correspondence exchanged between the sponsors and the secretary-treasurer and reviewed Secretary Haggerty's reply of September 11, 1957.

"That reply states in full as follows:

This is in response to your letter dated August 29, 1957 in which you point out that the bulk of your membership will not benefit from the increases in benefits won from the California legislature this year in unemployment insurance, unemployment disability insurance and workmen's compensation.

I have reviewed the letter carefully in the spirit in which it was submitted and believe that there are several points that should be clarified.

As you know, all three social insurance systems are based on a wage loss concept. Under workmen's compensation, the weekly benefit is determined on the basis of 95 per cent of 65 per cent of weekly earnings within the maximum provided in the law, which arbitrarily cut off the maximum benefits at \$50.00 in the case of temporary disabilities and \$40.00 in the case of permanent disabilities. With average weekly earnings in California close to \$95.00 a week, this means that even under the \$50.00 maximum 40 and 45 per cent are realizing less than the 65 per cent wage loss concept. The more the individual earns, the less his wage loss concept percentagewise. At the lower end, on the other hand, the full 65 per cent wage loss concept is realized so that even with the increased maximum workers at the lower end of the income scale are receiving a higher wage loss compensation when injured than injured workers employed in classifications at the upper end of the wage scales. It should be pointed out, also, that in this social insurance system, the cost varies with the occupation insured rather than the wages paid the individuals employed in the occupation.

In regard to unemployment insurance and unemployment disability insurance benefits, on the other hand, the wage

loss concept is variable within the income ranges of the workers covered by the respective law. Under both laws, within the maximum and minimum of the respective benefit schedules, the wage loss compensation is progressively less as we proceed up the income schedule. For example, under the new UI benefit schedule, an individual who qualifies for the minimum \$10.00 benefit is compensated at the rate of 87 per cent of his wage loss, whereas the individual qualifying for the new \$40.00 maximum is compensated at only 47 per cent of his wage loss. In between these ranges, as pointed out above, the wage loss compensation is decreased as income increases. As to the maximum itself, the \$40.00 maximum is far below the two-thirds of average weekly earnings in covered employment that is generally accepted as the upper end of the range for operation of the variable wage loss principle embodied in the unemployment insurance law.

Under unemployment disability insurance, the wage loss principle is the same as under unemployment insurance, except that the DI schedule is more compact and provides for a uniform step increase in benefits so that the variable loss ratio principle also operates more consistently. Also, it should be noted that at the lower end of the DI schedule, an individual who qualifies for the \$10.00 minimum benefit actually is compensated at the rate of almost 200 per cent of wage loss, whereas at the upper end the maximum wage loss compensation is approximately 50 per cent with all those earning amounts higher than provided in the schedule receiving considerably less.

Thus, within the framework of the questions you have raised, and consistent therewith, there is still plenty of room for increasing the maximum benefit under both unemployment insurance and unemployment disability insurance without increasing the wage loss compensation within the present schedule.

I wish to point out, however, that despite the justification for the recently obtained increases in the maximums and the room for additional increases at the top, this organization has consistently pressed for a compression of the schedules to provide for increases all the way up and down the schedules. In fact, major advances in this direction were won in 1953 in regard to disability insurance when a uniform \$25.00-step schedule was won, and in 1955 in regard

to unemployment insurance when the UI schedule was converted to a uniform \$30.00-step schedule. As a result, benefit increases were won for workers at the lower end and middle ranges of the schedules who were already receiving a higher wage loss compensation than those at the upper end of the schedules. In the future, we shall continue to press for a compression of the schedules as was the case this year when we originally submitted a uniform \$15.00-step schedule to a maximum of \$55.00 in benefits for both unemployment insurance and unemployment disability insurance.

Hopeful that this clarifies some of the penetrating questions which you have asked, I am

Faternally yours,

C. J. Haggerty
Secretary-Treasurer

"It was the feeling of your committee after reviewing Mr. Haggerty's reply of September 11 that he had fully answered the misgivings expressed by the sponsors of this resolution, and if the reply had been read by them prior to the introduction of the resolution, undoubtedly it would not have been introduced.

"Your committee accordingly recommends non-concurrence in the resolution."

Delegate John Cooper, Miscellaneous Employees No. 440, Los Angeles, spoke in favor of the committee's report and recommendation.

The committee's recommendation was thereupon adopted.

Resolution No. 39—"Workmen's Compensation."

The committee report:

"The subject matter of this resolution is concerned with emergency facilities on remote job sites.

"Last year, a similar resolution was before your committee and received favorable action. As a result, legislation was introduced at the past session in Sacramento. During the hearing on the bill, it developed there were so many complexities involved in attempting to legislate on this matter on a statewide basis that it was impossible to draft a feasible bill and it was necessary for the Federation to drop the bill.

"Your committee, accordingly, although sympathetic to the desires of the sponsors of this resolution, believes that apparently it is not feasible to accomplish this by legislation at this time. Your committee

accordingly believes that efforts should first be exhausted at the collective bargaining level to attempt to obtain relief tailored to the circumstances in each particular craft and in each particular type of operation. Your committee believes that if this is done, the major objective will be obtained.

"Accordingly, while concurring in the desirability of the objectives of this resolution, your committee recommends that it be filed as not feasible at this time to accomplish legislatively."

The committee's recommendation was adopted.

Resolution No. 24—"Unemployment Insurance Eligibility After Illness or Injury"; **Resolution No. 87**—"Protect Unemployment Insurance Rights of Injured Workers."

The committee report:

"The subject matter of these resolutions is similar, namely, the protection of the rights of injured workmen during their periods of disability in so far as their potential claim for benefits under the unemployment insurance program is concerned.

"Your committee concurs in the intent of **Resolution No. 24**, but in view of the fact that there will not be a regular session of the legislature next year, recommends that **Resolutions Nos. 24 and 87** be filed."

The committee's recommendation was adopted.

Resolution No. 45—"Prohibit Deduction of Earned Vacation and Holiday Pay from Unemployment Insurance Benefits."

The committee report:

"The subject matter of this resolution as interpreted by your committee appears to provide for the payment of unemployment insurance benefits to an individual while he is on a paid vacation or on a paid holiday.

"If such is the intent of the sponsors of this resolution, then your committee believes that it is undesirable and contrary to the fundamental purposes of the unemployment insurance program and the purposes of paid holidays and paid vacations. The reason that labor has fought for the paid holidays and paid vacations is that the individual should relax and remove himself from seeking any employment during that period in order that he can be adequately refreshed mentally and physically and at the same time adequately compensated by the pay he receives for such holiday or vacation.

"Under such circumstances, your committee does not believe that unemployment insurance benefits accordingly should be payable to him because the theory of payment would be that he was in fact available for and actively seeking employment during such period of vacation.

"It should be clear, however, that your committee is opposed to the present practice and ruling of the Department which allocates on termination of employment so-called dismissal wages to periods subsequent to termination and denies benefits. This resolution, however, in the opinion of your committee, is not directed to this problem.

"Accordingly, for the reasons stated, your committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 120—"Refusal to Cross Picket Line Not to Bar Unemployment Benefits."

The committee report:

"The subject matter of this resolution is concerned with payment of unemployment insurance compensation to individuals even though they refused to cross a picket line.

"Your committee is of the opinion that the existing provisions of the trade dispute section of the Unemployment Insurance Act as they currently exist in California are the most favorable of any provisions to be found in the acts in the various states in the country. Your committee believes that any attempt to amend the section along the lines suggested in this resolution might result not in substantial improvement but rather in substantial restrictions of the existing good provisions.

"Accordingly, and for this reason, your committee does not believe that it is feasible to attempt to accomplish the purpose of this resolution legislatively at this time and accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 61—"Union Representatives to Have Free Access to Premises Open to General Public."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your com-

mittee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 62—"State Law to Provide Judicial or Administrative Procedure for Establishing Union Representation."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 162—"Enact California Labor Law."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 63—"Prohibit Issuance of Temporary Injunctions Ex Parte and Upon Affidavits Only."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 167—"Amend Jurisdictional Strike Act."

The committee report:

"Your committee concurs in the condemnation expressed in the resolution to the union-busting activities by certain employers under the guise of applying the jurisdictional strike statute.

"Your committee, however, is convinced after advice from counsel for the Federation that adequate law exists at the present time to circumvent such tactics without being exposed to the detrimental provisions of the jurisdictional strike statute.

"Accordingly, your committee, while concurring in the condemnation of the tactics mentioned in the resolution, recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 168—"Amend Code of Civil Procedure."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 30—"Restore Prevailing Wage Rate To State Construction Employees".

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 127—"Twenty-Six Equal Pay Days A Year for State Employees."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 128—"Coordination Plan of OASI for State Employees."

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 130—"Prepaid Health and Welfare Benefits for State Employees."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 166—"Right of Association for Employees of State, Municipalities and Political Subdivisions."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 103—"Change Wage Payment Day"; **Resolution No. 114**—"Uniform Pay Periods for Railroad Industry Employees."

The committee report:

"The subject matter of these resolutions is similar, namely, a proposed amendment to the provisions of the Labor Code requiring that payment of wages be made at least twice a month.

"While your committee, of course, is strongly in support of the prompt payment of wages, your committee notes that from the mere reading of the two resolutions in question, there is direct conflict as to the time and days upon which such wages should be paid between the sponsors of these two resolutions. In the mind of your committee, this highlights the fact that to specify particular days or dates by state law as a mandatory provision for payment of wages would not only be impractical but in some instances in conflict with the desires of our affiliates.

"Your committee accordingly believes that, although the mandatory provisions of the state law are desirable in their present form, further attempts to improve on the definiteness of these standards should be made through the process of collective bargaining so that the individual desires of the specific affiliates can be adjusted in their contract without harm to differing views of other affiliates.

"For these reasons, accordingly, your committee recommends non-concurrence in **Resolutions Nos. 103 and 114**.

The committee's recommendation was adopted.

Resolution No. 31—"Legislation To Remedy Subsidence in Los Angeles-Long Beach Harbor Area."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 58—"Private Employment Agencies."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

A discussion ensued in regard to this resolution and the committee's recommendation upon it. Delegates Claude L. Fernandez, Retail Clerks No. 428, San Jose, and Leah Newberry, Office Employees No. 29, Oakland, urging adoption of the resolution, especially in view of hearings to be held by an interim committee of the state legislature on a pending bill relative to private employment agencies and the limitation of their fees.

Secretary Haggerty clarified the matter, as follows:

"We have had other resolutions on legislation here, and similar action has been taken with respect to filing such resolutions because there is no session this year.

"The committee, in its report, has concurred in the intent of this resolution. We have had resolutions with respect to employment agencies year after year at the session. We had them again last year. We have been working with the Labor Commissioner's office attempting to make corrections of the abuses which have been set forth here by the delegates who spoke.

"If you adopt this resolution now, you can't do a thing about it until the next legislative session, when the Executive Council will go through the screening process for the purpose of introducing legislation. If you adopt one such resolution, you should adopt them all.

"Now, the interim committee will meet. We will inform the unions involved; be prepared to make a presentation there on the subject matter. When the committee has had its hearings, it will make a report at the regular session of the legislature. So it is an empty gesture to adopt this resolution now when you know that you can't do a thing about it until next year. It will be on the agenda of the Executive Council for consideration when we draw up legislation on the whole subject matter of employment agencies."

The committee's recommendation was thereupon adopted.

Resolution No. 169—"Outlaw Private

Employment Agencies from Certain Fields."

The committee report:

"The sponsors of this resolution appeared before your committee and after a full hearing indicated their desire to withdraw this resolution and indicate their concurrence in **Resolution No. 58**.

"Your committee accordingly recommends that **Resolution No. 169** be withdrawn."

The committee's recommendation was adopted.

Resolution No. 124—"Building Contractor Corporations."

The committee report:

"The subject matter of this resolution is concerned with prohibiting the formation of multiple corporations by contractors in the construction industry.

"It is the feeling of your committee that this is not legislatively feasible or practicable. While your committee condemns any sinister attempts by unscrupulous characters to hide behind legal complications for the purpose of avoiding their responsibilities as employers, your committee, however, believes that the abuse cannot be corrected in the manner suggested in such resolution.

"Accordingly your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 153—"Sanitary Conditions on Construction Projects."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 158—"Classification of Entertainers as Employees."

The committee report:

"Your committee concurs in the intent of this resolution. However, since there will be no regular session of the legislature during the coming year, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Chairman McMullen stated that the report of the Committee on Legislation was

now concluded. The report was signed by W. J. Bassett, C. W. Chapman, Jack Kopke, Hazel O'Brien, Robert Callahan, E. H. Vernon, Everett Matzen, Harry Metz, Mike Elorduy, Harry Finks, Ralph A. McMullen, chairman.

On motion by Chairman McMullen, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

BRONCEL MATHIS

**Regional Director, Bureau of
Apprenticeship Standards,
U. S. Department of Labor**

President Pitts introduced Broncel Mathis, regional director of the Bureau of Apprenticeship Standards of the U. S. Department of Labor, who spoke as follows:

"President Pitts, Secretary Haggerty, delegates and guests to this convention.

"It gives me great honor to extend to you the fraternal greetings of the United States Department of Labor, those of the Secretary of Labor, Mr. James P. Mitchell, and of the Director of the Bureau of Apprenticeship Standards and Training, Mr. W. C. Christianson.

"The United States Department of Labor was created for all of the people, and in that department we have seven agencies of the government that are devoted to the welfare of the worker. I don't have time to go into the functions of each one of those agencies, but the Department of Labor has a display booth in this auditorium manned by Mr. Torlin, the Information Officer for the Department of Labor. I am sure that he will be glad to give you any literature or answer any questions that you have.

"I do want to call your attention to the work of the Bureau of Apprenticeship and Training and to the responsibility that the agency has to increase the skills of the work force.

"I want to take the opportunity to thank the delegates for the fine work that they have done on apprenticeship throughout this state, and assure you of the willingness and cooperation of our agency to help you at all times."

JOE WHITLOCK

**Assistant Labor Attache, British
Consulate General Office, San Francisco**

President Pitts next introduced Joe Whitlock, assistant labor attache, British

Consulate General Office, San Francisco, who spoke as follows:

"I would have liked to have given you a farewell message, rather a lengthy one, but I haven't the heart to detain you at this moment. So I will just content myself by explaining to you that I have got another week to go in my present capacity as assistant labor attache. Then next Friday I leave San Francisco, as I have reached the mandatory age for retirement and I have to go home.

"I have had a wonderful six years here. I am very grateful. I deeply appreciate the courtesy and the kindly cooperation that I have received from you all and from your officers. I just couldn't have done my job as my employers would have wished if I hadn't had that cooperation. And I offer you my very sincere thanks.

"I should be a very, very sad man next Friday. Until quite recently I was dreading leaving San Francisco finally. I am now very happy to be able to tell you that I expect to be back again before Christmas. I am just going home to clear up my present job and arrange chiefly financial matters, and I shall be back again before Christmas. I am going to become a member of the California labor movement and I am going to work with you, and I hope to see you all again before so very long.

"Thank you very much for your kindness in the past and good luck to you."

Assemblyman Jesse M. Unruh

President Pitts then introduced Assemblyman Jesse M. Unruh of the 65th District, who greeted the delegates briefly.

Secretary Haggerty's Labor Day Message, 1957

In response to a request from Delegate Fred L. Morris, Street, Electric Railway and Motor Coach Operators No. 1277 (Transportation Division), Los Angeles, Secretary Haggerty's Labor Day message for 1957 was made a part of the convention proceedings. The message follows:

Never since our founding in the mid-19th century has there been greater need for public understanding of the purposes and functions of the American labor movement.

We were formed to build a finer and more rewarding life for the workers of the nation.

We were formed to remove the outrages visited upon men, women and children in the name of industrial profit.

We were formed to achieve a prosperous and democratic America.

In large measure, these things we have done. By sacrifice, by dedication, by honor—we have organized a great institution of human hope and promise. Through this institution we have made social and economic history. We number more than 15 million in the nation and more than a million and a half in California.

Every American school boy should know the story of labor ideals and labor heroism. He should know we pioneered the founding of the public school system, that we have fought through the years for the aged, the blind, the hungry—for the poorly-housed and impoverished regardless of race, color or creed.

Every American businessman should know that the attainment of our goals has buttressed and strengthened the private enterprise structure. If American working people had not the dollars to buy back the goods they produce, our economy would come to a grinding halt, and we would have here the low-wage economy of Latin America and many European nations. Moreover, American business should realize that we have been the unfailing champion of private enterprise. We shall always reject any concept of society that would give to government all the instruments of production and distribution. The power concentration of such a government would inevitably mean the end of trade union liberty and personal freedom.

Every American worker should know that without us, pitiful wages, the 10-hour day, the horrors of child labor, and the terrors of job insecurity would still be the compulsory fate of every man and woman obliged to live by employment skills.

Our founders cast their eyes on the immediate goals of unionism. Today we thank Divine Providence for their wisdom and vision.

They taught that in dealing with employers the individual unorganized worker is helpless to exercise actual liberty of contract or protect his freedom of labor; they taught that alone the worker simply could not obtain acceptable terms of employment.

These teachings were later written into federal law. They were later written into the law of California.

But our founders saw more than the outline of bread. They saw that democ-

racy itself requires the force and voice of free labor calling for social justice in every aspect of national living.

We have grown by their gospel. Here in California the average earnings and conditions of employment have meant dignity and decency for millions. We have brought the full range of social legislation to all of the people of the nation's most quickly expanding state.

But our work is never done. The darkness of 19th century thought still controls a powerful segment of American political and industrial life.

We are not prepared to turn back the clock. Nor have we lost our sense of proportion. Together with enlightened management we have developed a great and prosperous California. We see no disruption of that relationship.

We know only of the mandate to advance. In that advance we welcome the company of all of good will in the business and civic life of the community. Together we can and will shape a richer and more abundant state. By such accord we shall show to all men our common faith in the American future.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 149 — "Channel Civil Service Employment Programs Into Private Endeavor."

The committee report:

"The subject matter of this resolution is concerned with the abolition of the Civil Service System and criticism of the activities of certain individuals employed under such service.

"Your committee, while agreeing with the opposition to the practice of full-time civil service employees working in competitive part-time jobs in addition to their full-time employment, and agreeing in the necessity of the state employees becoming fully organized and having their standards raised, nevertheless believes that there are unwarranted assertions contained in the resolution and accordingly recommends the resolution be filed."

Delegate Leslie K. Moore, Auto and Ship Painters No. 1176, Oakland, spoke on the resolution in order to clarify the problem that had led to its submission.

The committee's recommendation was thereupon adopted.

Resolution No. 100—"Public Tests of Subscription Television Service."

The committee report:

"At the request of your committee, both the proponents and the opponents of this resolution appeared before it at its meeting in the Hotel Leamington on Monday evening.

"At that time it was disclosed that a similar subject matter had been before the California State Theatrical Federation and had been referred by that convention to its incoming Executive Board for consideration and recommendation.

"It was the feeling of your committee that it is premature to act in any manner with respect to this resolution pending the study and recommendation of the group which is primarily involved.

"Your committee accordingly recommends that this resolution be filed."

The following debate ensued:

Delegate Henry C. Wadsworth, Laborers No. 724, Hollywood, and Hollywood Film Council: "I want to state at this time that we are not about to start a filibuster that will unduly delay the adjournment of this convention. I have been sort of selected by the people who are interested enough with me in this resolution to explain some things that we were unable, perhaps, to explain fully to the many delegates who have expressed an interest in this thing personally and to the committee itself when it met the other night.

"It has been noted by the committee that this same resolution was presented to the California State Theatrical Federation and that the Federation referred it to its incoming Executive Board. I think, however, that events which have developed in the past two days have made the reconsideration of the whole question necessary at this time. Only yesterday the newspapers carried an account of an action of yesterday of the Federal Communications Commission authorizing or stating their intention to authorize the tests that we have requested in this resolution. So perhaps you may wonder why we bother to continue the fight for the resolution at all.

"But it seems to me extremely important at this time that rather than filing the resolution or rather than referring it for further study before action, this convention should go on record now in support of this procedure of testing pay-as-you-see-TV under the control and auspices of the Federal Communications Commission.

"Two years ago this same convention went on record as being opposed on general principle to the idea of pay-as-you-see-TV at all. What has happened to change our mind in Hollywood and the minds of the rest of the sponsors of this resolution is simply this: in the past two years we have found that, regardless of what we may say or resolve, pay-as-you-see-TV is here. It's here now in fact. And the intent of the resolution which we presented to this body is simply to determine to give us in labor and the general public some control over the type of pay-as-you-see-TV that we may have.

"The pay-as-you-see-TV that is currently going into effect in Bartlesville, Oklahoma, and in other parts of the country will be handled by closed-circuit method, will be routed through the communications system owned and controlled by the Bell Telephone monopoly.

"We feel that if no action is taken, if the Federal Communications System is not encouraged in its decision to authorize tests of broadcast subscription TV, which can be controlled and regulated by the Commission so that it will remain in the public interest, then we will have deserted our duty as representatives of organized labor to try to make this new monster, pay TV, this new technological development, conform most nearly to the needs of the public and to our own particular problems in our various entertainment fields.

"I think that we all realize that the Commission, by the terms of its order, has stipulated that in these projected or proposed tests they will limit the time that can be devoted to paid programs. They will make every effort to see that pay-as-you-see-TV does not remain the free TV which we now enjoy, and they have stated that these would be tests only.

"We are not requesting in our resolution that we authorize pay-as-you-see-TV from now to infinity. We have asked that we encourage the tests only, tests under the supervision of the Federal Communications System.

"The Commission has suggested that it will set a limit of three years and that by the terms of its order of yesterday it will not automatically and has no intention of automatically granting the request of any particular TV company at this time. Nor does it propose, until the tests have been concluded, until the public in general and we in labor have had a chance to voice our opinion on the success or failure of these tests of pay-as-you-see-TV, that any order, decision, be reached by the

Commission with respect to further continuances.

"I plead with you in this particular circumstance to reconsider the action that the committee has reached in light of the fact that this information was not even available to us, that the Commission has made such good promises so far as we are concerned with respect to these projected tests. And I ask the delegates at this convention in considering the committee's report to give us a chance and to vote No on the committee's report in order that we may reconsider the subject matter of this resolution in light of the developments of the past few days."

Delegate George J. Shaffer, Motion Picture Projectionists, No. 150, Los Angeles: "First I want to thank the Committee on Resolutions for the action they have taken.

"We are just small locals. Our membership is only 642. I am speaking for the small locals in the theatres of southern California who asked me to get up and take this mike.

"The way this resolution was brought to this convention is what I object to. It should have been presented before the Theatrical Federation and then come into this convention. The damage has already been done, because it was placed in 'Variety.' When we heard about this we took it up with our organization at a local meeting and our members were dumbfounded to think that the Studio Film Council would come out with a resolution that involved the theater projectionists all over the world.

"Now, as I say, they admit that it is going to come. So why the argument? Why keep putting on pressure? Since 1934 we projectionists have been fighting an uphill battle to keep our conditions. Everybody knows the theaters have been closing all over the country. We have members in our organization that have been members since 1908, 1919, old men, and if they close down the theaters, they are too old to go out and do any other kind of employment.

"So I say to you, delegates, each local has to give, and our local has been on record in this state convention about six or seven years ago when business was bad at the box office. George Hardy, vice president of the Building Service Employees, came into my office and he wanted to organize 137 theaters and he asked me to help him. Our membership, knowing that we might lose a little increase on our scales for our projectionists, were for it. I told Vice President

George Hardy, 'I will not only help you, but I will go along with you to the theater owners.' And I helped him sign up the theaters. He signed up 137 theaters, and it didn't cost him a dime.

"Now, I have been sitting in this convention all week listening to the speeches of the big locals. We're a small local. But we, too, come to the front for everything that helps labor. And you can look in the book on the 'right to work' bill, even as low as our salaries are. We haven't been able to keep up the cost of living. I can remember the day when the carpenter made a dollar an hour, we made \$1.34. Our projectionists in the Grauman Chinese Theater in Los Angeles make the big sum of \$118.00 per week. But still we pledged over \$600 against the 'right to work' bill. We are still dishing out.

"I want to ask these delegates to support us and the Committee on Resolutions. I thank all the delegates for listening to me."

Delegate Harry Martinez, Plasterers and Cement Masons No. 755, Hollywood: "I would like to bring to you today a statistic that has been overlooked so far in this argument.

"A few short years ago there were 24,000 people employed in the motion picture industry in Hollywood. Today there are a little over 11,000. We have suffered and are suffering a depression in the midst of plenty. We are only asking that this resolution be considered so that the public can test as to whether they want subscription television or not. No matter which way they go, we will then be in a position to chart our future course.

"I honestly and sincerely urge the Committee on Resolutions to give this further consideration."

Delegate John A. Forde, Moving Picture Operators No. 169, Oakland: "I also speak as an international representative for IATSE.

"We appeared before the Committee on Resolutions on this particular resolution in an attempt to point out that this resolution affects more than just the Hollywood crafts.

"In taking the position that I am now taking, I am, properly speaking, contrary to the thinking of my own members in Hollywood. But this is bigger than just our Hollywood situation. It is true, what the brother said a moment ago, that there were 24,000 people formerly employed in Hollywood, the greater bulk of which were IATSE people. But the International

Alliance is composed of some 60,000 people, and the minority in this case is not speaking for the majority.

"We are very much concerned with this resolution asking the FCC to allow a test to be made at this time. We are not merely concerned with our operators in the theaters, with our stagehands in the theaters, with our cashiers in the theaters, with our usherettes in the theaters, with the janitors in the theaters, with the managers in the theaters; we are also concerned with the corner drugstore, the corner grocery store. When a theater closes, it hurts a neighborhood.

"As has been mentioned in the press, the three major networks are in opposition to this pay-TV; ABC, CBS and NBC. Why? Only because from their viewpoint there will be a loss of revenue for the three major networks.

"But we are affected more directly, in that the IBEW will lose personnel on the network, NABET will lose personnel on the network, the IATSE will lose personnel on the network.

"So I ask this convention to go on record in favor of the Resolution Committee's recommendations. I feel that we should have time to study, to analyze and to evaluate the result of such a resolution and its effect on labor as a whole.

"We should not take the position of trying to force ourselves out of business until we have had further time to study this thing and know just how it is going to affect us."

Delegate Lewis B. Shank, Studio Transportation Drivers No. 399, Hollywood: "I rise to take the position that we should reconsider this resolution and the recommendation made by the Resolutions Committee on the basis that pay-TV, as has been explained, has already arrived. It is new. We don't know the possibilities of it to this day, but we might look back through our history and find many comparable situations.

"While I am in complete sympathy with the many members of the projectionists' locals and the various IATSE locals that will be adversely affected or possibly adversely affected, I must remember—and I am old enough to remember—that we teamsters were seriously hurt when the automobile appeared on the horizon. We lost many members. But, as I guess you all know, we have increased manifold by taking advantage of a new situation.

"This pay-TV, as I see it, is bound to come, and our position is that we don't

want to condemn a possible new source of revenue.

"I would like to make it clear to the delegates present that I do not represent a big powerful local. Our local has a variation of from 1250 to 1500 members in Hollywood. And I might tell you that television itself struck us with the same devastating effect that this sudden pay-TV might, and without warning we were forced to scramble and reverse our field, as many people are in many trades.

"I would like to let you know that, right at the present time, if it wasn't for television, the new monster that struck us some years ago, we would actually find right now our employment would amount to only about 40 percent of what it actually is. Because 60 percent of our employment today comes from pictures made for television.

"The worry about theaters closing is, I think, very real. But I think that most of the worry about theaters closing is in the past, because it is my true opinion that any producer who puts forethought into making a picture finds that the general public will still attend a good picture wherever it is shown. I think we don't have to have too much to worry about theaters closing if the producers will make good pictures. And it is my opinion, from all the walks that we all deal with, that competition is good for the trade union movement, opportunities to work. And I think it is up to us to consider this very seriously. If it is a new field, we may get hurt in a few little places. I think, like all business that I know of today, that if we process our job of organizing to the fullest extent, in the long run the labor movement will gain stature by it."

Delegate Edward H. Dowell, Motion Picture Projectionists No. 297, San Diego: "I have spent my entire life in the amusement industry. I associated with such people as Ellen Terry, George Arliss, Louis James and many others, when the stage and the theatrical business was at its peak. With the various things that led up to it, most of those people suffered as I did when we joined the Actors Equity and got blacklisted. My shows were forced off the road. My theaters, twenty-two that I had at that time, were closed, because I was a 'monopoly.' Monopoly has not been able to control amusement enterprises entirely.

"But this motion for pay television as brought up is the most dastardly and undermining policy. It is not a matter of whether it is going to give employment. It is not a matter of whether it is going

to give us a chance to earn more money. But I never knew the AT&T to be concerned with the workers, whether they be professional actors, stagehands or projectionists. Who is pushing the Commission right now to investigate this but the AT&T? It will not produce employment in this country. It will mean a death toll, a bell ringing in Hollywood on the many lots. Once they control, as they control the fact that we cannot speak to a neighbor without paying them, they are going to control what they will feed us through the pay television. They don't have to have pictures made in this country. They don't have to pay salaries. They can bring them in there from any European point, South America or Mexico. And they will say, 'Here it is. This is what you listen to, what you are getting for your dollar and a half.'

"The Communications Commission—I hate to say this—but if you have ever listened to their meetings and their hearings in the matters of telephone rates and control, you are forced to believe that they have a great deal of pressure inside the Commission.

"When you say, 'Let's give them a chance to show,' we are just going to give them a chance to control. If there is any independence left in the theatrical class, now is the time that they must stand up and fight. If we go out of this convention with any semblance of unity in support of pay television, whether it is for a sample—which is only an excuse to get established before any other company can get in—there is no chance for any other operators, and there will be one or two different circuits, yes, but the AT&T already owns it.

"I think we should let matters rest as they do now. As far as we are concerned in this body, let's accept the report of the committee."

Delegate Pat Somerset, Screen Actors Guild, Hollywood: "I appeared before the Resolutions Committee, and I was not going to talk on this today. But I want to correct a thing that Mr. Dowell just said.

"The AT&T controls the closed circuit which is in existence now, and which the FCC has nothing to do with. That is now a fact. What we are asking is to have tests so as we can decide whether there is some other way of having pay-TV outside the closed circuit. The closed circuit is here. We don't have to worry about that. And as far as the AT&T is concerned, if that's all that is going to happen, then they will have the monopoly on pay-TV. What we are asking for is for you delegates to give

us a chance to see whether there are other ways of having pay-TV, and in a matter of two or three years we might vote against it. But at least let's see it. It's here. We have got to fight it, and this is the only way to do it."

Delegate Al Gruhn, Laborers No. 181, Eureka: "As a member of the Resolutions Committee, I wish to rise in support of the committee's recommendaton.

"Over a considerable period of time at our Resolutions Committee meeting Monday night we heard the proponents and opponents of this particular resolution give out the facts as they saw them. You have also heard the same thing today on the convention floor. And the arguments, some of them, seem to appear pretty logical on the part of both the opponents and proponents.

"But it appears to me and it appeared to our committee that here you have a group within an industry who are most vitally affected by this new invention, but when they themselves cannot get anywhere near unanimity on that particular matter, then I think the committee's decision was a wise one.

"Now, of course, I think all of us are possibly a little apprehensive as to the impact of this innovation in the TV field and how it will affect our membership, and particularly the possibility of having additional costs placed on them for this amusement. All of us know that we are getting more and more leisure hours due to the shorter working hours that we negotiate in our contracts, and I think it is imperative in that big field that we take a real good look at those implications.

"Now, there are two big issues, I believe, involved. One is the matter within the industry itself, which is the primary one connected with the groups that are appearing here today, opposing and proposing. And they, as I said before, have not reached anywhere near agreement in trying to work out the matter of this innovation in TV.

"Secondly, I know that I have not, and I am sure most of the members of our Resolutions Committee, and I would believe the great majority of the delegates here, have not had a chance to make a thorough study as to the full implications to the membership and families on pay-TV, testing, whatever you want to call it, which will bring about this innovation. So I would ask the delegates to do the wise thing, to support the committee's recommendation."

A motion for the previous question of-

ferred by Delegate J. J. Christian, Building and Construction Trades Council, Los Angeles, was carried.

The committee's recommendation to file **Resolution No. 100** was thereupon adopted.

Resolution No. 1—"Labor-Sponsored TV and Radio Programs."

The committee report:

"The subject of this particular resolution would involve extensive planning together with the expenditure of substantial funds. Your committee accordingly believes that such subject matter should be referred to the incoming executive council for its consideration and action rather than any attempt being made during the course of the convention to fully evaluate the merits of the subject matter. In passing, however, your committee wishes to stress that it is totally inconsistent with the historical background of the Federation to name specifically firms of any type without extensive investigation and research.

"Accordingly, your committee recommends the subject matter of this resolution be referred to the incoming Executive Council for study and action and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 7—"Use American Motion Picture Craftsmen on Films Made Outside U. S. and Canada."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it at its meeting Monday evening at the Hotel Leamington at which time it appeared that there was no specific data currently available with regard to this matter and that apparently such information would not be available for several months.

"Accordingly, while concurring in the intent of the resolution, your committee recommends that the subject matter of the resolution be referred to the incoming executive board of the Federation for study and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 122—"Publicize Use of Non-Union and Foreign-Recorded Music on Radio and TV."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it at its meeting Monday evening at

the Hotel Leamington, and as a result of such appearance, your committee recommends that the resolution be amended by striking the Resolved and inserting the following in lieu thereof:

Resolved, That the 55th convention of the California State Federation of Labor authorize the secretary-treasurer to cooperate with Local 47, AFM, in publicizing the use of non-union and foreign-recorded music.

"As so amended, your committee recommends concurrence."

Delegate Maurice Harris, Musicians No. 47, Los Angeles, spoke in favor of the committee's recommendation.

The committee's recommendation was thereupon adopted.

Resolution No. 75—"Premium Pay for Work During Smog Concentration."

The committee report:

"In the opinion of your committee, the subject matter of this resolution is concerned with the contractual relationships existing between unions and their employers, which is a matter for their jurisdiction and determination rather than determination by the Federation convention at a statewide level.

"Accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 86 — "Abandon Term 'Union' and Substitute 'League.'"

The committee report:

"The subject matter of this resolution is concerned with the changing of the name of labor organizations from 'union' to 'league.'

"Your committee is in total disagreement with the connotation of this resolution and believes that the name 'union' has brought tremendous renown and benefit to those to whom that name applies because of its accomplishments of the past.

"Accordingly, your committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 102—"Abolish Daylight Saving Time in California."

The committee report:

"The subject matter of this resolution is concerned with the abolition of daylight saving time.

"Your committee was not convinced there is any justifiable evidence submit-

ted to it why the past position of the Federation of going on record in favor of daylight saving time should be reversed.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 113—"Salary Subsidy for Probation Officers."

The committee report:

"Your committee requested the sponsors of this resolution to appear before it for the purpose of obtaining necessary information in order to arrive at a satisfactory understanding of the content of this resolution.

"However, no one appeared before the committee, and accordingly the committee is without sufficient information to act intelligently on the resolution.

"Your committee accordingly recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 106—"Registration Committees for 1958 Election."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 109—"Commend Federation Officers and Other Labor Officials for Legislative Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110—"Require Affiliation of Local Unions With State and Local Central Bodies."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 119—"Aid for Workers Displaced by Automation."

The committee report:

"The subject matter of this resolution is concerned with the effects of automation in so far as employment and other circumstances are concerned.

"Your committee was convinced that the repercussions flowing from extensive automation will fall beyond those mentioned in this resolution and more properly should be the subject of an extensive study by the executive council of the Fed-

eration who might well be in a position to report to a future convention the results of its studies together with extensive recommendations.

"Accordingly, your committee recommends that the subject matter of this resolution be referred to the incoming executive council of the Federation for consideration and study and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 125—"Require Licensing of Equipment Rental Firms."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 143—"Reaffirm Endorsement of NAACP, Community Services Organization, Jewish Labor Committee, National Urban League, Histadrut and Italian-American Labor Council."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 148—"Establish Local Registration Committees."

The committee report:

"In the opinion of your committee, the subject matter of this resolution is more properly one for consideration by the executive council of the League.

"The committee accordingly recommends that this resolution be referred to the executive council of the League for consideration and action."

The committee's recommendation was adopted.

Resolution No. 151—"Strengthen Juvenile Court in Meeting Juvenile Delinquency."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 152—"Scope of Pacific Telephone and Telephone Company Franchise."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60—"In Memory of Earl E. Thomas"; **Resolution No. 146**—"In Memoriam: Harry Lundeberg."

The committee report:

"The subject matter of these resolutions is similar, namely, memorial resolutions with respect to Earl E. Thomas and Harry Lundeberg.

"Your committee recommends concurrence in each of these resolutions, but also desires to point out the untimely passing during the course of this convention of Delegate Paul G. Zern, business agent of Motion Picture Operators No. 162 in San Francisco. Your committee further notes the passing of many other stalwart labor leaders and friends of labor whose names may be unknown to members of your committee, but who certainly have left their impression on the members of the labor movement.

"In addition, however, we should not leave unheralded the activities of uncounted thousands of everyday ordinary members of labor who have passed on since our last convention, but whose work in the final analysis actually insured the success that the labor movement has encountered today.

"Accordingly, while recommending concurrence in these resolutions, your committee respectfully requests that when this convention adjourns, it do so out of respect to all these deceased brothers and sisters."

The committee's recommendation was adopted.

Delegate Leslie K. Moore, Auto and Ship Painters No. 1176, Oakland, requested that the name of Harry Boughton, a delegate from Painters No. 127, Oakland, who died during the convention week, be added to the list. The request was granted.

Chairman Small announced that the report of the Committee on Resolutions had been completed. The report was signed by Albin Gruhn, Robert P. Sanders, Henry Spiller, William Sidell, Albert Marty, Mary Olson, William E. Pollard, C. O. Taylor, Joseph Christian, Phil Deredi, John Hogg, Charles Foehn, and Thomas A. Small, chairman.

On motion by Chairman Small, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

Report of Committee on Grievances

Secretary Haggerty reported as follows:

"I should like to report for the record that the Committee on Grievances had no work referred to it. Everything was harmonious and lovely. No one had any grievances to go to the committee.

"The committee consisted of: Earl Wilson, Pat Somerset, George Deck, Henry Hansen, C. L. Dellums, Hugh Caudel, Edward A. Doyle and Paul E. O'Bryant."

Appreciation of General Counsel Charles P. Scully

In appreciation of the generous assistance to the several committees given by the Federation's General Counsel Charles P. Scully, the convention applauded enthusiastically.

Installation of Officers

Delegate Edward H. Dowell, Motion Picture Projectionists No. 297, San Diego, who was vice president of the Federation's District No. 1 from 1926 to 1928, 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. 3A—C. T. Lehmann.
 District No. 3B—Pat Somerset.
 District No. 3C—George O'Brien.
 District No. 3D—John T. Gardner.
 District No. 3E—J. J. Christian.
 District No. 3F—James L. Smith.
 District No. 4—Robert J. O'Hare.
 District No. 5—Wilbur Fillippini.
 District No. 6—Paul L. Reeves.
 District No. 7—C. A. Green.
 District No. 8—Thomas A. Small.
 District No. 9A—Morris Weisberger.
 District No. 9B—Arthur F. Dougherty.
 District No. 9C—Jack Goldberger.
 District No. 9D—Harry Metz.
 District No. 10A—Robert S. Ash.
 District No. 10B—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 Giesick.

President Pitts

President Pitts addressed the delegates, as follows:

"Delegates, I am going to be extremely brief, but I cannot leave this convention without making a few remarks.

"You have worked hard and long throughout this week, and you have put together the pieces of a program which will run through the period of the next

year in behalf of the working people of this state.

"Your policy statements, your resolutions, all the problems that have hit this floor, where we even sometimes found ourselves rather closely divided on some issues, have all been adopted. They are the policies of this Federation.

"I cannot leave this convention without some reference to the splendid cooperation of the delegates that we have had here. It has been a wonderful delegation. You have been considerate of the Chair, particularly on a couple of occasions when it has not been very easy to make the decision that had to be made. I have within me a very keen appreciation for the consideration of the delegates in those instances.

"Commendation certainly goes to the local committees in this area for having done a splendid, a marvelous job of providing entertainment to the delegates in this convention. They worked hard, too, long before we arrived here, in preparing for the events that they set up for us in this community.

"Now we shall have to keep in mind as we leave this convention that here is where we laid the foundation for the work that must be done. Our work is not ended as we conclude this convention. It has only just begun. You have heard about all the attacks that have been made upon labor throughout this state and elsewhere in the nation. You have heard it from some very fine speakers in this convention. Let's not forget about it. Let's go home with the fact uppermost in our minds that we must go out and work not just a part of the time, but day and night, because that is the kind of work that is required of the kind of people we are, who are privileged and honored to represent those with whom we have worked for many, many years.

"I want to thank all of the delegates in this convention for the great honor that has been given to me again this year. It is a wonderful privilege to be able to continue being the president of the finest Federation of Labor that could exist any place in this world. I am deeply appreciative from the bottom of my heart and trust that all that I do at all times will measure up to the expectations of our people in this state and up to the requirements that should exist for a person holding this office.

"Delegates, I trust that all of you on your way home to your local communities will have the finest of trips and that everyone arrives safely, so that they can

bring back the message to the people in their organizations of the things that they have learned, the things that have been programmed, developed and staged in this convention.

“With those few remarks, and again my many thanks to all of you, particularly the local committees, those who made my work easier for me here, I am very grateful and happy. That is all I can say. I immensely appreciate the tender treatment that I have had by a wonderful delegation in this 55th convention of the California State Federation of Labor.

“Now, delegates, we have come to the hour of adjournment of this convention. I would ask you all to rise, observe the

resolutions, and at this time bow our heads in a moment of silence for Brother Earl Thomas, Brother Harry Lundeberg, Brother Paul Zern, Brother Harry Boughton, and all those others, maybe unknown to us by name, who have left us during this past year.”

The delegates rose and stood in silent tribute to the memory of departed brothers and sisters.

Adjournment

Thereupon, at 1:45 p.m., on Friday, September 20, 1957, the 55th 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

Labor actions in domestic and foreign matters are founded on membership attitudes and principles.

To the end of forming such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1957 convention.

DIGEST

1. INTERNATIONAL AFFAIRS

- a. California labor vigorously supports the position of the AFL-CIO in repeatedly warning against any relaxation in the free world's defenses against Communist world conspiracy, and extends full cooperation to the national body in its consistent advocacy of a foreign policy for free peoples.
- b. The Federation concurs fully in the conviction expressed by the AFL-CIO that a long-term, continuing, effective foreign aid program must be a fundamental part of the nation's overall foreign policy.

Section a adopted; Section b adopted as amended, p. 199.

2. FULL EMPLOYMENT AND THE ECONOMY

- a. Organized labor denounces and categorically rejects all propagandists' efforts to blame wage increases won by labor for the current inflation caused by the price administration policies of big business, and calls public attention to an official ten-year study of wages and prices by the U.S. Bureau of Labor Statistics which explodes the propaganda of the "wage inflation" advocates.
- b. California labor underscores the recent AFL-CIO warning of dangerous and paradoxical developments in our economy, and endorses the national body's demand for a searching reappraisal of private and public policies that endanger the stability and growth of the nation's economy.
- c. The sharing of productivity advances in the nation's economy remains the key to lasting prosperity.

Adopted, p. 199.

3. TAXATION

- a. The Federation, consistent with the needs of the economy, will continue to press for federal tax relief for low income groups, while urging recoupment of revenue losses as necessary by the elimination of the loopholes, erosions and leakages which have crept into our federal tax structure over the years and seriously weakened its progressive character.
- b. California labor is unalterably opposed to the imposition of additional taxes on consumption as a means of meeting state revenue needs, and demands that any additional state imposition be levied as part of a thorough revision of the California tax structure to eliminate the regressive dominance of the state sales tax and reestablish the principle of ability to pay.

Section a adopted; Section b adopted as amended, p. 200.

4. TAFT-HARTLEY ACT AND LABOR LEGISLATION

- a. Ten years of experience have demonstrated the viciousness of the Taft-Hartley Act and the necessity of broadscale revision and improvement of the law in accordance with labor's recommendations for a just and workable labor-management relations law.
- b. The Federation cautions the California labor movement against the growing threat of anti-labor legislation, and urges unity of action behind the Federation's program to combat the present "backdoor" effort to impose "open shop" conditions in California through county by county enactment of so-called "right to work" legislation.
- c. Organized labor, in reaffirming its support of a \$1.25 per hour federal minimum wage, urges legislative priority be given to the extension of first class citizenship to some 9.5 million Americans denied the protection of the federal Fair Labor Standards Act who clearly are engaged in employment falling within the scope of interstate commerce.
- d. The Federation will continue to press for a state statutory minimum wage of \$1.25 per hour applicable to all occupations not covered by the federal law for men, women and minors alike.

Adopted, pp. 200, 203.

5. SOCIAL SECURITY

- a. The Federation reaffirms its general social insurance and social welfare goals in state legislation as set forth in the statements of policy adopted by the 1956 convention, but will not elaborate on them until next year because 1958 is not a legislative year.
- b. California labor calls upon the 85th Congress to continue along the road of substantial improvements in the federal old age and survivors' insurance program partially paved by the 83rd and 84th Congresses.
- c. California labor, in urging liberalization of the federal old age and survivors' insurance program, reiterates its position that the Social Security Trust Fund must be maintained on a financially sound basis.
- d. Organized labor, in continuing to press for improved medical care programs through collective bargaining, has not lost sight of the paramount need for the enactment of a comprehensive prepaid medical care program on the national or state level in order to provide qualitative medical care for all, regardless of income.

Adopted, pp. 224, 225.

6. HOUSING

- a. America's housing crisis, aggravated by the tight money-high interest policies of the Eisenhower Administration, is incapable of solution so long as the President continues to subordinate the housing needs of the people to the profit motives of the banking interests who helped finance his election.
- b. The 2 million units a year level of housing construction needed to meet the nation's minimum requirements, and to prevent the housing crisis from growing worse, can only be achieved if home building activity is fundamentally redirected to make available a far larger number of homes within the means of low and middle income families.

Adopted, p. 225.

7. AGRICULTURAL LABOR

- a. The extension to agricultural workers of the basic organizing protections of federal law and the other benefits of social legislation of the New Deal era remain a prerequisite to any real improvement in the plight of the hired farm worker.
- b. Organized labor renews its pledge to oppose the importation of foreign agricul-

tural workers under conditions which depress domestic farm labor standards, drive the domestic farm workers from the field, and make the agricultural economy more and more dependent on cheap foreign labor.

Adopted, p. 225.

8. CIVIL RIGHTS

- a. California labor rededicates itself to the vital and historic task of extending equal rights and equal opportunity to every field of American life.
- b. California labor, while reaffirming its support for national FEPC legislation, renews its pledge to continue to work cooperatively with the California Committee for Fair Employment Practices until success is obtained in the enactment of such legislation on the state level.
- c. Organized labor calls for an expansion of efforts in the field of housing to end the discriminatory practices that stand in the way of slum clearance and urban redevelopment and that force the practice of a modified version of school segregation.

Adopted as amended by addition of new Section d, p. 226.

9. EDUCATION

- a. Organized labor calls upon Congress and the President to set aside political differences and to take immediate action, upon the reconvening of Congress in January, to assure passage of a substantial program of federal aid to education.
- b. California labor rededicates itself to the active support of the public school system of the state, and pledges full cooperation in all efforts to meet the legitimate and expanding needs of the system.
- c. Established labor education programs of the Federation should be continued and expanded to the extent practical and feasible.

Adopted, p. 233.

10. WATER AND POWER

Organized labor, in continuing to press for full and integrated development of our limited water and power resources, warns against blind acceptance of the proposed state Feather River Project, which lacks proven economic and financial feasibility and has only the "engineered feasibility" of those who seek state construction and entrance into the field of water and power resources development for the primary purpose of avoiding the anti-monopoly protections of federal reclamation law.

Adopted, p. 234.

I

INTERNATIONAL AFFAIRS

(a) California labor vigorously supports the position of the AFL-CIO in repeatedly warning against any relaxation in the free world's defenses against the Communist world conspiracy, and extends full cooperation to the national body in its consistent advocacy of a foreign policy for free peoples.

The preservation of peace and freedom constitutes, in the minds of workers, the most important issue of our time. The workingman knows that without peace there can be no progress, and that without freedom, life would not be worth living.

This, in essence, is what motivates organized labor in its outspoken advocacy of constructive action in the sphere of international affairs. In the continuing struggle between freedom and slavery, the American trade union movement can never and will never be neutral, because it is only under the conditions of freedom that the trade union movement can function to raise wages, shorten hours, improve living standards, and thereby effect a permanent improvement in the conditions of life.

Organized labor has always faced the fact squarely that the primary threat to peace and freedom today stems from Soviet Russia. As AFL-CIO President Meany told platform committees of the Republican and Democratic parties last year, "We are not deluded for one moment by the new faces the leaders of the Kremlin put on and take off like masks to fool the gullible into forgetting that the Communist conspiracy still is aimed at world domination by any means, including war—and will never be satisfied with less." Nor is organized labor fooled into believing that the adaptations of Soviet policies to meet the exigencies of the moment inside and outside the Communist slave empire reflect any real change in this ultimate purpose of Soviet communism. The barbarous suppression of the Hungarian democratic revolution should be adequate to dispel any false beliefs in this direction.

This barbarous suppression, as the AFL-CIO has pointed out, entailed Moscow's having to sacrifice every pretense of peaceful co-existence which it was preaching prior to the Hungarian democratic revolution and to turn to open brutal aggression instead. To millions of

people, especially in Asia and Africa, Soviet policy was exposed as viciously reactionary and utterly inhuman colonialism. But the United States and the West failed to respond effectively to the Hungarian events, with the result that the moral indignation raised by Soviet savagery has largely faded away.

Having weathered the most serious crisis yet faced by the Soviet empire, the Moscow rulers are now turning again to their so-called peaceful co-existence strategy for furthering their basic aims through encouraging the spread of neutralism, the relaxation of vigilance in the West, and the Communist infiltration of the free labor organizations.

Clearly, the free world must develop a cohesive, coordinated global policy to meet the Soviet challenge in its various manifestations. We cannot meet it in one place, yield to it in another place, and yet hope to defeat it. We can never defeat it if we halt it in our country, in Europe and Latin America, and at the same time help it through false policies of colonialism or appeasement in any part of Asia or Africa. To defeat communism, the free world must cast aside all thought of "competitive co-existence", "peaceful competition" or any joint effort with Moscow in helping underdeveloped countries. Instead, we should help build vital institutions such as free trade unions, oppose racial discrimination, break with every vestige of colonialism in all parts of the world, and assure the peoples behind the iron curtain that we will not strengthen their oppressors.

These are the principles that guide the AFL-CIO in its active participation in international affairs.

The California labor movement vigorously supports these activities, not only in regard to the advocacy of a consistent foreign policy for free peoples and their governments, but also in regard to the AFL-CIO's work through and within the International Confederation of Free Trade Unions to accomplish world free labor's goals of "BREAD, PEACE, AND FREEDOM".

The crucial role of the ICFTU in the struggle against totalitarian communism and every other brand of totalitarianism is the preservation and extension of the rights of world labor to freely organize. History shows that where organized labor has remained free and strong to press for the elimination of the social and economic conditions in which the germs of totalitarianism breed, freedom and democracy have triumphed over the forces of despotism.

We support fully the positive, composite program set forth by AFL-CIO Secretary-Treasurer William F. Schnitzler before the recent convention of the ICFTU in Tunis to achieve the organization's "bread, peace and freedom" goals. In six points, this program includes:

(1) Improvement and strengthening of our social fabric by eliminating economic and social injustices, and racial and other discriminations;

(2) Extending the area of freedom by eliminating colonialism and giving generous economic and technical assistance to underdeveloped countries;

(3) Exploitation of political and economic weaknesses in the Soviet empire;

(4) Adequate military strength to deter, and if need be, to defeat any aggressor;

(5) Continuous and expanding cooperation of free peoples for preserving peace and freedom; and

(6) Efforts to secure even limited disarmament, with a view toward furthering disarmament, coupled with an effective international inspection system.

(b) The Federation concurs fully in the conviction expressed by the AFL-CIO that a long-term, continuing, effective foreign aid program must be a fundamental part of the nation's overall foreign policy.

Today, nearly all of our foreign aid is being used either for outright military assistance programs or for programs closely related to military objectives. In fact, only 10 percent is allocated for economic aid in underdeveloped countries with nearly one billion population.

Organized labor has not questioned the continued need for both military assistance and defense support programs. There can be no question of military assistance as being opposed to or in lieu of economic development. As long as the Soviet threat to world peace continues, our nation must continue to maintain a large-scale military assistance program. But neither the size of the military aid program nor the length of time it must continue should be permitted to have any bearing whatsoever on the recognition of the need for an adequate program of aid for the economic growth of the underdeveloped countries. Even if the threat of Soviet aggression were somehow to be dispelled, it would not diminish by an iota the need for an effective program of economic assistance to the underdeveloped areas.

Two-thirds of the people of the world—nearly 2 billion men, women, and children—live in the underdeveloped countries in Asia, Africa, and Latin America. Most of them have known poverty all of their lives, but today new aspirations for economic growth have awakened their hopes for a better way of life.

This awakening ambition for self improvement is at once both the hope and the challenge of all mankind. Indeed, it is even more than that. The very desire for economic development and political recognition has created an explosive situation. As the AFL-CIO has pointed out, we must recognize that even though the United States may be the most powerful nation on the face of the globe, it is not at all impossible that the torch which has been lighted in the underdeveloped areas can blow up in our faces. In fact, the AFL-CIO adds, the outcome of what may be the most important social and economic revolution in the history of man may depend in large measure on what we do and perhaps even more on what we fail to do.

It is of basic importance, therefore, that the nation's foreign aid program meet the fundamental requirements of an effective program. The six-point guide presented to Congress this year by the AFL-CIO in support of the mutual security bill offers the best assurance in this regard:

(1) Our foreign aid program must be a long-term program, as a crash program cannot possibly do the job. Congressional authorization, therefore, should be on a long-range basis.

(2) Military and economic aid programs must be separated, with each program supported by funds as needed for successful operation of each.

(3) Aid for economic development must take several forms: **Grants** are needed to provide the spark for economic development in the first stages of economic growth; **Loans** at a low interest rate with a longer payment period are appropriate when the country has advanced to the point where it can reasonably expect to repay them; **Private Investments**, though desirable, are likely to pay a limited role until the more advanced stages of economic development are reached; **Technical Assistance** is needed to develop the human resources without which sustained economic growth is impossible; finally, **Farm Surplus** should be used within limits of our own need to the extent possible without disrupting the agricultural economy of the underdeveloped countries.

(4) It is essential that the fruits of the economic development program be widely shared by the people, by requiring, for example, the maintenance of minimum labor standards and encouraging the development of democratic trade unions.

(5) Increased emphasis should be directed to the possibilities for channeling economic aid through international agencies so as to lessen the stigma of receiving aid and at the same time spreading the burden of economic aid.

(6) Gradual removal of trade barriers is essential for the success of economic development programs. The underdeveloped areas need markets for their products in the more advanced countries, and they in turn can provide markets for the machinery and equipment they must have for their own economic development. The U.S. therefore should take the leadership on a reciprocal basis in lowering tariffs and removing restrictions upon trade.

The primary objective in any aid program must be the humanitarian, with a secondary political objective of strengthening democracy and weakening the forces of Soviet and other forms of totalitarianism. But no foreign aid program can guarantee that an assisted country will choose democracy. We do know, however, that we can help to assure the kind of conditions in these countries in which they can, if they will, establish and maintain freedom and independence.

Section a adopted; Section b adopted as amended. p. 199.

II

FULL EMPLOYMENT AND THE ECONOMY

(a) Organized labor denounces and categorically rejects all propagandists' efforts to blame wage increases won by labor for the current inflation caused by the price administration policies of big business, and calls public attention to an official ten-year study of wages and prices by the U.S. Bureau of Labor Statistics which explodes the propaganda of the "wage inflation" advocates.

During the past year wage increases won by organized labor have been virtually eaten away by price increases, thus denying to the workingman his just share of the benefits from rising productive efficiency. Indeed, instead of sharing in these benefits, the workingman again finds himself struggling to get out of the economic wringer, while the "wage inflation" propagandist piles abuse on his head

in seeking to blame him for the inflationary spiral induced by the price administration policies of big business.

Recent steel price increases are illustrative of this abuse. In 1956, big steel, with the help of the commercial press, blamed a \$12.50 per ton increase in steel prices on a \$3.70 per ton increase in wages, which in itself was largely offset by increases in productivity.

More illustrative is the latest steel price increase. On June 27, this year, the industry's dominant firm and price-leader, the U.S. Steel Corporation, announced that its prices for basic steel products would be increased by an average of \$6 per ton, effective July 1. Similar price boost announcements by the other basic steel-producing companies immediately followed U.S. Steel's announcement.

The announcement on June 27 followed the traditional price-setting pattern in the steel industry. Steel prices are not set by forces of supply and demand and competition. On the contrary, they are determined by decisions of the management executives of U.S. Steel—the industry's dominant firm, with about 30 percent of the industry's ingot capacity.

In traditional fashion, also, was the steel industry's claim that wage increases for its employees required the price boost, when, in fact, all the evidence points to the contrary, that as in the case of U.S. Steel, the industry could have absorbed the increased wage cost for the remainder of 1957, reduce prices by \$6 a ton, instead of raising them by that amount, and end 1957 with net profits after taxes among the highest, if not the highest ever realized.

Although the steel industry pioneered the technique, in recent years, of announcing a price increase at the time of a wage increase, numerous other industries now follow this "calendar economics" procedure. How else is it possible to explain price increases on goods piling up in warehouses? A wage rise provides the convenient excuse for obtaining large profit margins. The scapegoat under this procedure, on the other hand, is ready-made—the union and employees who obtain the wage increase. It provides a shield against the possibility of public indignation and government investigation, and makes industry "blameless" and the unions and the employees "guilty".

This convenient technique, however, ignores the fact that wages and unit labor costs are two separate things, and flies in the face of a recent Bureau of Labor Statistics study of productivity, wages and

salaries, costs and prices in the private non-farm part of the national economy for the ten years, 1947-56. Because of increases in productivity, unit labor costs have not increased in proportion to increased wages. But more significantly, the report states: "The index of unit labor costs was lower than the price index for every year prior to 1956, although the difference was very slight and probably insignificant in 1953 and 1954." In other words, non-farm prices were rising faster than unit labor costs, between 1947 and 1956, except in the one year 1956. During the post-World War II years, price increases have been pulling up unit labor costs, not vice-versa.

The BLS study also states that "the index of non-labor costs (profits, depreciation and other non-labor payments) was higher than the price index for every year prior to 1956 with only slight differences in 1953 and 1954." It was profits, depreciation and other non-labor payments, therefore, that received the benefits of price increases since 1947.

This evidence clearly explodes the myth which the "wage inflationists" are seeking to sell the public. In reaffirming our trade union goals for improved wages and conditions of labor, therefore, we call these facts to the attention of the public, and openly declare that the trade union movement is in no way intimidated by the blatant lies of big business and their allies in the commercial press.

(b) California labor underscores the recent AFL-CIO warning of dangerous and paradoxical developments in our economy, and endorses the national body's demand for a searching reappraisal of private and public policies that endanger the stability and growth of the nation's economy.

Among the dangerous and paradoxical developments in the economy, recently called to the nation's attention by the AFL-CIO, are the following:

(1) Output is dropping. It has gone down three per cent since the beginning of the year. Furthermore, output has been dropping at a time when the capacity to produce is rising rapidly, as evidenced by steady increases in productivity, or output per man hour.

(2) Job opportunities are declining. The overall national unemployment rate has climbed from 3.9 per cent in July, 1956, to 4.2 in July, 1957, an amount far in excess of what economists agree is the maximum for full employment. Employment in

manufacturing industries also continues to decline. In both manufacturing and construction, weekly hours of work have likewise fallen off as a further indication of trouble.

(3) Unit labor costs have remained practically unchanged in the past five years in the face of rising wages and improved fringe benefits. This has been made possible by productivity increases in the economy which, in turn, should have precluded the necessity of price increases while encouraging price reductions.

(4) Both wholesale and consumer prices have nevertheless been rising steadily with no change in sight, despite a declining effective demand for goods.

Such conflicting developments are possible only in an economy that is fundamentally out of balance in regard to production and consumption activities. Such is the case in the nation's economy today.

To some extent the imbalance has been hidden by extraordinary private investment expenditures that cannot possibly be sustained for any prolonged period unless consumer purchasing power necessary to take up the ever increasing product of industry is brought into balance. Consumer disposable income and consumer expenditures have not expanded sufficiently during the past year to bring about such a balance.

On the contrary, the Eisenhower Administration has pursued a policy of hard money and high interest rates, which has worked in the opposite direction to further hamper consumer spending, especially in housing, without stemming the potentially dangerous investment boom of large corporations. Coupled with this, the same large corporations have been encouraged to follow high-profit policies which have been the primary cause of the cost of living increases, which, in turn, have operated to further hold down consumer purchasing power. (See Section (a) on administered prices.)

These employer high-profit policies are designed to force the consumer to provide "costless" capital for industrial expansion. Yet the consumer never becomes an owner of the new facilities he thus helps to finance. Rather than attempting to obtain investment capital from income groups who are able to save part of their income, the high profit policies instead force a diversion of money out of the consumer expenditure stream into the investment stream through administered high prices. No economy can long withstand such short-sighted policies on the part of industry.

California labor, therefore, joins with the national AFL-CIO in demanding that a searching appraisal of both public policies and private practices be undertaken by Congress at once to explore fully the inherent dangers involved, and bring those dangers to light so that necessary legislative action may be taken. It is apparent that, unless action is taken soon, the economy can be toppled into a recession that might indeed "curl everyone's hair." The plunder-plunder policies of the Eisenhower-big business team cannot be tolerated in an economy that must expand at the rate of between \$10 and \$12 billion a year to absorb additions to the labor force and increases in productivity, and at the same time maintain full employment.

Together with the rest of the labor movement, California labor is dedicated to an expanding economy of abundance, because nothing short of such an economy will permit any real progress in raising the living standards of the workingman.

(c) The sharing of productivity advances in the nation's economy remains the key to lasting prosperity.

It is generally agreed that output per man hour, as the accepted measure of productivity, has risen at an average yearly rate of about two to two and a half per cent over the past fifty years. In recent years the rate of increase has been even greater, averaging between three and three and a half per cent a year between 1947 and 1956. These figures, when considered in light of the rapid introduction of automated practices, indicate that the American economy is in a new stage of rapidly improving productive efficiency.

Trade unions are not opposed to technological changes that result in productivity increases. They insist, however, that the cost of improving productive efficiency should not be borne by working people alone—through layoffs, wage-cuts and job insecurity. They demand seniority rules to protect the job rights of workers on the basis of length of service, the right to work on new jobs and new machines for workers with adequate seniority who can learn to perform the tasks, and the right to negotiate increases in hourly earnings on new jobs based on increased output, skills and responsibilities.

Organized labor also insists that the benefits of increasing productivity should not go to business, alone. The fruits of industrial progress should be shared by workers, through improved buying power and increased leisure and by consumers, through reduced prices wherever possible,

as well as by business, through increasing profits from a growing volume of sales. Clearly, if wage and salary earners fail to share adequately in the fruits of industrial progress, either directly or through reduced prices to consumers, or both, there is an ever-present danger that the economy will produce more than its customers can buy.

The lesson of the 1920's taught us what happens when consumer buying power lags behind the economy's ability to produce. The lopsided development of the 1920's—excessively high profits and insufficient consumer buying power—was one of the major causes of the depression of the 1930's.

Economic developments since the end of World War II have been sounder than they were in the 1920's and in earlier prosperous periods. Primarily because of the existence of a more effective trade union movement, there has been a greater degree of economic balance and a somewhat more equal distribution of the benefits of increased productivity. There is no assurance, however, that this will continue automatically into the present period of accelerated advances in the nation's productive ability.

While increasing productivity presents the promise of continuing improvements in national strength and living conditions of the American people, such improvements can be realized only through trade union action to improve wages, hours, and working conditions; government action to maintain prosperity and expand the economy's mass consumption base; and business price policies that yield increasing profits from low profit margins on each item sold, and a growing sales volume.

In the end, it must be remembered that goods and services are produced for sale to customers. When output rises faster than sales, production is cut and unemployment increases.

The failure of markets to grow along with improving productive ability can twist industrial progress into unemployment and idle machines. Only through full production and full employment—based on growing consumer markets for the sale of a rising volume of goods and services—can the economy's ability to produce be the blessing it should be.

Adopted, p. 199.

III TAXATION

(a) The Federation, consistent with the needs of the economy, will con-

tinue to press for federal tax relief for low income groups, while urging recoupment of revenue losses as necessary by the elimination of the loopholes, erosions and leakages which have crept into our federal tax structure over the years and seriously weakened its progressive character.

The weakening of the progressive nature of the federal tax structure by special concessions to the wealthy and big business—epitomized in recent years by the infamous Eisenhower tax revision bill of 1954 to pay off coupon clippers and industrial giants who supported his campaign through special income tax exemptions for dividend income and the allowance of rapid tax write-offs of plant and equipment expenditures, respectively—has been set forth in previous statements of policy, and requires no detailed elaboration at this time. (See, for example, **Policy Statement No. 3(a), 1956 Proceedings**, pp. 304-305.)

Suffice it to say that the loopholes and escape devices enacted over the years, including the Eisenhower tax concessions to rampant wealth, are costing the federal government close to \$10 billion annually in lost revenue. It should be apparent that for every special privilege exemption or special rate of tax, and every amount of unreported income, the government must make up the loss of revenue elsewhere in the economy. Every discriminatory action in favor of wealthy taxpayers, therefore, eventually means discrimination against another group of taxpayers, namely, the low and middle income taxpayers who in the end are forced to make up the lost revenues.

Indeed, such has been the experience in the \$10 billion of special concessions at point. The revenue losses have been made up by the denial of long overdue relief to low and middle income groups by holding the individual tax exemption to ridiculous pre-World War II rates, and by retaining many of the federal excise taxes enacted as emergency war revenue measures. These federal excise taxes, like state and local sales taxes, fall most heavily on those least able to pay.

As a minimum program for action, the Federation demands, with the rest of organized labor, that any surplus revenues which become available for tax reductions be immediately passed on as relief to the ignored low and middle income taxpayers below \$5,000 annual income, either by increasing the income tax ex-

emption or by cutting the first income tax bracket in half.

Organized labor, however, rejects the concept that such relief should actually await the availability of excess revenues for tax reduction. On the contrary, immediate action is possible by taking two simultaneous steps to insure a fair tax system that would enable all Americans to share in the cost of their federal government in accordance with their income ability: (1) removal of the loopholes, erosions and leakages alluded to above that are costing low and middle income groups some \$10 billion a year as tax payments that should be paid by the wealthy and the corporation giants; (2) enactment of tax cuts for the low and middle income groups, utilizing the revenues recouped as a result of plugging the loopholes, leakages, etc. Such enactment of tax cuts should also encompass a reduction of regressive excise taxes in accordance with the historic position of the labor movement calling for eventual and complete elimination of excise taxes as rapidly as possible.

It is significant that the above tax program of organized labor would be consistent with the needs of the economy by providing a needed increase in the amount of income available for consumption expenditures, thereby helping to establish a better balance between consumption activities and business investments. (See **Policy Statement II.**) In the present period of rapid increases in productive efficiency, it is most essential that tax policies, in addition to providing a just means of distributing the cost of government, must also take into account the needs of the economy. Reduction in taxes aimed at stimulating purchasing power, as implicit in the tax program of the AFL-CIO, are long overdue and can no longer be put off in favor of concessions to the wealthy and big business that are actually endangering the economy.

By the same token, the Federation is unalterably opposed to the current "bait" proposals being bandied about in and out of the Eisenhower Administration and the big business meeting house in the Treasury Department to the effect that when tax cuts are "possible" they should be distributed primarily to the upper income groups and corporations as "incentives to investment" in combination with a "token" handout to low and middle income groups in desperate need of relief, plus some relief to "small business." Under no circumstances can any further tax concessions to wealth be justified. Not only would such concessions be dangerous to

our economy, which is already suffering from an investment-consumption imbalance, but would also be a ringing insult to the intelligence of the taxpaying public.

Finally, it should be noted that, in regard to tax relief for small business, the Federation is of the firm belief that such relief is fully justified and should be granted immediately. The revenue losses that would result from giving relief to small business should, in turn, be made up by the reimposition of an excess profits tax. Such a tax would also go a long way toward prohibiting industrial giants from administering price increases (the main cause of inflation) in accordance with high profit policies that force consumers to pay the cost of investment activities to the detriment of consumer purchasing power and the economy in general. (See again, **Policy Statement II**, especially II(a).)

(b) California labor is unalterably opposed to the imposition of additional taxes on consumption as a means of meeting state revenue needs, and demands that any additional state imposition be levied as part of a thorough revision of the California tax structure to eliminate the regressive dominance of the state sales tax and reestablish the principle of ability to pay.

At the 1957 session of the California legislature the issue of California's mounting revenue needs was brought to a head again by an "expediency" proposal of the California Teachers Association to tie a substantial increase in state school aid to the imposition of a three-cents per pack tax on cigarettes and a boost in the beer excise from 2 to 10 cents per gallon.

Although the tie-in provision was removed and the regressive tax proposals defeated (See **Sacramento Story, 1957**), the pressing issue of how to finance additional state revenue needs was by no means resolved.

The Federation assumed the sound position before the legislature that school needs, with first priority on the general fund, should be met on their merits, and that revenues required to finance our school needs should also be handled on their merits, separate and apart from each other. Further, it successfully urged a study of the entire tax structure before any tax be levied to finance increased general fund outlays, whether such increased

outlays stem from a boost in school aid or otherwise.

Apart from the success achieved, the fact remains that in the present fiscal year general fund outgoes will exceed revenues by an estimated \$146.4 million, to be made up by a carry-over surplus of \$109.9 million, plus some \$30.5 million from various reserve funds, but still leaving an estimated \$6 million deficiency to be made up out of the "rainy day" fund. Reserves obviously cannot last forever. It is apparent that the present fundamental imbalance, as reflected in the operating general fund deficit of \$146.4 million, must be faced eventually by the legislature unless some unforeseeable and favorable development occurs which results in revenue yields exceeding those anticipated from the present application of the tax structure to anticipated expanding levels of economic activity.

The Federation has made it clear on many occasions that the workers of this state are ready and willing to pay their fair share of the cost of government, not, however, in the outrageous proportions contained in consumer tax bills such as the cigarette and beer tax bills proposed at the 1957 session, but rather in accordance with the sound and accepted principle of ability to pay, which, unfortunately, has been observed more in the breach than in the implementation in recent years. We urge the legislature not to make another breach when it faces the issue of providing additional revenues.

The reasons are obvious. Under the present state tax structure, a disproportionate share of the state tax burden falls on the shoulders of the workingman because of the dominance of the state sales tax. As a percentage of the 1957-58 budget, sales and excise taxes amount to better than 63 per cent of general fund revenues. By contrast, the personal income and bank and corporation franchise and income taxes make up only 14 per cent and 15 per cent of general fund revenues, respectively; and together they account for less than 19 per cent of total state revenues.

It is apparent, therefore, that a complete overhaul of the state tax structure is in order to reestablish the progressive principle of ability to pay. In opposing any efforts to obtain additional revenues from consumer taxes, therefore, the Federation also recommends that any additional imposition be levied only as part of a complete revision of the state tax structure in accordance with the tax-sound principle of ability to pay.

Section a adopted; Section b adopted as amended, p. 200.

IV

TAFT-HARTLEY ACT AND LABOR LEGISLATION

(a) Ten years of experience have demonstrated the viciousness of the Taft-Hartley Act and the necessity of broadscale revision and improvement of the law in accordance with labor's recommendations for a just and workable labor-management relations law.

The nation's vicious anti-labor law—the Taft-Hartley Act—marked its tenth birthday on June 23 of this year. As AFL-CIO President Meany said on that day:

“Ten years ago, we in the democratic American labor movement said that the Taft-Hartley Act was a bad law. We said it was an ill-conceived statute, designed not to promote better labor-management relations but to punish labor, to hinder the organizing of workers into unions, and to weigh the scales of justice in favor of employers and against workers.

“Ten years of experience with the Taft-Hartley Act have demonstrated the correctness of our position.

“In 1957, as in 1947, American labor is committed to seeking broadscale revision and improvement of the Taft-Hartley law. We reaffirm our pledge to work for that objective.”

California labor concurs fully in the remarks of President Meany. In our ten years of failure to secure the needed revisions, we take comfort only in our rededication of purpose and the fortunate circumstance of the past decade that America has not experienced a depression which would have incited employers to use all the weapons in the legal armory which Taft-Hartley makes available. Nevertheless, Taft-Hartley's anti-union restrictions have placed serious crimps on union activities, particularly in organizing the unorganized.

Unions have learned also what Representative Hartley meant when he told the House of Representatives with unusual candor, “You are going to find there is more to this bill than may meet the eye...”

The handcuffs imposed by the law have hampered organizing efforts despite the countless thousands of man-hours and dollars expended. In the dozen years when the Wagner Act was the national law, membership in unions skyrocketed from 3.72 million in 1935 to 14.9 million in 1946.

In non-agricultural industries, membership rose from 13.4 per cent to 34.9 per cent. When Taft-Hartley was enacted there were about 15.4 million union members in the United States. In the 10 years since passage, membership has risen about 2.5 million, but the labor force has gained eight million.

Of even greater significance is Taft-Hartley's infamous Section 14(b). This section stands intact, as evil as the day it was inserted, inviting and encouraging states to take jurisdiction over matters affecting interstate commerce in the area of union security, but only in one direction—to restrict union security and thereby render ineffective by indirection the collective bargaining vehicle evolved to improve the conditions of life and labor of the workingman and to give him a measure of security in our free enterprise system. The result of Section 14(b) has been that 18 states today have the compulsory “open shop” under the guise of “right to work” legislation. Similar legislation is under consideration in other states, and in California a backdoor campaign is being conducted county by county. (See Section (b) of this statement.)

In the Taft-Hartley decade also, the use of injunctions in labor disputes has been increased, the closed shop has been banned, economic strikers are barred from voting in NLRB elections if they have been replaced by strikebreakers, secondary boycotts have been outlawed, and the full weight of government is thrown on the side of the employer in so-called “national emergency” strikes.

“Candidate” Eisenhower in 1952 and again in 1956 took the stump to advocate changes in the law, but “President” Eisenhower has never mustered the courage to follow through except to allude vaguely to a need for change.

President Eisenhower's appointments to the NLRB, however, have made changes that go far beyond the intent of Congress. The board members and some of its officials have taken the cue from the lack of Administration interest in correcting Taft-Hartley's evils. More and more they have shaped the national labor policy toward the will of business and management, and in so doing, have actually exceeded anything the framers of the law would have attempted to achieve through legislation.

These NLRB policy changes have resulted in removing even the scant protection afforded by Taft-Hartley to millions of workers, as the Board slashed the types of cases over which it would assume jurisdiction. No longer is it an unfair labor

practice for an employer to deliver hate-filled anti-union speeches on the eve of an NLRB election. Nor is it any longer forbidden for an employer to interrogate individual workers about their union membership or activity on behalf of a union.

These are but a few examples of "legislation" by administrative fiat under a law that is literally saturated with anti-labor incentives. But what is even more disturbing is the apparent endlessness of the legislative double-talk in the law that still lies in reserve for lawyers waiting for the go-ahead signals of their anti-labor employer clients.

Not until the Taft-Hartley Act is substantially amended or repealed and re-enacted along the lines of the Wagner Act will labor consider the tragedy enacted ten years ago on a "Black Monday" to have been erased.

(b) The Federation cautions the California labor movement against the growing threat of anti-labor legislation, and urges unity of action behind the Federation's program to combat the present "backdoor" effort to impose "open shop" conditions in California through county by county enactment of so-called "right to work" legislation.

In the present legislative climate stemming from the AFL-CIO-endorsed Washington investigations, a growing threat exists of new anti-labor enactments. Indeed, in many respects a political climate being shaped by the enemies of labor is similar to that which produced the Taft-Hartley Act some ten years ago. The anti-labor agitators stand hovering over the Congressional hearings like buzzards over their prey seeking any evidence of trade union excesses that may be uncovered to use against labor in the denial of its legitimate functions.

Not only has the climate created by the hearings effectively blocked labor's efforts to secure necessary Taft-Hartley modification, it has provided a new sounding board for the shopworn proposals of the labor-haters to extend the "right to work" principle in Section 14(b) of Taft-Hartley to permit states to enact laws prohibiting the right to strike and picket, and to restrict collective bargaining. The monopoly bugaboo has also been dusted off in an effort to place organized labor under anti-monopoly laws designed to regulate business.

In regard to so-called "right to work" legislation, new pressures are being ex-

erted on state legislatures to accept the invitation in Taft-Hartley to render trade unions and the process of collective bargaining ineffective by indirection. During the past year, the favorable trend established by the repeal of the Louisiana "right to work" law last year has been reversed. Indiana enacted such a law this year, again bringing the number of "open shop" states to 18.

In California, we have been fortunate to stave off a statewide "open shop" enactment by the legislature, but all evidence indicates that the labor-haters are laying the groundwork for a "right to work" initiative on the ballot in 1958. Where the troublemakers have failed on the state level, they have wrapped themselves in the Constitution and the ribbons of the flag and gone into the "backwoods" areas of the state to sell their brand of destruction and disruption in a county-by-county campaign. Using stock pamphlets and stock petitions, they have succeeded in three counties (San Benito, Tehama, Trinity) and in the city of Palm Springs. Although all the court decisions secured thus far have knocked down the local "right to work" ordinances, all the evidence indicates that the forces behind the "right to work" campaign are continuing and expanding their destructive efforts. They appear unwilling to rest until they have plunged the state into open industrial war.

Under these circumstances, organized labor has no alternative but to respond with equal vigor to enlighten the state to the issues involved and prevent the dangers of "open shop" enactments. Financially and legally, the defense campaign must also be coordinated. Affiliated locals, therefore, are urged to give vigorous support to the three-pronged program covering these points set forth by the Executive Council of the Federation in June of this year.

We are confident that the people of this state, when informed of the real purposes of "right to work" legislation, will categorically reject the proposal. No one else, however, can do this for us, so that we have only ourselves to blame if we fail to disperse the "open shop" cloud that is threatening destruction of our advanced industrial democracy in California.

(c) Organized labor, in reaffirming its support of a \$1.25 per hour federal minimum wage, urges legislative priority be given to the extension of first class citizenship to some 9.5 million Americans denied the pro-

tection of the federal Fair Labor Standards Act who clearly are engaged in employment falling within the scope of interstate commerce.

These 9.5 million workers who have been relegated to "second class" citizenship by inaction are the forgotten men and women in our economy—the clerks in the big chain stores, telephone company employees, restaurant and hotel workers and those agricultural and processing workers employed by the big corporate farms. Denied the protection of the \$1 an hour minimum wage and the safeguard of the 40-hour week, many of these work long hours under disgraceful conditions of safety and sanitation. At a time when America is enjoying unprecedented prosperity, most of these people exist in poverty.

It is significant that organized labor does not seek this extension for union members. Union members earn more than the minimum wage. These are workers who do not have the advantages of union organization, and thus, no opportunity to negotiate better wages and hours, and no voice of their own in the legislative halls of the nation.

Together, there are actually 20 million workers whose jobs are not protected by the federal wages and hours law. Of this number, however, slightly more than half are employed in intrastate commerce by small business firms, or as hired hands on the small farms of the nation, and therefore fall outside the legislative scope of Congress.

State minimum wage laws not only have failed to protect adequately those potentially eligible for federal coverage, but are also failing in the protection of the 10 million who are exclusively within state jurisdiction. It is estimated that only 18 per cent of the 20 million excluded from the federal law (an estimated 3.6 million) are covered by state minimum wage rates established since 1945. About 7 million workers deprived of federal coverage are in retail trade, and of these only 1.5 million are covered by state laws. Further, only about 38 per cent of the 1.3 million workers employed in eating and drinking establishments are covered by state minimum wage orders. Thus, with state laws woefully inadequate, it becomes essential that federal law coverage be extended to its maximum potential.

The Eisenhower Administration bill on coverage extension presently before the Congress is pitifully inadequate. Put together by Secretary of Labor Mitchell, the

Eisenhower plan calls for extending coverage of the minimum wage provisions to only 2.5 million additional workers, but in so doing, specifically denies to them the protection of the 40-hour week in the Fair Labor Standards Act. In presenting the Administration program, Mitchell justified such a restriction by saying he opposed application of the maximum hour provisions because to do so would present "peculiar and serious problems" to business.

Organized labor supports the more liberal Morse-Kelley bill, and calls upon Congress to enact this measure when it reconvenes in January next year. The Morse-Kelley bill would broaden coverage by about 9.4 million workers. The largest number would be in occupations and industries where protection is most urgent: retailing and service (including hotels, laundries and cleaners), where 3.9 million more workers would be protected; agriculture, with coverage extension to 1.5 million; construction, 1.4 million; outside salesmen, 1.3 million; and miscellaneous other groups, the remaining 1.3 million.

The coverage yardstick in the Morse-Kelley bill provides that any firm with annual sales of less than \$500,000 should be exempt from the scope of the law. The Administration program, on the other hand, proposes an entirely new standard: a million dollars or more of incoming merchandise moving directly across state lines. Since supplies are bought at wholesale cost, this would mean gross sales by such a concern equivalent to \$1.6 million—more than three times the line of demarcation between big and small business adopted by the NLRB, and included in principle in the Morse-Kelley bill. In giving priority to coverage extension, organized labor has not lost sight of the need for increasing the minimum wage to \$1.25 per hour. The present minimum of \$1.00, which went into effect in March of last year was inadequate when enacted and grows more so almost daily as living costs increase and the level of real wages edges upward.

From the standpoint of the economy, the extension of coverage and an increase in the level of the minimum wage would give a sorely needed shot in the arm to sagging purchasing power. The increased income realized thereby would go entirely to low income groups and would not be buried under a mattress or invested in yachts, but instead, would be spent on food and clothing and other necessities of life. Thus the farmer, the merchant, and the whole of American industry would further prosper from the expanded pur-

chasing power, which, in essence, is the fuel that makes the wheels of the economy go around.

(d) The Federation will continue to press for a state statutory minimum wage of \$1.25 per hour applicable to all occupations not covered by the federal law for men, women and minors alike.

Under California law, the state minimum wage is established by industry or occupational wage orders of the Industrial Welfare Commission, and applies only to women and minors. A full year and a half after Congress raised the federal minimum to \$1.00, the Commission finally, at the end of May this year, got around to increasing the state minimum to the level of the Congressional enactment, effective November 15 this year. This performance again demonstrates the need for statutory enactment in California. The Commission is an antiquated body ill-suited for meeting the needs of workers in an industrial state such as California.

It is significant that in establishing the new minimum, the Commission ignored the single legislative standard in the law which it was bound to follow, and permitted extraneous matters and political expediencies to govern its decision. The Commission even ignored its own minimum cost budget, established to measure the legislative standard, which justified substantially more than the \$1.00 per hour minimum established and justified the Federation's demand for \$1.25.

Perhaps what is even more significant was the Commission's refusal to assume jurisdiction over occupations clearly within the mandate given the Commission by the legislature. The refusal of the Commission to assume jurisdiction over women and minors in agricultural and domestic employment is a case at point. Only because of the persistence of the Federation did the Commission finally and reluctantly concede to its "continuing duty" in the Labor Code to at least study the conditions of women and minors in agricultural employment, like all other occupations in which women and minors are involved.

In this regard, we stated in the Statement of Policy adopted by the Federation convention last year (1956 Proceedings, pp. 313-314), that "minimum wage setting by administrative order can be justified only if the legislature sets a standard and that standard is strictly applied." We stated further that if, in practice, as expe-

rienced in the last action of the Commission, "other considerations are going to be the determining factor irrespective of the legislative standard, then the minimum wage should be set by the legislature, for it alone has the authority, as an elected body, to make these other considerations."

We reaffirm that position at this time, and announce our intention to press for appropriate action before the state legislature, both when it convenes in 1959 and in the interim period before the Assembly Interim Committee on Industrial Relations, which recently announced its intention to hold hearings on the subject in connection with the related question of the revision of the women's eight-hour law.

Adopted, pp. 200, 203.

V

SOCIAL SECURITY

(a) The Federation reaffirms its general social insurance and social welfare goals in state legislation as set forth in the statements of policy adopted by the 1956 convention, but will not elaborate on them until next year because 1958 is not a legislative year.

The Federation's proposals for liberalization of state programs relating to unemployment insurance, unemployment disability insurance, workmen's compensation, aid to the aged, the blind and needy disabled were set forth in last year's statements of policy (1956 Proceedings, pp. 314-25 and 328-29). The state legislature will not meet again in regular session until January, 1959, well after California labor meets in convention in 1958. Accordingly, at that time all proposals for state legislation will be reviewed and restated in detail in the light of advances made at the 1957 general session of the legislature, summarized in the secretary-treasurer's report on labor legislation, *Sacramento Story, 1957*.

(b) California labor calls upon the 85th Congress to continue along the road of substantial improvements in the federal old age and survivors' insurance program partially paved by the 83rd and 84th Congresses.

The substantial improvements made in the federal OASI program in the past few years by the 83rd and 84th Congresses are viewed by labor as the first installment in a long overdue liberalization trend that

should not come to an abrupt halt with the 85th Congress, which has already completed its first session without action. We are pleased also that the amendments of recent years (1954, 1955 and 1956 *Proceedings*, pages 279, 245, and 325, respectively) have followed generally the constructive recommendations of organized labor, instead of the destructive and disruptive programs of the NAM-AMA and Chamber of Commerce combine, and for the "tightrope" antics of the Eisenhower Administration.

These improvements include, in addition to increased benefit payments, major extensions in coverage, an increase in the taxable wage base, the lowering of the retirement age for women, the adoption of a disability retirement program, and other changes, coupled with sound financing provisions. As steps forward, however, it cannot be denied that, in general, they were only half-steps.

The 1954 increase in the taxable wage base, which sets the maximum on OASI benefit payments, was restricted to an increase from \$3,600 to \$4,200—a boost of only \$600. The adoption of at least a \$6,000 tax base, as recommended by organized labor on numerous occasions, is fully justified by the increase in wage levels since the social security program was enacted, and would make possible a substantial boost in benefits, while at the same time insure the preservation of the wage-related benefit structure embodied in the OASI program.

The lowering of the retirement age for women, enacted last year, contains restrictions that should be removed. The wife of a retired worker is now permitted to start drawing benefits at the age of 62, but the benefit amount is reduced to 75 per cent of the amount she would receive should she wait until age 65. This, in effect, largely defeats the purpose of the amendment; namely, to encourage males to retire at 65 without having to wait two or three years until the female spouse, in the typical case, reaches age 65 for her full benefits. Likewise, working women and widows are now allowed to start drawing benefits at the age of 62. In the case of the widow, she receives her full benefit check, but the working woman who elects to retire at age 62 draws only 80 per cent of the benefit she would receive if she had waited until age 65. Both wives and working women who elect to retire at 62 continue to receive the lower benefit after reaching age 65. Organized labor believes that all women in the system should be eligible for full benefits, and at age 60, instead of 62.

We also reaffirm our position in support

of the reduction of the retirement age for males.

The disability retirement provisions inserted last year after many years of advocacy by organized labor also carry a major restriction, which although perhaps justified at the outset for administrative reasons, should now be removed. This is the restriction that allows payment of benefits only to covered workers who become totally and permanently disabled after the age of 50. Tragedy has no respect for age restrictions; payment should be made to begin immediately to any covered worker who becomes totally and permanently disabled.

In addition to these "clean-up" amendments, and the extension of coverage to the remaining few workers who are still unprotected by the federal program, we call upon Congress to give serious consideration to the establishment of a program of hospital, nursing home and medical care for retired workers, widows and orphans eligible for benefits under the OASI program. It is of utmost importance that the cost of such care for beneficiaries under the program be held to a minimum so that no one is deprived of proper care. In accordance with the recommendation of the national AFL-CIO, we urge service benefits with a maximum of 60 days hospital care and a total not to exceed 120 days in both hospital and nursing home. Services should include customary room care, bed-patient service and surgical care.

(c) California labor, in urging liberalization of the federal old age and survivors' insurance program, reiterates its position that the Social Security Trust Fund must be maintained on a financially sound basis.

Organized labor has consistently demanded that its program for liberalization of OASI benefits, and every measure enacted, carry financing provisions sufficient to maintain the solvency of the system as a social insurance program. By the same token, we have denounced and successfully resisted thus far the Chamber of Commerce-NAM proposal to accomplish universal coverage by financing the program on a pay-as-you-go basis as the first step toward converting the program from a system of social insurance to that of a dole.

In reaffirming this position, we quote in full a recent statement by the AFL-CIO Executive Council on the subject, in answer to publicized innuendoes that the Social Security Trust Fund is presently imperiled:

"As an organization whose membership constitutes the largest group of

beneficiaries and potential beneficiaries of social security, the AFL-CIO is deeply concerned with the financial soundness of the system. From the inception of the program, the trade union movement has insisted on realistic, long-term financing of the social security program and has always supported the increased contribution rates necessary for the improvements we have advocated. We have supported rates designed to build up a reserve in the early years in order to prevent disproportionately high rates in the future.

"Recently a number of stories have appeared to the effect that the benefits are exceeding income with the implication that, as a consequence, the Social Security Trust Fund is imperiled.

"We see no cause for alarm. When the most pertinent facts about the system are reviewed, a possible temporary deficit in income as against benefit payments can be seen in perspective.

"First, the system is a going concern. Monthly benefits are being paid to over ten million aged, and the surviving widows, children and parents of deceased workers under the Old Age and Survivors' Insurance System. These benefits currently total about \$650 million per month. There has never been a default of any benefit payment, nor is there any likelihood of there being any. Disbursements for benefit claims and administrative expenses will grow, but so too will income from contributions and interest.

"The more than \$22 billion now in reserve provides an adequate cushion against temporary deficits. The rate schedule now in the law will prevent any temporary deficit from becoming permanent. This schedule provides at present a combined employer-employee contribution rate to finance the retirement and survivor benefit program, of 4 per cent of the employees' first \$4200 annual earning. It further provides that the combined rate will rise to 5 per cent in 1960; to 6 per cent in 1965; to 7 per cent in 1970; and to 8 per cent for 1975 and later years. An additional ½ per cent of taxable earnings is paid into a separate fund to finance the payment of monthly insurance benefits to the disabled under the provisions of the amendment passed last year.

"While these financing provisions appear adequate, we recognize that there are unpredictable elements in the system. It was for this reason that the AFL-CIO sponsored an amendment that

was adopted in Congress last year. This amendment provides that, well in advance of each scheduled tax increase, an Advisory Council on Social Security Financing shall be appointed whose function will be to review the status of the trust funds in relation to the long-term commitments of the programs. This council will consist of the Social Security Commissioner as chairman, and twelve persons representing employers, employees, the self-employed and the public. The council is authorized to engage its own independent actuaries and financial experts. The council's report and recommendations on any necessary changes in tax rates are to be given to the Congress sufficiently in advance of the scheduled tax rate increase to permit Congress to enact any changes found necessary.

"The first such council is to be appointed this year. If there are any weaknesses in the system, this independent body of citizens will be able to bring them to light in time for Congress to act. We are confident the system is sound, but in a matter affecting the future welfare of so many millions of people, this periodic double check is thoroughly in order."

(d) Organized labor, in continuing to press for improved medical care programs through collective bargaining, has not lost sight of the paramount need for the enactment of a comprehensive prepaid medical care program on the national or state level in order to provide qualitative medical care for all, regardless of income.

Organized labor is rightfully proud of the role it has played in the development of prepaid medical insurance programs in the United States, which are helping to bring qualitative medical care within the reach of millions of workers and their families who, prior to the development of such programs, had been largely priced out of the fee-for-service medical care market. The story of the successes obtained is largely the story of the successes obtained in collective bargaining in the negotiation of health and welfare programs, in their joint administration by labor and management under trust fund arrangements, and the continuous review of such programs to obtain the greatest possible benefit per dollar expended within the present limited prepaid medical care plan market. In this regard, the Federation is making every effort to be of assistance to affiliated unions, as, for ex-

ample, in the sponsorship of the week-long health and welfare conference this summer, which was attended by labor representatives from all parts of the state. We pledge continuance of our efforts along these lines.

At the same time, we would be derelict in our duty if we did not look beyond the labyrinth of problems associated with negotiated prepaid medical care programs to the ultimate medical needs of the workman and the nation as a whole. Our vast knowledge and experience with existing voluntary programs, rather than indicating a possible solution to the problem of financing the nation's medical bill, has only made us more acutely aware of their serious limitations.

At latest count, approximately 66 per cent of the population have some type of voluntary health insurance to assist them in financing a part of their medical bills in advance of sickness. While two-thirds of the people are covered by prepayment plans, less than 23 per cent of the nation's \$11.2 million medical bill is being defrayed by such plans, according to the latest survey of the Social Security Administration in December, 1956. The great bulk of medical care expenditures still come from the individual's pocket on an expensive and frequently prohibitive fee-for-service basis.

The basic reasons, as summarized in the statement of policy adopted by our last convention (1956 Proceedings, pp. 326-329), are these:

"The primary reason for the low percentage of expenditures met by existing plans, despite the much higher rate of coverage, rests in the limited nature of the plans available to the public and unions. Only a small fraction of the plans offer comprehensive medical care, with incentives for preventive medicine, which organized labor seeks for all Americans. Most voluntary plans are of the limited indemnity type underwritten by private insurance carriers, or the Blue Cross and Blue Shield type of plans which emphasize benefits for hospital and surgical expenditures during acute illness. Yet this type of service accounts for only about a third of family medical care expenditures. Fees and charges for physicians' services constitute the largest single category of medical costs, but insurance benefits are presently covering only a small portion of these. Further, the limited benefits provided by most existing plans are either reduced considerably for dependents or denied dependents altogether, despite the

fact that family dependents incur 80 per cent of the family medical bill.

Such a national health insurance program, designed to make complete prepaid health protection available to all Americans, with contributions geared to income, indeed remains the major goal of organized labor. Further, in the absence of a national program, California labor will continue to work for a comparable program on the state level.

In this vein also, we noted last year the limitations of so-called "major medical insurance" or "catastrophic insurance" programs presently being pushed on a national scale, pointing out their usefulness only as secondary supplements where satisfactory basic programs of comprehensive care exist. Likewise, we noted the growing attention being given to the development of direct service prepayment plans which, in addition to providing more comprehensive medical care, are not subject to abuses found under cash indemnity plans. While recognizing the shortcomings of these plans, we pointed out that they are "going in the direction which the labor movement wishes to go, providing a sound basis for comprehensive medical services which will be able to advance even more effectively with the stimulus of national health insurance."

"It should be noted also that the limited indemnity plans have tended to serve the doctors admirably in their practice of charging what the traffic will bear. Indeed, more than strong grounds for suspicion exists that persons covered by such plans have been left no better off than had they been without coverage. In many respects, indemnity plans can 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."

"Apart from the limited nature of most existing plans, the great wave of expansion of such plans has largely by-passed those most in need of medical care, and least able to afford it, with 60 per cent of families with annual incomes of less than \$3000 still without any protection whatsoever, not even the limited hospital-surgical protection provided by the limited type of voluntary plans that prevail.

In reaffirming these positions, we again point out the necessity of combining any comprehensive prepayment program with

a like program to develop the nation's medical resources. The essentials of such a "resource" program were also listed in last year's statement of policy (1956 Proceedings, pp. 326-328).

Adopted, pp. 224, 225.

VI HOUSING

(a) America's housing crisis, aggravated by the tight money-high interest policies of the Eisenhower Administration, is incapable of solution so long as the President continues to subordinate the housing needs of the people to the profit motives of the banking interests who helped finance his election.

In the face of the housing needs of the people, which housing experts agree is a minimum of 2 million units a year, private housing starts have declined from 1.3 million in 1955 (exceeded only by 1950) to 1.1 million in 1956, with present indications of only 900,000 starts in 1957. This will be the first year since 1948 that housing starts have dipped below the million mark. In this single year more than 1 million families—at least 3½ to 4 million men, women and children—will be deprived of the houses they need. Further, our housing supply will be falling behind instead of catching up in the race with ever-growing requirements.

The basic reason for the decline in housing construction is the drying-up of funds available for investment in residential mortgages, stemming directly from the Eisenhower Administration's tight money-high interest policies which have siphoned the mortgage money of the bankers and investors away from housing mortgages to feed at President Eisenhower's high interest trough.

The serious nature of the housing crisis, however, stems only partially from the reduction in the number of units being constructed; of more fundamental importance is the wide disparity between the value of homes which the people most in need of housing can afford and the value of homes being built under existing housing programs, i.e., primarily the FHA and VA programs. Surveys across the nation show that in all major urban areas, with one or two exceptions, substantially less than 25 per cent of the families in the respective areas can afford even the "minimum selling price" home being offered for sale. For the nation as a whole, the figures show that 86 per cent of the homes

being built under existing programs fall within the financial reach of less than 20 per cent of the nation's families. The low income families are completely priced out of the private home market, while a small portion of the middle income families, by overextending themselves, are able to enter the private market for the few least expensive homes that are being constructed.

Thus, the crux of the housing crisis is the money gap between supply and demand, and the failure of the present Administration to seek housing programs to close this gap. Instead, it has confined itself to the stimulation of existing programs to stop the construction decline of expensive housing, and then only through the process of adding more to the interest trough for the bankers and investors.

The 1957 housing law enacted by Congress, although better than no law at all, generally follows the above course, and at best can only take up the slack in the over-the-year drop in housing construction, thereby increasing the volume of expensive housing construction for a limited market to the inadequate levels of housing construction (both in quantity and value) achieved in recent years.

The most publicized improvement is the substantial reduction in the down-payment requirements for FHA-insured housing, which reaches only upper middle income and upper income groups. The reductions, however, were in the form of "reduction authorization" to the Eisenhower Administration, which, after much reluctance, were applied only in combination with a "windfall" delivery to the interest trough in the form of an increase in the FHA interest rate from 5 to 5¼ per cent (from 5½ to 5¾ per cent in effective rates). In so raising the interest rates, the President was sharply critical of Congress for not obliging his request for an increase in the interest rate on VA home loans from 4.5 to 5 per cent. At the same time he chastised Congress for placing new limits on "discounting," a device whereby lenders take in even more than the interest rate set in the mortgage, by calling for its repeat at the next session of Congress.

Other major provisions of the inadequate 1957 housing bill include: increases in the Federal National Mortgage Association's authorizations, but without removing the quasi-private control provision inserted as part of the Eisenhower program in 1954; a number of limited consumer protections; a \$350 million authorization for one year for capital grants under the slum clearance and urban renewal

program (twice the amount requested by President Eisenhower); and the authorization of a number of administrative improvements in the public housing program, which has been virtually destroyed by Congress and the Eisenhower Administration.

Organized labor can see no hope for progress in the solution of the nation's housing crisis, which is growing worse yearly as a result of inaction, until housing programs are fundamentally reoriented to meet the needs of the people, rather than the insatiable appetites of the bankers and the investors. The primary emphasis must be on housing for middle and low income families as recommended in Section (b) of this statement of policy that follows.

(b) The 2 million units a year level of housing construction needed to meet the nation's minimum requirements, and to prevent the housing crisis from growing worse, can only be achieved if home building activity is fundamentally redirected to make available a far larger number of homes within the means of low and middle income families.

Organized labor and other organizations supporting a comprehensive housing program have insisted that the housing crisis can only be met by legislation which will overcome the fundamental disparity between family incomes and the price of housing noted in Section (a) of this statement. This cannot be accomplished by high interest rate policies aimed at increasing the availability of residential mortgages, which merely increase the disparity.

Until private lenders make mortgage funds available at reasonable costs, the federal government must fill the breach, and the money made available by the federal government must be used to make housing available to low and middle income families at a cost these families can afford to meet.

Low Income Housing

The inability of the private housing industry to meet the needs of low income families has been established beyond doubt. Public housing is the only known method of providing decent housing for the families in this income group who have been condemned to the slum areas of the nation.

In 1949, Congress authorized construction of 810,000 low-rent public housing

units over a period of six years. Since then, merciless congressional slashes in the public housing program have held the actual number of units completed to only a fraction of the number originally authorized.

The Eisenhower Administration, while publicly admitting the need for public housing, has done nothing to counter the unscrupulous attacks on the public housing program. Instead, it has done everything possible to hamstring even the drastically curtailed program the Congress has permitted. The result is that the public housing program has been prevented from achieving its fundamental purpose of meeting the basic human need of hundreds of thousands of underprivileged families.

Organized labor recognizes that the public housing program which has been all but destroyed cannot be expanded overnight, but the urgent needs of low income families for decent housing will never be met until a continuing long-run, large-scale program is assured. Authorizations must therefore be stepped up to at least the 200,000 a year originally provided in the 1949 Housing Act, with provision for carry-over of authorizations for which there is no demand during the period needed to get the program on its feet again.

Middle Income Housing

A middle income housing program must be the crux of any comprehensive housing program designed to meet housing needs. Between the relatively low percentage of families who can afford to buy today's expensive housing and the low-income families whose needs can only be met by public housing are perhaps half of the nation's families, who are effectively being priced out of today's housing market. These families, with incomes ranging from \$3,000 to \$6,000, are in a no man's land.

The answer to their problem must come in the reduction of financial charges by lowering the interest rate and lengthening the period of the loan. Organized labor, therefore, supports the program that would establish a national mortgage corporation to make direct long-term loans at low interest for sales, cooperative and non-profit rental housing for moderate income groups. The interest rate should be set just above the cost to the government of borrowing money, plus an amount necessary to cover administration costs of the non-subsidized program.

Until a program such as this is developed and combined with a sound public

housing program in an improved, workable slum clearance and urban renewal and redevelopment program, there is no hope for decent housing for better than half of the nation's families. In the mind of labor, it is incredible how a nation with aspirations of greatness and world leadership could possibly afford to ignore such a basic item as shelter for half of its population.

Adopted. p. 225.

VII

AGRICULTURAL LABOR

(a) The extension to agricultural workers of the basic organizing protections of federal law and the other benefits of social legislation of the New Deal era remain a prerequisite to any real improvement in the plight of the hired farm worker.

The agricultural worker, more than any segment of our working population, remains the forgotten stepchild of our economy. The migratory agricultural worker, specifically, is the most exploited of these workers, and the victim of callous inaction. As the AFL-CIO recently put it in a policy declaration:

"In recent years, the plight of this group of workers has developed into one of the most serious social and economic shortcomings of America. The labor movement's efforts to alleviate their wretched condition of substandard wages, unsanitary housing, miserable working standards, and the absence of adequate educational, religious and other community facilities for their families have been greatly hampered as the result of the specific exclusion by Congress of these workers from the protection of our labor laws and the resultant lack of any effective trade union organization among them. In addition, workers in agriculture are denied the benefits of virtually all other federal social, protective and welfare measures designed to aid the unfortunates of our society."

The plight of the agricultural worker has been compounded many times by the importation of cheap foreign workers to the point of driving the domestic workers from the field, and forcing greater and greater dependence on foreign workers. (See Section (b) of this statement.)

Organized labor recognizes that, because of this fundamental dislocation of the domestic labor supply, and the basically chaotic nature of the labor market through which the migrant worker must wander in search of work, there is no ready-made

panacea for the solution of the entire agricultural labor problem.

The problem cuts across all phases of life, involving the basic requirements of human existence—food, housing, sanitation, medical care, education of the children of migrants, etc.—and as such can only be solved by a total, coordinated approach at all levels of government activity in full cooperation with the private sectors of the economy. The total solution, in actuality, involves "smoothing out" the migratory trail so as to maximize the work schedules and wages of migrants and to minimize the amount of wasteful human displacement stemming from the present haphazard operation of migratory work patterns. Along the smoothed trail, special programs must be developed and put into operation to insure the migrant and his family that he shall not be denied the essential community facilities that provide the "backdrop" for the so-called American standard of living.

While it is in this direction that we must keep looking for the total solution, the first and essential step is to raise the agricultural worker to the level of a "first class" citizen by extending to him the protection of the law in his right to organize, and all the other benefits of social legislation afforded other workers during the past two decades or so. This indeed must be the starting point in a concerted attack on the total agricultural labor problem.

Our end objective remains the elevation of the millions of hired farm hands in America to a position of "parity," in legal rights and dignity, with their brothers and sisters in other trades and industries.

(b) Organized labor renews its pledge to oppose the importation of foreign agricultural workers under conditions which depress domestic farm labor standards, drive the domestic farm workers from the field, and make the agricultural economy more and more dependent on cheap foreign labor.

Fundamentally, it is the position of organized labor that the so-called existing shortage of agricultural workers is an artificial shortage stemming from the refusal of employers of farm labor to provide wages and working conditions that meet the very minimum standards of decency acceptable to Americans. Indeed, it is the calculated policy of farm employer groups, led by the corporation farmers, to keep those standards below American levels of acceptability so as to create an artificial

shortage of domestic help that enables them to successfully press for greater quantities of cheap foreign labor.

In this manner, more and more domestic workers are being driven from the field daily, with the result that the dependency on foreign labor supply is becoming greater and greater. The widespread use of Mexican nationals today demonstrates the point.

This Federation, from the inception of the Mexican national program during World War II, repeatedly stated that it was not opposed to the importation program so long as it was not used to reduce wages and working conditions and to displace domestic workers. In the long period following the end of the war, when the efforts of labor were being concentrated on the elimination of the disastrous volume of "wetback" traffic, we made clear our position that any use of foreign labor should be by international agreement and strictly enforced legal and contractual requirements that would preclude any adverse effect on the domestic labor market. The program, however, has never been operated to afford this protection.

On the contrary, when "wetbacks" were in abundance the requirements of law designed to protect the domestic worker in the case of legal importations were meaningless inasmuch as such legal importation was only necessary as a supplement to the virtually unlimited supply of "wetbacks." Together, the unrestricted use of "wetbacks" and provision for legal importation provided the "anvil and the hammer" for the flattening of wages and working conditions of domestics and the driving of them from the fields. It is significant also, that when the U. S. government finally sought to stem the tide of the "wetback" invasion, it did so in conjunction with an obvious relaxation in the legal importation program, which in effect amounted to a "legalization" of the "wetback." (See Statement of Policy, 1955 Proceedings, pp. 254 and 216.)

These policies have enabled employers of agricultural labor in many areas of the state to eliminate the domestic worker completely and to convert the agricultural labor market to one of exclusive dependence on foreign labor. In these and other areas where foreign workers are the primary source of supply, it is foolishness to talk about "prevailing domestic wage rates." The wage rates set in the Mexican national agreements in such areas are usually the unilateral rates determined by the employers, set at levels to keep domestics out of their cheap foreign labor pool.

In the face of these adverse developments, organized labor has continued to fight for the proper enforcement of the legal requirements of the Mexican national program. The limited success obtained thus far has forced moderate increases in agricultural wage rates, but it is apparent that, under present conditions of foreign labor dependence, only a fundamental redirection of the entire farm labor program can possibly correct the deplorable agricultural labor market conditions that have developed.

We renew our pledge to work for the strict enforcement of existing laws governing the importation of agricultural workers and to seek their improvement where they fail to provide domestic workers with the necessary protection. At the same time, we shall continue to oppose new schemes for farm labor importation that seek even further destruction of what is left of American farm labor standards and conditions.

In this regard, it is significant that where organized labor has been able to force moderate increases in wage rates and improvements in working conditions of Mexican nationals, the farmers have sought and are presently seeking new and cheaper sources of importation, to reestablish their virtual unilateral control over wages and working conditions.

Led by California employers in a pilot importation program of Japanese workers under the provisions of the McCarran-Walter Act, a new effort is being made to open Asia as a new source of unlimited cheap labor. Under this act, the imported workers have virtually none of the limited protections found in the Mexican national agreements. On the contrary, they are being imported as virtually indentured servants, without any voice in the determination of their wages or working conditions, and bound to serve their "masters" until they earn enough money to pay transportation costs from and to their home. The areas for exploitation are thus virtually unlimited.

Under the same type of program, it was recently announced that 1000 Filipino farm workers will be imported to California. A vanguard of 15 arrived a few weeks ago in northern California, supplementing the some 300 Japanese workers already in the northern part of the state.

California labor is unalterably opposed to these importations. We shall continue to oppose them until basic protections are afforded both the imported and the domestic worker, the same as we have con-

sistently advocated in the importation of Mexican nationals.

In this effort being made to extend importation to new levels of exploitation, we do not find it a coincidence that the areas of agitation for such extension are also the areas where the proponents of "right to work" legislation are most active. It is undoubtedly apparent to the farmers who seek a return to indentured servitude that it is the trade union movement that stands between them and their undemocratic aspirations.

Adopted, p. 225.

VIII CIVIL RIGHTS

(a) California labor rededicates itself to the vital and historic task of extending equal rights and equal opportunity to every field of American life.

The leading role of organized labor in this unending struggle is implicit in the establishment and the functioning of the trade union movement. Our primary goals relate to the improvement of wages and working conditions, to the provision of continuous employment, and to a steadily rising standard of living. In a word, we seek as our primary goal the extension of a measure of "security" to the life of the working man and his family.

We know full well that there can be no real progress in the direction of raising living standards of the workingman so long as some workingmen, as a result of discrimination and the denial of equal opportunities and rights, are prohibited from sharing in those rising standards. By the same token, we have only false security as long as we condone in our economy the idea that one man's security should be based on the insecurity of another. Yet that is the essential and fundamental basis of discrimination and the denial of equal opportunity and rights. No organization, therefore, is more bound by its historical goal of "security" for the workingman to assume the leadership in the elimination of discrimination as perhaps the major obstacle in the path of achieving that major goal, than the organized labor movement itself.

In essence, no trade union can afford to compromise with the fundamental principles of democracy, for the rights of labor and the rights of all minorities are identical rights. As proof of the latter we need only look at the "White Citizens Councils" that have sprung up in the south to stop the rising tide of human decency. As

AFL-CIO President Meany declared recently, in accepting the NAACP's annual "Philip Murray Award", the people behind the White Citizens Councils are the "same people who have fought the trade union movement most viciously over the years. . . . The forces dominating the setup are against not only equal rights for Negroes, but equal rights for labor."

In rededicating ourselves at this convention, we emphasize that it is to every field of American life that we seek the extension of equal rights and equal opportunity. We cannot, for example, consistently uphold the right of an individual to equal employment opportunities and at the same time sanction by inaction policies and practices that would deny such individual full realization of the fruits of equal employment opportunity by refusing him equal rights to decent housing. The same is true of discrimination in any other area of American life which we continuously seek to improve. Our goal is complete eradication.

By the same token, we must not confuse the necessity of comprehensive goals with the acceptability of piecemeal action. While we aim and work for the optimum, we cannot turn our backs on piecemeal progress, no matter how small, so long as it is the maximum which could be obtained at the moment.

The sorry spectacle witnessed in the United States Senate earlier this year when that body proceeded to emasculate the "minimum" civil rights bill sponsored by the Eisenhower Administration must be measured against this criteria of acceptability. We need not hide our disgust with the manner in which the Senate first removed the provision which would have allowed the Justice Department to seek court injunctions to enforce school integration decisions and civil rights laws generally, and then secondly, inserted the jury trial amendment in criminal contempt cases stemming from violations of court orders. It seems incredible, indeed, that anything so flagrantly anti-democratic could happen in a nation that sincerely believes and sells itself to the world as democracy's champion. Certainly, we should be concerned over how long it will take to remove this blot on American democracy from the eyes of the world, especially in the dominant colored areas of the world.

While this disgust goes deeply, we cannot ignore or deny the fact that actual progress was made. The bill eventually passed by the Congress does provide limited protections against violations of the right to vote. It also authorizes

creation of a new civil rights division in the Justice Department. Further, the measure provides for the creation of a new civil rights commission, with the full power of subpoena, to investigate charges that civil rights are being violated and thereby pinpoint the need for remedial legislation.

Although the civil rights bill is pitifully inadequate, when measured against the comprehensive proposals of organized labor, it nevertheless represents progress—the first since the reconstruction days following the Civil War, some 82 years ago, when the Congress last passed a civil rights measure. In accepting the advances as the best that could be achieved under the circumstances, we note only the magnitude of the job that still remains.

We shall continue to press for Congressional action that will round out the essentials of a comprehensive civil rights program:

1. Enactment of an effective federal fair employment practices law.

2. Appropriation of federal funds for education, housing and welfare available only to those programs and projects that comply with Constitutional bars against segregation and other forms of discrimination.

3. Passage of a federal anti-lynching law to give effect to the constitutional guarantee that no person shall be deprived of life, liberty, property without due process of law.

4. Enactment of a federal anti-poll tax law to give full effect to the franchise as the fundamental right of citizenship.

5. Passage of a measure to strengthen existing civil rights laws by authorizing the Attorney General to take necessary actions to prevent or redress acts or practices which violate present laws, and giving him authority to protect civil rights in all parts of the country.

6. Elimination of remaining segregation and other forms of discrimination in interstate travel.

7. Elimination of the filibuster in the Senate and removal of the dictatorial powers of the House Rules Committee.

In reaffirming these legislative goals, we do not delude ourselves that laws in themselves can wipe out prejudice and bigotry. Prejudice and bigotry are personal, subjective things. But discrimination, segregation, lawlessness and inequality are social acts—and these society has a right and duty to eliminate as rapidly and as thoroughly as possible.

(b) California labor, while reaffirming its support for national FEPC legislation, renews its pledge to continue to work cooperatively with the California Committee for Fair Employment Practices until success is obtained in the enactment of such legislation on the state level.

One of the primary goals of organized labor in state legislation remains the enactment of fair employment practices legislation. For the past few years, we have sought this goal in cooperation with other like-minded groups under the leadership of the California Committee for Fair Employment Practices. We pledge our continued support and cooperation with this committee until the job of enactment is completed.

We are fully aware of the long uphill struggle that remains, but we are equally confident of eventual passage. Just as need for FEP legislation has been clearly established before the legislature, so have the hollow fears of the employer groups been exploded by the overwhelming volume of favorable experience under legislation in other states which has been collected by the California FEP Committee.

During the 1957 session of the California legislature the California Committee was successful in pushing the FEP legislation one step forward in the long road to eventual passage. Following passage by the Assembly, just as two years ago, the measure was tabled by the employer-dominated and controlled Senate Committee on Labor. This tabling action was a foregone conclusion. But what was important, however, was the success obtained by the FEP Committee in bypassing the Senate Labor Committee and forcing the issue to a test on the floor of the Senate. This was accomplished by the insertion on the Assembly floor of FEP amendments in a Senate bill which had to go directly to the Senate floor on the issue of concurrence or non-concurrence in the Assembly amendments.

Although the bill was defeated upon its return to the Senate, we now have a usable floor test on the issue. The challenge to organized labor is to put that test vote to maximum use, because it is the one "tool" that will hasten the day of inevitable passage of FEP legislation through the Senate, the one remaining hurdle.

To many, it may appear as gross distortion to refer to the Sacramento action as "progress", but taken in the context of the system in which we must work, it

most certainly reflects progress. We must avoid as much as possible the pitfall, the great temptation to attack the Senate and then retreat in disgust, for the abrupt manner in which it tabled FEP legislation. This is the lesson which organized labor has learned the hard way, because it has succumbed to such temptation in the past and suffered setbacks as a result. Almost every piece of labor legislation ever enacted has been pushed through in successive steps over a period of time, applying steady pressure and utilizing to the maximum every possible advantage gained along the way. FEP legislation is basic labor legislation.

Organized labor is pleased that the California Committee for Fair Employment Practices, with which we have cast our lot in this issue, has followed and is continuing to follow the course proven by experience, because this is the shortest and the quickest road to enactment.

We feel confident also that the enactment of an FEP ordinance in San Francisco this year, the first in the state, will help speed the day of enactment of needed state legislation. The successful operation of that ordinance could very well provide the added local experience, lacking thus far, that will tip the scales for early passage. Pending the adoption of a state law, our local movements should join efforts to secure passage of city ordinances wherever possible.

(c) Organized labor calls for an expansion of efforts in the field of housing to end the discriminatory practices that stand in the way of slum clearance and urban redevelopment and that force the practice of a modified version of school segregation.

As we approach closer and closer to the goal of securing equal employment rights (see Section b), we must raise our sights and begin laying the ground work for the next major effort or focal point of concentration in the extension of equal rights. The widespread practice of discrimination in housing, with all its attendant evils, leaves no doubt as to the area of greatest need.

Second only perhaps to the denial of equal employment rights, no single area of discriminatory practice more vitally affects the character of American society, than the practice of discrimination in housing.

There is no room for smugness on the part of Californians in their attitude

toward the South on the school segregation issue. Although we do not have school segregation as such in California, we have the next thing to it because of our segregated neighborhoods. Discrimination in housing at once forces school segregation by the "back door," and at the same time lends itself beautifully to the practice of "gerrymandering" school zones for segregation purposes.

Discrimination in housing also stands as the greatest single obstacle to realization of the goal of renewing our cities, eliminating slums, and providing a decent home and a healthy environment for every American family. It is difficult indeed to contemplate the destruction and redevelopment of slum areas when frequently those are the only areas in which minority groups are permitted to live, and when no assurance exists that non-discriminatory practices will be followed in redevelopment projects. What is even more threatening, redevelopment of one slum area only leads to the overcrowding and decay of another so long as discrimination in housing is sanctioned.

By convention action taken last year, California labor has already indicated the type of comprehensive programming that is necessary if the discrimination problem in housing is to be seriously and successfully approached. In reaffirming that program, we first of all call upon the President and the federal housing officials responsible to him to adopt the following programs:

(1) Issue a presidential directive to all housing and finance agencies prohibiting any kind of federal aid for housing that is not made available without regard to race, creed or national origin. This would include housing funds, guaranteed federal mortgage insurance, slum clearance and urban renewal aid, etc.

(2) Require of any and all government agencies, including urban redevelopment and renewal agencies, that as a condition of using public funds, they implement a policy of non-discrimination and non-segregation.

(3) Establish as government policy that FHA- and VA-insured loan guarantees be withdrawn or denied to any builder or promoter who rejects an applicant because of the applicant's race, creed or national origin.

(4) Assist in the securing of Congressional action to clearly specify the non-discriminatory principle upon which federal housing programs are based.

On the state and local level, we must

seek corresponding administrative actions where state and local programs mesh or tie in with the federal programs.

Further, on the legislative level itself, we call upon Congress to:

(1) Support with necessary funds a program of public housing and urban redevelopment and renewal large enough to meet the growing shelter needs of low income groups in which the bulk of the victims of housing discrimination fall.

(2) Provide that all funds appropriated for housing assistance shall be used in projects or to support building which will be made available to applicants without regard to race, creed or national origin.

(3) Institute investigations of real estate brokers, builders, banks and other lending agencies whose pattern of interest rates and loan qualifications often discriminate against the builder who would sell on a non-discriminatory basis, or against the owner who is of a minority group.

We note here again that comparable legislative actions are necessary at the state and local level where the programs of various levels of government mesh.

In the final analysis, it is at the local level that the benefits of non-discriminatory policy can be realized or defeated. It is of utmost importance, therefore, that all public housing and redevelopment agencies and planning commissions in the housing field have adequate labor representation on their policy boards, and that these labor representatives assume the responsibility for strengthening the non-discriminatory practices of these bodies.

By mandate of the last convention, the Executive Council of the Federation has established a standing committee to assist in the implementation of the above policies. The magnitude of the task ahead, however, requires more than the continued functioning of this committee. The need, rather, is for statewide coordination of all activities leveled against discrimination in housing. In this direction, the California labor movement extends full cooperation in the same manner in which it has cooperated and worked with and through the California Committee for Fair Employment Practices.

Adopted as amended by addition of new Section d, p. 226.

IX

EDUCATION

(a) Organized labor calls upon Congress and the President to set aside political differences and to take immediate action, upon the recon-

vening of Congress in January, to assure passage of a substantial program of federal aid to education.

The bare facts of the national school crisis dictate the need for action.

The nation's children are returning to school this fall to a shortage of better than 160,000 classrooms, and with promises only that the deficit will continue to mount unless immediate and substantial federal aid is provided. The reasons are readily understandable.

In the next five years, public school enrollment is expected to increase by some six million, which will require the construction of 225,000 new classrooms just to meet this expanded enrollment. If the nation is to provide for this increase and at the same time replace the schools that become obsolete or are otherwise unusable, and, in addition, attempt to correct the present 160,000 deficit, it will be necessary to construct approximately 500,000 classrooms in the next five years. On the other hand, if we continue to build at last year's record of 63,000 new classrooms for the next five years, we will have constructed only 315,000 new classrooms, and the present deficit will have increased in turn by another 25,000 classrooms.

The present and projected classroom shortage is overshadowed only by the shortage of qualified teachers. Last year's deficit of 120,700 teachers will hit 135,000 this year, and will continue to expand unless something is done to provide salaries and conditions which will attract qualified students into the teaching profession and retain them once they have entered the profession.

That the needs of the nation's public school system, as reflected in the above shortages of classrooms and teachers, have outgrown the capacity of the states and the local communities to finance them is no longer a seriously disputed question. Both major political parties have recognized that some kind of federal aid is imperative if all American children are to enjoy what is considered their educational birthright—a chance to acquire the knowledge and the skills on which individual welfare so much depends. The tragedy of inaction thus far rests in the apparent political amorality of those in both parties who run for office on platforms pledging federal aid to education, and then either cast votes against it or do not raise a finger to see it enacted. California labor does not hesitate to place President Eisenhower in the latter category.

It is an accepted fact, cited by members of Congress from both parties, that one of the major reasons for the refusal of the House this year to pass a compromise federal aid bill providing for \$1.5 billion in aid over a five-year period, was the "do-nothing" position assumed by the President.

The situation was fairly summarized by Carl J. Megal, president of the American Federation of Teachers: "Two days before, when I called to Washington, I was told that if the President made 20 calls, the bill would pass easily. On the night of July 22, the President stated he could not approve some aspects of the bill, although he would accept the measure if it passed. This vacillation on the part of the President was seized upon by the big interests and propagandized in the metropolitan press as the real reason for the defeat of federal aid legislation. But those of us who have fought the fight know full well that the President knew exactly what he was doing. By riding both sides of the fence, he surrendered to the special interest groups who opposed federal aid to education, not because of federal control, but because federal aid represents a transition in the tax structure. Federal aid to education represents a transition from a property tax to a corporate and personal income tax. The large corporate interests represented by the National Association of Manufacturers and the Chamber of Commerce are unwilling to share even a minor part of their enormous earnings for the education of children."

The pressing needs of the nation's children do not permit the toleration of such selfish views. Organized labor urges that Congress and the President put aside political differences and face up to the responsibility of a democracy to its children. Whether a child is born and reared in Iowa, California, Mississippi, or New York, he is at the same time a child of the United States. The welfare of both the nation and of every child requires that at least a minimum educational opportunity be assured.

In accordance with previous declarations of position, therefore, we urge immediate enactment, upon the reconvening of Congress, of at least a \$1 billion a year aid program for the next five years for both classroom construction and the improvement of teacher salaries so as to attract an adequate number of competent teachers.

(b) California labor rededicates itself to the active support of the public school system of the state, and

pledges full cooperation in all efforts to meet the legitimate and expanding needs of the system.

In assuming the leadership in the campaign to establish our system of free public schools more than a century ago, organized American workers did so because they were motivated by the realization that education is essential (1) to informed and intelligent participation in the affairs of government, and (2) to an individual's opportunities to advance. Today, American labor is concerned with the problems of our public schools for the same reason. And we in California, like the rest of labor, will continue to be interested in the affairs of our school system just so long as free men wish to participate in the affairs of their government and seek a better life for themselves and their families.

As the cost of education rises under the double impact of mounting enrollment and broader concepts of the role of the schools, we have no willingness whatsoever to compromise the practice of the ideals of a free public school system in a democracy for the false economy of trimmed school budgets. For such false economy we pay in the end not merely in too few and below-standard classrooms and teachers, but in coming generations of citizens who are not fully qualified to comprehend and resolve the increasingly complex problems of modern government, and in men and women whose capacities for useful and profitable lives are not fully developed.

Instead of compromise with costs, we urge that the school needs of the state be met head-on, and pledge the following:

1. Full support of sound financial efforts to meet school construction needs. In this regard, we will continue to support all state bond issues designed to provide state school building aid to needy districts, but at the same time note the desirability of less expensive pay-as-you-go financing whenever feasible.

2. Support of expanded state aid for the operation of public schools, as distinct from schoolhouse construction. By the same token, we reaffirm our strenuous opposition to aid proposals, such as that sponsored by the California Teachers Association at the recent session of the California legislature, which do the bidding of big business and the wealthy by seeking "tie-in" revenue provisions that would force the workingman to pay a disproportionate share of the added revenue cost.

3. Opposition to any and all efforts of

special interest groups to control the subject matter of education. In our opposition, however, we do not deny the right of various special interest groups to share in the responsibility of helping to form school policies, or seek in any way to prevent them from participating in the development of the school curriculum. On the contrary, public education is truly a community function, in which the degree of community participation largely determines its success or failure. We, as a movement, have urged and continue to urge our members to seek representation on school boards and other duly constituted educational bodies. Likewise, we have urged and continue to urge our central labor bodies to take an active interest in the operation of our schools and to seek representation on all advisory bodies. We believe wholeheartedly in the principle of advisory bodies and study councils and in the contribution which they can make for the advancement of education. But that is where we stop, for we feel that it is only through such groups and through individual representation on elected bodies that the diversified views of interest groups have a place in policy determination in a democratic school system. The implementation of these policies and the conduct of any public school program is the exclusive jurisdiction of professionally qualified educators.

4. Finally, we extend full support to teachers in the exercise of their right to organize into bona fide unions as the only means of raising salaries and working conditions sufficiently to attract and retain an adequate supply of competent teachers. Organized labor has repeatedly warned that, to an increasingly greater degree, the whole structure of modern education is geared to the competency of the teacher. It will remain a steadfast structure upon which to build and improve, or it will come tumbling down upon us, depending upon whether or not we secure and insure an adequate supply of qualified teachers. This, in turn, we believe, will depend upon the degree to which teachers are successful in organizing themselves and enhancing the level of their profession. The stakes are more than trade union organization; they are the education of our children and the success or failure of public education.

(c) Established labor education programs of the Federation should be continued and expanded to the extent practical and feasible.

The three existing programs of the Federation, all of which have proven their

worth beyond doubt, are as follows: (1) an annual week-long labor institute, (2) an annual weekend labor press institute, and (3) an annual scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii.

Each of these programs supplement activities in the field of public education.

The week-long labor institute is designed, specifically, to handle the special training needs of labor leaders in such subjects as collective bargaining, pensions, health and welfare benefits, etc. Its aim also is to offer trade unionists the opportunity to engage in a week of calm and dispassionate study and review of the economic, political and social aspects of problems facing the labor movement. This year's annual institute was devoted to health and welfare planning in collective bargaining and appears to have set another new record in terms of interest and attendance.

The weekend labor press institute, on the other hand, is aimed at improvement of the means of reaching the rank and file union member so that he may be informed on events and developments affecting his well-being. It gives labor press editors an opportunity to discuss and resolve common problems relating to financing, circulation, format arrangements, news coverage, etc., thereby improving the labor press as an important media for workers' education.

The scholarship program, while assisting worthy students to finance a college education, at the same time encourages the factual study of organized labor's history and present day role in modern society. In this latter regard, the scholarship program clearly falls in the category of labor education. Unfortunately, the incentive offered in the program to learn about the trade union movement is too often the only one provided high school students.

The Federation will continue to work for the improvement of these programs, and where practical and feasible, will seek the expansion of labor education.

Adopted, p. 233.

X

WATER AND POWER

Organized labor, in continuing to press for full and integrated development of our limited water and power resources, warns against blind acceptance of the proposed state Feather River Project, which lacks proven

economic and financial feasibility and has only the "engineered feasibility" of those who seek state construction and entrance into the field of water and power resources development for the primary purpose of avoiding the anti-monopoly protections of federal reclamation law.

In pressing for the comprehensive and maximum development of our limited water and power resources, the Federation has been guided consistently by concepts of multiple and integrated use. At the same time, we have insisted that the benefits of such development should be prevented from falling into the hands of monopoly and speculative interests. These policies of the Federation were detailed in the statement of policy on water and power adopted at last year's convention and need not be restated at this time (See *1956 Proceedings*, pp. 337-340.) They shall continue to guide our activities in this important field of resources development.

Historically, we have been opposed in our policies by the private power utilities and the landed monopolists who, in seeking the capture of the resources of the people, have left no stones unturned to avoid application of the public power and excess lands provisions of federal reclamation law. These forces have not hesitated to pursue their selfish interests to the point of disrupting integrated, multiple-purpose development, and even blocking development altogether.

The unfortunate story of their successes lies in the history of the Central Valley Project: in the unconstructed units of that project shelved with the Bureau of Reclamation's comprehensive central valley basin plan, including plans for federal development of the Feather River; in the divisive introduction of the Corps of Army Engineers for the construction of CVP units as "flood control" projects, thereby breaking the backbone of integrated development; and finally in the tragedy of the 1955 northern California floods, which in the case of Yuba City, for example, could have been largely prevented if these forces had not blocked completion of the Central Valley Project, and specifically, the Feather River development plans in the Bureau's comprehensive plan.

Today, these forces that have blocked comprehensive, integrated development stand ready to reap the full benefits of their negative and divisive actions if the people of this state fall asleep and permit current proposals to inject the state into the field of water and power development

to go unchallenged in regard to the financial and economic soundness of the projects being proposed and the motivation for state injection.

We hasten to add that, although the state has never constructed a project, organized labor has no objection per se to state entrance into the field. On the contrary, organized labor strenuously supported state construction of the original state CVP before it was turned over to the federal government because of the state's inability to finance the undertaking of the project. We in organized labor know full well that if maximum development of our water and power resources is to be realized, we are going to need every penny that can be had, not only from the federal government, but also from the state government and local agencies as well. The need, indeed, is for state entrance into the development field, but in cooperation with the federal government for the benefit of the people—not for the displacement of the federal government at any price for the benefit of the monopoly interests. State construction projects, therefore, should supplement federal construction, rather than displace planned federal projects which, for example, would put water to greater economic use. Further, state projects, in addition to having mere engineering feasibility, should meet and satisfy established criteria developed over the years for determination of economic and financial feasibility, and should be undertaken only in accordance with prior existing policies which assure the people who must subsidize construction that the benefits will not be monopolized.

That the State of California is being pressured into taking action short of meeting these very minimum requirements is evident in the current unholy drive for commencement of the state Feather River Project without any determination that this \$1.5 million project, designed to transport water all the way to the Mexican border, has economic and financial feasibility. Not only is economic and financial feasibility lacking, but the state does not even have criteria for determination of such feasibility.

The state Feather River Project, itself, is the brainchild of the late state engineer, who devised it with the advice and consent of the monopoly interests that have consistently fought the development of our resources for the people. In fact, it was originally proposed by the California Central Valley Flood Control Association, the front organization of these monopoly interests that sold Congress the slogan of several years back that Califor-

nia needed "flood control," not "reclamation," thereby admitting the Corps of Engineers to the CVP for the construction of the "flood control" projects that broke the backbone of integrated development. In proposing development of Feather River as a state project, and in securing its authorization as such by the state legislature in 1951, these forces knew that they were effectively blocking the Bureau of Reclamation from advance planning of the development of the Feather River as a federal undertaking in accordance with the comprehensive Central Valley basin plan. That, indeed, was the intent.

It is significant also that the federal plan contemplated use of all Feather River water in its natural basin and in the Central Valley where every drop is needed. Further, public power generated at the project's dam sites was to be integrated with the overall CVP power system.

The state Feather River Project as it has been planned for development, on the other hand, actually proposes a less economic use of the limited resources of the Feather River, in that it would transport a portion of the water over the Tehachapis to the southland at a tremendous added expense, not only in terms of the added cost of construction and maintaining the necessary aqueduct system, but also in the actual consumption of almost five times as much power as the project would produce. In this obvious bid for southern California support of the scheme, the amount of power destroyed annually would be enough to sustain 500,000 workers in employment. Further, all firm power generated at Oroville dam in the state-proposed project would go to the PG&E.

Thus, in the state Feather River Project proposal, the people of California are being asked to forego possible federal construction of an integrated unit of the CVP so that the state may spend sorely needed funds that may be made available for water and power development on a project of unproven economic and financial feasibility, which proposes a less economic use of limited water resources—and all this so that the private utilities and the landed monopolists may escape the provisions of reclamation law.

Organized labor cautions the people of California against the blind acceptance of this swindle. In particular, we urge affiliated organizations in the service areas of the proposed state project to guard against the efforts of the monopolists, through front organizations such as the Feather River Project Association, to use

local trade union organizations against the best interests of the workingman generally as well as the people of the state. In urging such caution, the Federation fully recognizes the needs of the south for future water. We cannot as a statewide organization, however, sanction such water being obtained at the expense of greater economic use of the limited resources involved, especially as long as the south continues with wasteful flood control practices that lose for the south as much water as can be obtained from the Feather River Project, and as long as the unclaimed waters of the north coastal streams remain available for development at no greater cost than the already claimed waters of the Feather River.

Before organized labor can support state entrance into the field of water and power development, the state must clear itself of the tinge of domination by the landed monopolists and the private power utilities. We shall insist upon the prior adoption of policies, patterned after federal reclamation law, which assure the widest possible distribution of the benefits of state expenditures for water and power development. Further we shall insist that state projects have proven economic and financial feasibility and that such projects supplement federal construction, rather than supplant it, so that the maximum amount of funds available for water and power development may be put to work in a real "partnership" for the people.

While pressing for the development of state policies consistent with such a "partnership," we shall continue to oppose the false "partnership" proposal of the Eisenhower Administration to turn the "cash registers" of the federal Trinity River Project over to the PG&E by permitting this private utility to construct the power feature of the project. Such a partnership would further upset the integrated operation of the CVP, remove a large block of cheap public power needed as a yardstick for rate determination, and at the same time possibly render the San Luis Project infeasible, inasmuch as this sorely needed project for the irrigation of some 500,000 acres on the west side of the San Joaquin Valley is dependent upon Trinity power to lift surplus water from the Delta to the site of the proposed San Luis dam.

The Federation, in turn, continues to support federal construction of the San Luis Project, and calls upon Congress to give it immediate approval.

Finally, in accordance with the above policies, we urge the Department of the Interior to take the comprehensive Cen-

tral Valley Basin plan off the shelves, where it is collecting dust, and bring the plans of unconstructed units to a stage of completion that will permit the earliest possible authorization by Congress. California, in the face of the pressing problems of water and power development before it, cannot afford the luxury of not pressing for federal construction of each and every uncompleted project which has

federal feasibility and which might possibly be undertaken by Congress upon a demonstration of state unity. We are confident that such unity will indeed be forthcoming if the state legislature, by enacting state anti-monopoly laws patterned after the federal law, serves notice on the monopoly interests that they will no longer be able to use the state to ply their disruptive tactics.

Adopted, p. 234.

ADDITIONAL STATEMENT OF POLICY

**Submitted by the Executive Council of the
California State Federation of Labor**

LABOR PRESS ADVERTISING ETHICS

The Executive Council of the California State Federation of Labor, conscious of the fact that labor newspapers and periodicals are too often exploited by advertising agents abusing their position for personal profit, has adopted a Code of Ethics for convention consideration and adoption with the understanding that said code shall be distributed to all councils and all labor publications in California as a suggested guide for proper conduct.

Our action is based primarily on findings of the Council's Labor Press Advertising Ethics Committee, which in May and June of this year held hearings in San Francisco and Los Angeles on alleged abuses in the labor press advertising field. At these hearings, testimony was received from labor officials, editors and advertising representatives.

The good name and future of our labor publications require respect for, and adherence to, the following Code of suggested conduct:

1. Officially endorsed publications shall serve the best interests of the American Federation of Labor and Congress of Industrial Organizations and uphold the high ideals of the AFL-CIO constitution at all times.

2. Officially endorsed publications shall plainly and prominently publish in each issue an accurate statement of ownership and endorsement.

3. Officially endorsed publications shall not represent either in their publications or in the promotion or sale of advertising that they are endorsed by the national or state AFL-CIO.

4. Officially endorsed publications shall not, knowingly, solicit, accept or publish advertising from any firm against which a strike or lockout is in progress or from any firm on an unfair list duly established in accord with the national AFL-CIO constitution.

5. Officially endorsed publications shall not solicit or accept local advertising from outside their predominant area of circulation. This does not apply to national advertising.

6. Officially endorsed publications shall not employ high-pressure telephone solicitors or accept or publish advertising obtained through such methods.

7. Officially endorsed publications shall make no claim or suggestion directly or through salesmen that the purchase of advertising space can accomplish anything for the advertiser beyond winning consumer acceptance or approval of the advertiser's product or services.

8. Officially endorsed publications shall not associate themselves in any manner with the publication of any yearbook, directory or program that has for its primary purpose the solicitation of donations under the guise of selling advertising.

Referred to Committee on Resolutions.
Adopted, p. 234.

REPORT

PENSIONS FOR UNION OFFICIALS

Report of the Executive Council of the California State Federation of Labor on the Subject of a Pension Plan for Full-Time Officials and Other Employees of Affiliates.

*San Francisco, September 13, 1957
To the 55th Convention of the
California State Federation of Labor:*

You will recall that the 1956 convention of our California State Federation of Labor voted to study possibilities of the State Federation establishing a pension program for full time officials of affiliated unions and councils.

This idea developed originally at the week-long pension plan conference sponsored by the State Federation at Monterey in April, 1956.

As a result of last year's convention action, the following Executive Council committee studied the feasibility of such a program: Lowell Nelson, chairman; Thomas A. Small, Morris Weisberger, Thomas L. Pitts, C. J. Haggerty.

The committee recently completed its studies and transmitted its findings to the Executive Council. The Council, after review, now presents a plan of action to the convention. The Council recommendations follow.

*Submitted by the Executive Council,
C. J. HAGGERTY, Secretary-Treasurer.*

I. Why a Pension Program Is Needed For Full-Time Officials

Summarized, these are the reasons why a pension program appears to be necessary for full-time officials of unions:

1. Tenure of employment as a salaried official in many unions is such that it may be terminated at a relatively advanced age after many years of service. At that point, the official involved would have little prospect of other employment and virtually no prospect of employment at a job which would provide him with a pension.

Further, employment as a union official has certain hazards and disadvantages which do not exist in other occupations. For example, a skilled employee in a particular craft or trade can lose his job with his employer and find other employment with another employer in the same industry. This same type of "job opportunity" does not exist for union officials. Rarely if ever can a union official who has lost

his job find another similar position in another union.

This lack of "job opportunity" would make it appear necessary and desirable that some measure of security be accumulated for the union official, during the years he is employed in that capacity, so as to furnish him with some financial protection when he is unable to pursue his regular occupation as a union official either because of age, failure to be re-elected, or other similar causes.

2. No matter how prudent, few union officials are able to accumulate enough by way of personal financial resources, out of their current income, to provide some protection against the hazards of old age and loss of position after many years of service.

The nature of the occupation is such that the mode of living of a union official almost compels him to live on a scale commensurate with his income. This leaves little or no room for personal savings. And even if the union official is unusually frugal, there is a remote likelihood that he could save enough to provide for himself a retirement income which would enable him to live on even a modest scale, after retirement.

3. If a pension plan is approved by the United States Treasury Department, the contributions made in behalf of the employee are not considered wages at the time the contribution is made. On the other hand, a direct wage increase in an amount similar to that which would be contributed to the pension plan would be considered as part of the official's taxable income.

4. Unions are and will be bargaining for pensions on behalf of the members they represent. It would seem odd, to say the least, that the unions would not set an example of what is to be expected of an employer, if they do not provide pension benefits for the union's own employees.

5. It is well to face the reality that what union leaders accomplish in the course of their employment is sometimes forgotten after they leave their position for one reason or another. Unfortunately, the politics in this and other fields is such that a newly elected slate finds it necessary to

minimize, either rightly or wrongly, what was done by the previous incumbents. In this kind of an atmosphere, it is frequently difficult if not impossible to have the membership view in an objective light their responsibilities to the men and women who had previously worked for them for many years.

Just as a union argues in collective bargaining that an employee should accumulate pension rights during his period of productive effort, so can and should the union look at the same problem in relation to its own officials. Fortunately, many unions do take this view, and this is what accounts for the ever growing number of pension plans which are being developed for full-time officials.

II. How the Proposed Pension Plan for Union Officials Would Be Governed

In view of the demonstrated need, it is proposed that there be established a pension program for full-time officials of affiliated unions. Affiliated unions would participate in this pension program on a voluntary basis. An affiliated union could cover not only its full-time officials but also other full-time employees who are not represented by unions for collective bargaining purposes.

It is proposed that the plan operate on a self-insured basis under an agreement and declaration of trust. The trustees who would govern the plan would consist of 5 or 7 outstanding citizens of the state of California.

All contributions made by affiliated unions would be held in trust for the participants and in accordance with the terms of the agreement and declaration of trust and the rules and regulations governing the pension plan. The board of trustees of the plan will designate a leading and outstanding bank to serve as custodian and investment advisor.

Because of the economies resulting from large scale operations, and for various other actuarial reasons, it is expected that the contemplated plan will provide benefits which will have decided advantages over plans which might be established by individual local unions, joint councils or joint boards.

III. A Brief Description of the Benefit Plans Which Will Be Available

As you know, pension benefits can vary considerably in amount and with respect to the conditions under which the benefits are payable. Your pension committee carefully considered the special problems of

union officials and their needs. In this connection, your committee recognized that some affiliated unions would want to provide greater benefits than others for their union officials, if financial circumstances permitted them to do so.

In the pension committee's discussions with respect to the benefits and other aspects of the contemplated plan, the committee was assisted by Secretary-Treasurer C. J. Haggerty, President Thomas L. Pitts, Legal Counsel Charles P. Scully and The Martin E. Segal Company, pension consultants.

It was the opinion of all that, while the basic features of the contemplated pension program could be the same for all participating affiliated unions, the specific benefit amount should be flexible, depending on what a particular union wanted to provide for its officials.

Specifically, it is proposed that there be four alternatives, as to the benefit amount, initially:

Alternative No. 1 would be to provide a monthly pension benefit equal to 40 per cent of the official's monthly salary.

Alternative No. 2 would be to provide a monthly pension benefit equal to 50 per cent of the official's monthly salary.

Alternative No. 3 would be to provide a monthly pension benefit equal to 60 per cent of the official's monthly salary.

Alternative No. 4 would be to provide a monthly pension benefit equal to 65 per cent of the official's monthly salary.

Under each of the alternatives referred to above, the pension benefits would be payable under the following favorable conditions:

1. A full monthly pension benefit would be payable at age 60 after 20 years of service.
2. An official could retire at age 60 with less than 20 but more than 15 years of service. The pension payable in such an event would be an appropriate proportion of the full amount otherwise payable.
3. Earlier retirement, at a reduced pension, would be permitted on and after age 55 with 15 or more years of service.
4. Officials who continue working after age 60, with more than 20 years of service, will receive a higher than normal pension when they retire beyond age 60.
5. After five years of service with the union and participation in the pen-

sion plan a union official will start acquiring a vested right in his pension. In brief, this vested right will entitle him to a pension benefit at retirement age, even if the official leaves the union prior to retirement age.

6. Another special feature of the plan will be the right of the participant to select what is called a "joint and survivor benefit." In practical effect, this option permits the retiring person to receive a lower than normal pension, and in return, he gets from the plan an assurance that the pension will continue after his death but payable to his wife for the rest of her life.
7. The plan will also contain a "5-year certain" provision. This simply means that if a retired official dies before he or his joint annuitant has collected five years of benefits, the balance up to five years' payments will be made payable to his designated beneficiary. Of course, if the retired official collects for more than five years, as most retirees will, the benefits will be payable as long as he lives.

What has been described above are some of the principal features of the contemplated plan. Other favorable provisions are now under study. Within the next three months, each union affiliated to the Federation will receive a complete description of the benefits which will be available through the plan.

The cost to a local union of providing the benefits described will vary depending on the ages, years of service and other information with respect to the officials to be covered. The specific benefit formula selected will also be a factor in the cost to a local union. (For example, it would obviously cost a union more to provide a pension benefit equal to 65 per cent of salary than to provide a benefit equal to 50 per cent.) Further, the way in which the affiliated local will amortize the past service credits (that is, the pension credits for years of employment to date) will also have bearing on the cost of the pension benefits to a union.

The cost calculations referred to above involve detailed actuarial computations. These computations are based on certain data like ages, sex, years of service, and so forth. Arrangements have been made to prepare these actuarial cost computations for interested affiliated unions so that the unions will know what the pension benefits would cost them for their

officials, if the union decided to participate in the pension program.

To cover the cost of these extensive actuarial computations, each local union interested in having these calculations prepared for them will need to pay a flat sum of \$15. This sum will remain the same, regardless of the number of officials in a particular local union. In other words, a local union would pay \$15 for the actuarial computations for their officials and this sum would be \$15 regardless of whether there are 2, 15 or 25 officials involved in that particular local union.

IV. Suggested Procedure for Interested Affiliated Unions

As indicated in the previous section, each affiliated union will receive within the next three months a complete description of the plan of benefits, benefit formulas available and other relevant information such as the name of the plan, names of trustees, and so forth. At this point, an interested affiliated union will write to say that they would like to have actuarial cost calculations prepared to indicate what the pension benefits would cost in their particular instance. This request will be accompanied by a check for \$15. The local union will then receive pension census cards. A card will need to be completed by the local union for each official.

As soon as the actuarial calculations are complete for each local, these will be transmitted in a letter form to the local. The local will then decide whether it wishes to participate in the plan and if so, on what basis. Then, local unions who wish to provide pensions for their officials will receive the necessary resolutions to be adopted, subscribing documents and other pertinent material.

V. Conclusion and Recommendations

1. That a pension program similar to that described in this report be adopted and endorsed by the Executive Council and the delegates to the annual convention of the Federation meeting later this month.

2. That the executive officers be authorized to enter into an appropriate retainer agreement with The Martin E. Segal Company for the necessary consultation and actuarial services required in the development of the program.

3. That the pension committee and the executive officers be authorized to proceed with the Federation's legal counsel in the development of all necessary legal

documents connected with the pension program.

4. That the pension committee and executive officers be authorized to take all other steps necessary to implement the

development of the pension program until such point as the program is in actual operation under a board of trustees, as previously referred to.

Adopted as amended, pp. 234-235.

RESOLUTIONS

Labor - Sponsored T-V and Radio Programs

Resolution No. 1—Presented by Cecil O. Johnson of Central Labor Council, San Pedro-Wilmington; Ted Phillips and Ray Butler, Retail Clerks No. 1167, Riverside, and California State Council of Retail Clerks.

Whereas, The commercial media, television, radio, newspapers, and periodicals, are generally unfriendly to organized labor as the result of advertiser pressure or community of interest with advertisers; and

Whereas, The recently increased tempo of anti-labor propaganda has found ready access to these media, thereby distorting the public view of organized labor, its objectives and operations in the general interest; and

Whereas, There exists a great need for the presentation to the general public of the opinions, positions, and activities of organized labor in a favorable and realistic light; and

Whereas, The nature of the regulations concerning broadcast media, both television and radio, affords to organized labor the opportunity to use those media on a paid commercial basis for information purposes; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record in favor of a California statewide series of interesting and informative television programs to be sponsored by organized labor on a continuing basis; and be it further

Resolved, That organized labor in California commit themselves to the necessary financing to continue such a program; and be it further

Resolved, That action in the creation and financing of this California statewide labor television program be promptly undertaken and that the commitment for such undertaking be definite and positive; and be it further

Resolved, That the statewide labor movement in California request and authorize

the Leonard Shane Agency of Los Angeles, California, a long time and proven representative of labor interests in the media field, to survey and recommend alternative programs, budgets, methods of program operation and requirements and limitations in connection with such a program.

Referred to Committee on Resolutions. Filed, p. 304. Subject matter referred to Executive Council.

Workers Education

Resolution No. 2—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The future of the American labor movement depends on the understanding, loyalty, support, and morale of its membership; and

Whereas, The reactionary enemies of labor have developed and sharpened techniques of public communication to undermine this morale and loyalty of the members and their families; and

Whereas, We are in a period of consistent attack from our enemies; and

Whereas, Our greatest defense lies in the education of the members and their families in the history, goals, objectives, and functioning of the labor movement; and

Whereas, Increasing complexity of union administration requires an ever enlarging technical knowledge on the part of the officers of organized labor; and

Whereas, The mission of educating the leadership and membership must be done, first through the institutions of the labor movement, and second, through the use of the facilities of public education; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor calls upon all affiliated local unions, councils, and central labor bodies to examine their present programs of internal education, to expand and enlarge them, to make every effort to draw as large a portion of the membership as possible into the programs, to develop special educational ac-

tivities for the officers, and to coordinate these activities within their regions to the greatest possible extent; and be it further

Resolved, That the instruments of public education be utilized as widely as possible so that not only existing programs in adult education be made use of, but that new programs be developed through the University of California and the state colleges for further education and training of union leadership as well as of the membership.

Referred to Committee on Resolutions.
Adopted, p. 233.

Public Education

Resolution No. 3—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The American labor movement has historically been concerned with free public education so that the children of working people could have the same opportunities for learning as the children of the wealthy; and

Whereas, The public school systems in the state of California are faced with many difficulties, including shortage of teachers, inadequate facilities, overcrowded classrooms; and

Whereas, Many boards of education throughout the state are concerned primarily with limiting expenditures of tax funds rather than providing the best education available for our children; and

Whereas, The economic and political biases of conservative boards of education are evidenced by the fact that school children are taught distorted and inaccurate accounts of the history and goals of organized labor when they are taught about labor at all; and

Whereas, Though the field of adult education has expanded many times over in recent years, there is much to be desired in the educational services provided organized labor and its members in the adult education program; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor urges all affiliates to develop a closer relationship with the school systems in their home communities to the end that there can be developed a popular demand for improvement of educational facilities, a clearer understanding in teaching about the labor movement, and a better relationship between school administration and teachers and the labor movement; and further, that they be concerned to a greater extent in the election of boards of edu-

cation so that the men and women who serve as the trustees of our educational systems shall more truly reflect the needs and desires of the community in the education of our children and expanded educational opportunities for adults.

Referred to Committee on Resolutions.
Adopted, p. 233.

Reaffirm Endorsement of Coro Foundation

Resolution No. 4—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The labor movement in California and the United States is dedicated to the ideals of American democracy and is constantly concerned with achieving the highest levels of public leadership; and

Whereas, One of the greatest problems facing the American labor movement today is the need for better understanding of labor's principles and problems by the public and public officials; and

Whereas, The Coro Foundation, with offices in Los Angeles and San Francisco, is engaged in programs of education and research aimed at securing more able men and women in public affairs, higher ethical and moral standards of political behavior, and a better understanding of our governmental-political system; and

Whereas, Coro Foundation's main program, the Internship in Public Affairs, conducted in San Francisco for the past 11 years and now being developed in the Los Angeles area, has enabled outstanding young people, as a part of their training for community leadership, to gain a first-hand understanding of organized labor under the guidance of experienced union officials by personal observation of day-to-day union activities; and

Whereas, Even after this relatively short 11-year period of operation, graduates of the Internship in Public Affairs are rising to positions of responsibility in local and state government, politics and business, where their decisions have real importance for union members, and the number of future community leaders benefiting from this practical training promises to be doubled as a result of the operations of Coro Foundation's Southern California office; and

Whereas, Over 50 unions and councils in the San Francisco Bay Area have cooperated with Coro Foundation and its programs, and in Southern California, Coro Foundation has been endorsed by the Los Angeles Allied Printing Trades Council, the Los Angeles Building and Construc-

tion Trades Council, the Los Angeles Central Labor Council, and the Metal Trades Council of Southern California, and over 40 unions throughout the state of California have contributed to Coro Foundation's financial support; be it therefore

Resolved, That the 55th convention of the California State Federation of Labor (1) re-endorse and encourage the excellent work of Coro Foundation, and (2) urge all affiliated organizations to cooperate with Coro Foundation's programs and join in its financial support.

Referred to Committee on Resolutions.
Adopted, p. 234.

Participate in and Support Community Chest and Other Federated Fund-Raising Campaigns

Resolution No. 5—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, For many years the labor movement in California as well as nationally has advocated the principle of federation in fund-raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of organized labor; and

Whereas, The new National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community; that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community Chests, United Crusades (such as the United Bay Area Crusade) and other united campaigns should be buttressed by participation of union members in the activities, plans and programs of all voluntary health and welfare agencies through serving on the policymaking boards, councils and other committees of Community Chests, United Crusades, and their federated service agencies; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor

call upon its affiliated local unions and their membership in all communities where Community Chests and Councils, United Crusades, Associated In-group Donors, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, urging the participation of organized labor in these activities, and loyally, actively and generously to support the local Community Chest or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 281.

Cooperate and Assist in Development of AID Membership Chapters

Resolution No. 6—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, It is the expressed policy of the national AFL-CIO to support local efforts toward voluntary federated fund-raising in lieu of the ever-increasing individual fund-raising appeals; and

Whereas, Leadership of the AFL-CIO and Railroad Brotherhoods in the Los Angeles industrial area, recognizing labor responsibility to support private health and welfare charities, in 1950 formed the Labor Welfare Council, thereby giving impetus to the establishment of the successful voluntary donors' organization, AID (Associated In-group Donors); and

Whereas, AID members support Community Chest agencies, American Red Cross, American Cancer Society, Arthritis and Rheumatism, City of Hope, Crippled Children's Society, Los Angeles County Heart Association, Multiple Sclerosis Society, Sister Kenny Foundation and/or any other "favorite charities" named by the donor; and

Whereas, AID tri-partite (labor-management-public) boards of directors have been established in Long Beach, Kern County, Ventura County, San Bernardino County, as well as in Los Angeles County; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor call upon the leadership and membership of the area councils, trade departments, international and local unions in the above-mentioned geographic areas to cooperate and assist in the development of the AID membership chapters in their respective areas.

Referred to Committee on Resolutions.
Adopted, p. 281.

**Use American Motion Picture Craftsmen
on Films Made Outside U. S.
and Canada**

Resolution No. 7—Presented by Irving Auerbach of Motion Picture Photographers No. 659, Hollywood.

Whereas, The action of many foreign countries has instigated a move amongst American producers to make motion pictures outside of the jurisdictional bounds of the United States and Canada; and

Whereas, This practice may increase and cause a great amount of unemployment amongst the motion picture studio craftsmen; and

Whereas, There is a need and requirement on the part of the local unions to maintain an experienced labor pool so as to supply the various producers with help whenever needed; and

Whereas, The maintenance of such pool, up to this time, has been carried on without the help of the employers; and

Whereas, There is a social and moral responsibility on the part of the employers to contribute to such a labor pool in a fair and just manner; be it therefore

Resolved, That the 55th Convention of the California State Federation of Labor approve the following: that on all locations outside the United States and Canada where there are no labor restrictions, producers entering such territories or countries to make pictures for American consumption be required to take from this experienced labor pool a minimum crew, and all the resources available be utilized to help establish this as a fixed practice and contractual obligation on the part of such producers releasing these pictures in the United States; and be it further

Resolved, That the AFL-CIO labor movement firmly support this resolution, and the secretary of the California State Federation of Labor, AFL, CIO be called upon to render his invaluable services to assist in promulgating the purpose of this resolution.

Referred to Committee on Resolutions. Concurred in intent, filed, p. 304. Subject matter referred to Executive Council.

Grievances and Union Recognition

Resolution No. 8—Presented by George Wall of Post Office Clerks No. 1256, Hollywood.

Whereas, The United States Postal Department gives unofficial recognition and cooperation to its employee organizations,

but such recognition is not binding on any official of the Post Office Department; and

Whereas, Many postmasters are cooperative with the postal workers unions, but the greater number of postmasters and officials are uncooperative and opposed to employee unions; therefore be it

Resolved, That the California State Federation of Labor assembled in its 55th convention at Oakland, California, on September 16, 1957, go on record in favor of legislation establishing labor-management relations with postal worker organizations and making such labor-management relations mandatory and binding on all post office officials.

Referred to Committee on Resolutions. Filed, p. 279. See Resolution No. 80.

Political Rights

Resolution No. 9—Presented by George Wall of Post Office Clerks No. 1256, Hollywood.

Whereas, The basic principle of a democracy is the right of a citizen to vote for any candidate of his choice, and also, that any citizen may run for any public office, provided that he meets the basic requirements of the office; and

Whereas, The duty of every citizen of a democracy is to see that the best qualified candidate is selected; and also every qualified citizen should be available as a candidate, be it his desire to do so; and

Whereas, Well qualified men are deprived, under the Hatch Act, of their livelihood for taking active part in matters which are of vital concern to them and their fellow citizens; and are further denied their basic fundamental rights in the selection of qualified candidates for office; therefore be it

Resolved, That the California State Federation of Labor assembled in its 55th convention at Oakland, California, on September 16, 1957, go on record as being opposed to the Hatch Act, and to appeal to our duly elected representatives in both houses of Congress for the repeal of this unfair act.

Referred to Committee on Resolutions. Adopted, p. 279.

**Credit For Accumulated Sick Leave
Upon Retirement**

Resolution No. 10—Presented by George Wall of Post Office Clerks No. 1256, Hollywood.

Whereas, Post Office employees are al-

lowed 13 days' sick leave annually and this sick leave is accumulative; and

Whereas, Some employees accumulate a considerable number of days of sick leave on reaching retirement age, for which no leave or service credit is provided; therefore be it

Resolved, That the California State Federation of Labor assembled in its 55th convention at Oakland, California, on September 16, 1957, go on record to seek enactment of legislation that will provide that postal employees will have all accumulated days of sick leave credited toward their years of service at the rate of one full work day for each accumulated day of sick leave upon application for retirement.

Referred to Committee on Resolutions.
Adopted, p. 280.

Overtime Pay For Hourly Rate Postal Employees

Resolution No. 11—Presented by George Wall of Post Office Clerks No. 1256, Hollywood.

Whereas, The principle for time and one-half for overtime has been established in most industries for many years; and

Whereas, Our own employer, the United States Government, recognizes the justice of this principle through the payment of time and one-half to its regular employees for service performed as overtime, yet neglects to accept it in its relations to those employees employed on an hourly basis; therefore be it

Resolved, That the California State Federation of Labor, assembled in its 55th convention at Oakland, California, on September 16, 1957, go on record as favoring immediate legislation for time and one-half for all hours performed in excess of 40 hours in one week for all hourly rate employees in the Postal Service.

Referred to Committee on Resolutions.
Filed, p. 279. See Resolution No. 83.

Reduce Retirement Age

Resolution No. 12—Presented by George Wall of Post Office Clerks No. 1256, Hollywood.

Whereas, It is now necessary under present regulations, to take a reduction of annuity if one retires at the age of 55; and

Whereas, Many would take advantage of retirement at age 55 if there were no restrictions; and

Whereas, This would create jobs for more of the young men of our country,

upon whom the burden of the future falls; and

Whereas, We believe that those with 30 years or more of service are due consideration; and

Whereas, We do not believe that this would create any hazard to the present retirement fund; therefore be it

Resolved, That the California State Federation of Labor assembled in its 55th convention at Oakland, California, on September 16, 1957, go on record favoring the enactment of legislation reducing the retirement age to 55, with 30 or more years of service.

Referred to Committee on Resolutions.
Adopted, p. 279.

Increase Pay For Jury Duty and Set Up Reimbursement by Unions

Resolution No. 13—Presented by C. H. Baker, Jerry Donahue, Jr., J. R. Johnston, J. H. Kurt, and Robert Weis of Electrical Workers No. B-595, Oakland.

Whereas, With the prospect of much anti-labor legislation, including "right to work" laws, being proposed, the question of political action by labor becomes more urgent than ever; and

Whereas, Labor has never demonstrated the tremendous political power which it is capable of, due to many members of organized labor not being registered and not voting; and

Whereas, Citizens called for jury duty are selected from the list of registered voters in their respective cities and counties; and

Whereas, Various inquiries have revealed many members, especially among the younger members, who are buying homes, furniture, autos, etc., do not register for voting because they fear the disastrous financial effect it would have on their families, if they were called for jury duty and had to serve at the pitifully low rate which members of juries are paid today; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to attempt, in cooperation with the central labor councils in this state, to have the remuneration for serving on a jury increased from the insignificant amount paid today; and be it further

Resolved, That this Federation encourage affiliated local unions to set up, within their unions, some system of reimbursing members called for jury duty, so that they do not face such a serious financial loss, and by so doing, remove what seems

to be a major obstacle in having union members register for voting.

Referred to Committee on Resolutions.
Adopted as amended, p. 282.

**Oppose PG&E "Partnership" Program
At Trinity River Dam**

Resolution No. 14—Presented by C. H. Baker, Jerry Donahue, Jr., J. R. Johnston, J. H. Kurt and Robert Weis of Electrical Workers No. B-595, Oakland.

Whereas, It has been the policy of the United States government, when it is found necessary to build dams for flood control and irrigation purposes, to develop the electrical energy at these dams and distribute the power to give the users the lowest rate possible, with municipal power systems, irrigation districts, and other non-profit organizations being given preference in buying the electrical energy; and

Whereas, The AFL-CIO and the California State Federation of Labor have always been among the most ardent supporters of this policy; and

Whereas, The United States government is now constructing, on the Trinity River in California, an immense dam costing hundreds of millions of dollars, which when completed, will become a unit of the Central Valley Project; and

Whereas, The present administration in Washington is proposing another "give-away" to the power trust, this time in a so-called "partnership" program, whereby the Pacific Gas and Electric Company would be allowed to develop the electrical energy at the Trinity River Dam; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor do again declare ourselves as believing in the policy of the federal government, where it builds dams, to develop and distribute the electrical energy, so that all the people in the area served will benefit from the low rates for electricity; and be it further

Resolved, That we do everything in our power to stop this proposed grab of our natural resources by a giant corporation, and that we request the AFL-CIO to join us in this fight to save the people from this threatened loss of one of their few remaining natural resources.

Referred to Committee on Resolutions.
Adopted, p. 234.

**Place Pen and Quill Restaurant
On Unfair List**

Resolution No. 15—Presented by Local Joint Executive Board of Waitresses, Bartenders, Culinary and Hotel Service Workers of San Pedro, and California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The San Pedro Local Joint Executive Board and its affiliated locals are affiliated with the California State Federation of Labor, and together with all of the affiliated locals of such Federation, historically and presently, have utilized their common and proper effort to insure collective bargaining and the securing of contracts covering decent wages and working conditions for all of their membership with all employers involved; and

Whereas, For many years the San Pedro Local Joint Executive Board has had peaceful labor relations with the employers engaged in their industry with numerous collective bargaining contracts; and

Whereas, Prior to November 13, 1956, the representatives of the San Pedro Local Joint Executive Board met with Mr. Bob Reuben, owner of the Pen & Quill Restaurant, located at 3421 North Sepulveda Boulevard in Manhattan Beach, California; that after several meetings with Mr. Reuben and his counsel, the parties orally agreed upon all of the wages and working conditions substantially to be incorporated in a collective bargaining agreement, shook hands and agreed that the contract would be signed and delivered to the Local Joint Executive Board within three (3) days. The Local Joint Executive Board officials continuously called Mr. Reuben, and he continuously put them off; and

Whereas, Finally, prior to November 13, 1956, Mr. Reuben was cited to appear before the San Pedro Central Labor Council, and the Executive Board of the Council attempted to adjust the matter with Mr. Reuben, and he refused and flouted the Central Labor Council; and that on or about November 13, 1956, the San Pedro Local Joint Executive Board officially placed a picket line in front of the premises of the Pen & Quill, and has been picketing ever since for a union contract; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record formally at this convention, and by this resolution so goes on record, that the Pen and Quill Restaurant located

at 3421 North Sepulveda Blvd., Manhattan Beach, California, shall be, and hereby is, placed on the official unfair list of the California State Federation of Labor, until such time as the San Pedro Local Joint Executive Board notifies the officials of the California State Federation of Labor that a collective bargaining agreement has been secured.

Referred to Committee on Labels & Boycotts.
Adopted, p. 283.

Palm Springs Organizing Campaign

Resolution No. 16—Presented by Burnell W. Phillips of Central Labor Council, Riverside; California State Theatrical Federation; and California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Over the past several years organized labor of California has supported the work of the Riverside County Ordinance Committee; and

Whereas, Definite progress has been made in combatting the anti-labor Palm Springs Employers Association; and

Whereas, By statewide support of organized labor, the Palm Springs Anti-Picketing Ordinance and the Palm Springs "Right-To-Work" Ordinance has been declared unconstitutional by the Superior Court; and

Whereas, There is a continuing need for moral and financial support from organized labor to continue the campaign in Palm Springs and to fight the appeal of the Palm Springs City Council to the State Supreme Court; therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor continue its support of the Palm Springs organizing campaign.

Referred to Committee on Resolutions.
Adopted, p. 203.

Labor Leadership Training Courses

Resolution No. 17—Presented by Burnell W. Phillips of Central Labor Council, Riverside.

Whereas, One of the goals of the labor movement is the training of labor officials and members for labor leadership; and

Whereas, More and more local unions and councils are interested in conducting labor leadership training courses in cooperation with the University of California, Department of Extension; and

Whereas, It has been the policy of the University to add a 33½ per cent "sur-

charge" to the cost of such training courses; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor support the following: that when any labor organization promotes a labor leadership course on its own premises, the "surcharge" shall be waived by the University of California.

Referred to Committee on Resolutions.
Adopted, p. 233.

Palm Springs Campaign

Resolution No. 18—Presented by Burnell W. Phillips of Central Labor Council, Riverside; and California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Over the past ten years the Palm Springs Employers Association has waged a bitter fight against organized labor; and

Whereas, The Palm Springs Employers Association has consistently refused to bargain in good faith with representatives of organized labor; and

Whereas, It is the written declaration of the Palm Springs Employers Association that it was formed primarily to keep unions out of Palm Springs; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor endorse a national boycott of the Palm Springs Employers Association.

Referred to Committee on Labels & Boycotts.
Concurred in intent, filed, p. 282. Subject matter referred to Executive Council.

Positive Action Needed in Fight For Civil Rights

Resolution No. 19—Presented by C. L. Dellums of Sleeping Car Porters, Oakland.

Whereas, The 1957 session of the California State Legislature provided evidence that there are a number of legislators who will give lip-service to civil rights issues, such as FEP, and will even vote for it, if it comes to a vote, but who will not fight for the passage of such legislation; and

Whereas, FEP and other civil rights issues to which employer groups have given such vicious opposition might have been passed by the California State Senate, if alleged supporters would take full and sincere responsibility for proposed bills in this field, as they do for bills in other fields; and

Whereas, The trade union movement, along with the various minority racial,

and religious groups, is judging the officeholder not as much by his speeches as by his actions in Sacramento and in Washington on FEP and other civil rights issues; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor call to the attention of all legislators and candidates for public office that the Federation expects their commitment in the field of civil rights to be one of positive action and responsible leadership; and be it further

Resolved, That until the next session of the California legislature we call upon the executive officials of the State of California and our representatives in Washington to exert their leadership for improvement of the rights of all the people by action through the various departments of government, and not to limit themselves to speeches.

Referred to Committee on Resolutions.
Adopted, p. 232.

California State Senate and Civil Rights

Resolution No. 20—Presented by C. L. Dellums of Sleeping Car Porters, Oakland.

Whereas, The California State Senate has developed a tradition of not withdrawing a bill from one of its committees, and because of this tradition no senator has offered a resolution to withdraw a bill from a committee in almost a half century; and

Whereas, It seems obvious that some committees are "stacked" so that they can kill labor and civil rights measures; and

Whereas, This traditional condition existing in the Senate is not generally known by the people of California; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor hereby go on record as condemning this traditional practice; and be it further

Resolved, That the executive officers of the Federation take the necessary steps to bring this traditional practice to the attention of the people of California, and that they be further instructed to make an issue of it in all future senatorial elections until the tradition is eliminated.

Referred to Committee on Resolutions.
Non-concurred, p. 232.

Transact All Insurance Matters With Union Insurance Agents

Resolution No. 21—Presented by Wm. J. Foley of Insurance Agents No. 219, Berkeley; and Paul W. Cramer and Her-

bert Guthmann of Insurance Agents 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, The principle has proven itself to be sound on both moral and economic grounds wherever it was applied in an intelligent and collective fashion; and

Whereas, The fundamental principle applies to insurance with the same force and for the same reasons that it applies to any other commodity or service, and particularly so when we are mindful of the fact that when an insurance company formulates an insurance policy, it writes into the policy all of the benefits that the insured is to receive, as well as the cost of the policy, and whether the insurance policy is sold by a union insurance agent or by a non-union insurance agent, the benefits and the cost to the insured are identical. In view of these considerations, there is every reason why organized labor ought to transact all insurance matters with members of the Insurance Agents' International Union, AFL-CIO. In view of these practical and moral reasons, be it

Resolved, That this 55th convention of the California State Federation of Labor earnestly declares that the time-honored principle of patronizing union-made goods and union services is as applicable to the purchase of insurance as it is to the purchase of any other commodity or service; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent; 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, AFL-CIO.

Referred to Committee on Labels & Boycotts.
Adopted, p. 232.

Union Recognition

Resolution No. 22—Presented by Emmet C. Andrews of Post Office Clerks No. 2, San Francisco.

Whereas, There is no federal law recognizing government employees' organizations as bargaining agents between the United States Government and its employees; and

Whereas, Postal unions are dependent upon the good graces of the authorities for certain privileges which are basic to

the unions in private industry; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as favoring the enactment of a strong labor-management law, guaranteeing the same rights and privileges to Postal unions as those which have been granted to unions in private industry.

Referred to Committee on Resolutions.
Filed, p. 279. See Resolution No. 80.

Time and One-Half Overtime Pay for Substitute Postal Employees

Resolution No. 23—Presented by Emmet C. Andrews of Post Office Clerks No. 2, San Francisco.

Whereas, No legislation has yet been enacted by Congress to pay postal substitute employees time and one-half pay for overtime work; and

Whereas, Private industry is required by law to pay time and one-half pay for overtime employment; and

Whereas, The Post Office Department and Congress has authorized time and one-half pay for overtime to regular full-time employees in the postal service; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as favoring time and one-half overtime pay in excess of 8 hours work per day, and/or 40 hours work per week, for substitute postal employees.

Referred to Committee on Resolutions.
Filed, p. 279. See Resolution No. 83.

Unemployment Insurance Eligibility After Injury or Illness

Resolution No. 24—Presented by Ray White and Lowell Nelson of Solano County Building and Construction Trades Council, Vallejo; and James Pollard and William Leshe of Solano County Central Labor Council, Vallejo; W. E. Cullum and William Leshe of Carpenters No. 180, Vallejo.

Whereas, The unemployment act of 1935 was created to protect unemployed workers from a total loss of income; and

Whereas, The benefits are based on workers' base period earnings, the base period being 12 months; and

Whereas, This 12 months period is entirely dependent on the date a claim is filed; and

Whereas, Many workers receive injuries which place them on the rolls of compensation or disability; and such in-

juries at times are of long duration, requiring many months of medical care; and

Whereas, The time arrives for the injured worker to be released by the doctor to resume employment but he finds no employment available to him; he then applies for unemployment benefits only to learn that during these months of confinement he has lost his eligibility for unemployment benefits; and

Whereas, This leaves this unemployed worker without any means of income; now, therefore, be it

Resolved, That this 55th convention of the California State Federation of Labor shall go on record instructing the secretary of the Federation and his legislative staff to prepare and present to the legislature proper legislation, or to recommend to the legislature, that the unemployed workers who are victims of such unfortunate circumstances shall be eligible for unemployment benefits, providing, however, that they had established eligibility at the time of injury.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 295. See also Resolution No. 87.

Political Action

Resolution No. 25—Presented by Charles E. Allen and Abraham Boyarsky of Painters No. 1348, Los Angeles.

Whereas, Big Business is making an intensified drive against labor; and

Whereas, The danger of "right to work" legislation is an immediate menace in our own state; and

Whereas, There is an attempt by anti-labor elements to amend the Taft-Hartley Act to the greater detriment of organized labor; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor adopt measures to safeguard the interests of labor in the field of legislation; and be it further

Resolved, That the labor committees on political action be organized on Assembly and Congressional levels throughout the state of California.

Referred to Committee on Resolutions.
Filed, pp. 200-201. See Resolutions No. 66 and No. 132.

Reduce Social Security Retirement Age To 60 and Increase Benefits

Resolution No. 26—Presented by Charles E. Allen and Abraham Boyarsky of Painters No. 1348, Los Angeles.

Whereas, It has become almost impos-

sible for a grey-haired worker to receive and hold a job by which he may earn a decent livelihood for himself and his family. This situation has developed alongside with the inhuman speed-up in practically every industry and enterprise; and

Whereas, We are now living in an era of automation, thereby creating over-production and mass unemployment with all the dreadful consequences; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record for the following changes in the national Social Security Act:

- (1) Reduce the age of eligibility from 65 to 60 years.
- (2) Because of the continuing rise in the cost of living, the maximum social security payments be raised \$25 a month.

Referred to Committee on Resolutions.
Adopted, p. 225.

Halt Further Atom Bomb Testing

Resolution No. 27—Presented by Charles E. Allen and Abraham Boyarsky of Painters No. 1348, Los Angeles.

Whereas, The people in the United States as well as all over the world, are desperately in fear of what is being prepared for them in the laboratories of death where nuclear weapons are made and stockpiled. This fear of mass murder and total devastation of all human values is entirely justified by the testimony and statements of the greatest scientists and public figures from here and abroad. These include two thousand scientists from our own country; Pope Pius the 12th; the British philosopher Bertrand Russell; Mrs. Eleanor Roosevelt, and Adlai Stevenson; and

Whereas, The ever more frequent detonations and tests of the atomic and hydrogen bombs, whether they be "clean" or "dirty," are destroying and crippling lives now . . . every day in peace time and are a deadly menace to the lives yet unborn . . . because of poison and radiation of the fallouts. This, too, was attested to by numerous scientists of world renown; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor raise its mighty voice in the name of its vast membership against further testing and detonation of nuclear weapons.

Referred to Committee on Resolutions.
Filed, p. 199. See Resolution No. 136.

Strengthen Ties Between Organized Labor And Farm Families for Mutual Benefit

Resolution No. 28—Presented by Central Labor Council, San Jose.

Whereas, The organized labor movement is under attack by the unprecedented concentration of big business, nationally and in California, which seeks to destroy our bargaining power wage and living standards; and

Whereas, These same interests are responsible for continuing inflationary pressures which have forced living costs to an all-time peak, more than offsetting wage gains; and

Whereas, Farm income for the nation has declined \$400 million during the first quarter of 1957, with those who produce our nation's food and fibre taking in 18 per cent LESS for their investment, skills and labor than it costs to operate their farms; and

Whereas, The close relationship between the economic well-being of California's farm families and employment opportunities for hundreds of thousands of workers dependent on farm production, processing and transportation for their jobs is being demonstrated today as follows:

- (1) Rising living costs have cut consumer buying power, resulting in heavy carryovers of fruits and vegetables, cutting volume of food which the canneries will accept and drastically depressing farm prices for produce;
- (2) Every cut-back in volume processed is reflected in fewer jobs for men and women employed at all levels of food-processing, transportation and sales;
- (3) Inflationary interstate freight rate increases have forced small processors of livestock products and farmers, who produce livestock, to the wall, with consequent loss of jobs to those employed in the meat packing industry in California, while special reductions in shipment of dressed meat into California threatens to further injure livestock producers, small packers and butcher workmen employed in their plants;
- (4) Importation of meat birds and eggs from low-wage southern and mid-west states has forced thousands of poultry producers to fight for their

very survival, with prices far below what it costs them to operate; and

Whereas, High purchasing power is the best assurance that farmers will be able to find markets for their products, and, with our constantly increasing population should be able to sell to advantage, and the safeguarding of the organized labor movement is the only guarantee that such purchasing power will be available; and

Whereas, In spite of high-pressure propaganda in the press, radio and through personal solicitation by big business and their big farm allies, the average farm family producer is friendly to organized labor, many must supplement farm income by taking non-farm jobs and are members of labor unions; and

Whereas, Neither such farm families by themselves, nor organized labor by itself, is strong enough to influence state and federal legislation for their mutual protection; therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record, as follows: that the organized labor movement in California seek out those farmers and farm organizations who recognize their joint interests so that public relations and legislative program may be developed in this state to the end that steps may be taken to arrest inflation, increase consumption of food and fibre, assure farmers parity of income with other sections of our society, and maintain and increase organized labor's gains in take-home pay, social security and unemployment insurance.

Referred to Committee on Resolutions.
Adopted, p. 199.

Support Shorter Work Week

Resolution No. 29—Presented by Alfred Thoman, E. M. Crow, James Brooks, Joseph Hightower, Anders Larsen and Oscar N. Anderson of Carpenters No. 36, Oakland.

Whereas, One of the prime objectives of the labor movement has been to obtain a shorter work week; and

Whereas, Many labor-saving devices and techniques are being used in modern industry and building construction; and

Whereas, Many local unions have given recognition to this issue by demanding a shorter work week; and

Whereas, Many local unions are already working the shorter work week in many areas of the United States; and

Whereas, A shorter work week would

materially reduce unemployment; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as supporting the shorter work week and to assist all affiliates in this undertaking of the establishment of a shorter work week.

Referred to Committee on Resolutions.
Adopted, p. 199.

Restore Prevailing Wage Rate to State Construction Employees

Resolution No. 30—Presented by James T. Harvey and Walter R. Morris of Building and Construction Trades Council, Sacramento.

Whereas, The California State Personnel Board has adopted a policy establishing classifications and pay plans for certain construction trades and related classes in the state service; and

Whereas, This action was taken at the conclusion of an open hearing held before the State Personnel Board in Sacramento on June 2, 1956; and

Whereas, The recommendation made by the staff of the State Personnel Department and adopted by the Personnel Board resulted in removing construction maintenance, repair and construction employees from prevailing wage to lower wage rate classifications; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor favor the introduction of legislation at the next legislative session of the legislature to restore the prevailing wage rate to those state employees performing skills of construction crafts in maintenance, repair, and construction work for the State of California.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 296.

Legislation to Remedy Subsidence in Los Angeles - Long Beach Harbor Area

Resolution No. 31—Presented by Ralph A. McMullen and J. J. Christian of Building and Construction Trades Council, Los Angeles; Jack J. Zimmerman, D. J. Lecklider and E. E. Carter of Bakers No. 31, Long Beach; E. B. Webb, J. H. Blackburn, Wayne J. Hull, W. C. Farley of Painters No. 256, Long Beach; Webster F. Ay of Asbestos Workers No. 20, Long Beach; Edward J. Galvin, John T. Verant, and Joe Andrews of Plumbers & Steamfitters No. 494, Long Beach; Lenora G. Hixon and Henry G. Rutledge of Butchers No.

551, San Pedro; W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles; William Parsons of Central Labor Council, Long Beach; Ben N. Scott, Walter B. Schepman, Ivan M. Morriss and Edna Johnson of Retail Clerks No. 905, San Pedro; Homer Sullivan of Lumber and Sawmill Workers No. 1407, San Pedro; Chemical Workers No. 1, Long Beach; Stanley L. Graydon and Fred Van Wagner of Sheet Metal Workers No. 420, Buena Park.

Whereas, Competent, authoritative, engineering data discloses conclusively that the area known as the Wilmington Oil Field, located in the Los Angeles-Long Beach Harbor area, has subsided as much as 24 feet in the center over the past 17 years; and

Whereas, Authoritative engineering reports state that the subsidence in this area is occasioned by loss of underground pressures caused by the removal of oil, water and gases, and the lack of adequate supporting underground domes and structures; and

Whereas, Industrial, commercial and residential areas are adversely affected by this land sinking due to this area's proximity to the sea and resultant inundation of surrounding properties by sea water; and

Whereas, This land sinking condition threatens the existence of the entire naval shipyard operation which ultimately would involve approximately 100,000 jobs, combining the shipyard and allied industries in the area of the Los Angeles and Long Beach Harbors; and

Whereas, There exists no adequate local, state or federal ordinances, laws or other statutes which provide or require compulsory remedial measures such as unitization and pressurization by gas or water to ameliorate subsidence in the Los Angeles-Long Beach-Wilmington Oil Field; and

Whereas, The Sub-Committee of the Armed Forces Committee of the U. S. Congress has definitely stated that the government will extend no further appropriations unless and until the State of California takes proper steps to help remedy the existing conditions; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor assembled at Oakland, California, on September 16, 1957, call upon the Governor of the State of California to call a special session of the legislature to enact remedial legislation; and be it further

Resolved, That the executive council

and officers of the Federation be empowered to determine and support any such legislation they deem advisable and appropriate.

Referred to Committee on Legislation.
Adopted, p. 297.

Shorter Work Day

Resolution No. 32—Presented by O. K. Mitchell and Floyd Culbreth of Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, Since the existence of the eight-hour day, employment in this country generally has been divided among more workmen; and

Whereas, The constantly increasing inroads of automation in industry is replacing workmen; and

Whereas, Organized labor is constantly striving to improve the standard of living for its members, and to spread employment to a greater number of people; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to advocate a shorter work day for all workmen in every industry in the state.

Referred to Committee on Resolutions.
Adopted, p. 199.

Allocate New Ship Contracts to West Coast Shipyards

Resolution No. 33—Presented by O. K. Mitchell and Floyd Culbreth of Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, Since the end of World War II, many new ships have been constructed in the United States, both cargo and passenger vessels; and

Whereas, Almost all of the contracts have been awarded to East Coast and Gulf Coast yards; and

Whereas, West Coast yards and facilities have been left to deteriorate, and the skills of workmen are being lost to other industries; and

Whereas, Labor, industry and civic groups on the West Coast have put forth much effort toward the end that these people who are influential in government recognize the need for reactivating the yards on the West Coast so that, in the event of an emergency, the manpower and skills will not be lost to the industry; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor

go on record to condemn the action of the agencies of government in awarding almost all new ship contracts to eastern and southern yards, and request that more contracts be allocated to West Coast shipyards; and be it further

Resolved, That this protest be registered with the Secretary of the Navy, Secretary of Defense, Bureau of Ships, the President of the United States, and every other agency having jurisdiction over ship construction and repair; also that protests be sent to every Congressman and Senator representing the eleven western states, and that they be requested to do everything within their power to restore shipbuilding on the West Coast.

Referred to Committee on Resolutions.
Adopted. p. 281.

Support Enforcement of State Industrial Safety Division Rules on All Floating Vessels

Resolution No. 34—Presented by O. K. Mitchell and Floyd Culbreth of Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, Enforcement of safety rules on floating vessels and drydocks is claimed by certain employers to come within the jurisdiction of the federal government; and

Whereas, There is now only one safety inspector on the Pacific Coast with jurisdiction over ship repair yards; and

Whereas, This agency is located in San Francisco, thereby virtually eliminating any safety inspection for other Pacific Coast ports; and

Whereas, Past efforts of local metal trades unions to secure inspectors for their respective ports have not produced the desired results; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record favoring the plan of the Division of Industrial Safety of the State of California to assume jurisdiction and policing of safety rules and regulations on all floating vessels in California ports, and the appropriate number of state inspectors be provided to enforce safe conditions.

Referred to Committee on Resolutions.
Adopted. p. 281.

Commend Federation Representatives For FEP Fight

Resolution No. 35—Presented by O. K. Mitchell and Floyd Culbreth of Shipyard

& Marine Shop Laborers No. 886, Oakland.

Whereas, There still exists in this great state certain curtailments of the rights of many of our minority groups insofar as employment is concerned; and

Whereas, The American Federation of Labor, the State Federation, and our federal government are on record in opposition to any discrimination, regardless of race, color, or national origin; and

Whereas, Our State Federation of Labor and its officers have been striving for years to pass a Fair Employment Practices Act in the legislature; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor commend our legislative representative, the officers of the Federation, and all other groups who are so effectively working on the Fair Employment bills, and urge them to continue their best efforts to the end that the matter will become a law.

Referred to Committee on Resolutions.
Filed, p. 232. See Resolution No. 139.

Increase Per Capita Tax for "Right to Work" Defense Fund

Resolution No. 36—Presented by James Pollard and William Leshe of Solano County Central Labor Council, Vallejo.

Whereas, Certain national, state and local organizations are attempting to cause enactment of "right to work" legislation, by presenting to legislators, and county governing boards, false, misleading and derogatory propaganda; and

Whereas, The State Federation executive council and the administrative officers have alerted all affiliated unions to the fight against such legislation, by establishing a temporary emergency defense fund for this purpose; and

Whereas, The purpose and intent of the proposed "right to work" legislation is to outlaw the "union shop" provisions of our contracts; thereby being a detriment to the general health and well-being of our people; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor increase the per capita tax to five cents in order to provide a special "Defense Fund" to be used to combat this type of legislation wherever it may be required; and be it further

Resolved, That the convention recognize the steps which have already been

taken by the executive officers and hereby approves this action as necessary and timely to bring about unity of all labor in fighting the so-called "right to work—right to scab" laws.

Referred to Committee on Constitution.
Filed, pp. 233-234. See Resolutions No. 66 and No. 132.

Federation Public Relations Program for County Fairs

Resolution No. 37—Presented by Lee Johnson, Ray Hollingsworth, Louis G. Willits, Russell F. Robinson of Meat Cutters Union No. 439, Pasadena.

Whereas, Public relations may be improved tremendously by direct contact; and

Whereas, Almost 100 per cent of the population attend the fairs while they are in operation; and

Whereas, The experience organized labor has had at the Los Angeles County Fair is definite proof of the success that has been achieved through such a program taking advantage of the opportunity presented by the large attendance at the fairs; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor, as part of its public relations program, shall establish a program fitting for the various fairs throughout the state of California; and be it further

Resolved, That a man be hired for the purpose of establishing and carrying out a program of this nature.

Referred to Committee on Resolutions.
Filed, pp. 230-231. Subject matter referred to Executive Council.

Workmen's Compensation

Resolution No. 38—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Under the present workmen's compensation laws of California, the applicant's right to recover costs expended in the presentation of his case before the Industrial Accident Commission is not clearly established; and

Whereas, Such inadequacy in provisions of the law imposes an undue and unwarranted financial hardship on the injured employee and his family, which is contrary to the intents and purposes of the law; and

Whereas, The applicant should be entitled to recover expenses reasonably, actually and necessarily incurred to suc-

cessfully prove a contested claim before the Industrial Accident Commission, including the oral testimony of doctors, when required; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor that this organization have prepared and introduced to the next regular legislative session of the California state legislature appropriate legislation to amend the Labor Code of the State of California, Article 2, Section 4600, paragraph 2, to provide as follows:

"In accordance with the rules of practice and procedure of the commission, the employee, or the dependents of a deceased employee, shall be reimbursed for expenses reasonably, actually, and necessarily incurred for X-rays, laboratory fees, and medical reports, both written and oral, required to successfully prove a contested claim."; and be it finally

Resolved, That copies of this resolution be sent to Mr. Ernest Webb, Director, California State Department of Industrial Relations; Mr. S. W. MacDonald, Chairman, Industrial Accident Commission, and to Governor Goodwin J. Knight.

Referred to Committee on Legislation.
Concurred in intent, filed, pp. 292-293.

Workmen's Compensation

Resolution No. 39—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The workmen's compensation laws of California provide that an employer shall provide to an industrially injured employee medical, surgical and hospital treatment, including nursing, medicines, medical and surgical supplies, crutches, and apparatus, including artificial members, which is reasonably required to cure or relieve him from the effects of his injury; and

Whereas, In many cases, required medical facilities and the services of qualified medical personnel are not readily available to injured or disabled employees working on jobs in isolated sections of the state, such as those involved in the construction of dams and other projects, logging and woods operations, etc., thereby requiring that an injured employee, in order to receive treatment, must necessarily be transported by whatever means is available for long distances and over hazardous surfaces, creating an unnecessary and serious risk of complica-

tion and/or death which otherwise might be prevented; and

Whereas, This lack of proper medical facilities and qualified medical personnel is contrary to the intent and purposes of the existing workmen's compensation laws; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor that this organization prepare and have presented to the next regular legislative session of the California state legislature appropriate legislation amending the Labor Code of the State of California to provide that an employer shall be required to make available at the job site, for employees who may become industrially injured or disabled, adequate medical facilities and the services of qualified medical personnel on those remote projects, such as may be involved in the construction of dams, logging and woods operations, etc., where seventy-five (75) or more employees are engaged in work for the employer at a location requiring in excess of one hour's time to transport an injured or disabled employee from the job site to a point where medical, surgical and hospital treatment are available; and be it finally

Resolved, That copies of this resolution be sent to Governor Goodwin J. Knight; Ernest Webb, Director, Department of Industrial Relations; and to Sherman W. MacDonald, Chairman, State of California Industrial Accident Commission.

Referred to Committee on Legislation.
Concurred in intent, filed, pp. 294-295.

Protection of Timber and Water Resources

Resolution No. 40—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The loss of public timber and water resources through fire is increasing year by year; and

Whereas, The United States Forest Service is established, in part, to protect the timber and water resources; and

Whereas, The present budget, and therefore the services throughout the U. S. Forest Service, are inadequate to perform minimal requirements; and

Whereas, The financing and services of the U. S. Forest Service have been reduced under Administration policies; and

Whereas, This situation creates a

serious threat to our future safety and resources; now, therefore, be it

Resolved, By this 55th convention of the California State Federation of Labor that a Congressional inquiry be conducted for the purpose of correcting this situation, and further that Congress appropriate all funds necessary to establish and maintain minimum protection; and be it further

Resolved, That copies of this resolution be sent to the U. S. Forest Service, Congressman Clair Engle, the U. S. Department of Agriculture, the U. S. Department of Interior, to U. S. Senators William F. Knowland and Thomas H. Kuchel, to California Representatives in Congress and to the chairmen of appropriate Senate and House committees.

Referred to Committee on Resolutions.
Adopted, p. 282.

Compulsory Public Liability Insurance

Resolution No. 41—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The State of California has enacted legislation making public liability insurance compulsory for automobile owners; and

Whereas, This insurance must be purchased through private insurance carriers; and

Whereas, These carriers have recently increased these premium rates from twenty to thirty percent; and

Whereas, This action raises a serious question as to whether or not such increase in cost to our members is necessary or is based upon a desire for excessive profits because of the compulsory legislation; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor determine to request appropriate agencies to investigate this matter thoroughly; and be it further

Resolved, That we request the appropriate state legislative committees to look into the advisability of establishing a non-profit state fund through which this compulsory insurance may be purchased at lower premium rates; and be it finally

Resolved, That copies of this resolution be sent to Governor Goodwin Knight and to Attorney General Pat Brown.

Referred to Committee on Resolutions.
Adopted, p. 282.

Participation in Local Community Activities

Resolution No. 42—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Our daily life is directly affected by the activities of local elected officials who are responsible for all public community activities; and

Whereas, In the absence of labor participation, these activities are carried on without an understanding of labor's needs or objectives; and

Whereas, City councils, school boards, county supervisors and other civic organizations are established to carry out local public policies representing all citizens of a community; and

Whereas, It is our duty and responsibility as community citizens to actively participate in these community affairs; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor recommended to its affiliated local unions and central labor bodies that they actively participate in elections and in the activities of such groups in each community throughout the state of California; and be it finally

Resolved, That copies of this resolution be sent to each affiliated local union and central labor organization.

Referred to Committee on Resolutions.
Filed, p. 281. Subject matter referred to CLLPE Executive Council.

Program to Combat So-Called "Right to Work" Legislation

Resolution No. 43—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Powerful groups throughout this country are collecting large sums of money to sponsor a so-called federal "right to work" bill which would eliminate the union shop provisions of our contracts; and

Whereas, Similar approaches are being made towards state "right to work" bills in the state of California; and

Whereas, These anti-labor organizations are mailing anti-union literature to our members and other employees and are further mailing such literature to civic organizations in various communities throughout the state; and

Whereas, "Right to work" is a delibe-

rate misnomer and misleading to the people of our communities, the sponsors knowing that the purpose is to break the back of organized labor rather than provide a right to work to any individual; and

Whereas, This presents a major and acute problem to organized labor throughout the United States; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor that we continue to actively oppose such legislation, and, further, that we assume the responsibility to make known to the people of our state the true nature and purposes of such bills, and, further, that each delegate here assembled assume the responsibility for contacting and explaining this problem to organizations in his community, including local newspapers and radio stations; and be it further

Resolved, That this convention recommend to each central labor body that it make this program one of its major activities and ascertain that this resolution is actively carried out by its delegates; and be it finally

Resolved, That copies of this resolution be sent to all affiliated organizations, as well as to any organizations in the state of California which, to our knowledge, are considering endorsement of such a program.

Referred to Committee on Resolutions.
Filed, pp. 200-201. See Resolutions No. 66 and No. 132.

Prohibit States From Enacting Labor Laws More Restrictive Than Federal Laws

Resolution No. 44—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The Labor-Management Relations Act now provides that any state has the right to enact and enforce legislation more restrictive against labor organization than that incorporated in the Act; and

Whereas, This provision has proven extremely detrimental to the best interests of public policy and of our labor organizations; and

Whereas, The sponsors of anti-labor legislation are using this provision of the Act to sponsor local and state anti-labor legislation; and

Whereas, The restrictive provisions of the Act itself are detrimental to the best interests of public policy and of our labor organizations; and

Whereas, We reaffirm our position that the Act in its entirety should be returned

to its status prior to 1947; now, therefore, be it

Resolved, That this 55th convention of the California State Federation of Labor go on record specifically requesting Congress to amend the Act and eliminate the recognition of more restrictive state legislation than that appearing in the Act itself; and be it further

Resolved, That we make every effort to accomplish this objective and request the good offices of the national AFL-CIO to actively work toward this objective; and be it finally

Resolved, That copies of this resolution be sent to the national AFL-CIO and to California Congressmen.

Referred to Committee on Resolutions.
Adopted, p. 200.

Prohibit Deduction of Earned Vacation and Holiday Pay From Unemployment Insurance Benefits

Resolution No. 45—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, In the past the Unemployment Insurance Act was interpreted and applied correctly to mean that prior earned vacation or holiday pay received during periods of unemployment was not deductible from unemployment insurance benefits; and

Whereas, In recent years and at the present time, vacation pay and holiday pay earned during prior work periods is deducted from our members' unemployment insurance benefits; and

Whereas, This requirement constitutes a wage rate reduction; and

Whereas, Unemployment insurance benefits should be paid during periods of unemployment regardless of the fact that an unemployed member receives prior earned vacation or holiday pay during this period of unemployment; and

Whereas, The present procedure and practice causes considerable hardship to our members, particularly where repayments are required by the Department of Employment due to vacation or holiday pay received after a period of unemployment is ended; now, therefore, be it

Resolved, By this 55th convention of the California State Federation of Labor that it use its best efforts to have the California Unemployment Insurance Code amended by the California state legislature during its next regular legislative session to provide, specifically, that earned vacation or holiday pay received during periods of

unemployment shall not disqualify a person nor be deducted from unemployment insurance benefits; and be it further

Resolved, That copies of this resolution be submitted to Governor Goodwin J. Knight and Harry Stewart, Director of the California State Department of Employment.

Referred to Committee on Legislation.
Non-concurred, p. 295.

Establish at Least \$1.25 Minimum Wage in California

Resolution No. 46—Presented by J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The Industrial Welfare Commission of the State of California has the responsibility for establishing minimum wage rates and industry coverage for women and minors throughout our state; and

Whereas, It is the present policy of the national and state AFL-CIO to establish a minimum wage of \$1.25 per hour and to apply this minimum wage to all employment; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor request the Industrial Welfare Commission to establish a minimum wage of not less than \$1.25 per hour, and, further, to extend the application of this minimum wage to all employment, and, specifically, to household and agricultural employment; and be it further

Resolved, That copies of this resolution be sent to the Industrial Welfare Commission and to Governor Goodwin J. Knight.

Referred to Committee on Resolutions.
Adopted, p. 203.

Increase Per Capita Tax to Fight "Right to Work"

Resolution No. 47—Presented by Ralph A. McMullen and J. J. Christian of Building and Construction Trades Council, Los Angeles.

Whereas, Efforts are being made continually by anti-union forces to pass "right to work" laws in several municipalities and counties of California, all of which must be contested by organized labor, and either defeated locally or carried to higher courts in efforts to defeat them; and

Whereas, To effectively carry out a campaign in any and every section of the state to defeat this effort to destroy the

labor movement, which effort should be properly centralized and supervised; and

Whereas, Experience in the state of California has taught all of the affiliated unions of the California State Federation of Labor that a campaign of such importance to all of the labor movement is best cleared and centralized through, and supervised by, the California State Federation of Labor to the end that confusion will not destroy the accumulation of sufficient funds, and so that the chief counsel of the California State Federation of Labor will be in a position to better coordinate efforts to defeat or nullify "right to work" ordinances at the local community level; and

Whereas, The policy of the Executive Council of the California State Federation of Labor, as determined in meeting during June of 1957, had for its purpose centralization of legal action and the clearing of appeals for defense funds, and to this end has authorized the establishment of a new special account to finance this campaign as adopted by the Executive Council; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor that the per capita of the California State Federation of Labor be increased by an additional three cents (3c), which three cents (3c) will be deposited in the special account under the supervision of the secretary-treasurer, and the monies raised by this proposed three cents (3c) per capita increase used to combat and defeat any pending or future "right to work" ordinances proposed or established in any part of the state of California; and be it further

Resolved, That the payment by affiliated unions of the California State Federation of Labor of the three cents (3c) additional per capita be effective not later than the month immediately following the adjournment of this, the 1957 convention of the California State Federation of Labor.

Referred to Committee on Constitution.
Filed, pp. 283-284. See Resolutions No. 66 and No. 132.

Elect Federation Vice Presidents by District

Resolution No. 48—Presented by Robert P. Sanders of Post Office Clerks No. 339, Fresno.

Whereas, Vice presidents should represent the membership within their district, as well as the State Federation; and

Whereas, The membership within the district should know the type of represen-

tation they need and desire better than the membership of other districts; and

Whereas, The delegates from the districts they represent are in a better position to know the capabilities of their candidates than the delegates from the other districts; and

Whereas, It is believed that this procedure of election of vice presidents makes for a more democratic organization; therefore be it

Resolved, By the 55th convention of the California State Federation of Labor that Section 3 of Article III of the State Federation Constitution be changed to read as follows: 3(a). The president and secretary-treasurer shall be elected by a majority of votes cast by the duly accredited delegates of the convention. 3(b). Vice presidents shall be elected by the duly accredited delegates of the various districts, and must be elected from a union or council within the district which they are to represent. 3(c). In the event that any district or districts are not represented in convention by ten(10) or more local unions or councils, election shall be by vote of all accredited delegates in attendance. 3(d). Where there are more than two candidates for an office, and no candidate has a majority, the candidate receiving the lowest vote shall retire after each ballot.

Referred to Committee on Constitution.
Non-concurred, pp. 284-285.

Oppose Repeal of Tax Exemption of Non-Profit Private Schools

Resolution No. 49—Presented by James Symes and Anthony Cancilla of Central Labor Council, San Francisco.

Whereas, In May, 1957, the San Francisco Labor Council unanimously approved a statement of policy (copy of which is attached hereto and made a part hereof) opposing an initiative petition regarding the tax exemption of non-profit schools; and

Whereas, This petition has now received the necessary signatures and will become a ballot proposition in the November election; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor, for the same reasons that we opposed the signing of the petition, hereby goes on record in opposition to this proposed legislation, and approves the statement of policy as adopted by the San Francisco Labor Council:

Statement of Policy

For the past five years—since the general election of 1952—the non-profit pri-

vate schools of California have been exempt from the payment of property taxes. This exemption was granted by the voters of California at that time by passage of State Proposition 3, in recognition of the public service provided by such schools and of the measurable direct saving to the taxpayer resulting from their services. As was pointed out at the time of the 1952 election, California was then the only state in the union which did not exempt from taxation its non-profit private schools below college level. As was further pointed out, to exempt these schools from taxation was not to subsidize them at the expense of the taxpayer, but was a fair return for value received in millions of dollars saved because these schools are in operation.

This was the logic which convinced the voters of California in 1952:

1. The non-profit private elementary and high schools render a genuine public service to the State of California in educating a portion of its young people.

2. Non-profit private colleges and universities in the state have been exempt from property taxes since 1914 (since 1901 in the case of Stanford University), and extension of the exemption to grade and high schools was long overdue.

3. Based on school enrollment figures and costs at that time, operation of the non-profit grade and high schools resulted in an annual saving to California taxpayers of more than 41 million dollars plus an additional capital investment for school building of more than 354 million dollars.

4. The taxpayer who chose to send his children to non-profit private schools was being taxed twice for educational purposes — once to support the public schools, which is the fair and proper obligation of every citizen and once to give the state tax monies for a non-profit private school, for which he otherwise footed the bill.

Needless to say, the San Francisco Labor Council endorsed and supported State Proposition 3. And when the voters approved the measure and this equitable and long overdue exemption became the law of the state, the matter appeared to be settled once and for all in the best interest of all California.

However, regrettably, this apparently dead issue has been revived. An initiative petition is now being circulated which seeks to turn back the clock and wipe out the tax exemption of the non-public, non-profit grade and high schools. And once again they are trying to make religion and

religious prejudice the issue, rather than basing their case on facts and logic.

Specifically, if the legislation proposed by this petition should become law, it would amend section 1c Article XIII, of the State Constitution by providing that the property authorized by said section to be exempted from taxation shall not include any property used or owned directly or indirectly in whole or in part for any religious or other school purpose of less than college grade unless such property shall be used, owned and held exclusively for the blind, mentally retarded, or physically handicapped. In other words, this measure seeks to nullify the tax exemption privileges granted to the non-profit private schools of California by the California electorate five years ago.

Let's take a look, then at facts and logic. Why should the private schools of California be exempt from property taxation? The four basic reasons which convinced the voters in 1952 apply in even greater degree today: These non-profit schools still perform a public service by educating many of our young people. They are still logically and justifiably entitled to a privilege which has been granted to similar schools of college level since the early part of the century. Double taxation for education is still an inequity which is not in keeping with American democratic principles. And the non-profit private grade and high schools are still providing the taxpayers of California with a direct and measurable tax dollar saving of huge and even staggering dimensions.

To do a bit of multiplication: On May 2 of this year Robert C. Kirkwood announced that it cost about \$360 per pupil to give California youngsters the 1955-56 year of school.

The parochial schools in the thirteen Bay Area counties have about 73,000 pupils. If this school population is multiplied by \$360 per pupil, it means that the taxpayers just in these thirteen counties have been saved more than 26 million dollars in operating costs alone, for just one school year alone, and exclusive of the tremendous investment in school facilities which would be necessary if the taxpayers had to assume the burden of educating these youngsters.

And think, too, of the double and triple sessions which would ensue.

Last fall, the Governor's Conference on Education was informed that the projections of current growth will require in 1960 an expenditure of one billion four

hundred thousand dollars, exclusive of the cost of purchase and preparation of site.

This same report indicated that operating costs by 1960 would be \$1,097,000,000.

For the year 1955-56 the costs of education were raised as follows:

- 45.72% from the State
- 51.63% from local sources
- 1.75% from Federal government
- .90% from other sources.

These figures point to a tremendously increased tax burden on the common property taxpayer of every school district in the state. We can be thankful that the services rendered by our non-profit private schools, supported by citizens who also pay public school taxes, prevent this burden from being even greater.

On the basis of public benefit, tax exemption is granted to a great many institutions and organizations—for instance, church property, college property, cemetery property used exclusively for burial or other permanent deposit of human dead and property used exclusively for religious, hospital, or charitable purposes. There can be no gainsaying the fact that private grade and high schools, not operated for profit, likewise serve a public purpose and perform a public good, and are likewise entitled to exemption from property taxes.

In the face of these facts, how can it be said, as the petition-circulators are saying, that "forced support of rival, competitive systems of parochial schools through tax exemption would cripple and impair the public schools and tend to undermine and seriously weaken our unity and our basic freedoms." Such statements are ridiculous, yes, but unfortunately we cannot afford to laugh.

The American Labor movement has, since its beginnings, supported the cause of free public education. We have never deviated from that position, and do not do so now. In fullest compliance with the letter and spirit of that position, this body has endorsed the granting of a tax exemption to the non-profit private grade and high schools of this state. The only differences in the situation today are that school costs have mounted, that the school population has grown tremendously, that prospects for the future are for even higher costs and greater growth, and that the tax exemption in the course of five years has demonstrated its merits and equity.

It is therefore the recommendation of this committee that the San Francisco Labor Council oppose the current initiative

petition re the tax exemption of non-profit private schools and the legislation it proposes, and that members of affiliated local unions be urged not to sign this petition.

Referred to Committee on Resolutions.
Adopted, p. 234.

Greater Emphasis on Modern Industrial Economics in Public Schools

Resolution No. 50—Presented by James Symes and Anthony Cancilla of Central Labor Council, San Francisco.

Whereas, Students graduating from the public schools of California demonstrate they are receiving an inadequate and often prejudiced education in the area of practical, industrial economics as it applies to their future livelihood; and

Whereas, The California State Federation of Labor has gone on record in its desire to see the public school system of this state made more truly reflective of the needs and problems of the times in which we live by means of a greater emphasis on modern industrial economics; and

Whereas, The addition of industrial economics to our public school curriculum would require three basic and important changes in public education:

1. A survey, analysis and redrafting of the elementary and secondary school curriculum so that industrial economics might best be presented.
2. Substantial changes and improvements in the curriculum of the teachers training institutions whereby teachers would be taught the facts of industrial economics so that they might present without fear a true picture to their future students.
3. A survey and analysis of present school textbooks and other oral and written material on this subject matter, and the preparation of suitable, impartial and readable material designed to remedy the glaring, existing deficiencies; and

Whereas, It seems obvious that the responsibility for surveying and expediting such a program should properly rest with the University of California which has the resources, and should be provided with the financing if this large and important task is to be accomplished; and

Whereas, The University of California, through its Institute of Industrial Relations, has largely confined its efforts on behalf of workers' education to the areas of leadership education in both the labor and management fields, and has practical-

ly ignored the expensive problems of mass education of those who will become rank and file members of the working force; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor does hereby go on record in calling upon the regents of the University of California to make sufficient funds available as to effectuate the purposes of this resolution; and be it further

Resolved, That we request that the full resources of the University of California be put to work in implementing a program designed to ameliorate the three basic problems indicated above.

Referred to Committee on Resolutions.
Adopted, p. 233.

Discrimination in Housing

Resolution No. 51—Presented by A. T. Gabriel, Lucile Kelly, Frank Collins, Will Adams and Helen Wheeler of Miscellaneous Culinary Employees No. 110, San Francisco.

Whereas, At its 1956 convention the California State Federation of Labor did adopt a comprehensive resolution aimed at the elimination of all kinds of discrimination in housing; and

Whereas, The problem of housing discrimination has grown during the past year, and is in greater need of government action ending discrimination in finding a place to live; now, therefore, be it

Resolved, That this 55th convention of the California State Federation of Labor reaffirm the 1956 resolution No. 174 which follows in full:

Resolution No. 174 Housing Program

Whereas, Racial discrimination in housing poses the single greatest threat to the realization of our goal of renewing our cities and providing a decent home and healthy environment for every American family; and

Whereas, It is also clear that housing segregation presents the single greatest obstacle to the implementation of the Supreme Court's decision to end school segregation; and

Whereas, The California State Federation of Labor and the AFL-CIO have long opposed discrimination or segregation in housing; and

Whereas, The Administration in Washington has not taken the necessary steps

to end or limit discrimination in housing; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon the President of the United States and the officers responsible to him to adopt the following program:

1. To issue a presidential directive to all government agencies to provide that any housing which receives federal aid such as: public housing funds, guaranteed federal mortgage insurance, slum clearance aid, etc., shall be housing made available to all people, without regard to race, creed or national origin.
2. To require of any government agency, local, state and federal agencies, including redevelopment and renewal agencies that as a condition for using public funds and authority they implement a policy of non-discrimination and non-segregation.
3. To establish as government policy that FHA or VA insured loan guarantees be withdrawn or denied to any builder or promoter who rejects an applicant because of the applicant's race, creed or national origin.
4. To end the present Administration policy which has resulted in the deterioration of the once effective racial relations service in housing as a result of lack of administrative interest and support.
5. To specifically reverse the policy of Albert Cole, Administrator of the federal HHFA, who wrote in a letter to Senator Prescott S. Bush (D., Conn.) that his agency would oppose the outlawing of racial discrimination in housing built with federal aid; and be it further

Resolved, That the California State Federation of Labor calls upon Congress and upon the members of both the House of Representatives and the Senate from California to:

1. Support with necessary funds a program of public housing large enough to meet the growing shelter needs of low income families and housing for the aged.
2. Provide that all funds appropriated for housing assistance shall be used in projects or to support building which will be made available to applicants without regard to race, creed or national origin.
3. Institute an investigation of real estate brokers, builders, banks and

other lending agencies whose pattern of interest rates, and loan qualifications often discriminate against the builder who would sell on a non-discriminatory basis, or against the owner who is of a minority group; and be it further

Resolved, That the California State Federation of Labor declares that all public housing agencies and planning commissions should have adequate labor representation on their policy boards and that one of the responsibilities of the trade unionists on these boards shall be to strengthen the non-discriminatory practices of the commission or agency; and further, that this Federation calls upon all local affiliates to seek such representation locally on the agencies in the housing field; and be it further

Resolved, That the executive council appoint a standing committee which will assist the secretary in implementing the policies of this resolution and in developing educational and other constructive programs to further assist local groups facing problems in the field of housing discrimination.

Referred to Committee on Resolutions.
Adopted, p. 233.

Support AFL-CIO Policy on Civil Rights

Resolution No. 52—Presented by A. T. Gabriel, Lucile Kelly, Frank Collins, Will Adams and Helen Wheeler of Miscellaneous Culinary Employees No. 110, San Francisco.

Whereas, The trade unions of America have long been in the forefront in the fight for civil rights, both within the trade union movement and in the general community; and

Whereas, The AFL-CIO nationally, and the State Federation of Labor in California have supported civil rights legislation at every opportunity; and

Whereas, The enemies of labor, the employer associations who have promoted "right to work" bills have also been the chief opponents of civil rights legislation; and

Whereas, This strong civil rights policy by the AFL-CIO and its affiliates is helping now to educate the workers in the South to the principles of American democracy; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor goes on record to support and commend the clear and forthright support of civil rights which has been the policy of the

AFL-CIO's Civil Rights Committee in its work to make still more effective our record in the field of civil rights; and be it further

Resolved, That we call on the AFL-CIO's Civil Rights Committee and the Civil Rights Department to intensify its activity to the end that labor can give still more leadership, by both policy and practice, to the campaign for the full realization of the democratic principles set forth in America's Bill of Rights.

Referred to Committee on Resolutions.
Adopted, p. 232.

California FEPC

Resolution No. 53—Presented by A. T. Gabriel, Lucile Kelly, Frank Collins, Will Adams and Helen Wheeler of Miscellaneous Culinary Employees No. 110, San Francisco.

Whereas, The California legislature in 1957 came closer to passing an FEPC bill than ever before; and

Whereas, The trade union movement, headed by the California State Federation of Labor, gave great support and much leadership to the campaign for a state FEPC; and

Whereas, The need for an FEPC law in the state is as great as at any time in the past, especially in view of the increasing threat of automation to the jobs of the less skilled workmen; and

Whereas, The campaign for an FEPC law was coordinated by the California Committee for Fair Employment Practices, through which the California State Federation of Labor worked, along with other statewide groups who supported FEPC in an important display of solidarity and unity; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as commending the officers of the State Federation for their work on behalf of FEPC; and be it further

Resolved, That this convention commend the California Committee for Fair Employment Practices for its work in organizing and coordinating the campaign for FEPC; and be it still further

Resolved, That the California State Federation of Labor communicate with every Assemblyman and State Senator on the issue of FEPC, commending those who voted for FEPC and urging those who opposed us to reconsider in the next session, since this legislation is something to which the California State Federation

of Labor has such a deep and permanent commitment.

Referred to Committee on Resolutions.
Filed, p. 232. See Resolution No. 139.

Commend Teachers' Fight for Equality

Resolution No. 54—Presented by A. T. Gabriel, Lucile Kelly, Frank Collins, Will Adams and Helen Wheeler of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The school system can have a strong influence in the development of healthy attitudes on questions of race relations; and

Whereas, The employment of teachers who are members of America's various minority groups is a direct and powerful way to influence the attitudes of our students, and a way open only to the school systems; and

Whereas, The AFL-CIO union of teachers in this state, the California Federation of Teachers and its affiliated local unions, has spearheaded the fight for legislative protection of the right of minority teachers for jobs in California schools, having achieved some progress in both the 1955 and the 1957 sessions of the state legislature on this issue; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor does go on record to commend the Teachers Union for this leadership in the field of civil rights and does pledge to the Teachers Union continuing support for these efforts by the union for equal job opportunity for would-be teachers, regardless of race, religion or national origin; and be it further

Resolved, That the California State Federation of Teachers call this work by the Teachers Union to the attention of the various organizations of minority groups in California in order that they may more fully appreciate the role of the California Federation of Teachers.

Referred to Committee on Resolutions.
Adopted, p. 233.

Recognition of Racial Minorities by State Organization

Resolution No. 55—Presented by Ernesto Guzman, Frank M. Garcia, Joseph Y. Murdock, Lee Barker, Pete Espinoza and Angel R. Perez of Hod Carriers' Building and Common Laborers' Union No. 300, Los Angeles.

Whereas, At the time of the merger of the American Federation of Labor and

the Congress of Industrial Organizations it was clearly recognized that the prime reason and purpose for the merger was to make a stronger and more united labor movement; and

Whereas, There was recognized at that time the growing importance of racial minority workers in the labor movement by naming two Negro vice presidents to the National Executive Board of the AFL-CIO; and

Whereas, For many years both Negro and Mexican trade unionists have made great contributions to the labor movement in the state of California; and

Whereas, There are approximately two million residents of either Mexican or Negro descent in this great state, and a great proportion of that group is engaged in labor; and

Whereas, We, the undersigned, desire above all to have labor grow in strength and numbers, and further desire that Mexican and Negro racial minorities be recognized for their role in the struggle for a better and greater organized labor movement; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor give increasing recognition to the needs, hopes and great contributions of its minority members, and seriously consider the election of a Negro and a Mexican to the State Executive Board of the AFL-CIO; and further, that representatives of these minority groups be appointed to staff positions on the executive committee, especially for union activities in populous areas.

Referred to Committee on Resolutions.
Non-concurred, p. 232.

Continue Support of Campaign Against L. A. Times and Mirror-Daily News

Resolution No. 56 — Presented by Charles L. Brown of Allied Printing Trades Council, Los Angeles.

Whereas, The publishers of the Los Angeles Times and the Los Angeles Mirror-Daily News have, since the year 1881, consistently fought the labor movement and its objectives in California; and

Whereas, The influence of the Los Angeles Times and the Mirror-Daily News has been used consistently to destroy the trade union movement and undermine union wages and standards of living in southern California; and

Whereas, The Otises and the Chandlers have spearheaded the open shop drive in southern California since 1896 through

the columns of the Los Angeles Times and have played a dominant role in organizing the Merchants and Manufacturers' Association, the Neutral Thousands, the Southern Californians, Inc., and other such organizations dedicated to the destruction of the organized labor movement in California; and

Whereas, The Los Angeles Times and Mirror-Daily News have consistently opposed the unionization of their employees and have traditionally operated on an open shop, non-union basis; and

Whereas, The Los Angeles Times has been on the official "We Do Not Patronize" list of the American Federation of Labor, California State Federation of Labor, Los Angeles Allied Printing Trades Council, and the Los Angeles Central Labor Council for the past 54 years, and its afternoon publication, the Mirror, has been on the "We Do Not Patronize" list since it first started publishing under non-union conditions in 1948, the Daily News since purchased by the Times Corporation in 1954; and

Whereas, The printing trades unions in Los Angeles are conducting an extensive program through the Union Label Committee of the Allied Printing Trades Council to inform all members of organized labor of the anti-union policies of the Los Angeles Times and Mirror-Daily News with the ultimate objective of extending to the employees of the Times and Mirror-Daily News the full benefits of AFL organization; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor endorse and approve the campaign of the Union Label Committee of the Los Angeles Allied Printing Trades Council; and be it further

Resolved, That the California State Federation of Labor extend all possible assistance to inform the members of organized labor of the anti-union policies of the Los Angeles Times and the Los Angeles Mirror-Daily News, and appeal to each member to purchase only those newspapers which display the Allied Printing Trades Union Label; and be it further

Resolved, That the officers of the California State Federation of Labor be instructed and authorized to take any steps deemed necessary to assist and aid the Union Label Committee of the Los Angeles Allied Printing Trades Council in its program; and be it finally

Resolved, That the California State

Federation of Labor call upon every AFL union in California to extend unqualified support, moral and financial, to the program of the Union Label Committee of the Los Angeles Allied Printing Trades Council.

Referred to Committee on Labels & Boycotts.
Adopted, pp. 282-283.

Trade Union Office Employees

Resolution No. 57—Presented by John B. Kinnick, Leah Newberry, Richard Groulx, Jeannette Zoccoli, Carmella Foutch, Kay Letkey of Office Employees No. 29, Oakland.

Whereas, The office employees of some local unions of national and international unions affiliated with the AFL-CIO are not members of any labor union, a condition contrary to the basic principle of labor to organize the unorganized; and

Whereas, The office employees of some local unions of national and international unions affiliated with the AFL-CIO are required to join the union for which they work, which has the effect of creating a company union; and

Whereas, The Office Employees International Union is the union chartered by the AFL-CIO with jurisdiction over office employees of trade unions; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor urge all local unions and affiliated bodies to take such action as is appropriate to see that their office employees become members of a local of the Office Employees International Union; and be it further

Resolved, That local unions and other affiliated bodies be urged to negotiate and sign contracts with locals of the Office Employees International Union covering their office employees.

Referred to Committee on Resolutions.
Filed, p. 248.

Private Employment Agencies

Resolution No. 58—Presented by John B. Kinnick, Leah Newberry, Richard Groulx, Jeannette Zoccoli, Carmella Foutch, Kay Letkey of Office Employees No. 29, Oakland.

Whereas, Private employment agencies are in effect serving as personnel offices of the employers; and

Whereas, The employees are paying ing exorbitant fees to obtain jobs through

private employment agencies; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to instruct the officers of the Federation to introduce a bill at the next legislative session of the state legislature which would prohibit private employment agencies from charging more than 10 percent of the employe's first month's salary; and be it further

Resolved, That all affiliated unions be urged to negotiate clauses in their contracts which will require the employer to pay the fee for anyone hired from a private employment agency.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 297.

Release of Injured Workers For Light Work

Resolution No. 59—Presented by Gordon A. McCulloch and William Sidell of District Council of Carpenters, Los Angeles.

Whereas, The California state compensation laws allow doctors to release individuals covered under these laws for special or light work; and

Whereas, Upon release for this special work, the individual is not able to secure this type of work due to his particular trade or skill; and

Whereas, The insurance companies will not reconsider this matter without considerable duress and harassment, and due to the length of time consumed, it causes undue hardship on the individual by continued loss of temporary benefits; and

Whereas, The majority of the employers refuse to hire a person involved in compensation litigation, and released on the special work basis; and

Whereas, This refusal constitutes the individual being without benefits either from the compensation companies, unemployment insurance, or regular employment; and

Whereas, This procedure is becoming more and more prevalent due to the unscrupulous working arrangements between the doctors and the compensation insurance companies, whereby it has reflected a very unfair condition to the working men and women in the state of California; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to submit to the state legisla-

ture a bill providing for the enactment into law, whereby:

It would be unlawful for doctors servicing industrial accident cases to release patients to perform special light work, thereby causing an automatic discontinuation of temporary benefits by the insurance carrier; except that a release may be given for special light work assignments, providing that the original employer agrees to re-employ claimant, and that the claimant will give his consent.

Referred to Committee on Legislation.
Filed, p. 298.

In Memory of Earl E. Thomas

Resolution No. 60—Presented by Gordon A. McCulloch and William Sidell of District Council of Carpenters, Los Angeles.

Whereas, The death of Earl E. Thomas is a recent event in our memory. His life was full of accomplishments and his good works deserve our notice and final tribute. Born in Los Angeles in 1898, he attended the public schools of this city, selected the trade of millman and cabinet maker, and throughout his early manhood followed his trade in San Bernardino and in Los Angeles. He was highly proficient as a workman, and for this we honor him, as well as for his greatness as a labor leader. He rose to the presidency of the Cabinet Makers and Millmen's Local Union No. 721 in Los Angeles, a post he held to the time of his death. He assumed leadership, as secretary-treasurer, of the Los Angeles County District Council of Carpenters in 1942. He died in this office after giving it for fifteen years his last measure of devotion; and

Whereas, He received a long list of honors and awards from state and federal governments and from the labor movement. Recognition of his merit was widely and publicly accorded and these honors need not be recited here; and

Whereas, A product of the American system, he was himself a convincing proof that freedom of opportunity can produce great men. Each opportunity that came his way was a challenge, and his life was one of continuing self-education. Without business training, he became an able executive. He had no education as an orator, but he became a convincing and effective speaker. Experience and observation gave him his greatest quality, the judgment by which he led his

Council to its position of leadership in the nation; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor, as follows:

May he rest in honor, a man who saw clearly, judged temperately and looked further into the future of labor than did any of his contemporaries.

Referred to Committee on Resolutions.
Adopted, p. 306.

Union Representatives to Have Free Access to Premises Open to General Public

Resolution No. 61—Presented by Ben N. Scott, Walter B. Scheppman, Ivan M. Morriss, Edna Johnson, Retail Clerks No. 905, San Pedro; John M. Sperry, Bernard J. Piggott, Fay Skinner, Retail Clerks No. 1428, Pomona; and Betty Johnsen, Retail Clerks No. 899, Santa Barbara; Ted Phillips and Ray Butler of Retail Clerks No. 1167, Riverside; and California State Council of Retail Clerks.

Whereas, Employers often deny union representatives access to their stores or buildings in an effort to prevent such representatives from having contact with their employees; and

Whereas, Employers seek to interfere with legitimate organizing campaigns and to interfere with the rights of their employees to join unions and to designate them as bargaining representatives by claiming that union representatives are trespassers upon the employer's property; and

Whereas, A store, shopping center, parking lot or sidewalk that has been opened to the public at large should be equally open to the union representative who is peacefully pursuing the constitutional and lawful right to organize employees for collective bargaining purposes; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to sponsor and support legislation permitting union representatives engaged in lawful and peaceful organizational activities to have free and unhampered access to premises which have been opened to the general public, and declaring that such use of these premises shall not be a trespass, civil or criminal.

Referred to Committee on Legislation.
Concurred in intent, filed, pp. 295-296.

State Law to Provide Judicial or Administrative Procedure for Establishing Union Representation

Resolution No. 62—Presented by Ben N. Scott, Walter B. Scheppman, Ivan M. Morriss, Edna Johnson, Retail Clerks No. 905, San Pedro; John M. Sperry, Bernard J. Piggott, Fay Skinner, Retail Clerks No. 1428, Pomona; and Betty Johnsen, Retail Retail Clerks No. 899, Santa Barbara; Ted Phillips and Ray Butler of Retail Clerks No. 1167, Riverside; and California State Council of Retail Clerks.

Whereas, The state of California has no judicial or administrative procedures under which a labor organization can effectively establish its right to collective bargaining representation of employees; and

Whereas, Local and intrastate employers, not subject to the National Labor Relations Act, can effectively thwart the desires of a majority of their employees to be represented by a labor organization by merely refusing to recognize or accede to the will of their employees; and

Whereas, Under present laws, labor organizations are forced to rely upon concerted economic activities as the only means of compelling these employers to recognize a union as the choice of a majority of their employees; and

Whereas, It is the public policy of this state that employees should be able to freely chose their collective bargaining representatives, and that employers should be required to bargain collectively with the representatives of their employees; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to sponsor and support legislation which will provide judicial or administrative procedures to establish the majority representation of labor organizations, and which will require employers to bargain collectively in good faith with the labor organization designated by a majority of the employees of any such employer.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 296.

Prohibit Issuance of Temporary Injunctions Ex Parte and Upon Affidavits Only

Resolution No. 63—Presented by Ben N. Scott, Walter B. Scheppman, Ivan M. Morriss, Edna Johnson, Retail Clerks No. 905, San Pedro; John M. Sperry, Bernard J. Piggott, Fay Skinner, Retail Clerks

No. 1428, Pomona; and Betty Johnsen, Clerks No. 899, Santa Barbara; Ted Phillips and Ray Butler of Retail Clerks No. 1167, Riverside; and California State Council of Retail Clerks.

Whereas, Employers have repeatedly sought to use court injunctions as a means of blocking or disrupting legitimate concerted activities of labor organizations in this state; and

Whereas, The issuance of an unwarranted temporary restraining order by a court often does great and irreparable harm to labor organizations, even though upon hearing the matter the court later dissolves the order; and

Whereas, The practice under California law of hearing and deciding preliminary injunction matters upon affidavits has often permitted unscrupulous employers to wholly mislead courts by distortions and half-truths; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to sponsor and support legislation requiring courts to hear and determine all applications for injunctions against labor organizations and upon reasonable notice, in open court, and upon sworn testimony of witnesses appearing before the court in person, and prohibiting courts from issuing temporary or preliminary injunctions *ex parte* and upon affidavits only, except in cases of extreme emergency.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 296.

End NLRB Delay in Establishing Union Representation

Resolution No. 64—Presented by Ben N. Scott, Walter B. Scheppman, Ivan M. Morriss, Edna Johnson, Retail Clerks No. 905, San Pedro; John M. Sperry, Bernard J. Piggott, Fay Skinner, Retail Clerks No. 1428, Pomona; and Betty Johnsen, Retail Clerks No. 899, Santa Barbara; Ted Phillips and Ray Butler of Retail Clerks No. 1167, Riverside; and California State Council of Retail Clerks.

Whereas, Organizational campaigns may be lost or seriously hampered by long periods of delay in legal proceedings to establish collective bargaining rights; and

Whereas, Under the present procedures of the National Labor Relations Board in representation cases, elections are frequently held many months after majority

status has been attained and a petition filed; and

Whereas, Employers, being well aware of the advantages to be gained from long delays, frequently use NLRB proceedings to postpone elections and to thus enable them to destroy the union's majority; and

Whereas, In most instances, elections could be effectively conducted by the NLRB in advance of a final determination of collateral "legal" issues; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as urging the National Labor Relations Board to establish procedures under which representation elections may be conducted in advance of formal hearings and Board consideration in any proceeding in which such procedure would be appropriate and would not jeopardize the rights of any party.

Referred to Committee on Resolutions.
Adopted as amended, p. 224.

Patronize Retail Stores Displaying Union Label and Employing Union Clerks

Resolution No. 65—Presented by Ben N. Scott, Walter B. Scheppman, Ivan M. Morriss, Edna Johnson of Retail Clerks No. 905, San Pedro; and California State Council of Retail Clerks.

Whereas, The great majority of the continuous and successful attacks against legitimate unions and the free labor movement are sponsored, created, supported, and prosecuted by the thousands of non-union, anti-union store employers, principally in the department, specialty and variety store field; and

Whereas, These anti-union employers control over 7,000,000 unorganized so-called "white collar" retail workers in the U.S.A. and over one half million in California itself; and

Whereas, This group of powerful employers with corporate, diversified capital power constitute the greatest danger by far in America to a free labor movement, a free America, to a decent American standard of living and to human dignity; and

Whereas, Many and most of the employees of these employers are the friends and relations of union workers in other trades; and

Whereas, It is a basic principle of the trade union policy for all union members to demand and support union workmen, services, and merchandise; and

Whereas, It is clearly evident that the

main force behind the phony "right to work" laws are these same employers mentioned above, who operate through the various associations well known to all trade union people, such as the United States Chamber of Commerce, and National Association of Manufacturers and others; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor, that all unions of the present federation and the subsequent merged federation be urged and informed, and all their memberships, as to the tremendous importance and extreme urgency of patronizing only retail stores displaying the union shop card and employing union clerks, and in assisting and demanding the complete cooperation of the labor movement in all ways necessary to organize these retail stores which constitute such a real threat to the freedom of all labor in America; and, be it further

Resolved, That all unions of the present federation and the subsequent merged federation be urged and informed to take the offensive with positive action against the non-union retail store employers in the department, variety, and specialty store field, and thereby keep America free, raise the standard of living for all and especially for the over 7,000,000 nonorganized retail store workers, and lessen and/or destroy the substandard conditions in these stores which subsidize the "right to work" phony laws and the tremendous and constant attack on free labor. Only in this manner can free labor survive against the anti-union employer, his agents, political stooges, his controlled one-way mass media propaganda news outlet devices, his reactionary, greedy, selfish, stupid policies and actions, and overcoming his mental drugging of the working people of America and keep America free!

Referred to Committee on Labels & Boycotts.
Adopted as amended. p. 283.

"Right To Work" Bill at Next Session of Legislature

Resolution No. 66—Presented by John M. Sperry, Bernard J. Piggott and Fay Skinner of Retail Clerks No. 1428, Pomona; and California State Council of Retail Clerks.

Whereas, It is possible that a bill to prohibit the execution and enforcement of union security contracts in this state may be presented to the legislature at its next session; and

Whereas, Such statutes have been commonly called "right to work" laws; and

Whereas, Such name is false and misleading to the general voting public; now, therefore, be it

Resolved, By the 55th convention of the California State Federation of Labor that the secretary of the Federation be instructed to use the influence of the Federation to prevent the Secretary of State and legislative officials from entitling any such bill a "right to work" bill, and to require that the bill presented to the legislature be entitled in conformity with its true purposes, namely the prohibition or ban on union security agreements.

Referred to Committee on Resolutions.
Adopted, pp. 200-201.

Limit Importation of Foreign Fish and Fishing Products

Resolution No. 67—Presented by John B. Calise of Seine and Line Fishermen's Union of San Pedro.

Whereas, The United States market for fishery products changes very little from year to year as indicated by official Federal Fish and Wild Life statistics; and

Whereas, Increased imports together with decreased exports, a situation which now exists in the fishing industry, make available a greater supply than the demand, a condition that can only result in the elimination of production, either domestic or foreign; and

Whereas, Foreign exports of fishery products into the United States continue to increase; and

Whereas, These increasing imports and decreasing exports are one of the difficult problems confronting the United States fishing industry today, with little prospect that the situation will improve, but rather grow progressively worse, just so long as we continue to allow cheaply produced, substandard fish and fish products to enter this country in unlimited quantities and under low tariff regulations; and

Whereas, These cheap foreign products, produced with substandard labor and under the poorest of conditions, constitute a major threat to the high standards established for the organized fishermen and fish cannery workers in this country, as well as a very strong threat to the very economy and prosperity of the domestic fisheries; and

Whereas, Some of the American facilities, fishermen and fish cannery workers have already been idled on the West

Coast because of these increased imports from foreign nations; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor hereby go on record in favor of limiting foreign fish and fishery products imported into the United States to the extent that these products imported into this country will not compete unfairly with the domestic product just so long as the home catch and production of fish and fishery products can supply the consumption demands of the United States; and be it further

Resolved, That this resolution be forwarded to the United States Department of Interior, Fish and Wild Life Service, Branch of Commercial Fisheries, and Department of State, Washington, D. C., at the proper time; and be it further

Resolved, That the secretary-treasurer of the California State Federation of Labor, AFL-CIO, be instructed to present a like resolution to the next national convention of the American Federation of Labor-Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, p. 248.

Support Los Angeles Office Employees In Injunction Case

Resolution No. 68—Presented by Joseph A. Anderson and Ceola Rae Kingsbury of Office Employees Union No. 30, Los Angeles.

Whereas, The primary purpose and aims of all labor organizations is the organization of the unorganized; and

Whereas, In the union brotherhood the living force of "one for all and all for one" is the prime precept to which labor is dedicated; and

Whereas, Local 30, Office Employees International Union, AFL-CIO, is presently engaged in a law suit in the District Court of Appeal, State of California, to protect an injunction issued by the Superior Court against a vicious union-hating employer; and

Whereas, If this injunction is made to stand, all labor in California will benefit by setting the precedent that the California courts can order an employer to bargain in good faith; and

Whereas, The winning of this case will further clarify the area of conflict between the state and the federal power under the National Labor Relations Act; and

Whereas, The cost of conducting such

a case is almost prohibitive for a local small in numbers, which in the past has almost depleted the local's treasury; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record in support of Local 30, OEIU in the local's efforts in behalf of all labor in pursuing their case; and be it further

Resolved, That this convention respectfully request the secretary-treasurer of the California State Federation of Labor to use his good office to assist Local 30, OEIU in its fight; and be it finally

Resolved, That the 55th convention of the California State Federation of Labor go on record in support of an appeal for funds now being made by Local No. 30 Office Employees International Union.

Referred to Committee on Resolutions.
Filed, p. 248. Subject matter referred to Executive Council.

Oppose Integration of Police and Fire Departments in All Cities, Municipalities And Political Subdivisions

Resolution No. 69—Presented by A. E. Albertoni and Ray Shukraft of Federated Fire Fighters of California, Burbank.

Whereas, The practice of integrating police and fire departments having proved a failure in a vast majority of cities where it has been tried; and

Whereas, Nearly all Fire Chiefs' Associations, Fire Prevention Associations and Fire Underwriters have condemned this practice of integration as impractical and a step backward from the forward march in the training of the professional fire fighter; and

Whereas, The science of police work and the modern technical and scientific training of the professional fire fighter are two separate and distinct branches of modern security and should not be tied together except as a cooperative effort in the prevention of fire and crime; and

Whereas, Many cities and towns in Canada and some in other sections of the United States have recently adopted this integration policy; and

Whereas, It is feared the trend may spread to California; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as opposing such integration; and be it further

Resolved, That, if this resolution is passed, a copy be mailed to each affiliat-

ed central labor council requesting their assistance in combating this practice.

Referred to Committee on Resolutions.
Adopted, p. 248.

Resolution No. 70

Withdrawn at request of sponsors, p. 235.

Exemption of Disability Retirement Pay From Federal Income Tax Indefinitely

Resolution No. 71—Presented by A. E. Albertoni and Ray Shukraft of Federated Fire Fighters of California, Burbank.

Whereas, Under the present federal income tax law, disability retirement is tax exempt, but only until the member reaches normal retirement age; and

Whereas, This, in effect, means a reduction in income at an age when such retired members can ill afford to sustain such a cut; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor be on record as in support of amending the federal income tax law to make disability retirement payments tax exempt indefinitely.

Referred to Committee on Resolutions.
Adopted, p. 200.

Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program

Resolution No. 72—Presented by A. E. Albertoni and Ray Shukraft of Federated Fire Fighters of California, Burbank.

Whereas, There exists certain state positions relative to the State Fire Protection Program; and

Whereas, These positions are filled through an appointment by the Governor; and

Whereas, Certain state organizations, known as company unions, are given consideration for these appointments; and

Whereas, The International Association of Fire Fighters, representing the organized fire fighters since 1918, and the Federated Fire Fighters of California, since 1938, have not been recognized or considered for these appointments; and

Whereas, The present positions are filled by appointees who actively assist the company unions to the detriment of the organized fire fighters; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor

make every effort to see that fire fighter organizations affiliated with labor be considered and recognized to the extent of having members, councils, or committees appointed by the Governor; and be it further

Resolved, That the California State Federation of Labor make every effort to fill all state positions relative to the Fire Service with labor-endorsed candidates.

Referred to Committee on Resolutions.
Adopted, p. 248.

Assistance to Fire Fighters' Organizational and Legislative Programs

Resolution No. 73—Presented by A. E. Albertoni and Ray Shukraft of Federated Fire Fighters of California, Burbank.

Whereas, During the past year the International Association of Fire Fighters and the Federated Fire Fighters of California have conducted a strenuous organizational campaign; and

Whereas, It is planned to continue this campaign until all the unorganized fire fighters are affiliated with labor; and

Whereas, This organizational campaign has been badly hampered because fire fighters are often coerced and intimidated by various fire department administrators; and

Whereas, These administrators are using unfair tactics to cause fire fighters to join and maintain membership in organizations controlled by administrators; and

Whereas, Some of the officers and members of these organizations (company unions) are also hampering the campaign by various means; and

Whereas, Some of the officers and members of these organizations have hampered the legislative program of the organized fire fighters by lobbying against bills which would aid all fire fighters; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record urging city administrators to adopt policies preventing reprisals against fire fighters who join the International Association of Fire Fighters and the Federated Fire Fighters of California; and be it further

Resolved, That the California State Federation of Labor urge all its affiliates to work towards preventing intimidation by fire department administrators, specifically through central labor councils and local unions addressing resolutions

to city administrators condemning this action; and be it further

Resolved, That the California State Federation of Labor place on the "Unfair to Labor" list, any person, organization, etc., who hampers the organized fire fighters organizational or legislative programs.

Referred to Committee on Resolutions.
Filed, p. 236. See Resolution No. 117.

Issuance of Commemorative Stamp Honoring Professional Fire Fighters

Resolution No. 74—Presented by H. C. Harmelink and William H. Gibb of Fire Fighters No. 145, San Diego.

Whereas, Professional fire fighters are proud and courageous; and

Whereas, At the cost of personal deprivation and diligent practice, this highly skilled group stands ready to perform the most exacting duties rendered in the protection of persons and property; and

Whereas, The spirit of brotherhood of man is enhanced by the professional fire fighters' frequent display of heroism; and

Whereas, There has never been, in the history of the U. S. Postal Department, a commemorative stamp issued in honor of the professional fire fighters in the history of the fire service; and

Whereas, Only one country in the entire world has ever issued a commemorative set of postal stamps honoring the fire service (1937, Panama on the 50th anniversary of the Isthmus of Panama Fire Department: 1948, In honor of the Colon Fire Department); and

Whereas, In or about 1857, the city of Cincinnati, Ohio, became the first city in the United States to operate a professional fire department; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as favoring the issuance of a commemorative stamp in honor of the professional fire fighters by the United States Postal authorities of the Philatelic Department; this commemorative stamp to embrace the true spirit and pride of organization that characterizes the professional fire fighter and give especial honor and tribute to those who have answered their last alarm; and be it further

Resolved, That the California State Federation of Labor present this resolution to the AFL-CIO convention, when next in session, and make all efforts possible to persuade the postal authorities of the United States Philatelic Department to issue this

stamp of commemoration in honor of 100 years of professional fire fighting. The issuance of said commemorative stamp will bring well deserved publicity to the professional fire fighter and much needed added revenue to the Postal Department as thousands upon thousands of dollars are spent yearly by philatelists on stamps, that never carry mail; and be it further

Resolved, That the City of Cincinnati, Ohio, be honored as the city of the first day of issue.

Referred to Committee on Resolutions.
Adopted, p. 248.

Premium Pay for Work During Smog Concentration

Resolution No. 75—Presented by R. W. Tucker, Robert H. Fox and Ernest J. Leupp of Stationary Operating Engineers No. 501, Los Angeles.

Whereas, It is a matter of public record that in various industrial areas throughout the world a large number of people have been killed in recent years because of excessive air pollution; and

Whereas, In recent years air pollution has become a major health problem in various cities, towns and communities throughout California; and

Whereas, Despite public authorities' efforts to abate air pollution, commonly known as smog, the problem appears to be growing more and more serious; and

Whereas, Leading medical authorities and public authorities have established maximal allowable concentration of eight-hour exposure in industry to various harmful and toxic gases; and

Whereas, Any industry or occupation wherein a worker may be exposed to a sufficient concentration of air pollution or smog so as to endanger his life or health should be classed as an extra hazardous occupation and accordingly should pay a premium for the risks involved; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as urging all labor unions in the state of California to include in their contracts a provision providing for premium pay whenever its members are compelled to work during a concentration of smog to such a degree that a first alert has been declared by public authorities, and providing for additional premium pay when a second alert shall have been declared by said authorities, and further providing that all work shall cease and emergency measures taken when a third

alert has been declared by said public authorities.

Referred to Committee on Resolutions.
Filed, p. 305.

**Support Proposed Tuna Import
Act of 1958**

Resolution No. 76—Presented by George Ledesma, Frank R. Silva, Cannery Workers and Fishermen's Union, San Diego; C. O. Taylor, John W. Quimby, Central Labor Council, San Diego, and John B. Calise, Seine and Line Fishermen's Union of San Pedro.

Whereas, The American fishermen have failed desperately in every effort in their attempt to compete with the Japanese tuna fisherman on a straight competitive basis; and

Whereas, They have been hindered and harmed in every attempt they have made to aid their situation by the Executive Branch of the United States Government, while the Japanese Government has, on the other hand, stimulated, encouraged and helped the Japanese fisherman with every resource available; and

Whereas, The unrestricted imports of Japanese-caught tuna has brought the American tuna fisherman to the brink of destruction and have harmed the objectives of the United States trade policy in respect to Japan by decreasing rather than increasing her dollar earnings in this country; and

Whereas, This problem has reached such overwhelming proportions that the existence of the American fisherman will only be a matter of months unless governmental relief is forthcoming; and

Whereas, The only hope lies in the Congress of the United States and a bill which has been introduced in the Senate and in the House of Representatives known as the Tuna Import Act of 1958, which would limit the importation of tuna to this country in a way equitable to both the American and Japanese tuna fisherman; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor officially go on record in favor of **HR 9237**, the Tuna Import Act of 1958 as introduced by Congressman Cecil King in the House of Representatives; and be it further

Resolved, That copies of this resolution be sent to Congressman Cooper, Chairman of the Ways and Means Committee of the House of Representatives; James P. Mitchell, Secretary of Labor; George Meany,

President of the AFL-CIO, the California Congressional delegation and the two California Senators, informing them of the action of this convention and urging their support of its passage.

Referred to Committee on Resolutions.
Adopted, p. 248.

**Support Use of Union Label by Technical
Engineers in Los Angeles**

Resolution No. 77—Presented by H. C. Evetts and George Caye of Pomona Valley Central Labor Council, Pomona.

Whereas, A bona fide union label has always marked a product as having been produced according to definite quality standards under fair wages and working conditions, and thereby the use of such labels performs a public service in so notifying the consumers and all who make use of the product; and

Whereas, The desire of unions to expand the use of their labels is a legitimate and commendable objective; and

Whereas, The American Federation of Technical Engineers, Los Angeles Local 171, AFL-CIO, on September 6, 1956, entered into a collective bargaining agreement with its employer which permits the affixing of its union label on the construction drawings produced by its members; and

Whereas, The Los Angeles Board of Public Works, an administrative body appointed by the Mayor to which all such drawings must under law be submitted for approval and recording before they can be used in construction of private or public projects within the city limits, have by their actions and the actions of their city engineer continually refused to approve any drawings which contain the aforementioned union label; and

Whereas, The union label is small in size and in no way interferes with the legibility or usefulness of a drawing, plan or document; and

Whereas, The city attorney has issued a formal opinion in this matter in which he stated that it would be clearly legal for the board to approve such drawings which contain a union label; and

Whereas, The action of the board has thus prevented the union and the company from fully complying with their collective bargaining agreement, and thus the board action is a gross interference with rights of citizens to enter into legal private contracts; and

Whereas, The officers and representatives of the Los Angeles County Central

Labor Council and the Technical Engineers Union have in writing and during various informal and formal conferences and hearings informed the board of the council's and the union's strong opposition to their action in the matter and have requested that they cease their disapproval of drawings merely because of the union label, the council being joined at various times in this matter by officers or representatives of the national AFL-CIO, the Los Angeles Industrial Union Council, the Allied Printing Trades Council, the Los Angeles Building Trades Council, and by various other labor groups; and

Whereas, At a public hearing before the Board on April 3, 1957, the representatives of the Chamber of Commerce, the Merchants and Manufacturers Association, open shop commercial printers, various so-called professional associations and other anti-union or non-union groups appeared and strongly opposed the union label being allowed to appear on such drawings, revealing in their arguments that their main reason for such opposition was their desire to stop the growth of the Technical Engineers Union and the labor movement in general; and

Whereas, The Mayor has informally stated to his board that he cannot see why they should not work out some sensible basis for approval of drawings containing the union label; and

Whereas, The present action of the board majority and their long delayed refusal, after due process of a public hearing, to reverse their policies in the matter proves to be nothing more than an anti-union policy and action which is calculated to make happy those splinter groups in the community who are continually trying to weaken and hamstring the union movement and prevent us from achieving our legitimate and worthy objectives in behalf of our members and the entire community; and

Whereas, The Central Labor Council and the Technical Engineers Union have assured the board and the Mayor that the union label will not be used to institute a shutdown of construction projects through a boycott of drawings which do not contain the union label by the building trades unions; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as supporting the American Federation of Technical Engineers Local No. 171, AFL-CIO, in their desire to affix

their union label to the work performed by their members; and be it further

Resolved, That we condemn the actions of the majority of the Board of Public Works in ordering their city engineer to refuse approval of drawings, plans or documents containing the union label as being outside their discretionary authority as an administrative body, as being an arbitrary and unreasonable use of such authority, and as being an action which finds its real roots in the majority of the board being swayed by anti-union bias and prejudice and not by any desire to safeguard the public interest; and be it further

Resolved, That we start upon an informational and educational campaign to inform all union members and the public of the entire situation, and we take any and all action needed to correct this unjust situation and to obtain a reversal of the present policy and action of the board; and be it further

Resolved, That we call upon all local unions, trades council and other bona fide labor bodies to make resolution and take similar action; and be it further

Resolved, That we stand together in this fight until final victory, knowing this fight stems from a clear-cut attack against the trade union movement, as well as the union label itself, and knowing that our cause is just and right; and be it finally

Resolved, That copies of this resolution be sent to the Mayor, the Board of Public Works, the press, and all other groups and persons deemed to be interested.

Referred to Committee on Labels & Boycotts.
Adopted, p. 283.

Seniority by Law

Resolution No. 78—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, Postal employee unions advocate the recognition of seniority in employee assignment to preferred postal positions and higher salaried postal jobs in the Postal Service; and

Whereas, Such assignment to job vacancies is now at the discretion of the postmaster or his staff; and

Whereas, All postmasters do not choose to recognize seniority, but arbitrarily assign employees to preferred, choice assignments because of favoritism, family relationship or other factors; and

Whereas, Many senior employees are thus denied an opportunity to demon-

strate their fitness for positions of a preferred nature; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as favoring seniority by law in 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 prior to final adjournment of the 85th Congress.

Referred to Committee on Resolutions.
Adopted, p. 280.

Postal Pay Raise

Resolution No. 79—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, The salary levels of the nation's postal employees are comparatively below those prevailing for their trade union associates in private industry; and

Whereas, Postal employees, despite all the publicity to the contrary, have received but one small pay increase during the past 6 years; and

Whereas, The postal pay raise hearings held by Congressional committees during the first half of the 85th Congress convincingly proved that postal salaries now provided by law for postal employees are inadequate; and

Whereas, Both the U. S. Senate and House of Representatives voted during the first half of the 85th Congress in favor of postal pay increases only to have their action voided through the unwarranted veto of President Eisenhower; now, therefore, be it

Resolved, That the 55th Convention of the California State Federation of Labor request the entire executive board, American Federation of Labor - Congress of Industrial Organizations to call personally on the President of the United States at the White House in Washington, D. C., during January, 1958, to request the President's support for a postal pay raise prior to adjournment of the 85th Congress, with such pay increase to become effective January 1, 1958.

Referred to Committee on Resolutions.
Adopted as amended by committee and after further amendment from the floor, p. 280.

Personnel Management Relations

Resolution No. 80—Presented by John MacKay and J. B. Matthews of Post Office Clerks 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 40 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 recognition considered basic and guaranteed by law to unions in private industry; and

Whereas, Legislation introduced in the 85th Congress, and endorsed by the postal unions, with respect to the recognition of postal and federal employees would merely require the federal government to accord federal employees the same recognition that the federal government now requires a private employer to extend to private employees; and

Whereas, This legislation would not take from management the right to manage, nor would it grant to federal employees the right to strike, or to in any way interrupt or disrupt government services; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record recommending that Congress approve legislation providing postal employees with official recognition of their respective unions in such a manner as to require the Post Office Department to consult with such postal unions on all matters affecting working conditions, that punitive provisions for officials disregarding the law be established, that an impartial Board of Arbitration be created, and that other basic union rights, other than the right to strike, be established, and that postal employees be given a statutory right of recognition which they now enjoy only by suffrage, or not at all, to consultation on matters affecting their own welfare; 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 prior to January 1, 1958, and request their support and favorable vote for such legislation prior to the final adjournment of the 85th Congress.

Referred to Committee on Resolutions.
Adopted, p. 279.

Political Rights for Federal and Postal Employees

Resolution No. 81—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, U. S. federal and postal employees are now restricted by the Hatch Act from exercising political privileges now enjoyed by all other citizens of this nation; and

Whereas, U. S. Civil Service regulations further restrict postal and federal employees in political activity; and

Whereas, Such restrictions contribute to the status of second-class citizenship for a large segment of the United States population; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record endorsing the following measure and seek its introduction as a bill in Congress by the Representatives and Senators from California:

“To grant full franchise to all federal employees and others and to allow the exercise of unrestricted citizenship rights.

“Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled that hereafter no United States citizen shall, because of the fact of their employment in any government bureau, municipal or political subdivision thereof, be deprived of the right or privilege to fully participate in any campaign or election, the outcome of which might influence policies or standards which might be established, as long as such participation is not performed while on assigned duty or does not interfere with the efficiency in performing such duties. Provided further, that no individual, bureau, or commission, shall have delegated authority to infringe upon or interpret such franchise. Provided further, that should the propriety of the actions of any individual employee be in question, his superior officer shall notify such purported violator and action may be taken through the process of law to obtain judgment from a court of jurisdiction. Any law or part of any existing law in conflict with the content of this act is hereby repealed.”; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to submit copies of this proposed legislation to the California Congressional delegation prior to January 1,

1958, urging its adoption before the final adjournment of the 85th Congress.

Referred to Committee on Resolutions. Filed, p. 279. See Resolution No. 9.

Compensatory Time

Resolution No. 82—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, The present practice of granting compensatory time, hour for hour, for Saturday, Sunday and holiday work in post offices is not in the true spirit of a 40-hour week; and

Whereas, Pay allowed for such Saturday, Sunday or holiday work is not at the time and one-half rate; and

Whereas, The intent of the 40-hour work week law is to hold Saturday, Sunday and holiday work to only the barest of essential duties, which is not now being accomplished under the present system of granting compensatory time; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record endorsing a program embodying the principle of compensatory time at the rate of time and one-half for all work performed on Saturdays, and double time for Sundays and holidays in all first, second and third-class post offices.

Referred to Committee on Resolutions. Adopted, pp. 279-280.

Time and One-Half for Substitutes

Resolution No. 83—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, Existing law does not allow time and one-half for all work performed in excess of 8 hours in one day or 40 hours in one week for substitute postal employees who comprise approximately one-fifth of the nation's postal employee group; and

Whereas, The Post Office Department has taken advantage of this situation by utilizing this group of employees for long hours of toil far in excess of recognized standards, thereby causing untold hardship to such employees; and

Whereas, The principle of time and one-half for overtime has been established in outside industry for many years to prevent employers using employees in a manner detrimental to their health and welfare; and

Whereas, The U. S. Government recognized this principle through the Fair La-

bor Standards Act, yet it neglects to provide similar benefit for its own postal employees, i.e., post office substitutes employed on an hourly basis; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor recommend immediate legislation by Congress providing time and one-half compensation for all hours worked in excess of 8 in one day, and all hours worked in excess of 40 in one week for all postal employees on an hourly basis, as well as an annual basis; 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 prior to January 1, 1958, and request their support and favorable vote for such legislation prior to the final adjournment of the 85th Congress; and be it further

Resolved, That the Secretary of the California Federation of Labor be instructed to submit this resolution on behalf of the California Federation of Labor to the next annual convention of the American Federation of Labor-Congress of Industrial Organizations, with the request that it be made a paramount legislative objective of the AFL-CIO in an effort to eliminate this antiquated, out-moded and anti-labor practice through which the Post Office Department is able to utilize the services of a cheap labor market at tremendous cost in health, welfare and well-being of the hourly employees involved.

Referred to Committee on Resolutions.
Adopted, p. 279.

"Right to Work" Laws

Resolution No. 84—Presented by John W. MacKay and J. B. Matthews of Post Office Clerks No. 64, Los Angeles.

Whereas, Many states have adopted laws under the guise of "right to work" designed to destroy labor unions and make them ineffective; therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as opposed to any such "right to work" laws which may be introduced in the California legislature; and if and when such occurs, shall register protests to the State Senators and Representatives and call upon all local affiliates to do likewise.

Referred to Committee on Resolutions.
Filed, pp. 200-201. See Resolutions No. 66 and No. 132.

Remove Taft-Hartley Discrimination Against Guards

Resolution No. 85—Presented by Har-

old L. Kerr and John H. Raymond of Building Service Employees, Special Officers No. 193, Los Angeles.

Whereas, The passage of the Labor Management Relations Act of 1947 (better known as the Taft-Hartley Act) brought many new restrictions on organized labor; and

Whereas, One of the sections of the law which received very little notice at the time of its passage was Section 9(b)—Subsection (3) affecting guards. This section provides as follows: That the National Labor Relations Board shall not "decide that any unit is appropriate . . . if it includes together with other employees, any individual employed as a guard to enforce against employees and other persons rules to protect property of the employer or to protect the safety of persons on the employer's premises; but no labor organization shall be certified as the representative of employees in a bargaining unit of guards if such organization admits to membership, or is affiliated directly or indirectly with an organization which admits to membership, employees other than guards."

The practical effect of this section of the Taft-Hartley law has been to deny to guards who have traditionally been part of the jurisdiction of the AFL unions the great benefits which our organization has been able to afford them.

The men who work as guards have been relegated to second class citizenship by an ill-advised, illogical and unreasonable piece of legislation which means that guards cannot have the right to be represented by labor unions which are affiliated with the main body of American workers. Loss of seniority, welfare benefits, pension rights, as well as lower wage standards and working conditions have resulted.

First by a series of vacillating decisions and now by increasingly unfavorable administrative actions, the National Labor Relations Board has made even more restrictive the limiting scope of the original legislation. Recent rulings have denied affiliated union representation to part-time watchmen and guards, to armored car drivers and even to fire prevention guards.

A quick summary of some of the recent NLRB decisions will show the direction of the board's thinking. In September of 1953, for example, the board reversed itself for about the fourth time and finally ruled that armored car guards and drivers are guards within the mean-

ing of the Taft-Hartley Act. This ruling was handed down in a case involving a local union of the Teamsters and constituted a reversal of many prior rulings which had been in effect since 1948. On October 30, 1953, the board issued a decision in which watchmen who spent only a minute portion—less than five per cent (5%) of their time in normal watchman duties, such as making plant rounds, punching time clocks at regular intervals, and reporting infractions of company rules, were guards and, therefore, excluded from the protection of the law. The board held that the fact that these men performed watchmen duties only 5 per cent of their time was not sufficient to remove them from the statutory category of guards.

Thus the law and its interpretation by the NLRB has resulted in a situation where guards have been singled out for punitive treatment; denied the normal privilege of uniting with their fellow workers for the common and legitimate purposes of trade unionism and isolated from the main group of the American labor movement.

Summary: The Taft-Hartley Act—Section 9(b)—Subsection (3) has resulted in an unreasonable, intolerable and unnecessary segregation of guards. The NLRB Administrators have indeed even gone further and included within the scope of the law occupations not intended by Congress to be included in the definition of guards; therefore be it

Resolved, By the 55th convention of the California State Federation of Labor that Section 9(b)—Subsection (3) of Public Law No. 101, known as the Taft Hartley Act, discriminates unfairly against guards; and that an effort should be made to eliminate or modify same, as we object to a special classification which puts us in the category of second-class citizens.

Referred to Committee on Resolutions.
Adopted, p. 200.

Abandon Term "Union" and Substitute League

Resolution No. 86—Presented by R. G. Dickinson of Bartenders No. 318, Eureka.

Whereas, Tremendously financially strong groups of people have been and still are at an ever increasing tempo laying down a barrage of propaganda aimed at the general public, and having for its purpose the discrediting of "unions"; and

Whereas, This concerted and continuing campaign of discrimination and hate is having its strong effect on the public

mind to the extent that a very dangerous percentage of the public is accepting as fact this propaganda, and are becoming convinced that the word "union" describes something monstrous and vile; and

Whereas, There is no such a thing as a "union" as such, the word really being used as an adjective describing the gathering together of a group of people whose interests are mutual; and

Whereas, Many other words describe equally well such a gathering; such as assemblies, associations, legions and leagues, to none of which any stigma is attached, but to which the public is educated to respect. (Doctors and Lawyers, Ass'n. of Manufacturers, American Legion, League of Nations, our baseball leagues, the Epworth Leagues of the Methodist Church); and

Whereas, A rose by any other name is still as sweet, so also a union by any other name loses none of its objectives or its strength for the good of those who toil in the various vineyards by a change in name; but by such change forcing upon the enemies of organized labor a brand new approach of vilification and confusing them in their efforts; and

Whereas, The California State Federation of Labor in convention might properly spearhead a drive directed at our national AFL-CIO to request that they carry on a program that will eliminate the word "union" from all titles in all affiliates and substitute therefor the term "league"; therefore be it

Resolved, By the 55th convention of the California State Federation of Labor that the word "union" be eliminated from all use in all our gatherings and groups and publications, and the word "league" be substituted therefor; and be it further

Resolved, That this convention set in motion with all dispatch and speed a move to influence the national AFL-CIO to adopt the action outlined in the resolution.

Referred to Committee on Resolutions.
Non-concurred, p. 305.

Protect Unemployment Insurance Rights of Injured Workers

Resolution No. 87—Presented by C. V. Reyes, Oliver Owens, G. S. Holloway of Carpenters No. 1913, Van Nuys.

Whereas, There is no method to freeze unemployment benefits for a worker who has suffered an industrial accident of such

duration that his benefits expire before being released by the doctor; and

Whereas, Much time is consumed in obtaining a hearing before the Industrial Accident Commission; and

Whereas, It is not always possible for the released worker to obtain employment immediately; and

Whereas, The employer has paid the taxes that his employees would be covered under the unemployment insurance law; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor approve the following proposed addition to the law governing unemployment insurance:

Unemployment Insurance

Unemployment Insurance Code (New)
Section 1276.5. Benefit year and base period where workmen's compensation benefits have been paid.

In cases where workmen's compensation benefits have been paid during a period which, had a valid claim for benefits hereunder been filed, would have constituted a benefit year, the benefit year for purpose of payment of benefits shall mean the 52-week period beginning with the first day of the week with respect to which the individual first files a valid claim for benefits, but the base period shall be computed as if the benefit year began with the first day of disability for which workmen's compensation benefits were payable.

Disability Compensation

Section 2610.5. The same.

These additional new sections to the Unemployment Insurance Code would have the effect of "freezing" an employee's base period during a period of disability due to industrial injury, so that, upon termination of disability for industrial reasons, he would still be entitled to draw unemployment insurance if he were unemployed for lack of work and otherwise qualified, or disability compensation if he were unemployed because of non-industrial disability.

Referred to Committee on Legislation.
Filed, p. 295. See Resolution No. 24.

Ethical Practices Code and "Right to Work" Proposals

Resolution No. 88—Presented by C. V. Reyes, Oliver Owens and G. S. Holloway of Carpenters No. 1913, Van Nuys.

Whereas, The trade union movement to-

day is faced with a serious situation of having some dishonest leaders; and

Whereas, The reaction from the membership and the general public may bring serious repercussions against the whole trade union movement in general; and

Whereas, With so-called "right to work" bills and vicious anti-labor legislation being passed in many states; and

Whereas, Powerful anti-labor organizations are preparing a huge program of enacting a strong "right to work" law in California, and nationally; and

Whereas, President George Meany and Vice President Walter Reuther and other great labor leaders, together with the General Board of the AFL-CIO, have supported and acted for the ouster of any and all dishonest leaders, thugs and racketeers within the trade union movement; and

Whereas, The outstanding record of the American labor movement for over sixty-five years shows an uplifting of the American working people to the highest standard of living in the whole world, which standard has been achieved by virtue of the untiring and dedicated efforts of labor leaders of great integrity; and

Whereas, This priceless economic heritage is now threatened from within and from without the ranks of labor by the self-serving and the selfish few; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor support our national body and officers of the AFL-CIO in their fearless spirit of protecting the interests of the dues-paying members and the prestige of this great labor movement in exposing corruption and by vigorous action to remove it; and be it further

Resolved, That a vote of confidence endorsing their action be sent to President George Meany of the AFL-CIO in Washington, D. C.; and be it further

Resolved, That the California State Federation of Labor do everything possible to implement and support the policy of our national body in Washington, D. C., in bringing about such action; and be it further

Resolved, That the delegates at this 55th convention instruct the officers of the California State Federation of Labor to use all their efforts to eradicate corruption and dishonesty as outlined by the President of the AFL-CIO and the Executive Council thereof in the recently pub-

lished Ethical Practices Codes; and be it further

Resolved, That all delegates of this 55th convention be supplied with all informational material and application forms for speakers, to be supplied by the State Federation of Labor and/or its affiliates from a panel established by this convention, who can supply adequate remarks to defeat the false propaganda supporting "right to work" laws and other anti-labor legislation which is currently being disseminated in every community of this state by the enemies of organized labor.

Referred to Committee on Resolutions.
Filed, p. 235. See Resolution No. 140.

Maintain Tax Exemption of Non-Profit Private Schools

Resolution No. 89—Presented by H. C. Evetts and George K. Caye of Pomona Valley Central Labor Council, Pomona.

Whereas, The people of California by an overwhelming vote in the general elections of 1952 enacted legislation exempting privately operated non-profit grade schools and high schools from state taxation; and

Whereas, This decision was long overdue, since privately operated colleges and universities in the state of California have been exempt from taxation for half a century, while many other institutions, both religious and secular, providing public service, have been exempted from taxation though operating under private administration; and

Whereas, The people of California have suffered no financial disability through the enactment of the 1952 measure, inasmuch as parents who send their children to private schools continue to pay their taxes in support of the public schools; and

Whereas, Should there be a large scale transfer of children from the private schools to the public schools, there would be a tremendous dislocation in the school systems of the state, flooding the schools and overtaxing physical plant, classroom capacity, textbook availability, and teacher supply; entailing the expenditure of hundreds of millions of dollars for the acquisition or construction of new schools; and costing close to a hundred million dollars a year more to meet the day-to-day operational costs of the schools; and

Whereas, Despite these facts, an attempt is now being made to place on the 1958 ballot, through initiative petition, legislation that would repeal this exemp-

tion from taxation and restore a system of unfair taxation of private non-profit grade schools and high schools; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor, having supported the original legislation exempting these schools from taxation, reaffirms its support of such exemption, both in principle and practice, and deplores the effort to repeal this legislation as detrimental to the best interests of the people of California; and be it further

Resolved, That all members are urged to refuse to sign any petition for repeal presented to them and to present these facts so that the public may be informed.

Referred to Committee on Resolutions.
Filed, p. 234. See Resolution No. 49.

Give Farm Labor Jobs to U. S. Citizens

Resolution No. 90—Presented by Alfred Thomas, E. M. Crow, James Brooks, Joseph Hightower, Anders Larsen, Oscar N. Anderson of Carpenters No. 36, Oakland.

Whereas, The California Growers Association has imported approximately ten thousand Mexican and about two hundred Japanese workers into the state of California; and

Whereas, These foreign workers were given jobs in preference to American citizens; and

Whereas, These American workers have been unable to provide food and shelter for their families; and

Whereas, The National Agricultural Workers Union has provided food parcels for these unemployed American workers; and

Whereas, These unemployed American workers required medical attention and were unable to provide for themselves and families; and

Whereas, Many American families have been required to move from their government shelters; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor request their executive board to introduce a bill at the next session of Congress to provide jobs for needy American workers, in preference to importing laborers from outside the United States; and be it further

Resolved, That the quota of Mexican nationals and Japanese workers be reduced to a minimum so that American workers can earn a living wage.

Referred to Committee on Resolutions.
Adopted as amended, pp. 225-226.

Social Security Benefits for Disabled Workers

Resolution No. 91—Presented by Alfred Thomas, E. M. Crow, James Brooks, Joseph Hightower, Anders Larsen and Oscar N. Anderson of Carpenters No. 36, Oakland.

Whereas, There is now available a surplus of money for payment of Social Security benefits to retired persons; and

Whereas, This fund has been built up by workers' contributions; and

Whereas, Many citizens become sick and disabled and unable to work at their occupations or trades; and

Whereas, These citizens cannot earn a livelihood for themselves or their families; and

Whereas, These citizens can get a doctor's certification that they cannot work at their occupations or trades; and

Whereas, This places undue hardship on these citizens because of their afflictions; and

Whereas, These citizens must retire because of their sickness; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as requesting their executive board to introduce a bill at the next session of Congress providing that any citizen producing a doctor's certificate that he cannot work at his occupation or trade, be given his Social Security benefits he so justly deserves, irrespective of his age.

Referred to Committee on Resolutions. Filed, p. 225. See Resolutions No. 26, 115, 131.

State Fair Labor Standards Act

Resolution No. 92—Presented by Edwin B. Love and Phyllis Mitchell of Office Employees No. 3, San Francisco.

Whereas, At the recent session of the California legislature, the Business and Professional Women sought to emasculate the eight-hour law for women by exempting occupations of a "professional, technical and clerical" nature; and

Whereas, The California State Federation of Labor successfully opposed the measure in securing its referral to interim committee for further study by the Assembly Interim Committee on Industrial Relations; and

Whereas, This committee has indicated that this study will be made within the larger context of a review of all Labor Code provisions relating to restrictions

on employment and minimum labor standards generally; and

Whereas, It is the belief of office workers that such a review is long overdue and should be welcomed by organized labor as an opportunity to express its views on the need for a modern fair labor standards act in California, in place of the many scattered provisions of the Labor Code on the subject, some of which are outdated and based on conflicting concepts; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record in support of the consolidation of various Labor Code provisions relating to minimum standards of labor, including the so-called women's eight-hour law, into a modern state fair labor standards act, patterned closely after the federal law, covering all workers not covered by the federal law, and providing among other things a statutory minimum wage of \$1.25 per hour with effective statutory penalty pay provisions as a minimum protection against excessive working hours; and be it further

Resolved, That the secretary-treasurer be instructed to advocate this position before the Assembly Interim Committee on Industrial Relations at interim committee hearings on the subject to be conducted between now and the 1959 general session of the California legislature.

Referred to Committee on Resolutions. Adopted, 203.

Support Organization of CPS, Blue Cross and Insurance Company Employees

Resolution No. 93—Presented by Edwin B. Love and Phyllis Mitchell of Office Employees No. 3, San Francisco.

Whereas, The California Physicians' Service (CPS), Blue Cross, and insurance companies continually bid for union business, and over a period of years have sent their representatives into the various offices of local and international unions in California to successfully transact their business; and

Whereas, Thousands of union members are currently covered by California Physicians' Service, Blue Cross and insurance policies, which indicates thousands of dollars worth of business; and

Whereas, As a result of these transactions, the above-mentioned businesses are deriving a great deal of profit from their business with labor unions; and

Whereas, These firms are doing their utmost to defeat the purposes and goals

of organized labor by vocally discouraging the organization of their employees; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record in opposition to this unfair attitude and anti-labor tactics; and be it further

Resolved, That all local unions in the state of California be requested to assist and support the efforts of Office Employees International Union in its programs to organize the office and clerical employees in these above-mentioned firms.

Referred to Committee on Resolutions.
Adopted, p. 248.

Assist Office Employees' Organization

Resolution No. 94—Presented by Edwin B. Love and Phyllis Mitchell of Office Employees No. 3, San Francisco.

Whereas, The Office Employees International Union in the state of California is working consistently and diligently to organize office and clerical employes; and

Whereas, During such organizing campaigns it is sometimes necessary to request assistance and support of other local unions; and

Whereas, In a number of previous organizing campaigns, interference by other local unions has been very evident to upset our programs; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to assist the Office Employees' International Union in its organizing efforts; and be it further

Resolved, That all local unions in the state of California be requested to assist and not hinder our effort to organize the unorganized office and clerical employees.

Referred to Committee on Resolutions.
Adopted as amended, p. 248.

Sale of American Ships

Resolution No. 95—Presented by Morris Weisberger, Harry Johnson, Ed Wilson, Jim Dimitratos, Paul Scharrenberg and Arthur Benjamin of Sailors' Union of the Pacific; S. E. Bennett and Joe Do Bosics of Marine Firemen; Don Rotan, Ed Turner, Joe Goren, Blackie Gardner, Rose O'Kane and Frank Gomar of Marine Cooks and Stewards; all of San Francisco.

Whereas, The sale and transfer of American merchant vessels to foreign registry has continued over the protest of American seamen, who are confronted with loss

of employment because of unfair competition with the ships of nations having low standards of operation; and

Whereas, Senator Warren Magnuson, Chairman of the Committee on Interstate Commerce, is endeavoring to meet this problem by the introduction of **S 1488**, which prescribes the following conditions before such sale and transfer can be authorized:

1. The ship must be certified as useless to U. S. commerce.
2. The ship is of no value to the defense of the U. S.
3. The purchaser would be required to agree that he would not compete with U. S. ships and maintain top standards: safety, manning, crew accommodations and conditions; therefore be it

Resolved, that the 55th convention of the California State Federation of Labor endorse said **S 1488** and direct its officers to render every possible assistance for its enactment.

Referred to Committee on Resolutions.
Adopted, 281.

Rehabilitation of American Shipping

Resolution No. 96—Presented by Morris Weisberger, Harry Johnson, Ed Wilson, Jim Dimitratos, Paul Scharrenberg and Arthur Benjamin of Sailors' Union of the Pacific; S. E. Bennett and Joe Do Bosics of Marine Firemen; Don Rotan, Ed Turner, Joe Goren, Blackie Gardner, Rose O'Kane and Frank Gomar of Marine Cooks and Stewards; all of San Francisco.

Whereas, Prior to the Second World War the major part of the American Merchant Marine was engaged in coastwise and intercoastal service; and

Whereas, Withdrawal of this tonnage for essential war service gave to the railroads the opportunity to substitute land for water transportation; and

Whereas, The Sailors' Union of the Pacific has encouraged the government and the shipowners in every effort to rehabilitate the coastwise and intercoastal service as an important part of our nation's economy and a vital link in national defense; and

Whereas, As a means of hastening such revival Senator Warren Magnuson has introduced a bill (**S 2241**) authorizing the sale of certain vessels from the laid-up fleet to American companies for exclusive use in the coastwise and intercoastal trades; therefore be it

Resolved, That the 55th convention of

the California State Federation of Labor endorse said S 2241 and direct its officers to render every possible assistance for its enactment.

Referred to Committee on Resolutions.
Adopted, p. 281.

Marine Hospitals

Resolution No. 97—Presented by Morris Weisberger, Harry Johnson, Ed Wilson, Jim Dimitratos, Paul Scharrenberg and Arthur Benjamin of Sailors' Union of the Pacific; S. E. Bennett and Joe Do Bosics of Marine Firemen; Don Rotan, Ed Turner, Blackie Gardner, Rose O'Kane and Frank Gomar, Joe Goren of Marine Cooks and Stewards; all of San Francisco.

Whereas, The United States Marine Hospital Service, established for more than one hundred years, is of vital importance to an industry that ranks third in accidents and whose personnel is constantly exposed to pestilence and disease rampant from time to time in ports of the world; and

Whereas, The Hoover Commission, whose particular interest is reduction in the cost of government, has recommended serious curtailment of the Marine Hospital Service to American merchant seamen; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor protests such proposed curtailment of Marine Hospitals and calls upon the California delegation in Congress to support sufficient annual appropriations for the continued efficient maintenance of this service.

Referred to Committee on Resolutions.
Adopted, pp. 281-282.

Military Sea Transportation Service

Resolution No. 98—Presented by Morris Weisberger, Harry Johnson, Ed Wilson, Jim Dimitratos, Paul Scharrenberg and Arthur Benjamin of Sailors Union of the Pacific; S. E. Bennett and Joe Do Bosics of Marine Firemen; Don Rotan, Ed Turner, Blackie Gardner, Rose O'Kane and Frank Gomar, Joe Goren of Marine Cooks and Stewards; all of San Francisco.

Whereas, The maritime industry is one of the few, if not the only, major American industry in which private enterprise must contend with the problem of government competition. This competition by the Military Sea Transportation Service persists despite the fact that peacetime conditions prevail, rendering it un-

necessary and costly to our government; and

Whereas, The wages, hours and working conditions of several thousand civilian merchant seamen employed on approximately 220 ships operated by the MSTs are determined by naval officers without trade-union representation; and

Whereas, The Seafarers International Union of North America, AFL-CIO, has consistently opposed the unfair competition to the industry posed by the MSTs, and has urged its elimination by law; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor concurs in the seamen's opposition to the peacetime operation of the MSTs and hereby pledges support toward that end.

Referred to Committee on Resolutions.
Adopted, p. 282.

Increase the Influence of the Local Labor Press

Resolution No. 99—Presented by Dave Williams and O. J. Lindell of Pile Drivers Union No. 34, San Francisco.

Whereas, The labor movement, by word and action of its officers and official bodies, has constantly emphasized the importance of our labor press; and

Whereas, In the past our main efforts have been directed towards improving the quality and content of our publications; and

Whereas, Spotty attendance at union meetings, biased and outright anti-union reporting by most of the daily metropolitan press, and the lack of numerical coverage of the members by our own labor press, have resulted in many union members being uninformed and misinformed on important political and economic issues facing the nation, the community and the union movement; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor rededicate itself to spreading the influence of the presently existing central labor council, departmental council and local union newspapers; and be it finally

Resolved, That the California State Federation of Labor recommend and encourage all affiliated local unions to subscribe to the city or county labor council, departmental council or local union trade union newspaper of their choice for their entire membership.

Referred to Committee on Resolutions.
Adopted as amended pp. 233-234.

**Public Tests of Subscription
Television Service**

Resolution No. 100—Presented by Henry C. Wadsworth and H. O'Neil Shanks, Hollywood AFL Film Council, Hollywood; H. C. Evetts and George K. Caye, Pomona Valley Central Labor Council, Pomona; William Parsons, Long Beach Central Labor Council, Long Beach; Pat Somerset, Leon Ames, George Chandler, Screen Actors Guild, Hollywood; Franklin Farnum, Jeffrey Sayre, Tex Brodus, Paul Bradley, Kenner G. Kemp, Paul Cristo, Screen Extras Guild, Hollywood; Lew Shank, Studio Transportation Drivers No. 399, Hollywood; Harry Martinez, Jr., Plasterers and Cement Masons No. 755, Hollywood; H. C. Rohrbach and W. Loyd Leiby, Southern California District Council of Laborers, Los Angeles; John A. Buchanan, Building Service Employees No. 278, Hollywood; Max Krug and Leroy Patterson, Office Employees No. 174, Hollywood; Evelyn Murphy, Marie O'Keefe and Mae Stoneman, Waitresses and Cafeteria Workers No. 639, Los Angeles; and William Basset and Thomas Ranford, Los Angeles County Central Labor Council.

Whereas, It appears possible that subscription television service could revolutionize the entertainment industry, provide additional employment for tens of thousands of American workmen and give the public better entertainment, culture and education in the home than is possible with the present form of television supported solely by advertising; and

Whereas, Opponents of subscription television service are unwilling to give the public the opportunity to test and decide the merits of subscription television service; and

Whereas, The televising of old theatrical movies under the present system of television has reduced attendance at theatres and reduced employment of technicians, craftsmen and artists in the making of motion pictures in this country; and

Whereas, It appears probable that subscription television service would greatly increase the number of new motion pictures produced in this country, thus increasing employment many-fold; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor urges that widespread public tests of subscription television service be authorized by the Federal Communications Commission at the earliest possible moment, in order that the merits of pay

television service without advertising may be analyzed and compared with television controlled by advertisers and networks and that decisions may be intelligently reached as to the effect on the national economy, and on employment in the entertainment industry, of a combination of both types of television services; and be it further

Resolved, That this resolution be presented to the next national convention of the American Federation of Labor-Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Filed, pp. 300-304.

Improve Workmen's Compensation

Resolution No. 101—Presented by R. L. Roscher and G. M. Goar, Carpenters No. 1140, San Pedro; Richard Dunham and S. L. Roland, Carpenters No. 1497, Los Angeles; Harold Watt, David Morrisson, Ralph Gardner, Nick Hansen, Harlan Poulter and James Flores, Cabinet Makers and Millmen No. 721, Los Angeles; Patrick A. Hogan, and George Zachario, Carpenters No. 1052, Hollywood; Edwin Decker, Paul Gardner, Steve S. Spolar, Floyd P. Fraley, Painters No. 254, El Monte; William M. Young, Albert O. Horne, John Gunsten, Everett W. Johnson, Carpenters No. 1437, Compton; Jack T. Cox and James H. Blackburn, District Council of Painters No. 48, Riverside; John R. Ladika, Sprinkler Fitters No. 709, Los Angeles; W. T. Hopkins, Raymond H. Sodek, Arthur F. Hovious, Carpenters No. 844, Reseda; John H. Allen and Guy B. Marquard, Carpenters No. 235, Riverside; H. C. Evetts and George K. Caye, Pomona Valley Central Labor Council, Pomona; C. V. Reyes, Oliver Owens and G. S. Holloway, Carpenters No. 1913, Van Nuys; W. George Durnin and Howard E. Garvin, Painters No. 116, Los Angeles; Ben V. Doda, Floyd S. Alvord, Carpenters No. 769, Pasadena; Painters No. 1793, Palmdale; and Gordon A. McCulloch and William Sidell of District Council of Carpenters, Los Angeles.

Whereas, The first and paramount purpose of workmen's compensation should be the protection of the injured or disabled worker and his family, or in case of death, his surviving dependents; and

Whereas, In this state under present laws a system has been built up for the enrichment of insurance companies, doctors and attorneys with the injured man little more than the raw material; and

Whereas, Workmen's compensation benefits as presently paid do not adequately

protect the injured worker and his family either for temporarily or permanently disabling injuries or death on the job; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to prepare and have introduced legislation amending the workmen's compensation laws to provide the following:

1. A benefit level of 75 percent of actual wages;
2. Duration of benefits for the full period of disability;
3. Payments to survivors for full period of dependency;
4. A broad definition of compensable injury to include all disabilities reasonably related and incidental to the employment;
5. Choice of qualified physicians by the injured worker and comprehensive medical and hospital care, including rehabilitation with no arbitrary limit of cost or duration;
6. Attorney fees to be paid by insurance company and not be deducted from the injured worker's settlement;
7. Establishment of an exclusive State Fund in each state and elimination of private insurance companies in this field to stop the unconscionable profit and influence they now realize and exert.

and be it further

Resolved, That the officers of the State Federation work for the establishment of a federal system of workmen's compensation to replace the existing but inadequate state systems.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 293.

Abolish Daylight Saving Time In California

Resolution No. 102 — Presented by Louis W. Jackson, and H. B. Grevillens of Machinists No. 706, Barstow.

Whereas, California now has Daylight Saving Time frozen in, due to Constitutional Amendment; and

Whereas, This creates a great deal of hardship to many people, especially to those working in interstate commerce, as train schedules, air-line schedules, etc. are still operating on Standard Time,

thus forcing employees to try to keep up with two sets of time; and

Whereas, The only way this can be corrected is by another State Constitutional Amendment to cancel the previous amendment; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as favoring such action as will result in doing away with the so-called Daylight Saving Time in California.

Referred to Committee on Resolutions.
Non-concurred, p. 305.

Change Wage Payment Day

Resolution No. 103 — Presented by Louis W. Jackson and H. B. Grevillens of Machinists No. 706, Barstow.

Whereas, California Labor Code, Paragraph 204, now provides that all wages due and payable twice each month shall be paid not later than the twenty-sixth for the first half of the month, and not later than the tenth day of the following month for the last half of the previous month; and

Whereas, Most if not all banks in the state now close for the week-end on Friday afternoon, thus not giving a full banking day following most pay-days; and

Whereas, This forces many people to cash their pay-check at a check cashing agency, for a fee, or at a local bar, or carry it over to the following Monday before being able to get the pay-check cashed; and

Whereas, This results in many cases in the check being lost or the money spent before bills are paid, leading to delay and hardship on both employee and merchant; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor recommend legislation to amend California Labor Code to provide that specific pay-days be provided each two weeks, on a day of the week not later than Thursday, so that employees may have Friday as a full banking day.

It is considered this would apply equally to five-day pay periods, Monday thru Friday, making pay-day not later than Thursday of the following week.

Referred to Committee on Legislation.
Non-concurred, p. 297.

Retain Tax-Exempt Status of Parochial Schools

Resolution No. 104—Presented by Louis

W. Jackson and H. B. Greவில்ens of Machinists No. 706, Barstow.

Whereas, There have again been petitions submitted to put the question to a vote of the people on placing church schools on the tax rolls again after this has already been settled once, at great expense; and

Whereas, Those parents who send their children to these schools now pay their regular taxes to the regular schools, and in addition pay tuition to the parochial schools in order to provide for the education of their children; and

Whereas, This, if passed, would result in throwing thousands of children on the already overloaded regular schools, many of which are on one-half day sessions now; and

Whereas, This would result in even heavier school taxes to build more classrooms, which would still be short of teachers to conduct classes; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record favoring the retention of the present tax-exempt status of parochial schools and opposing placing said schools proposal on the tax rolls.

Referred to Committee on Resolutions. Filed, p. 234. See Resolution No. 49.

Equal Rights in Housing

Resolution No. 105—Presented by Eugene Blandin and T. W. Anderson, Dining Car Cooks and Waiters, No. 456, Oakland, and William E. Pollard, Dining Car Cooks and Waiters No. 582, Los Angeles.

Whereas, The expanding population of California makes it inevitable that people of all racial and religious groups will be seeking homes for their families and will be moving into neighborhoods new to their groups; and

Whereas, The American principle of democracy dictates that no families should be denied a right to buy or rent a home just because of their race or religion; and

Whereas, A number of times in recent years a minority group of families has been met by hostility and even by threats of violence on moving into a new community, with this hostility coming in part from rank and file Americans, sometimes agitated by real estate interests; and

Whereas, The California State Federation of Labor and our central labor bodies have taken a firm stand against these expressions of prejudice and have

championed the rights of all people to buy or rent housing; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor renew its dedication to the principle of democracy in housing, and be it further

Resolved, That this convention calls on its affiliated local unions and councils to:

1. Make clear to our membership through intensified educational programs that the position of the labor movement is for equal rights in all aspects of life, including the choice of a home.

2. Cooperate with other groups in the community to prevent hostile outrages when new families move in.

Referred to Committee on Resolutions. Adopted, p. 233.

Registration Committees for 1958 Election

Resolution No. 106—Presented by Eugene Blandin and T. W. Anderson, Dining Car Cooks and Waiters No. 456, Oakland, and William E. Pollard, Dining Car Cooks and Waiters No. 582, Los Angeles.

Whereas, The very heart of our democratic system is the participation by each citizen in the decision of who shall be elected to public offices; and

Whereas, The citizens must first of all be registered to vote before they can take part in choosing public officials on election day; and

Whereas, The average turnout of voters in America on election day is disgracefully low; and

Whereas, Many important issues face the labor movement in America and California in the coming year, including issues such as "right to work" legislation, FEPC legislation, adequate financing for the schools and minimum wage laws; and

Whereas, The opponents of labor oppose the position of labor on all of these issues and can be combated effectively only at the polls on election day; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor call on every affiliate to set up a registration committee to make certain that every member who is eligible is registered as a voter for the 1958 election; and be it further

Resolved, That these registration committees shall be urged to cooperate with the other responsible and liberal groups

in the community who can be counted on to support labor programs at the polls.

Referred to Committee on Resolutions.
Adopted, p. 305.

Civil Rights Committees

Resolution No. 107—Presented by Eugene Blandin and T. W. Anderson, Dining Car Cooks and Waiters No. 456, Oakland, and William E. Pollard, Dining Car Cooks and Waiters No. 582, Los Angeles.

Whereas, The fight for civil rights has become more important for the internal health of America and for the status of America in the world; and

Whereas, The labor movement has always given leadership to those developments necessary for the progress of freedom in America; and

Whereas, It is reasonable to expect that we will be called on to consider and to work on an increasing number of issues in the field of civil rights; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor call upon all affiliated local unions and councils to set up functioning civil rights committees so that it will be better able to give leadership in the field of civil rights.

Referred to Committee on Resolutions.
Adopted, p. 232.

Federation To Prepare Brochure On Labor In American History

Resolution No. 108—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, There is a compelling need for the proper education of senior high school students on the story of labor in American history; and

Whereas, Facts on the background, functions, principles and objectives of organized labor are as essential information to the future citizens of America as any other phase of our American way of life; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor recommend that the Federation's Education Committee, in conjunction with the Executive Council, take immediate steps to prepare a brochure on "The Story of Labor In American History," similar to the one prepared by the Minnesota Federation of Labor; and be it further

Resolved, That upon completion of the

brochure, the necessary action be taken to make a copy available to all senior high schools in California and Hawaii as a resource unit for American history.

Referred to Committee on Resolutions.
Adopted, p. 233.

Commend Federation Officers And Other Labor Officials For Legislative Work

Resolution No. 109—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, The 1957 session of the state legislature was one of the most fruitful in history with respect to legislation favorable to the workers; and

Whereas, The fact that the legislature enacted such beneficial legislation was not a mere coincidence, but in fact, was the result of many hours of legislative work under the capable leadership of the officers and staff of the California State Federation of Labor; and

Whereas, Those responsible for working directly with our legislators, earning their confidence and favorable consideration of legislation vitally needed for the general welfare of our state are indeed worthy of the highest commendation; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as expressing its most sincere appreciation to Secretary C. J. Haggerty, President Thomas Pitts, Vice President Harry Finks, Counsel Charles Scully, the Federation staff and other state labor officials for a job well done at the 1957 session of the state legislature.

Referred to Committee on Resolutions.
Adopted, p. 305.

Require Affiliation Of Local Unions With State And Local Central Bodies

Resolution No. 110—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, The very life blood of the national and international organizations of the AFL-CIO flows from their affiliated local unions; and

Whereas, The question of whether a new local can be organized or an existing local gain strength depends upon a healthy organized labor climate in their respective communities; and

Whereas, The most effective way to assure a healthy labor climate in a community is to carry out the "union shop"

principle in the state and local labor movement by making local union affiliation with the State Federations of Labor or central labor councils a mandatory requirement by all international unions affiliated with the AFL-CIO; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as recommending that the AFL-CIO amend its constitution to provide that each affiliated national and international union shall, as a condition of affiliation, require local unions to be affiliated with their respective state and local central labor bodies; and be it further

Resolved, That the Federation introduce such an amendment to the national AFL-CIO convention at its coming national convention.

Referred to Committee on Resolutions.
Adopted, p. 305.

Campaign To Improve Economic Conditions

Resolution No. 111—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, The membership of many local unions in California are suffering from the loss of jobs due to the increasing competition of products manufactured in other states under low wages and working conditions; and

Whereas, This cancerous economic condition existing mainly in "right to work" states is gradually destroying the life blood needed for a vigorous and expanding economy; and

Whereas, This same condition is now developing in the world economy due to the vast amount of products that are being manufactured under sweat shop wages and working conditions in other countries; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor call upon the AFL-CIO and its affiliated national and international unions to conduct an extensive organizational campaign to eliminate the source of this cancerous economic condition; and be it further

Resolved, That the AFL-CIO be urged to continue and expand its program of aiding workers in other countries to organize into free and strong trade unions; and be it finally

Resolved, That copies of this resolution be sent to the AFL-CIO and such other

organizations as the secretary deems necessary.

Referred to Committee on Resolutions.
Adopted, p. 199.

Urging Early Adoption of AFL-CIO Housing Program

Resolution No. 112—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, The hard money policy of the present national administration has caused economic blight in several areas of California; and

Whereas, The areas most affected by this adverse condition are those whose economy is dependent upon a prosperous lumber industry; and

Whereas, The surest and most equitable cure for this economic blight is the adoption of the complete housing program as recommended by the AFL-CIO to the national Administration and Congress; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to further use the Federation's influence on all levels in an effort to bring about the early adoption of the AFL-CIO's housing program; and be it further

Resolved, That copies of this resolution be sent to such officials and other interested parties as the Federation's secretary deems necessary.

Referred to Committee on Resolutions.
Adopted, p. 225.

Salary Subsidy For Probation Officers

Resolution No. 113—Presented by Los Angeles County Probation Officers Union No. 685, Los Angeles.

Whereas, There are now more than 80,000 adults and juveniles on probation in the state of California; and

Whereas, Probation represents an intelligent and enlightened method of dealing with and rehabilitating juvenile and adult offenders and such program should be strengthened; and

Whereas, The present low salaries of probation officers has resulted in a serious shortage of qualified probation officers in the state; and

Whereas, The Governor's Special Study Commission on Correctional Facilities and Services has recommended that legislation be enacted to provide a state subsidy to counties for the employment of probation department personnel so that appre-

cialable percentages of individuals who are now being sent to state reformatories and prisons could be supervised satisfactorily on the local level at a fraction of the present cost of incarceration; and

Whereas, Strong support was developed in the 1957 legislature to subsidize the salaries of probation officers; and the bill was referred to an interim committee for further study and report to the 1959 legislature; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to support the further development and strengthening of probation services by recommending to the Governor and the legislature the introduction and passage of legislation providing for a state salary subsidy for probation officers.

Referred to Committee on Resolutions.
Filed, p. 305.

Uniform Pay Periods For Railroad Industry Employees

Resolution No. 114—Presented by Electrical Workers No. 848, San Bernardino.

Whereas, California state law now provides that the railroad and certain other industries must make payment of wages in full not more than 15 days after the pay period ends; and

Whereas, The result of this is that the railroad industry pay days are on the 10th and 26th of each month; and

Whereas, This is undesirable as the pay periods vary in length from 14 to 17 days and the period between pay days vary from 13 to 17 days; and

Whereas, The members of Local Union 848, International Brotherhood of Electrical Workers, are desirous of having more uniform pay periods; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to make every effort to have the appropriate California state laws amended to provide that workers in the railroad industry be paid every other Friday, and that this pay be in full for all wages up to a date not to exceed 7 days before pay-day.

Referred to Committee on Legislation.
Non-concurred, p. 297.

More Liberal Construction of Disability Insurance Provision in Social Security Act

Resolution No. 115—Presented by E. A.

Brown and R. E. Hinkson of North Coast Counties District Council of Carpenters, Ukiah; Carpenters No. 1992, Placerville.

Whereas, The Social Security Act of 1935 was amended during the 84th Congress to provide disability insurance benefits between the ages of 50 and 65 years; and

Whereas, Section 223 (c) (2) of the amended Act reads, "The term 'disability' means inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long-continued and indefinite duration. An individual shall not be considered to be under a disability unless he furnishes such proof of the existence thereof as may be required."; and

Whereas, "Any substantial gainful activity" is being construed in such rigid fashion as to disqualify individuals who "could sit in a rocking-chair for two hours a day as a watchman"; and

Whereas, Such harsh interpretation of the Act makes a mockery of its intent by denying benefits to disabled persons who would qualify under any humane standards; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor call upon the Secretary of the Department of Health, Education and Welfare for a more liberal construction of Section 223, Subsection (c) (2) of the Social Security Act than that presently being applied by his agents.

Referred to Committee on Resolutions.
Adopted, p. 225.

Resolution No. 116

Withdrawn at request of sponsors, p. 257.

Assist Educational Program to Organize Fire Fighters of California

Resolution No. 117—Presented by A. E. Albertoni and Ray Shukraft, Federated Fire Fighters of California, Burbank; and Oscar P. Castorina, Jr., Bernard E. Dickey and Charles E. Wiest of L. A. County Fire Fighters No. 1014, Whittier.

Whereas, It is known that there are several thousand unorganized fire fighters in a large number of the municipalities of the state of California, and many more fire fighters are employed in private industry, and

Whereas, The International Association of Fire Fighters have launched an all-out organizational drive throughout the entire

state of California to get these fire fighters into the labor movement; and

Whereas, Considerable opposition to the organization of the fire fighters is given by the heads of some municipal governments, and due to this opposition, fire fighters in these administrative jurisdictions are reluctant to accept the benefits of such organization; and

Whereas, The Association of Fire Fighters is finding it difficult to overcome this resistance due to lack of proper facilities to conduct an educational program of the proper type to overcome this resistance, and the California State Federation of Labor has the facilities, knowledge and ability to conduct a statewide educational campaign of the scope and magnitude necessary to assure success; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor be on record as in full support of the Fire Fighters' efforts and do everything in their power to assist in the educational program and the complete organizing of every full-time paid professional fire fighter into the International Association of Fire Fighters and the Federated Fire Fighters of California.

Referred to Committee on Resolutions.
Adopted, p. 236.

Support L. A. Fire Fighters in Fight For Political Rights

Resolution No. 118—Presented by Oscar P. Castorina, Jr., Bernard E. Dickey and Charles E. Wiest of L. A. County Fire Fighters No. 1014, Whittier.

Whereas, The charter of the county of Los Angeles contains a clause commonly referred to as a "Little Hatch Act," (Article IX, Section 43), reading:

"No person holding a position in the classified service shall take any part in political management or affairs or in political campaigns further than to cast his vote and to express privately his opinions."; and

Whereas, The every and very existence of the Los Angeles County Fire Department is in jeopardy due to the flood of current incorporations and annexations; and

Whereas, The County Counsel of the County of Los Angeles in his interpretation of the above-quoted clause has reduced the county fire fighter, among others, to a second class citizen, inasmuch as this interpretation prohibits any such employee from taking an active role in any

local governmental problems, even if his very job is threatened; and

Whereas, Employees of other governmental agencies operating under similiar charter requirements are equally adversely affected; and

Whereas, It is well known to leaders of municipal and county government that a consolidation of fire services would result in considerable savings through the reduction of taxes and fire insurance premiums; and the Los Angeles County Fire Fighters are prohibited from taking part in such consolidation activity; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as supporting the Los Angeles County Fire Fighters and as condemning all such legislation whether that of Los Angeles County or any other instrumentality of government, which restricts the basic rights of citizenship; and be it further

Resolved, That the California State Federation of Labor go on record supporting the Los Angeles County Fire Fighters Association in their further efforts to amend Article IX, Section 43 of the Charter of the County of Los Angeles.

Referred to Committee on Resolutions.
Adopted, p. 248.

Aid For Workers Displaced by Automation

Resolution No. 119—Presented by Paul Pelfrey of Brick and Clay Workers No. 820, Glendale.

Whereas, Many industries are being so rapidly automated that it is extremely difficult for the displaced person to find ready employment; be it therefore

Resolved, By the 55th convention of the California State Federation of Labor that the base period for drawing compensation be doubled where automation is involved and that severance pay schedules be drawn up to help displaced workers.

Referred to Committee on Resolutions.
Filed, p. 305. Subject matter referred to Executive Council.

Refusal to Cross Picket Line Not to Bar Unemployment Benefits

Resolution No. 120—Presented by Paul Pelfrey of Brick and Clay Workers No. 820, Glendale.

Whereas, In the past many employees have lost their unemployment benefits by not crossing an authorized picket line; therefore be it

Resolved, By the 55th convention of the

California State Federation of Labor that refusal to cross a picket line authorized by proper AFL-CIO authorities shall not constitute a bar to receiving unemployment benefits.

Referred to Committee on Legislation.
Filed, p. 295.

Eliminate or Reduce 20 Per Cent Cabaret Tax

Resolution No. 121—Presented by John Tranchitella, Warren E. Barker, Maurie Harris of Musicians Union No. 47, Los Angeles.

Whereas, The 20 percent "Cabaret Tax" levied against night clubs, restaurants, etc., is discriminatory; and

Whereas, It has caused a serious lack of employment for musicians and other allied crafts; and

Whereas, This tax was levied as an emergency measure during World War II; and

Whereas, This is the only form of emergency excise tax which has not been eliminated or reduced; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor make every effort to eliminate or reduce this unfair tax.

Referred to Committee on Resolutions.
Adopted, p. 200.

Publicize Use of Non-Union and Foreign-Recorded Music on Radio and T-V

Resolution No. 122—Presented by John Tranchitella, Warren E. Barker and Maurie Harris of Musicians Union No. 47, Los Angeles.

Whereas, Many of our leading television and radio shows are enjoying the widespread use and advertising facilities of both the television and radio mediums; and

Whereas, Many of our largest manufacturers who sponsor the bulk of these entertainment programs on radio and television are enjoying an unprecedented high net profits prosperity; and

Whereas, The general public, on whom the sponsors of such shows depend for the sale of their products, are not fully aware that the music in connection with these shows are not always provided for by AF of M, AF of L musicians, and in many cases is European-recorded music; and

Whereas, The families of AF of M, AF of L musicians depend on musical em-

ployment as a means by which to purchase many of these same products, which in turn helps to stabilize the economic structure of the entire country; and

Whereas, It is a basic principle of trade unionism to patronize only union-made products as far as possible; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor pledge full cooperation and support to Local 47, AF of M in apprising the general public of this unfair labor practice and take whatever steps necessary in using their full economic and political influence towards re-establishing the live AF of M, AF of L musician on these programs where non-union and foreign-recorded music now exists.

Referred to Committee on Resolutions.
Adopted as amended, pp. 281, 304-305.

Election of Officer Not A Delegate to Convention

Resolution No. 123—Presented by Elmer George Nicholson and Emil Mertlik, Packing House Workers 616, Fresno, and Lawrence Sargenti and U. S. Austin, Machinists No. 653, Fresno.

Whereas, Article III, Section 4 of the Constitution of the California State Federation of Labor states in part, "that any incumbent officer who is a member in good standing of a local union affiliated with the State Federation of Labor, regardless of whether or not he is a delegate... shall be entitled to run for his incumbent office..."; and

Whereas, It can be easily argued there is surely something wrong with an incumbent officer of the California State Federation of Labor if he is unsuccessful in being appointed or elected as a delegate to the Federation convention from the local union in which he holds membership; and

Whereas, There isn't a local union affiliated with this State Federation or any other Federation that would permit anyone who is not a local union member to serve as a committee member or officer of a local union unless the person was a member of a local union; and

Whereas, When an incumbent officer of the State Federation of Labor attempts to hold office without being delegated from his local union to the State Federation of Labor convention it is the same as trying to hold union office without holding union membership; and

Whereas, This objectionable part of

Section 4, Article III of the California State Federation of Labor Constitution should be deleted; now, therefore, be it

Resolved, That this 55th convention of the California State Federation of Labor hereby goes on record of removing this contested part of Section 4, Article III of the Constitution.

Referred to Committee on Constitution.
Non-concurred, pp. 285-290.

Building Contractor Corporations

Resolution No. 124—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council, Fresno.

Whereas, Many building contractors in the state of California operate as a corporation; and

Whereas, There is a tendency for them to form many corporations on or about the same construction project, thus causing much confusion; and

Whereas, It is impossible for a labor union to keep up with the legal maneuvers of these corporations or to know whether they are bound by an agreement or not; and

Whereas, There has been considerable inconvenience caused our unions and their members by these maneuvers; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor take such action as it sees fit to get laws passed that would require a correction of this practice.

Referred to Committee on Legislation.
Filed, p. 298.

Require Licensing of Equipment Rental Firms

Resolution No. 125—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council, Fresno.

Whereas, Equipment rental firms are bidding on construction jobs without having a contractor's license; and

Whereas, They furnish the operators and make pay roll as well as furnish the equipment; and

Whereas, This by-passes and penalizes the legitimate contractors with whom we have agreements and penalizes our members who work for them; and

Whereas, The Attorney General has ruled that under the present contractor's licensing law this operation is legal; now, therefore, be it

Resolved, That the 55th convention of

the California State Federation of Labor recommend to its incoming officers that they work with the Contractors' State Licensing Board and attempt to get this defect corrected; and be it further

Resolved, That if this matter not be corrected before the 1959 session of the state legislature, that we attempt to get a corrective measure introduced at that time.

Referred to Committee on Resolutions.
Adopted, p. 306.

Right of Political Subdivision Employees to Join Union

Resolution No. 126—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council, Fresno.

Whereas, The Fresno Irrigation Districts' Board of Directors recently passed a resolution forbidding its employees to join a labor union; and

Whereas, There have been other instances in the past where other political subdivisions who have taken similar action; and

Whereas, These actions have been held by the courts on numerous occasions to be legal; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor recommend to its incoming officers that they do all within their power to get a different legal ruling on this matter; and be it further

Resolved, That if no correction is achieved by the next session of the state legislature, that corrective measures be introduced at that time.

Referred to Committee on Resolutions.
Adopted, p. 203.

26 Equal Pay Days A Year For State Employees

Resolution No. 127—Presented by William Garrett and Bradford Rideout of California State Employees Council No. 56, Sacramento.

Whereas, State employees are now paid once monthly; and

Whereas, There is a state law that employees in outside industries be paid at least every two weeks; and

Whereas, The state enforces this law; and

Whereas, Once-a-month pay for state employees works a financial hardship on the newer employees; therefore be it

Resolved, That the 55th convention of

the California State Federation of Labor go on record to direct the legislation to establish the enactment of 26 equal pay periods throughout a given year.

Referred to Committee on Legislation.
Concurred in intent and filed, p. 296.

Coordination Plan of OASI for State Employees

Resolution No. 128—Presented by William Garrett and Bradford Rideout of California State Employees Council No. 56, Sacramento.

Whereas, Means exist to secure the full supplementation plan of OASI for state employees; and

Whereas, Members of the California State Employees Union wish to have, in addition to their present retirement system, an opportunity to secure OASI benefits at age 62 for women and age 65 for men; and

Whereas, It is understood that a coordinated plan of OASI may be had by California state employees without placing their present retirement system in jeopardy; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor support this measure enabling the state employees to secure OASI on a coordinated basis as an addition to, without changing, our present retirement system.

Referred to Committee on Legislation.
Concurred in intent and filed, p. 296.

Rephrasing of State Examination Qualifications

Resolution No. 129—Presented by William Garrett and Bradford Rideout of California State Employees Council No. 56, Sacramento.

Whereas, Announcements for pending examinations by the California State Personnel Board describe entrance requirements in order to take said examination; and

Whereas, Under the facts about the positions offered is the last phrase "and does other work as required."; and

Whereas, This phrase could cover a multitude of duties one must perform, not in conformity to the position being applied for; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as opposing the phrase as written and recommend a change to

read as follows: "and does other related work as required."

Referred to Committee on Resolutions.
Adopted, p. 279.

Prepaid Health and Welfare Benefits For State Employees

Resolution No. 130—Presented by William Garrett and Bradford Rideout of California State Employees Council No. 56, Sacramento.

Whereas, Employees of the State of California must pay from their wages monies to cover the cost of health and welfare benefits; and

Whereas, The turnover of personnel is great and if the State of California would offer to its employees a prepaid health and welfare plan, it would lessen personnel turnover and would attract more employees; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to adopt this forward-looking program by instituting a prepaid plan of health and welfare benefits for all state employees.

Referred to Committee on Legislation.
Concurred in intent and filed, p. 296.

Social Security and Welfare

Resolution No. 131—Presented by Leon McCool, Gustave D. Toensing, Marius Waldal and Charles Parker, Carpenters Union No. 1622, Hayward.

Whereas, The progressive program for the liberalization of the Old Age and Survivors' Insurance System enacted during the past years is commendable and has been received favorably by labor as a forward step towards preserving, improving and extending the social security system; and

Whereas, Despite the far-reaching improvements in the federal Old Age and Survivors' Insurance program now enacted into law, much remains to be accomplished in the needed liberalization which the American laborer is entitled to receive based upon the present increasing productivity and the economic welfare of our nation; and

Whereas, A liberalization of the social security system provides for two things, first, it provides for security and happiness for the needy aged and dependents and younger people who have become totally disabled in later years; second, it acts as a stabilizing factor in our economy, especially during unemployment be-

cause it provides for buying power and eliminates workers from the labor market; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record favoring further liberalization of the federal Old Age and Survivors' Insurance program by increasing benefits, lowering the retirement age of women to 60; and be it further

Resolved, That the base upon which the benefits are computed be raised from \$4200 to \$5000 per year to allow for a substantial raise in social security benefits; and be it further

Resolved, That the Secretary of the California State Federation of Labor prepare communications to the AFL-CIO and request that they prepare proper legislation for introduction at the next session of Congress.

Referred to Committee on Resolutions.
Adopted, p. 225.

"Right to Work" Proposition

Resolution No. 132—Presented by Leon McCool, Gustave D. Toensing, Marius Waldal and Charles Parker, Carpenters Union No. 1622, Hayward.

Whereas, Organized labor has been the leading outstanding force which has fostered and led the fight for better social and economic conditions, with the result that organized working people of these United States have reached the highest standard of living in the world; and

Whereas, The objectives of organized labor have been, are now and shall be to improve the conditions and living standards for all the people, especially to bring about a higher standard of living amongst the low-income group, which constitutes the majority of the population of the United States; and

Whereas, These objectives, activities and achievements of organized labor are viewed in the same perspective and accepted by most of the membership regardless of political affiliation or belief, the same may be said of most informed people outside the ranks of organized labor; and

Whereas, However, the same cannot be said of the majority of people, especially non-union people, professionals, small businessmen and farmers, who cannot comprehend nor do they consider what could or would happen if a "right to work" law should be enacted; and

Whereas, The enemies of organized labor, because of personal greed or ignor-

ance of the workings of our private ownership system, have, through the years and more so now, presented to the public and legislative bodies, a wholly distorted point of view as to the objectives of organized labor and resultant better times, through propoganda in newspapers, radio and television; and

Whereas, This propoganda has been successfully used before different legislative bodies in the United States and "right to work" laws have been enacted in several states, even in largely industrial states, while other states have passed highly restrictive labor laws curbing union activities, obstructing the security of labor and the orderly advancement and progress of the state; and

Whereas, Approaches have been made by anti-labor forces in the state of California to enact a "right to work" law, which have failed because of the hard and energetic work of C. J. Haggerty, secretary of the California State Federation of Labor, working with an open-minded legislature and a Governor who is sympathetic towards labor; and

Whereas, Having failed in having a "right to work" law enacted in California, it is reported the anti-labor forces are circumventing the legislature by working to place a "right to work" proposition on the 1958 ballot, hoping the voters will approve it; and

Whereas, "Right to work" is a deliberate misconception and is used to mislead people, especially those living in outlying communities where there are no unions, leading them to believe such a law would provide jobs, while the purpose and effect would be to lower the wage standard and weaken organized labor, preventing unions from negotiating proper union security; and

Whereas, To counteract and combat this misleading propoganda, should a "right to work" proposition be placed on the 1958 ballot in California, it will be necessary to fully inform the voters of what the effects and results would be should such a proposition become law. It will be necessary to mobilize and coordinate all efforts and forces that are friendly to labor and those who are interested in the social and economic welfare of the state; and

Whereas, The anti-labor forces, the real enemies of labor who are interested in having a "right to work" law enacted in the state of California, be it by a law enacted by the legislature or by a proposition placed on the ballot, are not con-

fined to this state. The real enemies are organized nationwide and may spend millions for propaganda and use any conceivable method at their command, regardless of cost, to enact a "right to work" law in this state; and

Whereas, The year 1958 will be a crucial year for organized labor should a "right to work" proposition be placed on the ballot and become law in the state of California by a vote of the people. It would be a blow and a hindrance and could be a set-back to organized labor throughout the United States. It would provide the anti-labor forces with a tremendous damaging argument to use before legislative bodies in other states and before the Congress of the United States by referring to the fact that California, a strongly organized and highly industrial state, having passed a "right to work" law by a referendum vote of the people; and

Whereas, It takes much work and money to properly inform the people of the objectives and effects of a "right to work" law; therefore be it,

Resolved, That the 55th convention of the California State Federation of Labor go on record opposing a "right to work" law or a proposition that may be placed on the 1958 ballot to establish a "right to work" law by a referendum vote of the people; and be it further

Resolved, That the secretary of the California State Federation of Labor be authorized and instructed to solicit funds from labor organizations, local unions, district councils, central labor councils and friendly employers or individuals who are opposed to a "right to work" law; and be it further

Resolved, That the secretary inform the AFL-CIO of the serious and important situation confronting organized labor in the United States should a "right to work" proposition be placed on the ballot in the 1958 election in California; and be it further

Resolved, That the secretary, if he finds it necessary, and needs more finances, be authorized to inform the AFL-CIO and request financial assistance and request the AFL-CIO to contact the different international labor organizations in the United States and inform them of the importance and dangers of the California situation; and be it further

Resolved, That the secretary, as time and finances allow, use all available avenues for distributing information as to the results and effects upon labor in particular and upon the economics of the

state in general, should a "right to work" law be enacted; and be it further

Resolved, That particular attention be paid to the outlying districts where there are no unions and few union members by distributing pamphlets and placing advertisements in weekly newspapers.

Referred to Committee on Resolutions.
Adopted, pp. 200-201.

Increase Income Tax Exemption In Lower Income Brackets

Resolution No. 133—Presented by Leon McCool, Gustave D. Toensing, Marius Waldal and Charles Parker, Carpenters Union No. 1622, Hayward.

Whereas, Taxes are as old as civilization and the idea of taxing the other fellow is the first thought when it comes to tax to raise revenue; and

Whereas, The present Administration recommended, in its first term, a number of changes be made in the payment of federal income taxes; and

Whereas, The changes made were in favor of those in the higher income brackets, and those in the lower brackets were not given any tax relief because it would unbalance the budget, and it was stated at that time that it was necessary to give tax relief to those in the upper brackets to stabilize the economy and promote new production to balance the budget; and

Whereas, The budget has been balanced and it is said the economy is stabilized and the country is enjoying an unheard of prosperity and production is at an all-time high; and

Whereas, Both major political parties promised in their last party platforms that they were in favor of tax relief in the lower income brackets, but nothing was accomplished; and

Whereas, It is now the time to give tax reduction to those in the lower income brackets, because tax reduction should be made equally to all persons commensurate with their ability to pay; and

Whereas, A tax reduction in the lower brackets will increase the purchasing power which is necessary to absorb the increased production to avoid unemployment; and

Whereas, The easiest, fairest and most just way to give tax reduction to individuals is by increasing the exemptions in the lower income brackets; therefore be it

Resolved, That this 55th 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 secretary of the California State Federation of Labor prepare a proper resolution to be presented to the AFL-CIO Executive Council requesting them to sponsor legislation to this effect in the next session of Congress.

Referred to Committee on Resolutions.
Adopted, p. 200.

Condemn Administration and State Department's Anti-Democratic Foreign Policy

Resolution No. 134—Presented by Herman Eimers of Building Service Employees No. 87, San Francisco.

Whereas, The dedication of the United States to the principles of democracy is judged by other nations in part by our policies and our actions on international questions in which basic human rights are concerned; and

Whereas, The following is a partial list of actions by the Eisenhower Administration in foreign affairs where the principle of democratic human rights has been involved:

1. Until this year the U. S. State Department has opposed the convention outlawing slave labor which had been initiated as a major issue of the International Labor Organization by the American trade unions. Secretary of State Dulles had refused to cooperate with the actions needed to develop this convention. The only ILO delegate to abstain from voting for the convention was U. S. employer delegate Cola G. Parker. It took years of AFL-CIO pressure to get U. S. government support.

2. Among the nations still practicing slavery, where buying and selling slaves is a general practice, is Saudi Arabia, whose monarch received the red carpet treatment by Eisenhower and the gold coin treatment by the U. S. Treasury.

3. Saudi Arabia, Egypt, and other Arab nations are allowed to dictate to the United States which Americans shall not serve in the armed forces of the U. S. A. stationed in their countries, or in the construction crews of the American contractors building bases in their countries. They dictate that no American who worships as a Jew shall be assigned to the American forces or crews which come to their countries. Eisenhower's State Department has refused to make an issue of this.

4. The Administration has promoted the prejudice-breeding contract-laborer program which brings Mexican, West Indian, and Japanese nationals into the U. S. A. in a condition of virtual peonage and in direct conflict with the job needs of the American farm workers.

5. The Administration has, by policy, funds, and the actions of some diplomatic representatives, supported dictatorial regimes in the Latin Americas, despite their violation of democratic principles and their oppression of working people. An example of this is the action of former U. S. Representative in the Dominican Republic, William Pheiffer, who, according to Congressman Charles O. Porter (D., Ore.), lent his name to propaganda supporting Dictator Trujillo; and

Whereas, These actions by the Eisenhower Administration have hurt the cause of democratic practices the world over and seriously injured the ability of the United States to rally the freedom-loving people of the world to our side in cold war; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor condemn the narrow, anti-democratic approach of the State Department, and specifically the actions enumerated above for which the Eisenhower Administration must be held responsible; and be it further

Resolved, That this convention call upon our Senators and Representatives to support the foreign policy principles proposed by the AFL-CIO, based as they are on the interests of the people in all parts of the world; and be it further

Resolved, That we urge the AFL-CIO to continue its policy of leadership for the ILO convention against slave labor, of clear opposition to the ruling cliques of the oil-royalty sheikdoms of the Middle East, of opposition to the discrimination imposed on Americans by the anti-Semites of some Arab States, of opposition to the importation of contract nationals as farm laborers, and of constructive support of the Latin American democrats who struggle to throw off the yokes of their local dictators.

Referred to Committee on Resolutions.
Adopted, p. 199.

Support Tax Exemption for Non-Profit Schools

Resolution No. 135—Presented by Herman Eimers of Building Service Employees No. 87, San Francisco.

Whereas, Organized labor in California

has consistently opposed all efforts to tax non-profit private schools; and

Whereas, The voters in the state of California in past years have defeated measures that would impose property taxes on non-profit private schools; and

Whereas, Non-profit private elementary and high schools render a great public service to the people of California in educating a portion of the young people and in saving substantial sums for the individual taxpayer; and

Whereas, An initiative measure has now qualified for the ballot in another vicious attempt to impose taxes on such schools; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor reaffirms its historical position in support of tax exemption for non-profit private schools, recognizing that such exemption is in the best interests of the children of taxpayers and all citizens of the state; and be it further

Resolved, That the California State Federation of Labor shall take all necessary steps to defeat this initiative measure and to maintain the existing tax exemption for non-profit private schools.

Referred to Committee on Resolutions.
Filed, p. 234. See Resolution No. 49.

Investigate Radiation Hazards From Bomb Testing

Resolution No. 136—Presented by Ray Vetterlein, Marc Kaufman, Leona Graves and Larry Vail of Retail Dept. Store Employees No. 1100, San Francisco.

Whereas, The Atomic Energy Commission has three times been compelled to reduce the minimum allowable radiation absorption by laboratory workers, proving that they consistently underestimated the effects of radiation; and

Whereas, Bomb testing has been responsible for loading the air with the deadly cancer-producing Strontium-90, besides other poisonous materials; and

Whereas, No government agency has been given the responsibility for regularly assessing the hazards from additional radiation which our bodies are absorbing from the foods we eat; and

Whereas, The public was not informed about these dangers, and until the Japanese fishermen on the "Lucky Dragon" were killed or poisoned by radiation fallout, the existence of fallout was not revealed to the public despite the government having scientific knowledge of the

fallout since the experiments at Alamo-gordo, N. M., in 1945; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor shall agree that we insist from now on the public shall receive full knowledge of the radiation and Strontium-90 dangers that confront us; and be it further

Resolved, That a fact-finding committee be established to make a study of the present and future dangers from radiation poisoning and this committee aim towards specific recommendations to the proper authorities to deal with such hazards; and be it finally

Resolved, That the California State Federation of Labor send copies of this resolution to the President of the United States, and our representatives in the House and Senate, with the request that appropriate action be taken on this vital issue.

Referred to Committee on Resolutions.
Adopted, p. 199.

Merger of State AFL and CIO

Resolution No. 137—Presented by Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; John Ulene and Lucinia Points, Sportswear and Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; and Frank Dato, Ladies Garment Workers No. 497; all of Los Angeles.

Whereas, A great milestone in the history of the American labor movement occurred on December 5, 1955 with the merger of the American Federation of Labor and the Congress of Industrial Organizations; and

Whereas, Concrete results of this historic labor unity have already been felt throughout the United States in heightened union activity and increased prestige; and

Whereas, Negotiations have been in conduct in California for the merger of the California State Federation of Labor and the California State CIO Council; and

Whereas, The natural problems that exist in consummating such a merger must inevitably be overcome so that in due time there shall be in the state of California a united labor movement; therefore be it

Resolved, That this 55th convention of

the California State Federation of Labor looks forward with joy to the approaching successful merging of the two major organizations of labor in California so that there will be in this state a single powerful unified force, and under the banner of united labor we can all go forward to ever greater gains for all the people of California; and be it further

Resolved, That this convention extends its appreciation to President Thomas L. Pitts, Secretary-Treasurer C. J. Haggerty, and the vice presidents of the California State Federation of Labor for the qualities of leadership they have exercised in the many conferences which have already been held and the others forthcoming, which will result in the uniting of labor in California.

Referred to Committee on Resolutions.
Adopted, p. 257.

National Prepaid Health Insurance

Resolution No. 138—Presented by Isidor Stenzor and Christabel Jacobs, Cloak-makers No. 55; Rose Rosenthal, Cloak-makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; and Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, Costs for medical and hospital services continue to mount, causing serious economic difficulties to lower income families without some form of medical or health insurance; and

Whereas, Though an overwhelming number of unions now protect their members through health plans, very few are covered by both catastrophic and preventive medical care programs; and

Whereas, Even where there is normal health insurance, it is usually not adequate to defray the tragic economic consequences arising out of prolonged serious illness; and

Whereas, Our nation is still without adequate hospital facilities and sufficient doctors; and

Whereas, This overall problem of establishing the needed units of hospital

facilities, training the necessary number of doctors, and providing a medical insurance program that covers preventive medical care, clinical services, and medical, surgical and hospital care for catastrophic cases can be solved only on a nationwide, general participation basis along the same lines as social security, so that all working people and their families can be included; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor favors a workable national prepaid health insurance program which would cover all working people in the nation and their families

Referred to Committee on Resolutions.
Adopted, p. 225.

Fair Employment Practices Legislation

Resolution No. 139—Presented by Isidor Stenzor and Christabel Jacobs, Cloak-makers No. 55; Rose Rosenthal, Cloak-makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; and Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, The California Federation of Labor has during the past year, in alliance with other liberal forces in the state of California, attempted to secure the enactment of fair employment practices legislation in California, reaching a farther point of success than ever before; and

Whereas, Attempts are now under way in both the City and County of Los Angeles to enact such legislation on both a municipal and county basis; and

Whereas, The San Francisco Board of Supervisors has enacted fair employment practices legislation and has honored the California State Federation of Labor by placing its Research Director, John Henning, on the newly created Fair Employment Practices Commission; and

Whereas, There is no lessening of the need to insure fair employment and promotion practices on the part of employers; and

Whereas, A continuing committee to bring about this legislation on a state

level, the California Committee for Fair Employment Practices, enjoys the support of the California State Federation of Labor; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor reaffirms its position in favor of fair employment practices legislation on national, state, county, and municipal levels; and be it further

Resolved, That this convention pledges continuing support to the California Committee for Fair Employment Practices to accomplish successful enactment of FEP legislation by the next California legislature; and be it further

Resolved, That this convention congratulates Research Director John Henning on his appointment to the San Francisco Fair Employment Practices Commission, and wishes him well in the discharge of his duties.

Referred to Committee on Resolutions.
Adopted, p. 232.

Commend AFL-CIO Ethical Practices Code

Resolution No. 140—Presented by Isidor Stenzor and Christabel Jacobs, Cloak-makers No. 55; Rose Rosenthal, Cloak-makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; and Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, By virtue of the offices they hold, their duties to their membership, and the special position in which they are placed in American society, officers of labor unions normally and naturally dedicate themselves to codes of personal conduct above and beyond that expected of individuals in ordinary occupations; and

Whereas, In the awareness that the officers of organized labor must in every respect live up to the great trust placed in them by their membership, the Executive Council of the AFL-CIO has promulgated a Code of Ethical Practices; and

Whereas, The Executive Council of the AFL-CIO has most properly provided that

all union officers adhere to this code in every respect; and

Whereas, In overwhelming numbers union officers all over this nation believe in this code, subscribe to this code, and support this code; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor welcomes the Ethical Practices Code of the AFL-CIO as a clear and forthright statement of organized labor's determination to keep clean its own house, and as a reiteration of labor's resolve that it must be served only by those who are dedicated to the ideals and principles of caring for the needs of the members to whom they are responsible and the labor movement of which they are a part.

Referred to Committee on Resolutions.
Adopted, p. 235.

Reaffirm Previous Positions on Civil Rights

Resolution No. 141—Presented by Isidor Stenzor and Christabel Jacobs, Cloak-makers No. 55; Rose Rosenthal, Cloak-makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, The United States Congress after eighty-two years has at last adopted legislation designed to protect the voting rights of Negro people in states where there has been a long and bloody history of interference with such rights; and

Whereas, Though the original legislation proposed has been weakened and seriously diminished in intent, this still represents some advance; and

Whereas, With this improvement enacted, there should now be further steps taken to guarantee to the Negro people, as to all people, full enjoyment of all rights they are entitled to as Americans; and

Whereas, Legislation abolishing poll taxes, making lynching a criminal offense under federal law, and implementing all Supreme Court decisions which are di-

rected toward the abolition of segregation of people in America must still be enacted to bring about the full enjoyment of civil rights; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor reaffirms its previous positions in favor of full and complete legislation to preserve, protect, and extend civil rights to all people without regard to race, religion, or national origin; and be it further

Resolved, That copies of this resolution be forwarded to President Dwight D. Eisenhower and to the Senators and members of the House of Representatives representing the state of California.

Referred to Committee on Resolutions.
Adopted, p. 232.

Amend the McCarran-Walter Act

Resolution No. 142—Presented by Isidor Stenzor and Christabel Jacobs, Cloak-makers No. 55; Rose Rosenthal, Cloak-makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sigmund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; and Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, Both major political parties have in their election platforms called for reestablishing the traditional position of the United States as a haven for the wretched and oppressed peoples of other nations by amending out of the McCarran-Walter Immigration Act the unfair and discriminatory provisions which have negated this historic position; and

Whereas, The heroic fighters of the Hungarian uprising against Soviet rule who were able to come to America and now experience a mockery of their welcome because the Congress has failed to amend the McCarran-Walter Act; and

Whereas, America's position as a beacon of freedom to the enslaved portions of the world is seriously compromised by the continued failure of Congress to provide a fairer and more humane basis for migration to this nation; and

Whereas, It has been demonstrated over and over again that proper amendment to the Act would in no wise adverse-

ly affect the internal security of the nation nor admit immigrants who might later become risks either politically, socially, economically, or from the standpoint of health; and

Whereas, Every institution of the labor movement has consistently and unani- mously called for the enactment of needed amendments to this spiteful law; therefore be it

Resolved, That this 55th convention of the California State Federation of Labor reaffirms its position in favor of amend- ment of the McCarran-Walter Act so that opportunities for entering America might be given to those uprooted persons in the world who are most in need of this haven, and to provide a more rational program for admittance of scholars and scientists; and be it further

Resolved, That copies of this resolution be forwarded to the President of the United States and to the California mem- bers of the U. S. Senate and the U. S. House of Representatives.

Referred to Committee on Resolutions.
Adopted, p. 233.

Reaffirm Endorsement of NAACP, Community Service Organization, Jewish Labor Committee, National Urban League, Histadrut and Italian- American Labor Council

Resolution No. 143—Presented by Isi- dor Stenzor and Christabel Jacobs, Cloak- makers No. 55; Rose Rosenthal, Cloak- makers No. 58; Jerry Ottaviano, Ladies Garment Workers No. 84; Fannie Borax and Mildred Plotkin, Ladies Garment Workers No. 96; Joe DiFrancesco, Ladies Garment Workers No. 97; John Ulene and Lucinia Points, Sportswear & Cotton Garment Workers No. 266; Samuel Otto, Ladies Garment Workers No. 445; Sig- mund Arywitz, Ladies Garment Workers No. 451; Ruth Lezpona, Ladies Garment Workers No. 482; Pearlina Price, Ladies Garment Workers No. 496; Frank Dato, Ladies Garment Workers No. 497; and Ladies Garment Workers No. 512; all from Los Angeles.

Whereas, The California State Federa- tion of Labor has at previous conventions endorsed and saluted the following or- ganizations:

National Association for the Advance- ment of Colored People, an organiza- tion leading in the struggle for equal rights for all people, emphasizing the fight for full civil rights for the Negro people and for complete integration of the Negro people in American educa-

tional, economic and cultural institutions;

Community Service Organization, the organization of Mexican-Americans which through the years has performed outstanding services in creating employment opportunities for all minority people and has as the leading organization in the Mexican-American community aided in citizenship, community building, and community integration functions;

Jewish Labor Committee, the organization of the Jewish working people, which, functioning through the AFL-CIO on all levels, has performed an invaluable role in the fight against discrimination;

The National Urban League, an organization devoted to improving employment opportunities, expanding medical facilities, providing vocational guidance, and improving inter-cultural understanding among all minority people, giving most of its services to the Negro people;

Histadrut, the Israeli Federation of Labor, which has contributed mightily to the building of democratic life in the State of Israel and has made the working people of that nation a powerful force in every facet of life there;

Italian-American Labor Council, the organization of the Italian working people in the United States, which has, by maintaining the closest ties with the pro-democratic forces among the Italian workers, contributed to preserving democratic institutions in that country; and

Whereas, These organizations continue in close and harmonious relationship with the labor movement of California, with tens of thousands of the members of these organizations active within their own unions; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor reaffirms past endorsements of the National Association for the Advancement of Colored People, the Community Service Organization, the Jewish Labor Committee, the National Urban League, the Histadrut, and the Italian-American Labor Council, greets these organizations for the outstanding achievements of the past year, and once again commends them to all affiliated local unions, councils and central bodies for assistance and support.

Referred to Committee on Resolutions.
Adopted, p. 306.

Pension Program for Secretary-Treasurer and Fulltime Paid Employees

Resolution No. 144—Presented by Executive Council of California State Federation of Labor.

Whereas, The executive council of the California State Federation of Labor has established a pension program for the fulltime paid officer and fulltime paid employees of the Federation and has executed an agreement with the Occidental Life Insurance Company of California to provide such protection; and

Whereas, Such plan will undoubtedly qualify as an approved plan with the governmental agencies; and

Whereas, It is necessary to clarify the constitution of the Federation fully to effectuate such program; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor amend Article VII, Section 4 of the constitution by adding a second paragraph to read as follows:

“When and if a pension plan is established by the Federation which provides to the Secretary-Treasurer benefits substantially the same as those provided in the first paragraph of this section and such plan is qualified as an approved plan for tax and other purposes, the provisions of the first paragraph of this section shall be inoperative.”

Referred to Committee on Constitution.
Adopted, p. 284.

Reaffirm Support to the Kohler Strike and Boycott

Resolution No. 145—Presented by Executive Council of California State Federation of Labor.

Whereas, The over three-year-old Kohler strike has earned the sympathy and support of every union-minded and freedom-loving person in the country, and in turn, every responsible labor organization which recognizes the danger of the contagious strikebreaking, union-busting and unfair labor tactics of the arrogant Kohler Co.; and

Whereas, The Kohler Co. has once again made a mockery of true collective bargaining in stubbornly resisting the latest mediation attempts made by three nationally-prominent members of the clergy, Reverend John F. Cronin, Reverend Cameron P. Hall and Rabbi Eugene J. Lipmon; and

Whereas, Instead of negotiating toward an honorable and equitable settlement of

the strike, the Kohler Co. president, Herbert V. Kohler, and his underlings are touring the country in an attempt to spread the disease of union-busting and strikebreaking to other employers with vicious anti-union and "right to work" law speeches; and

Whereas, The sordid history of labor relations at the Kohler Co., which is strike-bound for the third time since its beginning, revolves around its use of, and intent to use, raw force in the form of tear gas, guns, clubs, scab-herding, court actions and injunctions to impose its dictatorial will upon its workers and the community for free and easy exploitation. Two fellow workers who lost their lives in 1934 at the hands of a company-led police force raise silent pleas to all Americans to help wipe out the feudalistic labor relations policy of this company for all time; and

Whereas, Two major forces are still at work to achieve the long-awaited victory for justice for the Kohler workers: the processing of 12 unfair labor practices against the Kohler Co. with the National Labor Relations Board; and the nationwide "Don't Buy Kohler" campaign; and

Whereas, The Kohler Co. has already felt the weight of opposition to its arrogant position as its sales and work force dip far below pre-strike averages with continuing recession. We feel proud that we have in some measure contributed to this effort; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor recognizes the importance of continued and intensified support to the Kohler strike and nationwide campaign to stop the sale of scab-made Kohler products to bring justice and equity to the Kohler workers and also defeat Kohler's insidious efforts to spread the Kohler disease of strikebreaking and union-busting; and be it further

Resolved, That this convention reaffirm its support to the Kohler strike and pursue and intensify all legal activity to encourage all consumers, contractors and builders to purchase good union-made plumbing products and refrain from purchasing scab-made Kohler products; and be it finally

Resolved, That we continue our moral and material assistance to all efforts to win this all-important struggle in salutation to the courageous and tenacious Kohler strikers until victory is achieved.

Referred to Committee on Labels & Boycotts.
Adopted, p. 283.

In Memoriam: Harry Lundeberg

Resolution No. 146—Presented by Executive Council of California State Federation of Labor.

Whereas, The labor movement of the world suffered a great and lasting loss in the death of Harry Lundeberg; and

Whereas, The California State Federation of Labor, in which he held office as a vice president from 1939 until his death on January 28, 1957, is especially bereaved; and

Whereas, Brother Lundeberg brought a new life of dignity and economic decency to thousands of seamen and allied workers; and

Whereas, More than any other man, he turned back the force of totalitarian advance in the American merchant marine; and

Whereas, His entire life was dedicated to the highest principles of the labor movement; and

Whereas, The unionists of the West Coast will never forget his brave and challenging spirit in the hours of trade union crisis; and

Whereas, He has now joined the great Andrew Furuseth as an immortal of American unionism; now, therefore, be it

Resolved, That when the 55th convention of the California State Federation of Labor adjourns, we shall stand for a moment in silence, regretting that one of the labor movement's gigantic figures has departed from us, and remembering with gratitude and pride his many achievements during the years he spent in our midst.

Referred to Committee on Resolutions.
Adopted, p. 306.

Endorse and Support CARE Program

Resolution No. 147—Presented by Executive Council of California State Federation of Labor.

Whereas, The American relief organization, CARE (Cooperative for American Remittances to Everywhere, Inc.), is playing a vital role in bettering international relations through distribution of food and self-help supplies to the needy in free areas of the world; and

Whereas, The AFL-CIO is one of the 26-member agencies of CARE, and has been since CARE was established in 1945, taking a major part in CARE's foreign relief activities; and

Whereas, At this crucial period of world

tension, CARE is building good will for the United States, its traditions, its institutions and its people by extending the hand of friendship to troubled peoples in other lands; and

Whereas, CARE has been especially useful in giving encouragement to struggling, foreign free trade unions and their members; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor (1) go on record as endorsing and encouraging CARE in its work, and (2) urge our affiliated organizations and their members to become donors of food packages and self-help supplies available under the CARE program, to the end that better international relations will result between the American people and their friends and allies.

Referred to Committee on Resolutions.
Adopted, p. 281.

Establish Local Registration Committees

Resolution No. 148—Presented by Executive Council of California State Federation of Labor.

One of the persistent problems facing the American people is the failure of substantial portions of our citizenry to participate in the electoral process.

In the 1956 presidential election, over 40 percent of those eligible to vote by reason of age and citizenship failed to cast ballots. Of 103 million citizens aged 21 or over, over 80 million were registered, and of these only 61 million expressed their choice at the polls on election day.

President Meany stated to the meeting of the Executive Council at Unity House in August 1956, "No member can possibly have a good excuse for not voting. They, of course, are not only failing in their obligation to the trade union movement, but also their obligation as a citizen. The time to start this activity is the day after election for two years from now and four years from now. In this manner and this way only will we be able to overcome this most important obstacle to the function of good government."

We are convinced that we cannot achieve the degree of registration and participation necessary through sporadic and haphazard campaigns conducted at election time. Registration and political education are full-time jobs requiring active attention throughout the year.

Therefore be it

Resolved, That the 55th convention of

the California State Federation of Labor adopt the following program:

1. We declare registration of our members and their families to be a permanent part of our organization's program, to be conducted on a year-round basis by permanent committees within each local union and within each local central body.

2. It shall be the function of such permanent and standing committees to:

a. Establish a plan, using the facilities of the appropriate COPE wherever possible, whereby the name of each member will be checked against the roll of registered voters to determine the eligibility to vote of such members.

b. Provide for a continuing process whereby new members, those reaching the age of 21, and others who have moved are reminded of the necessity to register.

c. Devise and undertake means whereby the adult families of members are made conscious of the importance of their citizenship duties.

d. Conduct a continuing campaign to insure that all members of the organization become and remain registered voters.

e. Enlist and utilize the services of the COPE Women's Activities Department members in the work of maintaining permanent registration rosters.

f. Explore, propose and advocate electoral reforms to facilitate maximum registration and voting.

3. We call upon each affiliated union to use its publications, conventions, conferences, staff personnel and other resources that may be reasonably available to support this effort.

4. We instruct our Committee on Political Education to undertake overall supervision of this program and to assist in the development of area campaigns which will coordinate the work of the local unions and assist them in achieving and maintaining a high level of citizenship participation.

Referred to Committee on Resolutions.
Referred to CLLPE Executive Council, p. 306.

Channel Civil Service Employment Programs Into Private Endeavor

Resolution No. 149—Presented by California State Conference of Painters.

Whereas, Labor unions have for the past many years endorsed the principles of Civil Service employment; and

Whereas, It is becoming more and more

apparent that this type of employment is not to the best interests of management and labor; and

Whereas, Management, private industry and labor unions are becoming more and more plagued with Civil Service employees encroaching upon private industry by using their spare time to compete with private employment; and

Whereas, It has been impossible to prevent this encroachment by appeals to government officials; and

Whereas, Such activities result in more and more employees becoming unemployed and being forced to go on unemployment and relief rolls as the result of such activities; and

Whereas, Said Civil Service employees can be detrimental to labor unions and employer associations by price and wage-cutting by being on tax-paid payrolls; and

Whereas, The big majority of said Civil Service employees do not belong to any union, but enjoy the prevailing wage rates as established by unions; therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor condemns the practice of Civil Service workers taking part-time jobs, thereby replacing building trades mechanics; and be it further

Resolved, That all efforts be put forth to have the present Civil Service programs of employment channeled into private endeavor; and be it still further

Resolved, That the California State Federation of Labor request an investigation by a committee of the California State Assembly into the costs to the tax payers of maintaining such state property as the Oakland-San Francisco Bay Bridge in comparison to what such costs would be under private enterprise.

Referred to Committee on Resolutions.
Filed, p. 300.

Assist Electrical Workers in Organizing the Unorganized

Resolution No. 150—Presented by California State Association of Electrical Workers.

Whereas, Local Union No. 11, International Brotherhood of Electrical Workers, and other American Federation of Labor Locals affiliated with the California State Federation of Labor have been and are at present making an intensified effort to secure bargaining rights and to secure decent wages for all employees employed

by political subdivisions in the Los Angeles area; therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to assist Local Union No. 11, IBEW, and other AFL locals in their efforts; and be it further

Resolved, That all local unions be requested to assist in organizing the unorganized employees.

Referred to Committee on Resolutions.
Adopted, p. 279.

Strengthen Juvenile Court in Meeting Juvenile Delinquency

Resolution No. 151—Presented by California State Association of Electrical Workers.

Whereas, Legislation was introduced in the 1957 California state legislature seeking to lower the juvenile court age and otherwise weaken the Juvenile Court Law by applying the provisions and philosophy of the Penal Code to the handling of juveniles; and

Whereas, The California State Federation of Labor has had a long standing interest in the development of the Juvenile Court and treatment programs for delinquent and neglected youth; and

Whereas, There is a critical need for the improvement and expansion of treatment facilities for these juveniles through increased state and local support of the Juvenile Court, probation services, and diagnostic and treatment facilities as an enlightened and effective method of meeting the problem of these youths; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor urges the Governor, state legislature and local government officials to give greater support to the Juvenile Court, probation services and diagnostic and treatment facilities, and the convention does further go on record as opposing any weakening of the Juvenile Court through application of Penal Code provisions to the treatment of youths of Juvenile Court age.

Referred to Committee on Resolutions.
Adopted, p. 306.

Scope of Pacific Telephone and Telegraph Company Franchise

Resolution No. 152—Presented by California State Association of Electrical Workers.

Whereas, There now exists a growing move on the part of the Pacific Telephone

and Telegraph Company, which has received franchise through the Public Utilities Commission, to encroach on that area of construction in the installation of systems for the application of electrical energy, wholly within private property lines and which bears little or no relationship to the scope of a utility franchise; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as follows: that any and all available means be used to protest and convince the Public Utilities Commission that their granting of such franchise is not within the scope of a public utility and an infringement on the rights of private industry; and be it further

Resolved, That the Public Utilities Commission be requested to reverse their consent in the granting of these franchise and rates by the Commission; and be it further

Resolved, That this resolution be given the widest advertised circulation possible to achieve the intended results.

Referred to Committee on Resolutions.
Adopted. p. 306.

Sanitary Conditions on Construction Projects

Resolution No. 153—Presented by California State Association of Electrical Workers.

Whereas, On the great majority of construction jobs in the state, temporary sanitary facilities for the use of workmen are wholly inadequate to meet minimum requirements of health measures and are, in many cases, dangerous insofar as the health of the workmen is concerned; and

Whereas, The California State Department of Public Health and local departments of public health are greatly handicapped in enforcing measures of public health on construction jobs through lack of adequate personnel and through lack of any set of strict minimum standards, insofar as sanitary conditions are concerned; and

Whereas, A large number of employers on construction jobs take advantage of the lack of sufficient personnel in the various health departments and also take advantage of the lack of strict standards in maintaining sanitary facilities; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record opposing present sanitary conditions imposed upon the workmen,

and instruct its legislative representative to take whatever action may be necessary to have legislation adopted at the next session of the state legislature, to provide the State Department of Public Health with a strict set of minimum standards on temporary sanitary facilities, which would provide running water for drinking purposes, cleansing purposes and toilet facilities.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 298.

Oppose Repeal of Tax Exemption of Non-Profit Private Schools

Resolution No. 154—Presented by California State Association of Electrical Workers.

Whereas, Five years ago the people of our state, by an overwhelming vote, enacted a law exempting privately operated grade and high schools from state taxation; and

Whereas, This legislation was long overdue because many other institutions, religious and secular, as well as privately operated colleges and universities, have been exempt from such taxation for many years; and

Whereas, No financial disability has been suffered by the state, inasmuch as parents of children being educated in private schools are taxed for the support of public schools; and

Whereas, A transfer of the children now being educated in private schools to the public schools of the state would overtax the school systems both physically and financially and would undoubtedly entail an increase in public school education costs of at least one hundred million dollars per year; and

Whereas, In the face of these facts, it is now being attempted to place on the 1958 ballot through initiative petition a law that would repeal this exemption from taxation and restore the unfair taxation of private, non-profit grade and high schools; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor hereby reaffirms the Federation's support originally given in 1952, of the exemption of private grade and high schools from taxation, and deprecates the current effort to repeal the sound and fair legislation enacted by the people of California five years ago exempting private grade and high schools from taxation.

Referred to Committee on Resolutions.
Filed, p. 234. See Resolution No. 49.

Communication Labor Board

Resolution No. 155—Presented by California State Association of Electrical Workers.

Whereas, In the past 17 years, the skills required of telephone technicians have greatly increased, the mechanization program has permitted the assignment of greater responsibilities to each employee because more service can be provided with the same amount of equipment, a higher percentage of the personnel must be licensed as radio and microwave technicians, the pressure has become greater with the increase in the complexity of equipment, and real earnings of telephone employees have greatly decreased; and

Whereas, The Bell Telephone Company pension is designed for executives and is ridiculously low for employees when compared to other utilities. An employee after 30 years of service and drawing top rate of supervised employees would retire at less than \$65.00 per month; while an executive could draw up to \$80,000 per year; and

Whereas, Telephone Company employees' working conditions have been reduced to minimum standards required by law, seniority rights have been destroyed, union security taken away, arbitration protection made a mockery, and grievance procedure turned into endless litigation, through the arrogant disregard for the welfare of the employee by the telephone industry dominated by the AT&T and its affiliates, and with the use of countless potential strikebreakers carried on the payroll as supervisors (many without a single person under their supervision); and

Whereas, This is contrary to the trend of earnings, pensions, and working conditions in other industries, where, in the past 17 years earnings, pensions and working conditions have greatly improved, in most cases coming from behind and passing the telephone industry; and

Whereas, The reason the telephone companies have been able to reduce standards of living of the telephone workers, while other workers' standards have improved is the monopolistic nature of the telephone business, their complete disregard for the welfare of the employees and the public, and in some cases, the political subdivisions served, their ability to influence public opinion with lavish advertising paid for by the public as operat-

ing expenses, and considered part of their cost of operating; and

Whereas, Industrial warfare each year brought on by the union-busting policies of the Bell System has cost the employees millions of days lost in strikes since the national telephone strike in 1947, has cost the public millions of dollars due to lost service, has jeopardized national security by paralyzing the national defense communication system periodically with lowered morale among the employees, high personnel turnover, untrained technicians, and wasteful management practices; and

Whereas, The Bell Telephone Company in the past ten years has forced their employees out on strike time after time when they were asking for rate increases from the Public Utilities Commission, and they used their labor unrest to justify their never-ending rate increases; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record endorsing the plan by the Executive Council of the International Brotherhood of Electrical Workers to have Congress enact legislation establishing a Communication Labor Board similar to the Railroad Labor Board, to bring true collective bargaining to the telephone workers; and be it further

Resolved, That copies of this resolution be forwarded to the California Congressional delegation.

Referred to Committee on Resolutions.
Adopted, p. 224.

Support IBEW Label

Resolution No. 156—Presented by California State Association of Electrical Workers.

Whereas, The International Brotherhood of Electrical Workers, being a powerful and progressive labor union dedicated to the advancement and well-being of its large membership; and

Whereas, The officers and members of this great organization are sincere in their belief that all of the advantages we now enjoy as workers, and all those to come stem directly from organization, collective bargaining and the brotherhood of men, and the symbol that insures fair and equitable working conditions, by fair and impartial employers, is the IBEW Label; and

Whereas, The display of the IBEW Label relays a message to the consuming public that guarantees the products dis-

tributed by the firm to be of the highest skilled workmanship, produced with adequate wages, under the best possible working conditions, at no additional cost to the consumer; and

Whereas, The Hoffman Radio, T.V. Division of Hoffman Electronics of Los Angeles, California, has agreed with Local Union 1710 of the IBEW to display the Label on all its consumer products, such as radios, television and Hi-Fi sets; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor support the Electrical Workers' efforts to encourage the display of the IBEW Label on all consumer products manufactured by electrical-electronic firms; and be it further

Resolved, That the Federation notify each of its affiliated unions of these union-made products.

Referred to Committee on Labels & Boycotts.
Adopted, p. 233.

Regulate Importation or Use of Foreign "Canned" Music in Radio, T-V or Motion Pictures

Resolution No. 157—Presented by California State Theatrical Federation.

Whereas, There has been widespread unemployment among professional musicians in the United States in the radio, television and motion picture industries, caused by the importation of "canned" or "taped" music from foreign countries, which has been used in the place of and instead of "live" music produced by members of the American Federation of Musicians; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on public record as favoring tariff legislation or other measures which will regulate further importation or use in this country of any foreign "canned" music or sound track in the radio, television or motion picture industries.

Referred to Committee on Resolutions.
Adopted, p. 281.

Classification of Entertainers as Employees

Resolution No. 158—Presented by California State Theatrical Federation.

Whereas, Entertainers are members of unions and at all times have supported labor; and

Whereas, At different times entertain-

ers have been classified both as employees and as independent contractors; and

Whereas, Entertainers in the radio industry are classified as employees; and

Whereas, Entertainers in the television industry are classified as employees; and

Whereas, Entertainers in the motion picture industry are classified as employees; and

Whereas, Entertainers in nightclubs, theaters and other allied places of performance, where the entertainer performs in person, are classified sometimes as employees and sometimes as independent contractors; and

Whereas, Entertainers who perform in nightclubs, theaters and other such places of performance, where the said entertainers perform in person, are members of the American Guild of Variety Artists; and

Whereas, Entertainers who are members of the American Guild of Variety Artists and who perform under their contracts are sometimes classified as employees and sometimes as independent contractors; and

Whereas, The persons who contract to employ members of the American Guild of Variety Artists as aforesaid, do enter into an agreement with the said American Guild of Variety Artists for the benefit of the said entertainer and do stipulate and agree that the said entertainers are employees; and

Whereas, The members of the American Guild of Variety Artists, like other entertainers, are subject to the direction and under the control of employers; and

Whereas, There is confusion in the state of California regarding the status of said entertainers; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor does request the legislature of the State of California to amend the Labor Code of the State of California, so as to classify as "employees" in said Labor Code, all entertainers who perform in nightclubs, theaters and any other place where personal appearances are made; and be it further

Resolved, That a copy of this resolution be transmitted to each State Senator of the State of California and each Assemblyman of the State of California; and be it still further

Resolved, That all appropriate publicity be given to this resolution.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 298.

Fair Employment Practices for Teachers

Resolution No. 159—Presented by California State Federation of Teachers.

Whereas, The legislature of the State of California passed, and the Governor approved, **Senate Bill 2566** during the recent legislative session; and

Whereas, This measure, introduced by Senator Richard Richards at the request of the Teachers' Union, empowered the State Board of Education to create a commission to assist and advise local school districts in overcoming racial, religious, and other discrimination in the hiring of teachers; and

Whereas, The State Board, on the recommendation of Superintendent Roy Simpson, on September 13, 1957, authorized establishment of this commission; and

Whereas, This action is a significant step toward the preservation and extension of democracy in the schools, which must function as the citadels of American liberty; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor congratulates and commends all those working for this step, most notably Senator Richard Richards, Teacher Howard Jeter and other teacher union members, State Superintendent Roy Simpson, and the members of the State Board of Education; and be it further

Resolved, That the California State Federation of Labor supports the State Superintendent in collecting information and finding funds to implement Board action in creating the teacher hiring commission.

Referred to Committee on Resolutions.
Adopted, p. 233.

Support U. C. Institute of Industrial Relations

Resolution No. 160—Presented by California State Federation of Teachers.

Whereas, The University of California is an institution dedicated to the service of all the people of this state; and

Whereas, Labor has historically received less attention and service from the University than the business and agricultural segments of the community; and

Whereas, The University has instituted an excellent but still limited program to forward research and education in the field of labor relations; and

Whereas, The Institute of Industrial

Relations has demonstrated its usefulness to the state in many ways; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor supports the program of the Institute of Industrial Relations, and calls upon the Regents of the University to make available any funds needed to expand its program of workers' education.

Referred to Committee on Resolutions.
Adopted, p. 234.

Support U. C. Collection of Trade Union Materials

Resolution No. 161—Presented by California State Federation of Teachers.

Whereas, There is at the University of California Library at Berkeley an important collection of union publications; and

Whereas, The action of the labor movement in supporting this program through implementation of the State Federation's 1956 resolution favoring the enlargement of this collection has made more facts about the labor movement available to the University faculty, the students, and the public; and

Whereas, This program has benefited and will continue to benefit the public and the labor movement as well as the University; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor reaffirms the action of the 54th convention, and goes on record in continuing support of this program, and instructs the secretary-treasurer to aid this program in every way possible; and be it further

Resolved, That each affiliate be urged to forward copies of all publications to the University of California's General Library for inclusion in the Labor Collection; and be it further

Resolved, That copies of this resolution be sent to all affiliated local unions in California, to other State Federation affiliates, and to the President of the University.

Referred to Committee on Resolutions.
Adopted, p. 234.

Enact California Labor Law

Resolution No. 162—Presented by California State Federation of Teachers.

Whereas, Organized labor has recently

come under severe and increasing attack from various employer groups; and

Whereas, Various open-shop, right-to-wreck laws have been proposed in California, and have been passed elsewhere; and

Whereas, The best defense is often a vigorous attack; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor seek the introduction of a state labor relations act, its provisions to be modeled on those of the National Labor Relations Act of 1935—the Wagner Act—to cover persons engaged in intrastate commerce in California.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 296.

Commend Federation and Others for Assisting Teachers' Organizing Drive

Resolution No. 163—Presented by California State Federation of Teachers.

Whereas, The California State Federation of Labor has during the past few years supported a number of activities designed to encourage membership in the Teachers' Union; and

Whereas, The summer work program, developed by the Teachers' Union in cooperation with the Federation, the central labor councils, and the affiliated locals, has been one of the most effective means of gaining membership for the Teachers; and

Whereas, Building the Teachers' Union is one of the best ways in which the labor movement can help improve the educational system, and assist in overcoming anti-labor attitudes in the schools; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor commends the work that has been done with the Teachers' Union and urges all affiliates to continue their support of the teachers' summer work plan and other programs designed to encourage membership in the Teachers' Union.

Referred to Committee on Resolutions.
Adopted, p. 233.

Fair Labor Practices in Public Schools

Resolution No. 164—Presented by California State Federation of Teachers.

Whereas, Teachers in California are too often coerced into joining an organization controlled by administrators; and

Whereas, Company unions are undemocratic by their very nature; and

Whereas, The organization of teachers

into genuinely representative organizations is important to the future of American democracy, and especially to the future of the American labor movement; and

Whereas, Children are all too often given anti-labor views by teachers who are ignorant of or biased toward labor unions, as demonstrated by the fact that a recent mock legislature of young people meeting in Sacramento passed a so-called "right to work" law; and

Whereas, The organization of teachers into a bona-fide teachers' union, The American Federation of Teachers, does much to overcome the lack of objective knowledge about labor shown by many teachers; and

Whereas, Such organization is prevented by the coercive methods of school employers; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor urges school boards to adopt policies preventing reprisals against teachers who join the American Federation of Teachers, AFL-CIO; and be it further

Resolved, That this convention urges all affiliates to work toward securing statements of fair labor practice policies from local school boards, specifically through central labor councils and local unions addressing resolutions to these boards indicating the need for printed policies, periodically issued, guaranteeing fairness and impartiality toward teachers who may join the American Federation of Teachers; and be it further

Resolved, That copies of this resolution be made available to all affiliates.

Referred to Committee on Resolutions.
Adopted, p. 233.

Preservation of Jurisdiction in Merger

Resolution No. 165—Presented by State Building and Construction Trades Council of California.

Whereas, The American Federation of Labor and the Congress of Industrial Organizations merged on the national level after entering into a merger agreement and adopting a constitution of the American Federation of Labor and Congress of Industrial Organizations; and

Whereas, Both in the merger agreement and constitution certain declarations of principles were announced and declared, including recognition of the integrity of each affiliated union and that

the jurisdiction of each affiliate would continue; and

Whereas, The Building and Construction Trades are craft unions with clearly defined jurisdictions which have been in existence for more than half a century and by their skills have made great contributions to the tremendous strides which have been made in the building and construction industry; and

Whereas, Certain industrial unions have, in the past, and are continuing to intrude upon and violate the jurisdiction of the building and construction craft unions, thereby ignoring the spirit and intent of the national merger agreement and the constitution of the AFL-CIO; and

Whereas, Despite all efforts which have been made by the Building and Construction Trades Department to reach a mutually satisfactory agreement with such industrial unions, such agreement has not been arrived at and conflict continues; and

Whereas, The plan outlined by President Meany does not include specifically the recognition and acceptance by a state merged group of the jurisdiction of the Building and Construction Trades Unions of the state, this being among the other things which were left to be negotiated by the California State Federation of Labor, AFL, and the California Industrial Union Council, CIO, prior to the adoption of a merger agreement and a constitution of the merged state bodies; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor, AFL, go on record that its Executive Council and the Negotiating Committee which it designates shall under no circumstances recommend or approve a merger agreement between the two state bodies or a constitution of a merged body which does not clearly and unmistakably recognize the full jurisdictional rights of the Building and Construction Trades craft unions in California.

Referred to Committee on Resolutions.
Subject matter tabled, pp. 257-259, 266-279.

Right of Association for Employees of State, Municipalities and Political Subdivisions

Resolution No. 166—Presented by State Building and Construction Trades Council of California.

Whereas, By judicial legislation, the Supreme Court of this state has made it possible for the state, municipalities and po-

litical subdivisions to deny employees not only the right to organize, but also the right to join, assist or remain a member of a labor organization of the employee's own choice; and

Whereas, The exercise of this power granted by the courts has resulted, too often, in the denial of the rights of free association to employees of municipalities and political subdivisions of this state; and

Whereas, The exercise of this power granted by the courts has resulted in a denial of public employment to members of organized labor unless they are ready and willing not only to sacrifice their membership in organized labor, but also their rights to death, burial and other benefits built up over a period of years; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to take such steps as may be necessary to have the Labor Code of this state amended to protect the right of employees of the state, its political subdivisions and municipalities to freely form, join, assist and remain members of a labor organization of the employee's own choice.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 297.

Amend Jurisdictional Strike Act

Resolution No. 167—Presented by State Building and Construction Trades Council of California.

Whereas, The California Jurisdictional Strike Act was intended by the legislature of the State of California to apply only to actual disputes between recognized and constituted unions involving actual jurisdictional disputes as to representation or the assignment of work; and

Whereas, The Jurisdictional Strike Act has been used by unprincipled employers as a technique to break strikes involving wages, hours and conditions by means of the creation of a so-called independent union for the sole purpose of falsely contending that the employer is confronted by a jurisdictional dispute; and

Whereas, This use of the act is a perversion and misapplication of the act which requires amendment of the act; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as follows: that the Jurisdictional Strike Act (Stats. 1947, Ch. 1388 and Section 1 Labor Code, Division 2, part 3, Ch. 7) be amended to provide that

it not apply to a bona fide strike for wages, hours and conditions and that there be added to the act the following language:

"... but shall not mean a concerted refusal to perform work for an employer or any other concerted interference with an employer's operation or business by a labor organization as defined in this chapter arising out of any contention made in good faith by such organization with respect to wages, hours or working conditions."

Referred to Committee on Legislation.
Concurred in sentiment, filed, p. 296.

Amend Code of Civil Procedure

Resolution No. 168—Presented by California State Council of Retail Clerks.

Whereas, The law in the state of California permits unions to be used in the union, but does not permit unions to bring law suits in their own name; and

Whereas, This procedure is not only cumbersome but also grossly unfair; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record in favor of amending Section 388 of the Code of Civil Procedure to correct this defect in the law, so as to permit unions to institute lawsuits in the name of their organizations; and be it further

Resolved, That the secretary of the Federation be instructed to take the necessary steps to accomplish the intent of this resolution.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 296.

Resolution No. 169

Withdrawn at request of sponsors, pp. 297-298.

Publicity Campaign for Labor

Resolution No. 170—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Labor unions are, at present, subject to the widest possible adverse publicity aimed at injuring organized labor; and

Whereas, On the local scene, a concerted and well planned and financed plan is afoot to cripple or ruin the union effort through an attempt to pass "right to work" laws; and

Whereas, A tremendous amount of propaganda is being fed to the general public attempting to discredit labor's efforts and

claims of benefits gained by the unions through the organization of workers; and

Whereas, The entire labor movement is losing many friends and potential friends; and

Whereas, The best corrective solution to such a campaign of destruction lies in an equal measure of education presenting labor's side of the issue to the general public; and

Whereas, The California State Federation of Labor maintains an education and research department directed toward the education of union members; and

Whereas, Funds now used in this department do not adequately get at the heart of our present great problem of reaching the general public; therefore be it

Resolved, That the 55th convention of the California State Federation of Labor go on record as follows: that all possible funds be used and directed toward a concerted campaign, using TV, radio, speakers and printed literature, to be conducted by the State Federation, to combat adverse publicity and to preserve, through education and truth, the gains of labor; and be it further

Resolved, That the State Federation consider plans for raising additional funds, if necessary, to accomplish the purposes of this resolution.

Referred to Committee on Resolutions.
Filed, p. 280. Subject matter referred to Executive Council.

Equitable Increase in Unemployment and Disability Insurance and Workmen's Compensation Benefits

Resolution No. 171—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The last session of the state legislature voted to increase workmen's compensation benefits from \$40 to \$50 a week for temporary disabilities, unemployment disability benefits from \$40 to \$50 a week, and unemployment insurance benefits from \$33 to \$40 a week; and

Whereas, These increases were widely publicized in the state of California both in the public and labor press and were interpreted by all workers that they would receive the increased weekly benefits on a percentage of their earnings up to the new maximums; and

Whereas, This publicity was misunderstood because only workers receiving in excess of \$194.00 a month or \$839.99 a quarter receive any increase in their

maximum benefits under this new law; and

Whereas, Hundreds of thousands of California workers are discriminated against because of the inequities in this new legislation; and

Whereas, Except for state disability contributions which were increased from \$3,000 to \$3,600 of maximum salary on which contributions are made by workers, there was no change in the basic contributions made by the employers for unemployment insurance or for industrial accident insurance; and

Whereas, Increases in unemployment insurance, disability insurance and workmen's compensation, based on a percentage of earnings, is only equitable if taxes supporting such payments are applied equally percentage-wise whether paid for by the employer or employee; and

Whereas, Of the six unions affiliated with the Los Angeles Joint Executive Board of Hotel and Restaurant Employees and Bartenders Unions, AFL-CIO, the members of the Waitresses Union Local 639, Waiters Union Local 17, Miscellane-

ous Restaurant Employees Union Local 440, and Hotel and Club Service Employees Local 765, representing two-thirds of the 22,000 members affiliated with the Los Angeles Joint Board, fall into wage classifications which receive no increase in their maximum weekly benefits; now, therefore, be it

Resolved, That the 55th convention of the California State Federation of Labor go on record to draft legislation to be presented to the next session of the state legislature correcting the inequities herein outlined, and that it be the continuing policy of the California State Federation of Labor to support equitable increases in unemployment insurance benefits, state disability benefits and weekly industrial accident compensation to all workers, whatever their income, based on a percentage of their wages on which taxes are paid; and be it finally

Resolved, That copies of this resolution be mailed to each member of the state legislature, the Governor and the Lieutenant Governor of the State of California.

Referred to Committee on Legislation.
Non-concurred, pp. 293-294.

ROLL OF DELEGATES TO THE 1957 CONVENTION

This comprises the completed roll call of the 1957 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.

- ALAMEDA**
Carpenters No. 194 (165)
George W. Jenkins, 165
Federal Naval Fire Fighters
of Bay Area (63)
Gordon F. Mars, 32
Hubert Cardin, 31
- ALHAMBRA**
Electrical Utility Wkrs. No. 47
(500)
R. R. Rapattoni, 250
J. M. Kelly, 250
- ALVARADO**
Sugar Refinery Wkrs. No. 20630
(122)
Joe D. Newton, 61
John J. Strello, 61
- ANAHEIM**
Carpenters No. 2203 (1976)
John Chmura, 988
Mathew Plews, 988
- ANTIOCH**
Cannery Workers, Warehousemen, F.P. & Drivers No. 678
(590)
Mary L. Jenkins, 590
Carpenters No. 2038 (262)
Blair F. Spiers, 131
Edmond Swope, 131
- ARCATA**
Lumber & Sawmill Wkrs. No. 2808 (712)
Ken J. Farley, 356
Leonard Cahill, 356
- BAKERSFIELD**
Bldg. & Const. Trades Council
(2)
H. D. Lackey, 1
Butchers No. 193 (71)
Harold Hodson, 35
Charles A. Hohlbein, 36
Carpenters No. 743 (1110)
Paul A. Hill, 555
Fred J. Wiley, 555
Central Labor Council (2)
Thomas Griffith, 1
Cooks & Waiters, Hotel &
Restaurant Empls. No. 550
(993)
Claude S. Penn, 993
Hod Carriers & Com.
Laborers No. 220 (433)
Joseph E. Southern, 216
Arthur Blinks, 217
Lathers, No. 300 (64)
C. H. Collins, 32
J. W. Sanders, 32
Painters No. 314 (300)
Don Meffert, 150
Gene M. McQueen, 150
Plasterers No. 191 (278)
Thos. B. Griffith, 278
- BARSTOW**
Machinists No. 706 (208)
Louis W. Jackson, 104
H. B. Grevillens, 104
- BERKELEY**
Fire Fighters No. 1227 (196)
Roy E. Olson, 98
Ira T. Boehrer, 98
Insurance Agents No. 219 (50)
Wm. J. Foley, 50
Painters No. 40 (382)
Ben Rasnick, 191
Clarence Vezey, 191
Teachers No. 1078 (45)
Donald Henry, 22
John Hutchinson, 23
- BURBANK**
Federated Fire Fighters of
California (2)
A. E. Albertoni, 1
Ray Shukraft, 1
- Machinists No. 1600 (1358)
Leland G. Hewitt, 340
Max Mennen, 340
Joe Kochakji, 339
Warren Brewer, 339
- CHESTER**
Lumber & Sawmill Wkrs. No.
3074 (328)
Raymond A. Casebeer, 328
- CHICO**
Pipe Trades Dist. Council
No. 36 (2)
R. L. Cloward, 1
Retail Clerks No. 17 (50)
Courtney Lainhart, 25
Steffania Gregoire, 25
- COLMA**
Cemetery Workers No. 265 (150)
William Becker, 150
- COMPTON**
Carpenters No. 1437 (1471)
Wm. M. Young, 368
Albert O. Horne, 368
John Gunsten, 368
Everett W. Johnson, 367
State Empls. No. 361 (41)
McKay Mitchell, 41
- CROCKETT**
Sugar Refinery Empls.
No. 20037 (1200)
G. A. Paoli, 400
J. A. Nelson, 400
A. L. Cataldi, 400
- DECOTO**
Operating Engineers No. 509
(64)
William LeFevre, 32
Frank O. Brantley, 32
- EL CAJON**
Carpenters No. 2398 (523)
Ed Gates, 523
- EL CENTRO**
Bartenders & Culinary Workers
No. 338 (200)
Audra F. Barrigan, 200
Const. & Gen. Laborers No.
1119 (308)
C. A. Gardner, 308
- EL CERBITO**
Teachers No. 866 (175)
Ken Fitzgibbons, 175
Ben Rust, no votes
- EL MONTE**
Carpenters No. 1507 (2384)
Russel Auten, 596
V. C. Mathis, 596
Dean G. Weddle, 596
William A. Bennett, 596
Hod Carriers & Laborers
No. 1082 (1319)
George Tarr, 329
Peter Ramult, 330
Norman Jackson, 330
Julian Contreras, 330
Painters No. 254 (777)
Edwin Decker, 194
Paul Gardner, 194
Steve S. Spolar, 194
Floyd P. Fraley, 195
- EUREKA**
Barbers No. 431 (79)
Walter Buchanan, 79
Bartenders No. 318 (189)
R. G. Dickinson, 189
Central Labor Council (2)
Albin J. Gruhn, 1
Cooks & Waiters No. 220 (461)
Elona Haney, 230
Ruby Van Ornum, 231
- Electrical Wkrs. No. 482 (45)
W. F. Schieberl, 45
Laborers No. 181 (315)
Albin J. Gruhn, 157
Hugh Byrd, 158
Lumber & Sawmill Wkrs., Redwood Dist. Council (2)
Claude A. Heinig, 1
- FEATHER FALLS**
Lumber & Sawmill Wkrs.
No. 2801 (77)
LaVon Prorise, 38
Clarence E. Briggs, 39
- FRESNO**
Bakers No. 43 (433)
John C. Bopp, 216
William T. O'Rear, 217
Bldg. & Construction Trades
Council (2)
Lloyd M. Myers, 1
James P. Edgar, 1
Central Labor Council (2)
W. T. O'Rear, 1
Cooks No. 230 (331)
Leo W. Vuchinich, 331
Creamery Empls. & Drivers
No. 517 (997)
Ted C. Wills, 997
Culinary, Bartenders & Hotel
Service Empls. No. 62 (961)
George Rollis, 961
Electrical Wkrs. No. 100 (150)
Lloyd Myers, 150
Fire Fighters No. 753 (258)
J. W. Woody, 258
Hod Carriers & Com. Laborers
No. 294 (684)
Jesse Bernard, 171
Dutch Epperson, 171
Charles M. Robinson, 171
Chester Mucker, 171
Iron Workers No. 155 (200)
H. D. Lackey, 200
Machinists No. 653 (65)
Lawrence Sargenti, 32
U. S. Austin, 33
Machinists No. 1309 (77)
Mack O. Keister, 77
Moving Picture Machine Opers.
No. 599 (50)
Dallas Page, 50
Packing House Empls. &
Whsemen No. 616 (1460)
Elmer George Nicholson, 730
Emil Mertlik, 730
Plasterers & Cement Masons
No. 188 (191)
J. P. Edgar, 95
R. E. Scott, 96
Plumbers & Steamfitters
No. 246 (378)
James F. Peyton, 189
Phillip G. Flores, 189
Post Office Clerks No. 339 (193)
Robert P. Sanders, 193
Retail Food, Drug & Liquor
Clerks No. 1288 (1100)
George Kislung, 1100
Sheet Metal Wkrs. No. 252
(167)
Howard Jones, 83
Leopold Bopp, 84
Stage Empls. No. 158 (50)
Jerome Viele, 50
- GLENDALE**
Brick & Clay Workers No. 820
(347)
Paul Pelfrey, 347
Carpenters No. 563 (1255)
Wm. F. Miller, 628
Earl M. Galpin, 627

Culinary Wkrs. & Bartenders
No. 324 (513)
W. J. Mulligan, 513
Painters No. 713 (842)
George Kruthof, 842
Plumbers No. 761 (1168)
William N. Fodor, 233
John J. Brown, 233
Herbert Taylor, Sr., 234
Dominic Soffietto, 234
Luther E. Odom, 234
Printing Pressmen No. 107 (50)
Edward M. Balsz, 50

GRASS VALLEY

Bartenders & Culinary Workers
No. 368 (318)
Ralph Reynolds, 318

HANFORD

Carpenters No. 1043 (124)
Leo S. Randall, 124

HAYWARD

Cannery, Whsemen, F.P. Drs.
& Helpers No. 768 (776)
Manuel R. Castro, 194
Jack W. Wiley, 194
William Swyers, 194
Dave Castro, 194
Carpenters No. 1622 (1000)
Leon McCool, 250
Gustave D. Toensing, 250
Marius Waldal, 250
Charles Parker, 250
Culinary Wkrs. & Bartenders
No. 823 (1792)
Leroy V. Woods, 298
Joseph Medeiros, 298
Floyd Attaway, 299
Robert Otteson, 299
Louis Stockinger, 299
Matt Yurus, 299
Glass Bottle Blowers No. 53
(161)
John Griffin, 80
Ina Lee Scott, 81
Painters No. 1178 (543)
LeRoy Barstow, 181
Wiley H. Mountjoy, 181
Andrew G. Swanson, 181

HOLLYWOOD

Actors Equity Association (201)
Edd X. Russell, 101
Angus Duncan, 100
Affiliated Property Craftsmen
No. 44 (2000)
B. C. "Cappy" Duval, 666
Frank O'Connor, 667
John W. Otto, 667
Broadcast, Television &
Recording Ens. No. 45 (400)
Andrew J. Draghi, 200
Pearce Hollingsworth, 200
Building Service Employees
No. 278 (413)
John A. Buchanan, 413
Carpenters No. 1052 (1651)
Patrick A. Hogan, 826
George Zachario, 826
Film Technicians No. 683 (2145)
A. Alan Jackson, 360
Dominic DeCinces, 357
Thomas C. Bryan, 357
All O. Stark, Jr., 357
Martin Peter Logan, 357
Sue Clark, 357
Hollywood AFL Film Council
(2)
Henry C. Wadsworth, 1
H. O'Neil Shanks, 1
Make-up Artists No. 706 (325)
Fred B. Phillips, 325
Motion Picture Costumers No.
705 (231)
Wm. L. Edwards, 231
M. P. Crafts Service No. 727
(150)
Albert K. Erickson, 150
Motion Picture Film Editors
No. 776 (810)
Moe Kaufman, 405
Abe Heller, 405
Motion Picture Photographers
No. 659 (300)
Irving Auerbach, 300

M. P. Screen Cartoonists No.
839 (375)
Donald M. Hillary, 375
M. P. Set Painters No. 729
(200)
Ralph W. Peckham, 200
Motion Picture Sound Techni-
cians No. 695 (300)
Thomas A. Carman, 300
M. P. Studio Art Craftsmen
No. 790 (50)
Leo S. Moore, 50
M. P. Studio Cinetechnicians
No. 789 (523)
Paul E. O'Bryant, 261
Percival F. Marston, 262
M. P. Studio Electrical
Technicians No. 728 (500)
Charles Futoran, 250
Al Fraoklin, 250
M. P. Studio Projectionists
No. 165 (315)
George J. Flaherty, 157
William E. Higgins, 158
Musical Artists, American
Guild of (50)
Lee Harris, 50
Office Employees No. 174
(1224)
Max J. Krug, 612
Leroy Patterson, 612
Painters No. 5 (600)
Rod Mackenzie, 300
Edward Homer, 300
Plasterers & Cement Masons
No. 755 (137)
Harry D. Martinez, Jr., 137
Post Office Clerks No. 1256
(91)
George Wall, 91
Publicists No. 818 (187)
Lloyd Ritchie, 187
Scenic Artists No. 816 (229)
Dillard Clayton Thomason,
229
Screen Actors Guild, Inc.,
(5000)
Pat Somerset, 1666
Leon Ames, 1667
George Chandler, 1667
Screen Extras Guild (3200)
Franklyn Farnum, 533
Jeffrey Sayre, 533
Tex Brodus, 533
Paul Bradley, 533
Kenner G. Kemp, 534
Paul Cristo, 534
Set Designers & Model Makers
No. 847 (75)
Zeal Fairbanks, 75
Studio Carpenters No. 946 (571)
J. N. Skelton, 571
Studio Electricians No. 40 (300)
Charles L. Thomas, 150
Theodore Robinson, 150
Studio Grips No. 80 (300)
William J. Holbrook, 300
Studio Transportation
Drivers No. 399 (1000)
Lewis B. Shank, 1000
Studio Utility Employees No.
724 (871)
James E. Day, 217
Frank W. Regula, 218
Cole B. Butterfield, 218
Ben L. Bennett, 218

HONOLULU

Hotel, Restaurant Employees &
Bartenders No. 5 (104)
Arthur A. Rutledge, 52
Lucille Rutledge, 52

HUNTINGTON PARK

Butchers No. 563 (2000)
Arthur A. Eaton, 2000
Glass Bottle Blowers No. 146
(275)
Clifford Valenciana, 137
Michael Pindar, 138
Painters No. 95 (516)
O. T. Satre, 516
Post Office Clerks, Calif. Fed-
eration of (2)
Robert P. Sanders, 1

INGLEWOOD

Carpenters No. 2435 (1622)
Clyde R. James, 811
Arlie Hulsey, 811
Painters No. 1346 (925)
Edward L. Hunt, 462
Chas. H. Marsh, 463

LA JOLLA

Carpenters No. 1353 (264)
L. M. Mohler, 132
John W. Carroll, 132

LANCASTER

Carpenters No. 2185 (511)
F. S. Carlon, 511
General Teamsters No. 982
(127)
Carl A. Blomquist, 127

LOMPOC

Chemical Wkrs. No. 146 (328)
Jess Ward, 164
Edwin Haskett, 164

LONG BEACH

Asbestos Wkrs. No. 20 (50)
Webster F. Ay, 50
Bakers No. 31 (583)
Jack J. Zimmerman, 195
D. J. Lecklider, 194
E. E. Carter, 194
Bartenders No. 686 (901)
M. R. Callahan, 901
Bldg. & Const. Trades Council
(2)
Carleton E. Webb, 1
Harold E. McCray, 1
Carpenters No. 710 (1554)
Grant E. Anderson, 518
George C. Bentson, 518
W. H. Taylor, 518
Cement Masons No. 791 (328)
Mel Roots, 328
Central Labor Council (2)
William Parsons, 1
Chauffeurs, Sales Drivers, Etc.
No. 572 (700)
Homer R. Hixon, 233
Irving I. Miller, 233
Samuel C. Bateman, 234
Culinary Alliance No. 681
(4786)

Jack Arnold, 789
Kathryn Arnold, 789
J. A. Mitchek, 789
Clayton Smith, 789
Juanita McDougle, 790
Clara Coats, 790
Culinary Wkrs., State Council
of (2)
Frankie Behan, 1
M. R. Callahan, 1
Gen. Truck Drivers, Chauffeurs,
Etc. No. 692 (3680)
Ted Merrill, 1226
Frank Moreno, 1227
Frank Fabry, 1227
Hod Carriers & Com. Laborers
No. 507 (1250)
E. M. Mueller, 312
Glenn K. Buss, 312
Donald Graves, 313
James A. Knight, 313
Lathers No. 172 (224)
Clarence B. Gariss, 224
M. P. Projectionists No. 521 (69)
Marvel Fairchild, 69
Painters No. 266 (1031)
E. E. Webb, 257
J. H. Blackburn, 258
Wayne J. Hull, 258
W. C. Farley, 258
Plumbers & Steamfitters
No. 494 (676)
Edward J. Galvin, 226
John T. Verant, 225
Joe Andrews, 225
Retail Clerks No. 324 (4200)
Orrin W. Lutterbeck, 700
Leland D. Brooks, 700
Jack Maurer, 700
Arthur Z. Berland, 700
Arthur Wilson, 700
Morgan E. Whitaker, 700
Sheet Metal Wkrs. No. 420
(127)
Stanley L. Graydon, 63
Fred Van Wagner, 64

LOS ANGELES

- Advertising & Public Relations
Emps. No. 518 (66)
Ralph Roddy, 33
Ella C. Lea, 33
Allied Printing Trades
Council (2)
Charles L. Brown, 1
Allied Printing Trades
Council, So. Calif.
Conference (2)
John J. Walsh, 1
George E. Smith, 1
Asbestos Wkrs. No. 5 (283)
J. J. Christian, 117
Albert E. Hutchinson, 116
Automotive Marine Prod. Fin.
Equip. Maint. & P.S.
Painters No. 1798 (500)
R. M. Waite, 250
John J. Lazzara, 250
Bakers No. 37 (3333)
John D. Nelson, 1666
Allan D. Bryan, 1667
Bakery & Confectionery Wkrs.
No. 400 (833)
Floyd Ott, 833
Bakers & Confectionery Wkrs.,
Jt. Ex. Bd. (2)
Allen Bryan, 1
Ralph Mercier, 1
Bakery Drivers No. 276 (1187)
Chas. A. Bolton, 594
Charlie Lang, 593
Barbers No. 295 (833)
Alvin L. Holt, 417
Frank LeCain, 416
Barbers & Beauticians, Calif.
State Assn. of (2)
Joe Honey, 1
Noll J. Clement, 1
Bartenders No. 284 (3029)
Michilli Iavenditti, 1519
Earl Hyatt, 1520
Beauticians No. 295-A (50)
Esther Bills, 50
Beer Drivers & Helpers No. 203
(629)
Ralph Sherry, 629
Boilermakers No. 92 (1000)
Chas. Loch, 250
Joseph Eberle, 250
John H. Johnson, 250
Billy G. Brake, 250
Bookbinders & Bindery Women
No. 63 (446)
George E. Smith, 223
Gino Petrella, 223
Brick and Clay Workers, District
Council No. 11 (2)
Charles W. Besser, 1
Bldg. & Constr. Trades Council
(2)
Ralph A. McMullen, 1
J. J. Christian, 1
Bldg. Mat. & Dump Truck
Drivers No. 420 (5120)
Emerson V. Bennett, 1280
Armand Bessette, 1280
Henry Spiller, 1280
Ernest E. Metzinger, 1280
Bldg. Service Emps. No. 193,
Special Officers (50)
Harold L. Kerr, 25
John H. Raymond, 25
Cabinet Makers & Millmen
No. 721 (2222)
Harold Watt, 370
David Morrisson, 370
Ralph Gardner, 370
Nick Hansen, 370
Harlan Poulter, 371
James Flores, 371
Calif. Legislative & Co-
ordinating Council (2)
F. V. Stambaugh, 1
R. T. MacDonald, 1
Carpenters No. 25 (1697)
C. T. Lehmann, 665
Jos. H. Wills, 666
James L. Keen, 666
Carpenters No. 929 (1151)
Roy E. Fankboner, 1151
Carpenters No. 1497 (2118)
Richard Dunham, 1059
S. L. Roland, 1059
Carpenters No. 1976 (521)
Nathan Fleisher, 521
Carpenters, L. A. Dist. Council
(2)
Gordon A. McCulloch, 1
William Sidell, 1
Cement Masons No. 627 (1216)
Martin Nelson, 608
J. H. Macias, 608
Central Labor Council (2)
W. J. Bassett, 1
Thomas Ranford, 1
Chemical Wkrs. No. 11 (520)
Delmus E. Stutts, 520
Chemical Workers No. 452 (285)
Jack T. Swift, 285
Chemical Wkrs. Dist. Council
No. 5 (2)
Delmus E. Stutts, 1
City Employees No. 119, L.A.
(50)
M. Bagent, 50
Cloak Makers No. 55 (541)
Isidor Stenzor, 270
Christabel Jacobs, 271
Cloak Makers No. 58 (541)
Rose Rosenthal, 541
Max Mont
Cooks No. 468 (2250)
Augustine A. Garcia, 375
Paul E. Greenwood, 375
Ralph C. Jensen, 375
George Roberts, 375
C. A. Schroeder, 375
Wm. W. Smith, 375
County Mechanical Supervisory
Emps. No. 180 (50)
Jesse A. Gree, 25
Mathew B. Jacobs, 25
Culinary Wkrs., Jt. Executive
Board (2)
Dale Bradford, 1
Dairy Empl. Plant & Clerical
No. 93 (1701)
Mark S. Whiting, 283
Wm. F. Flynn, 283
Alvin E. Stewart, 283
Robt. F. Braendlin, 284
Delmar Powell, 284
Edw. G. Stanley, 284
Dining Car Emps. No. 582
(250)
William E. Pollard, 250
Editorial Assn. No. 21241 (209)
Sidney A. King, 209
Electrical Wkrs. No. 11 (1500)
Ben Lewis, Jr., 250
Amos Hurley, 250
C. W. Walker, 250
Wayne Funderburk, 250
Richard T. Eakin, 250
Sherman Partain, 250
Electrical Wkrs. No. B-18 (700)
E. P. Taylor, 234
Clarence M. Perry, Jr., 233
A. J. McFerrin, 233
Electrical Wkrs. No. 1710 (500)
C. P. Hughes, 250
C. G. Brame, 250
Electrical Wkrs., Calif. State
Assn. (2)
John M. Carney, 1
George O'Brien, 1
Electrical Wkrs., Jt. Executive
Conf. of So. Calif. (2)
M. J. Collins, 1
Charles L. Thomas, 1
Elevator Constructors No. 18
(163)
John E. Dowd, 64
Charles D. Rice, 64
Elevator Operators & Starters
No. 217 (183)
Alfred Kelly, 183
Federated Municipal Crafts,
Council of (2)
B. A. Mitchell, 1
L. A. Parker, 1
Fire Fighters No. 748 (754)
Harry R. Curry, 377
Stephen T. Barnes, 377
Food, Drug, Bev. Whsemen &
Clerical Emps. No. 595
(2673)
James M. Anderson, 534
Paul Bear, 534
Sam C. Becker, 535
Rosalie Briles, 535
Gay Lilleflore, 535
Food Processors, Packers, etc.
No. 547 (100)
Hermine Kennedy, 100
Freight Handlers Clerks &
Helpers No. 357 (500)
Victor Karaty, 250
Robert Earl, 250
Fruit, Produce Drivers &
Whsemen No. 630 (500)
Bill Andrews, 250
Connie Dallesandro, 250
Garment Workers No. 94 (50)
Clarence Hillers, 50
Garment Workers No. 125 (477)
Ethel Fite, 477
Glass Bottle Blowers No. 19
(118)
Melda Johnson, 59
Florence Rowley, 59
Glass Workers No. 636 (1240)
Tom Prophet, 1240
Paul Germon, 1240
Gunite Wkrs. No. 845 (140)
Albert Smith, 140
Hardwood Floor Wkrs. No.
2144 (1069)
Wm. Chisnall, 356
Gustav H. Olson, 356
Harold Sturgeon, 357
Hay Haulers, Dairy Employees
& Helpers No. 737 (125)
Clyde E. Watson, 62
Earl L. Houston, 63
Hod Carriers No. 300 (3750)
Ernesto Guzman, 625
Frank M. Garcia, 625
Joseph Y. Murdock, 625
Lee Barker, 625
Pete Espinoza, 625
Angel Perez, 625
Hotel Service Employees
No. 765 (862)
John A. Casey, 215
John B. Giovannone, 215
Chas. J. McCarthy, 216
Archie Weisman, 216
Ice Drivers & Cold Storage
Warehousemen No. 942
(150)
Robert E. Currier, 75
Irvin N. Gustafson, 75
Insurance Agents No. 86 (323)
Paul W. Cramer, 161
Herbert Guthmann, 162
Laborers, So. Calif. Dist.
Council (2)
H. C. Rohrbach, 1
W. Loyd Leiby, 1
Ladies Garment Wkrs. No. 84
(270)
Jerry Ottaviano, 270
Ladies Garment Wkrs. No. 96
(200)
Fannie Borax, 100
Mildred Plotkin, 100
Ladies Garment Wkrs. No. 97
(270)
Joe Di Francesco, 270
Ladies Garment Wkrs. No. 445
(Custom Tailors) (100)
Samuel Otto, 100
Ladies Garment Wkrs. No. 451
(100)
Sigmund Arywitz, 100
Ladies Garment Wkrs. No. 482
(225)
Ruth Lezpona, 225
Ladies Garment Wkrs. No. 496
(225)
Pearlina Price, 225
Ladies Garment Wkrs. No. 497
(50)
Frank Dato, 50
Ladies Garment Wkrs. No. 512
(108)
Theresa Oliver, 108
Lathers No. 42 (185)
Cornelius J. Haggerty, 93
Louis Mashburn, 92

- Lathers No. 42-A, (1104)
Frank H. Rood, 1104
Lathers, So. Calif. Dist.
Council (2)
Norman Donnelly, 1
Louis Mashburn, 1
Laundry & Dry Cleaning Wkrs.
No. 52 (750)
Charles R. Goldstein, 250
Floyd M. Buckalew, 250
Richard C. Vasquez, 250
Laundry, Line Supply & Dry
Cleaning Drivers No. 928
(500)
John Leggieri, 250
Sidney Boone, 250
Line Drivers No. 224 (500)
Homer L. Woxberg, 500
Lino. Carpet & Soft Tile Layers
No. 1247 (911)
Bruce Adam, 455
Walter LeVeck, 456
Local Freight Drivers No. 208
(500)
John W. Filipoff, 250
Sidney H. Cohen, 250
Lumber & Sawmill Wkrs.
No. 2288 (4063)
C. L. Renfrow, 1354
Nick G. Cordil, 1354
Arthur K. Snyder, 1355
Machinists Union "M" No. 311
(1770)
S. G. Goodman, 885
A. L. Smith, 885
Machinists No. 1186 (2000)
Herbert A. Cooksey, 2000
Mailers No. 9 (436)
Wilbur J. Bassett, 436
Meat Cutters No. 421 (2656)
Geo. M. Swan, 664
Glenn Gilbreath, 664
Luther J. Lawson, 664
Walter J. Grindstaff, 664
Meat & Provision Drivers No.
626 (720)
Mike M. Grancich, 180
Charles G. Rico, 180
Peter J. Schaller, 180
Joe Loya, 180
Metal Trades Council of So.
Calif. (2)
A. J. Timmons, 1
Millwrights No. 1607 (666)
Gordon L. Troutman, 666
Miscellaneous Employees No.
440 (2767)
John L. Cooper, 692
Harvey Lundschen, 692
Robert J. Taylor, 692
Benny Miller, 691
Walter Cowan
Misc. Foremen & Supts. of
Public Works No. 413 (110)
B. A. Mitchell, 55
W. Stansberry, 55
M. P. Projectionists No. 150
(627)
Geo. J. Schaffer, 627
Municipal Truck Drivers
No. 403 (181)
John T. Gardner, 90
Art Ryan, 91
Musicians No. 47 (4000)
John Tranchitella, 1334
Warren E. Barker, 1333
Maunie Harris, 1333
New Furniture & Appliance
Drivers No. 196 (1375)
Steve Martin, 229
Earl Pitts, 229
Robert Disheroon, 229
Arthur Banks, 229
Thomas L. Young, 229
Al Grey, 230
Office Employees No. 30 (270)
Joseph A. Anderson, 135
Ceola Rae Kingsbury, 135
Offset Workers, Printing
Pressmen No. 78 (650)
Preston Wilson, 550
Operating Engrs. No. 12 (11050)
R. B. Bronson, 1841
Anthony Sanders, 1841
E. N. Butner, 1842
Alfred Harrison, 1842
John J. Heffron, 1842
Wm. C. Carroll, 1842
Oper. (Stat'y) Engineers
No. 501 (850)
R. W. Tucker, 850
Robert H. Fox
Ernest J. Leupp
Package & Gen. Utilities Driv-
ers No. 396 (500)
Elmer C. McClelland, 500
Painters, District Council No. 36
(2)
O. T. Satre, 1
A. Raymond Swett, 1
Painters No. 116 (1070)
W. George Durmin, 535
Howard E. Garvin, 535
Painters No. 434 (363)
David Fishman, 363
Sam Adel
Painters No. 1348 (250)
Charles E. Allen, 125
Abraham Boyarsky, 125
Paint Makers No. 1232 (341)
Paul H. Nicely, 341
Photo Engravers No. 32 (611)
Olin G. Voss, 511
Pipe Trades Dist. Council
No. 16, So. Calif. (2)
Everett E. Schell, 1
Plasterers & Cement Masons
No. 2 (650)
Festus T. McDonough, 162
George Allen, 162
Euel E. Petty, 163
Sebastian John Silicato, 163
Plasterers & Cement Masons,
Dist. Council of So. Calif.
(2)
Wm. W. Haslwanger, 1
Plumbers No. 78 (2379)
Mike Sudakow, 1189
Floyd W. Aldrich, 1190
Post Office Clerks No. 64 (366)
John W. MacKay, 183
J. B. Matthews, 183
Printing Specialties & Paper
Converters No. 388 (1083)
June Peek, 271
Arthur Perez, 271
Thelma Thomas, 271
Don McCaughan, 270
Printing Specialties & Paper
Products, Southern Califor-
nia Joint Council No. 2 (2)
Don McCaughan, 1
Mary Prior, 1
Provision House Wkrs. No. 274
(2250)
Joseph A. Spitzer, 563
Frank Aiello, 563
Jim P. Zaharis, 562
Robert F. Stevens, 562
Public Employees, So. Calif.
Council No. 20 (2)
Daniel J. Scannell, 1
Retail Clerks No. 770 (10,000)
Gus DeSilva, 2500
Carroll Weathers, 2500
Bob Madray, 2500
Ted Lambert, 2500
Retail Milk Drivers No. 441
(1686)
Wm. E. Nissen, 281
James E. Prange, 281
Frank Mormino, 281
Aaron Mecham, 281
Henry Starr, 281
R. L. Warren, 281
Service & Maintenance Empls.
No. 399 (1250)
George Hardy, 1250
Sheet Metal Workers No. 108
(3814)
W. N. Marks, 953
E. R. Edwards, 953
W. F. Roy, 954
Eugene Cloud, 954
Shinglers No. 1125 (625)
W. J. Eicher, 625
Sportswear & Cotton Garment
Wkrs. No. 266 (500)
John Ulene, 250
Lucinia Points, 250
Sprinkler Fitters No. 709 (331)
John R. Ladika, 331
Stage Employees No. 33 (250)
Carl G. Cooper, 250
Steamfitters No. 250 (1000)
R. J. Picard, 500
M. L. Hunker, 500
Steel, Paper House, Chemical
Drivers Etc. No. 578 (200)
Howard L. Barker, 100
Ray Nye, 100
Stereotypers No. 58 (200)
James Raymond, 200
Street Elec. Rwy. & M.C.E.
No. 1277 (Trans. Div.) (1000)
Fred L. Morris, 334
Roger Wilkinson, 333
R. G. Shannon, 333
Structural Iron Workers No. 433
(708)
Ralp Larkin, 354
H. V. Kellogg, 354
Teachers No. 1021 (116)
Henry L. Clarke, 116
Teamsters Automotive Wkrs.
No. 495 (425)
Lew W. Parrish, 425
Teamsters, Jt. Council No. 42
(2)
Paul D. Jones, 1
C. W. Chapman, 1
Typographical No. 174 (1700)
Joseph A. AuBuchon, 340
Henry E. Clemens, 340
Wm. M. Graybiel, 340
W. A. Hubbard, 340
Joseph Solomon, 340
Typographical Conference, So.
Calif. (2)
Hobart M. Hall, 1
Van Storage & Furniture
Drivers No. 389 (725)
Charles F. Naccarato, 241
Wayne Hitchcock, 242
Dave Darrow, 242
Variety Artists, Amer. Guild
of (250)
Irvin P. Mazzei, 125
Phil Downing, 125
Waiters No. 17 (2495)
Charles Stirner, 416
Edward Simpson, 416
Raymond B. Maestas, 416
Gus Oertel, 416
Frank Laase, 416
Emil Arnaud, 415
Waitresses No. 639 (4406)
Marie O'Keefe, 1468
Mae Stoneman, 1469
Evelyn S. Murphy, 1469
Whsl. Dairy & Ice Cream
Drivers No. 306 (500)
Ferd L. Bergrud, 250
Henry A. Merritt, 250
Wholesale Delivery Drivers &
Salesmen No. 348 (2872)
L. R. Beard, 479
G. F. Hendricks, 479
Thos. L. Pitts, 479
John A. Bowers, 479
Hugh L. Williams, 478
Dave Kent, 478
Women's Union Label League
No. 36 (2)
Grace Dallessandro, 1

MARTINEZ

- Bldg. & Construction Trades
Council, Contra Costa (2)
Howard Reed, 1
Carpenters No. 2046 (306)
Roy Mattson, 153
Archie Mooney, 153
Central Labor Council, Contra
Costa County (2)
Hugh Caudel, 1
G. A. Paoli, 1

Construction Laborers No. 324 (1500)
 John A. Cespuglio, 250
 Robert A. Skidmore, 250
 Clarence C. Cowell, 250
 Ronald D. Wright, 250
 Salvatore J. Minerva, 250
 Herbert J. Shoup, 250
 General Truck Drivers No. 315 (2115)
 Erle E. Carter, 423
 Thomas W. Thompson, 423
 Howard Reed, 423
 Jack Ahern, 423
 Norman Harvey, 423
 Painters No. 741 (150)
 Patrick L. Lane, 75
 William D. Martin, 75

MARYSVILLE

General Teamsters No. 137 (1250)
 Gerald A. Shearin, 625
 George E. Mock, 625

MAYWOOD

Glass Bottle Blowers No. 148 (216)
 Oscar Jordan, 108
 Raymond C. Winters, 108

MERCED

Central Labor Council (2)
 Albert Pucci, 1
 Construction & Gen. Laborers No. 995 (364)
 Howard J. Waldron, 182
 Albert Pucci, 182

MILL VALLEY

Carpenters No. 1710 (274)
 Norman Campbell, 274

MODESTO

Bldg. & Construction Trades Council (2)
 R. L. Cloward, 1
 Cannery Workers No. 748 (366)
 Richard A. DeFord, 183
 Leroy Shelton, 183
 Tony Vierra
 Carpenters No. 1235 (386)
 Don L. Meyers, 386
 Chauffeurs-Teamsters No. 386 (1841)
 Wendel J. Kiser, 614
 Norbert Miller, 614
 Alfred Anderson, 613
 Culinary & Bartenders No. 542 (1053)
 Ray Berry, 526
 Walter E. Hurst, 527
 Hod Carriers, Bldg. & Const. Laborers No. 1130 (290)
 Stuart Scofield, 145
 Bert F. New, 145
 M. P. Operators No. 564 (50)
 John A. Woodworth, 50
 Packing House Empls. & Whse-men No. 698 (324)
 Ray P. Drum, 162
 Martha N. Johnson, 162
 Painters No. 317 (123)
 Bert Castle, 123
 Plasterers & Cement Masons No. 429 (64)
 C. Al Green, 64
 Plumbers & Steamfitters No. 437 (200)
 R. L. Cloward, 200

MONROVIA

Electrical Wkrs. No. 1008 (839)
 Arthur E. Tucker, 420
 Delbert J. Wingerd, 419
 Machinists No. 1893 (500)
 Chester Herring, 166
 John Hild, 167
 D. O. Townsend, 167

MONTEREY

Carpenters No. 1323 (760)
 George Wilson, 380
 Gene Norman, 380
 Central Labor Council (2)
 Leslie Jenkins, 1

Fish Cannery Wkrs. of the Pacific (417)
 James Rodriguez, 417
 Hod Carriers & Common Laborers No. 690 (308)
 George E. Jenkins, 154
 Louis A. Casati, 154
 Seine & Line Fishermen (150)
 John Crivello, 150

MOUNTAIN VIEW

Carpenters No. 1280 (1283)
 George E. Prince, 642
 Clyde Reynolds, 641
 Hardwood Floor Layers No. 3107 (163)
 R. W. Wade, 163

NAPA

Bartenders & Culinary Wkrs. No. 753 (350)
 Ernest E. Collicutt, 175
 Stella M. Collicutt, 175

Bldg. & Const. Trades Council (2)

Fred Schoonmaker, 1
 Louis A. Buck, 1
 Calif. State Hospital (Veterans) Employees No. 174 (50)
 Charles Tibbils, 25
 Crystal Eggleston, 25
 Carpenters No. 2114 (411)
 Fred Schoonmaker, 411
 Hod Carriers & Gen. Laborers No. 371 (396)
 Louis A. Buck, 198
 Jessie O. Payne, 198

NEWARK

Chemical Workers No. 62 (191)
 Joseph Seoane, Jr., 191

OAKLAND

Allied Printing Trades Council (2)
 C. Roy Heinrichs, 1
 Auto & Ship Painters No. 1176 (286)
 Fred J. Campbell, 143
 Leslie K. Moore, 143
 Automotive Machinists No. 1546 (5000)
 E. H. Vernon, 1000
 A. J. Hayes, 1000
 M. F. Damas, 1000
 J. E. Clark, 1000
 DeWayne Williams, 1000
 Bakers No. 119 (600)
 Herbert Denk, 300
 Wm. Wagner, 300
 Bakers, 9th District Council (2)
 Henry Bartosh, 1
 Bakery Wagon Drivers No. 432 (773)
 Les Benham, 194
 John H. Church, 193
 Lester Summerfield, 193
 Joe B. Wangberg, 193
 Barbers No. 134 (445)
 C. A. Silva, 222
 S. J. Olsen, 223
 Bartenders No. 52 (1273)
 Steven J. Revilak, 318
 James F. Murphy, 318
 John F. Quinn, 318
 Joseph J. Canale, 319
 Boilermakers No. 39 (520)
 Harry Higgins, 260
 James F. Smith, 260
 Bricklayers No. 8 (200)
 James Purvis, 200
 Bldg. & Constr. Trades Council (2)
 J. L. Childers, 1
 John A. Davy, 1
 Building Service Empls. No. 18 (923)
 W. Douglas Geldert, 231
 Edna E. Lallement, 231
 Benjamin J. Tusi, 231
 Victor C. Brandt, 230

Butchers No. 120 (2250)
 S. E. Thornton, 375
 Edgar Allen Coe, 375
 Donald Finnie, 375
 John Reid, 375
 James Vaccaro, 375
 Everett Davis, 375
 Candy & Confectionery Wkrs. No. 444 (250)
 Harry G. Duggan, 250
 Cannery, Warehousemen, Food Processors, Drivers, etc. No. 750 (4271)
 Vernon L. Pankey, 711
 Dorothy Barton, 712
 Rose Brizzolara, 712
 Chester Oliveira, 712
 James G. Lammon, 712
 Henry Figuera, 712
 Cannery Workers, Calif. State Council (2)
 Diamond Requist, 1
 Carpenters No. 36 (2215)
 Alfred Thomas, 369
 E. M. Crow, 369
 James Brooks, 369
 Joseph Hightower, 369
 Anders Larsen, 369
 Oscar N. Anderson, 370
 Carpenters No. 1473 (594)
 Harry Strand, 297
 Wm. F. Marshall, 297
 Carpet, Linoleum & Soft Tile Wkrs. No. 1290 (575)
 Charles J. Garoni, 288
 Glenn A. McIntire, 287
 Cement Masons No. 594 (383)
 M. B. Dillashaw, 383
 Central Labor Council (2)
 Robert S. Ash, 1
 Richard K. Groulx, 1
 Chauffeurs No. 923 (503)
 James L. Gray, 168
 C. M. Thompson, Sr., 168
 Chris G. Verges, 167
 Cleaners & Dye House Wkrs. No. 23 (927)
 Russell R. Crowell, 927
 Clerks & Lumber Handlers No. 939 (75)
 Joseph M. Souza, 37
 Joseph Botelho, Jr., 38
 Commercial Telegraphers No. 208 (100)
 Lawrence Ross, 50
 George W. Hageman, 50
 Construction & General Laborers No. 304 (2166)
 Paul L. Jones, 361
 Jay Johnson, 361
 Howard Bostwick, 361
 Lester Smith, 361
 Eric Norberg, 361
 C. E. Patterson, 361
 Cooks No. 223 (2000)
 H. J. Badger, 400
 Harry Goodrich, 400
 Art Leischman, 400
 Pat L. Sander, 400
 Jack Faber, 400
 Culinary Wkrs. No. 31 (3730)
 Edrie E. Wright, 622
 Fran Kaczmarek, 622
 Jody Kerrigan, 622
 Elmo "Dan" Rua, 622
 Betty Borikas, 621
 Walter Freeman, 621
 Department & Specialty Store Empls. No. 1265 (590)
 William Devine, 196
 Alvin Kidder, 197
 John P. Philpott, 197
 Dining Car Cooks & Waiters No. 456 (275)
 Eugene Blandin, 137
 T. W. Anderson, 138
 Electrical Wkrs. No. B-595 (1250)
 C. H. Baker, 250
 Jerry Donahue, Jr., 250
 J. R. Johnston, 250
 J. H. Kurt, 250
 Robert Weis, 250

- Electrical Wkrs. No. 1245 (8150)
 Ronald T. Weakley, 1360
 J. S. Kreins, 1358
 Milton Shaw, 1358
 Marvin Brooks, 1358
 L. L. Mitchell, 1358
 M. A. Walters, 1358
 Federal Fire Fighters Bay Area,
 Alameda Medical Depot (64)
 G. D. Heide, 32
 H. C. Albright, 32
 Fire Fighters No. 55 (727)
 Hannes M. Andersen, 242
 E. F. McNamara, 242
 R. M. Anthony, Jr., 243
 Floor Layers No. 1861 (100)
 Harry C. Grady, 100
 Gardeners, Florists & Nursery-
 men No. 1206 (85)
 Wm. H. Norman, 42
 I. Ray Darton, 43
 General Whsemen No. 853 (875)
 W. D. Nicholas, 218
 Frank M. Farro, 219
 Arther Jensen, 219
 LeRoy Gagnon, 219
 Glass Bottle Blowers No. 137 (75)
 John Rooks, 75
 Glass Bottle Blowers No. 141 (541)
 Elaine Alameida, 271
 Gratalee, Reese, 270
 Glass Bottle Blowers No. 155 (325)
 James E. Gordon, 162
 George E. Stack, 163
 Hod Carriers No. 166 (250)
 Abel M. Silva, 125
 Wm. Norman, 125
 Iron Workers No. 378 (200)
 Dale Ray, 200
 Lathers No. 83 (187)
 W. Ward, 93
 John E. Fry, 94
 Laundry Wkrs. No. 2 (872)
 Eddie Maney, 218
 Walter East, 218
 Harold Green, 218
 Millie Costelluccio, 218
 Machinists No. 284 (1000)
 Howard F. Blaisdell, 1000
 Machinists No. 1566 (1000)
 Patrick E. Kelley, 500
 Richard Kelly, 500
 Milk Drivers & Dairy Empls.
 No. 302 (600)
 Albert Brown, 100
 Harry Akers, 100
 Glenn Johnson, 100
 Peter Josephs, 100
 Harry Powell, 100
 Alfred Silva, 100
 Moving Picture Opers. No. 169
 (86)
 John A. Forde, 43
 Irving S. Cohn, 43
 Newspaper & Periodical
 Drivers No. 96 (247)
 Elton Bovey, 123
 Tony Costanzo, 124
 Nurserymen, Gardeners &
 Florists No. 300 (75)
 K. Nakano, 75
 Office Empls. No. 29 (1602)
 John B. Kinnick, 267
 Leah Newberry, 267
 Richard Groulx, 267
 Jeannette Zoccoli, 267
 Carmella Foutch, 267
 Kay Letkey, 267
 Operating (Stationary) Engrs.
 No. 736 (72)
 Fred M. Pruitt, 36
 Edward Parks, 36
 Painters No. 127 (789)
 Larry Kessell, 263
 Hugh Rutledge, 263
 Harry Boughton, 263
 Painters Dist. Council No. 16 (2)
 Floyd W. Peaslee, 1
 A. L. King, 1
 Paint Makers No. 1101 (599)
 Peter J. Ceremello, 200
 Edward Morgan, 199
 Jack Kopke, 200
 Plasterers No. 112 (150)
 Melvin Roots, 75
 Joseph P. Egan, 75
 Plumbers & Gas Fitters No. 444
 (452)
 Ben H. Beynon, 113
 Arthur M. Cleary, 113
 Edwin Fisher, 113
 Jack Garavanta, 113
 Printing Pressmen No. 125 (200)
 Fred Brooks, 200
 Printing Spec. — Paper Prod-
 ucts No. 382 (1516)
 Marshall J. Thorpe, 253
 John G. Ferro, 253
 Rose C. Brown, 253
 Raymond F. Geiger, 253
 Annie Sastini, 252
 Eileen Andersen, 252
 Retail Food Clerks No. 870
 (1200)
 Harris C. Wilkin, 240
 Robert S. Ash, 240
 Charles F. Jones, 240
 Vincent J. Calin, 240
 Kenneth L. Exley, 240
 Roofers No. 81 (250)
 Con Silveira, 125
 William Phalanger, 125
 School Empls. No. 257, Alameda
 County (200)
 Fred Venturi, 100
 Homer Stevens, 100
 Sheet Metal Wkrs. No. 216 (541)
 George W. Grosser, 270
 Claude E. Armitage, 271
 Sheet Metal Wkrs. No. 355 (200)
 Aaron R. Stewart, 100
 Alfred Teixeira, 100
 Shipyard & Marine Shop La-
 borers No. 886 (758)
 O. K. Mitchell, 379
 Floyd Culbreth, 379
 Sleeping Car Porters (275)
 C. L. Dellums, 275
 Steamfitters No. 342 (500)
 John A. Matheis, 84
 Don Stallings, 84
 Vernon Turley, 83
 Richard Dole, 83
 Guy Raymond, 83
 Roy Tinder, 83
 Street Carmen No. 192 (1238)
 Fred V. Stambaugh, 250
 Emil Scala, 247
 William M. Castlebury, 247
 Thomas V. Letkey, 247
 Theodor V. Van Daisem, 247
 Teachers No. 771 (96)
 William R. Hudson, 48
 Ralph Steinhaus, 48
 Teamsters Automotive Empls.
 No. 78 (300)
 William F. York, 150
 Peter T. Smythe, 150
 Teamsters No. 70 (7085)
 William Rodgers, 1181
 Frank A. DeMartini, 1181
 Joseph Gonsalves, 1181
 William Cabral, 1181
 Vincent Moniz, 1181
 Henry J. White, 1180
 Technical Engineers No. 39 (69)
 Joseph S. McCaffrey, 35
 Ted Ray Hodges, 34
 Theatrical Empls. No. B-82
 (100)
 Joe Connelly, 100
 Theatrical Janitors No. 121 (76)
 Frank Figone, 38
 Roscoe Nanninga, 38
 Theatrical Stage Empls. No. 107
 (54)
 William Daul, 27
 John F. Craig, 27
 Typographical No. 36 (527)
 John W. Austin, 263
 Jack Jasper, 264
 Typographical Unions, Calif.
 Conference of (2)
 John W. Austin, 1
 University of Calif. Empls.
 No. 371 (193)
 Marshall R. Sells, 96
 Charles Hobbs, 97
 Welders & Burners No. 681
 (300)
 Cleo W. Huddleston, 150
 Joseph Nobriga, 150
- OLIVE VIEW**
 City, County & State Empls.
 (L.A.) No. 347, 216)
 Sidney Moore, 216
- ORANGE**
 General Truck Drivers,
 Whsemen, & Helpers
 No. 235 (33)
 William Good, 33
 Sales Drivers, Food Processors
 & Whsemen No. 952 (400)
 Bill Mansfield, 200
 Merrill Kent, 200
- OBOVILLE**
 Bartenders & Culinary Wkrs.
 No. 654 (344)
 Edward A. Doyle, 172
 Roberta B. Doyle, 172
 Central Labor Council (2)
 Edward A. Doyle, 1
 Roberta Doyle, 1
- OXNARD**
 Sugar Workers No. 20875 (275)
 R. W. Graham, 138
 Roy Wise, 137
- PALM SPRINGS**
 Carpenters No. 1046 (263)
 Arthur Jensen, 263
 Painters No. 1627 (140)
 Ernest G. Schmidt, 140
- PALO ALTO**
 Barbers No. 914 (100)
 Frank E. Ermev, 50
 Rafael Canete, 50
 Carpenters No. 668 (1185)
 Ervin B. Schultz, 296
 James E. Powers, 296
 W. S. Whitney, 296
 O. A. Kettenburg, 297
 Painters No. 388 (340)
 Roger M. Brennan, 340
- PASADENA**
 Carpenters No. 769 (1244)
 Ben V. Doda, 622
 Floyd S. Alvord, 622
 Central Labor Council (2)
 Arthur K. Hutchings, 1
 Fire Fighters No. 809 (164)
 John W. Beardsley, 164
 Hotel-Restaurant Empls. & Bar-
 tenders No. 531 (1294)
 Hilton Porter, 647
 Edith Glenn, 647
 Meat Cutters No. 439 (1542)
 Lee Johnson, 385
 Ray Hollingsworth, 385
 Louis G. Willits, 386
 Russell F. Robinson, 386
 Painters No. 92 (559)
 Clem Farrington, 280
 Fred Lampe, 279
- PETALUMA**
 Bartenders & Culinary Wkrs.
 No. 271 (280)
 Earl P. Byars, 140
 Theo. H. Graser, 140
- PITTSBURG**
 Barbers No. 917 (86)
 Joe Billet, 86
 Bartenders & Culinary Wkrs.
 No. 822 (645)
 Charles Alleman, 645
 Plasterers & Cement Masons
 No. 825 (108)
 W. E. Robbie, 108
- POMONA**
 Barbers No. 702 (112)
 Premo M. Valle, 112
 Central Labor Council (2)
 H. C. Evetts, 1
 George K. Caye, 1
 Gen. Teamsters, Salesdrivers
 & Food Processors No. 871
 (43)
 Clarence O. Brown, 21
 George K. Caye, 22
 Glass Bottle Blowers No. 111
 (153)
 John F. McDonald, 76
 Jim McDonald, 77

Hod Carriers & Laborers No. 806 (315)
 A. L. Telles, 79
 P. H. Garcia, 79
 Jerry Chillig, 79
 Alonzo Sanchez, 78
 Painters No. 979 (773)
 Albert E. Cash, 386
 Herb C. Evetts, 387
 Retail Clerks No. 1428 (1116)
 John M. Sperry, 372
 Bernard J. Piggott, 372
 Fay Skinner, 372

REDDING

Bldg. & Const. Trades Council of Northeastern Calif. (2)
 Robert Geisick, 1
 Culinary Wkrs., Bartenders & Hotel Service Empls. No. 470 (770)
 Otto Quickstrom, 385
 Clarice Rabe, 385
 Five Counties Central Labor Union (2)
 Hugh Allen, 1
 Robert Giesick, 1
 Hod Carriers & Com. Laborers No. 961 (125)
 Charles E. McMenamin, 62
 Muri Crouch, 63
 Retail Clerks No. 1364 (514)
 H. L. Weingartner, 514

REDONDO BEACH

Carpenters No. 1478 (1263)
 Abraham Avoian, 631
 John Metzler, 632

RESEDA

Carpenters No. 844 (1742)
 W. T. Hopkins, 581
 Raymond H. Sodek, 581
 Arthur F. Hovius, 580

RICHMOND

Bartenders & Culinary Wkrs. No. 595 (1666)
 Bernice A. Cooper, 278
 Charles F. Cooper, 278
 Oscar Gustafson, 278
 Clarence P. Moitoza, 278
 D. E. Robinette, 277
 Mary R. Sullivan, 277
 Boilermakers No. 513 (325)
 George Watts, 163
 Ernest King, 162
 Carpenters No. 642 (1198)
 Thos. J. Cherry, 399
 L. T. Curtis, 399
 R. L. Goodwin, 400
 Electrical Wkrs. No. 302 (737)
 Thomas J. Ryan, 246
 C. J. MacWilliams, 246
 Robert D. Keena, 245
 Fire Fighters No. 188 (163)
 Leo Yarnell, 82
 Dean Masterson, 81
 M. P. Projectionists No. 560 (50)
 Charles W. Glum, 25
 Samuel Jagard, 25
 Painters No. 560 (421)
 Chas. M. Hammond, 421
 Retail Clerks No. 1179 (2224)
 Esther Luther, 2224

RIVERSIDE

Bldg. & Const. Trades Council (2)
 Anthony Verdone, 1
 Robert F. Willsey, 1
 Carpenters No. 235 (951)
 John H. Allen, 475
 Guy E. Marquand, 476
 Cement, Lime & Gypsum Wkrs., Dist. Council No. 3 (2)
 William P. George, 1
 W. Ed Root, 1
 Central Labor Council (2)
 Burnell W. Phillips, 1
 Electrical Wkrs. No. 440 (183)
 Roy I. Bussee, 91
 Walter L. Stephenson, 92

Hod Carriers & Common Laborers No. 1184 (1399)
 R. L. Robinson, 233
 Dewey Franklin, 233
 Roscoe Grosvenor, 233
 James L. Smith, 233
 Carl McNealy, 233
 H. R. Cotner, 234
 Painters Dist. Council No. 48 (2)
 Jack T. Cox, 1
 James H. Blackburn, 1
 Painters No. 286 (208)
 Harvey C. Cooke, 208
 Retail Clerks No. 1167 (1454)
 Ted Phillips, 727
 Ray Butler, 727
 Sheet Metal Wkrs. No. 509 (173)
 Hirschal L. Weaver, 173

ROSEVILLE

Central Labor Council of Placer, Nevada & El Dorado Counties (2)
 Ralph Reynolds, 1

SACRAMENTO

Allied Printing Trades Council (2)
 Joseph J. Selenski, 1
 Bakers & Confectionery Wkrs. No. 85 (661)
 Henry Bartosh, 661
 Barbers No. 112 (209)
 C. E. Rynearson, 209
 Bookbinders No. 35 (156)
 Joseph J. Selenski, 156
 Building & Construction Trades Council (2)
 James T. Harvey, 1
 Walter R. Morris, 1
 Butchers No. 498 (1676)
 Roy Mack, 1676
 Cannery Wkrs. & Whsemen No. 857 (4514)
 Mike Elorduy, 2257
 Harry Finks, 2257
 Carpenters No. 586 (2225)
 Milford B. Bryant, 741
 Robert C. Georges, 742
 John H. Hart, 742
 Carpenters, District Council (2)
 J. B. Russell, 1
 Carpet, Linoleum & Soft Tile Wkrs. No. 1237 (112)
 W. Wesley Percy, 112
 Central Labor Council (2)
 Harry Finks, 1
 Chauffeurs, Teamsters & Helpers No. 150 (4511)
 Thomas P. Keegan, 1127
 Albert A. Marty, 1128
 LeRoy Serpa, 1128
 Willis L. Thatcher, 1128
 Construction & General Laborers No. 185 (608)
 Percy F. Ball, 202
 John F. Petersen, 203
 Edward A. Bear, 203
 County Empls. No. 146 (100)
 James L. McCormack, 100
 Electrical Wkrs. No. 340 (250)
 Walter W. Bielawski, 125
 Albert E. Romitti, 125
 Electrical Wkrs., No. Calif. Jt. Executive Conference (2)
 E. N. Frye, 1
 W. H. Diederichsen, 1
 Federal Fire Fighters, Greater Sacramento Area (46)
 Malcolm B. Ogletree, 46
 Fire Fighters No. 522 (228)
 Kenneth D. Severit, 114
 John L. Steely, 114
 Iron Workers No. 118 (200)
 C. R. Burton, 200
 Miscellaneous Employees No. 393 (826)
 Ralph P. Gross, 826
 M. P. Projectionists No. 252 (50)
 Robert M. Koch, 50
 Painters No. 487 (483)
 Ed Smith, 241
 G. R. Buckman, 242
 Plumbers & Steamfitters No. 447 (300)
 Patrick V. Harvey, 300

Printing Pressmen No. 60 (122)
 Theo. A. Bishop, 122
 Retail Clerks No. 588 (1583)
 James F. Alexander, 791
 Howard Bramson, 792
 State Employees, Calif. Council (2)
 William Garrett, 1
 Teachers, Calif. State Federation of (2)
 J. Paul McGinnis, 1
 Ben Rust, 1
 Theatre Empls. No. B-66 (116)
 Evelyn E. Stickels, 116
 Typographical No. 46 (309)
 Conrad C. Haug, 309
 Waiters & Waitresses No. 561 (867)
 Harry Miller, 867
 Wholesale Plumbing House Employees No. 447—Aux. (85)
 John T. Minear, 85

SALINAS

Central Labor Council (2)
 Pete Greco, 1
 Alfred J. Clark, 1
 Fire Fighters No. 1270 (6)
 William F. Young, 3
 William Smith, 3
 Gen. Teamsters & Warehousemen No. 890 (1083)
 William G. Kenyon, 541
 Glen Wilkerson, 542
 Hotel, Restaurant Empls. & Bartenders No. 355 (310)
 Alfred J. Clark, 155
 Virgil C. Knight, 155
 Painters No. 1104 (76)
 Peter A. Greco, 76
 Retail Clerks No. 839 (378)
 Carl N. Carr, 378

SAN BERNARDINO

Barbers No. 253 (146)
 Thomas A. Quinn, 146
 Carpenters No. 944 (1604)
 William Heibel, 267
 William A. Dowse, 267
 Walter K. Chaney, 267
 Vern C. Rippetoe, 267
 George A. McCoy, 268
 O. G. Logan, 268
 Central Labor Council (2)
 Chas. H. New, 1
 Culinary Wkrs. & Bartenders No. 535 (1668)
 Louis J. Rees, 834
 Clare Breitmeir, 834
 Electrical Wkrs. No. 477 (275)
 Jack Carney, 275
 Webb Green
 General Truck Drivers No. 467 (626)
 Chester F. Stein, 313
 Aubrey A. McCrory, 313
 Hod Carriers & Laborers No. 783 (1262)
 Ray M. Wilson, 212
 Augustine Acuna, 210
 George J. Givens, 210
 J. A. Huffstutler, 210
 Benny Flores, 210
 Walter Neff, 210
 Lathers No. 252 (189)
 Ivan Lee Buck, 189
 M. P. Projectionists No. 577 (50)
 R. G. W. Bennett, 25
 L. J. Kelley, 25
 Office Employees No. 83 (50)
 Burnell W. Phillips, 50
 Plumbers & Steamfitters No. 364 (516)
 Leonard Loyd, 172
 August Jahnke, 172
 Herman Benson, 172
 Sales Drivers & Dairy Empls. No. 166 (325)
 William S. Trudeau, 163
 Lloyd Cook, 162

SAN BRUNO

Air Transport Employees No. 1781 (100)
 Salvatore Menta, 50
 Norman McLeod, 50

SAN DIEGO
 Bldg. & Const. Trades Council (2)
 W. J. DeBrunner, 1
 Bldg. Materials & Dump Truck Drivers No. 36 (1275)
 John S. Lyons, 1275
 Butchers No. 229 (1800)
 Arthur Meyer, 900
 Max J. Osslo, 900
 Carpenters No. 1296 (1521)
 J. W. Parker, 304
 Guy Duncan, 304
 L. E. Palmer, 304
 Archie MacKellar, 304
 Tom Palmer, 305
 Carpenters No. 1571 (882)
 Malcolm Mercer, 882
 Carpenters, Dist. Council of (2)
 Armon L. Henderson, 1
 Carpet, Lino. & Resilient Tile Wkrs. No. 1711 (165)
 Robert H. Rees, 165
 Central Labor Council (2)
 C. O. Taylor, 1
 John W. Quimby, 1
 Culinary Alliance & Hotel Service Empls. No. 402 (2713)
 Edward Clouette, 453
 Carmen Davis, 452
 Lucy Galaski, 452
 Joseph Li Mandri, 452
 Esther Ryan, 452
 Dudley Wright, 452
 Electrical Wkrs. No. 465 (595)
 Vernon W. Hughes, 595
 Electrical Wkrs. No. 569 (1378)
 M. J. Collins, 689
 K. E. Garnett, 689
 George L. Rice
 Fire Fighters No. 145 (477)
 H. C. Harmelink, 239
 Wm. H. Gibb, 238
 Fish Cannery Workers of the Pacific (2000)
 George Ledesma, 1000
 Frank R. Silva, 1000
 Hod Carriers No. 89 (1841)
 Frank Penuelas, 307
 John P. Felix, 307
 R. R. Richardson, 307
 Isaiah K. Ivey, 307
 Cleavy Williams, 307
 Joseph T. Adams, 306
 Laundry Workers, Joint Council No. 2 (2)
 Henry M. Romiguere, 1
 Millmen No. 2020 (620)
 C. O. Taylor, 206
 Henry G. Wilder, 207
 Donald K. Overhiser, 207
 M. P. Projectionists No. 297 (82)
 Edward H. Dowell, 82
 Painters No. 333 (725)
 H. C. Baker, 242
 J. A. Lee, 242
 Nathan Sanders, 241
 Retail Clerks No. 1222 (1332)
 Phil J. Scott, 666
 Marvin W. Brown, 666
 Sales Drivers, & Dairy Empls. No. 683 (2200)
 Larry M. Smith, 550
 Fred M. Walkden, 550
 Gordon Bourne, 550
 Wm. D. Moody, 550
 Stage Employees No. 122 (50)
 Alvir R. Eaton, 50
 Teachers No. 1278 (52)
 Morton F. McGearry, 52
 George D. Stokes
 Teamsters, Chauffeurs & Warehousemen No. 542 (1088)
 John Quimby, 1088
 Typographical No. 221 (310)
 John A. Walsh, 310
 Waiters & Bartenders No. 500 (1003)
 Charles J. Hardy, 200
 Peter N. George, 200
 Frank Jensen, 201
 Eric (Lou) Mueller, 201
 Gus Mureo, 201

SAN FRANCISCO
 Allied Printing Trades, California Council (2)
 Fred Dettmering, 1
 Allied Printing Trades Council (2)
 C. H. Brokaw, 1
 Apartment & Hotel Empls. No. 14 (500)
 John J. Rowan, 250
 Russell R. Dreyer, 250
 Asbestos Workers No. 16 (229)
 E. L. Morse, 115
 J. W. Kelly, 114
 Automotive Machinists No. 1305 (3899)
 J. P. Andersen, 649
 C. L. Hoppe, 650
 C. Francis, 650
 Fred L. Martin, 650
 Fritz Mey, 650
 Chas. Schweiger, 650
 Automotive Warehousemen No. 241 (250)
 Wm. J. McKeon, 125
 Fred Larkins, 125
 Bakers No. 24 (1500)
 Edward Kemmitt, 375
 James O'Leary, 375
 Wm. E. Stief, 375
 Herman Pelz, 375
 Bakery Wagon Drvs. & Salesmen No. 484 (1159)
 W. J. Phillips, 289
 C. J. Walsh, 290
 G. Simmen, 290
 J. Davis, 290
 Barbers & Beauticians No. 148 (900)
 M. C. Isaksen, 225
 Henry A. Dufils, 225
 Dean B. Hillam, 225
 Frances Carney, 225
 Bartenders No. 41 (2855)
 Royal R. Kenny, 475
 Arthur Dougherty, 476
 William McCabe, 476
 William G. Walsh, 476
 Martin T. Hernan, 476
 Wm. T. Holloway, 476
 Bill Posters & Billers No. 44 (50)
 Loyal H. Gilmour, 25
 Lawrence Doull, 25
 Boilermakers No. 6 (1500)
 O. J. Becker, 1500
 Bookbinders No. 31-125 (450)
 Albert W. Mattson, 225
 Fred Dettmering, 225
 Bottlers No. 896 (1500)
 Edward R. Costello, 250
 Anton J. Ziegler, 250
 George Schlicht, 250
 Wendel Koch, 250
 Fred Long, 250
 Wm. H. Ahern, 250
 Brewers, Maltsters & Yeast Wkrs. No. 893 (700)
 Walter J. Gillies, 350
 Joe Scheibe, 350
 Building & Construction Trades Council (2)
 A. F. Mailloux, 1
 Rolland Young, 1
 Bldg. & Const. Trades Council, State (2)
 Bryan P. Deavers, 1
 James F. Ward, 1
 Bldg. Material & Constr. Teamsters No. 216 (400)
 John Minahan, 134
 John Woodbeck, 133
 Al Carlson, 133
 Building Service Employees No. 87 (1200)
 Herman Eimers, 1200
 Butchers No. 115 (3075)
 George Mesure, 512
 Richar Brugge, 512
 Thomas Anderson, 512
 Alfred Lombardi, 513
 Frank Scheifler, 513
 Milo Seda, 513
 Butchers No. 508 (1808)
 Buzz McCaffrey, 904
 Edwin Labouré, 904

Carpenters No. 483 (995)
 Karl Stake, 497
 Paul J. Clifford, 498
 Carpenters No. 2164 (691)
 John L. Hogg, 346
 Walter Grant, 345
 Carpenters, Bay Counties Dist. Council (2)
 C. R. Bartalini, 1
 Clement A. Clancy, 1
 Carpenters, Calif. State Council (2)
 J. F. Cambiano, 1
 E. T. Aronson, 1
 Central Labor Council (2)
 James Symes, 1
 Anthony Cancilla, 1
 Chauffeurs No. 265 (2198)
 C. W. Burns, 366
 F. M. Mullen, 366
 N. J. Del Cioppo, 366
 A. A. Cohn, 366
 J. P. Crowe, 367
 N. Cohn, 367
 City & County Employees No. 400 (200)
 John E. Jeffery, 200
 Cleaning & Dye House Wkrs. No. 7 (495)
 Henry M. Romiguere, 247
 Albina Baker, 248
 Cloakmakers No. 8 (300)
 Jack Taub, 300
 Commercial Telegraphers No. 34 (541)
 James W. Cross, 270
 Nancy R. Clark, 271
 Const. & Gen. Laborers No. 261 (1000)
 Roy Snyder, 250
 Pat Devlin, 250
 Geo. Kaye, 250
 Henry J. Brosseau, 250
 Cooks No. 44 (3031)
 C. T. McDonough, 506
 Jos. Belardi, 505
 Wm. Kilpatrick, 505
 Al Mason, 505
 Gust Smirnis, 505
 Sam Hagler, 505
 Coppersmiths No. 438 (45)
 Robert E. Mogel, 45
 Culinary Wkrs., Bartenders & H.W., Local Jt. Ex. Bd. (2)
 Anthony Anselmo, 1
 Dental Technicians of No. Calif. No. 99 (75)
 Lew C. G. Blix, 75
 Dressmakers No. 101 (300)
 Jennie Matyas, 150
 Sue Lee, 150
 Electrical Wkrs. No. 6 (1000)
 Charles J. Feohn, 333
 A. L. Pultz, 333
 Wm. E. Flanagan, 334
 Elevator Constructors No. 8 (150)
 Frank J. Murphy, 150
 Elevator Oprs. & Starters No. 117 (250)
 Philip J. Deredi, 250
 Fire Fighters No. 798 (1718)
 Francis Brissette, 287
 Robert F. Callahan, 287
 Harvey G. Follett, 286
 Thomas McDonough, 286
 Thomas O'Sullivan, 286
 Robert Clancy, 286
 Garage Empls. No. 665 (1000)
 Kenneth Warde, 250
 F. Robert Martin, 250
 F. L. Manning, 250
 Fred Clark, 250
 Garment Cutters No. 45 (73)
 Andy Ahern, 36
 Joseph P. Iusi, 37
 Govt. Empls. No. 922, "Western Region Public Housing" (79)
 Theobald Gillin, 39
 Clarence Johnson, 40
 Government Empls., Internal Revenue, No. 634 (165)
 Daniel A. Neumann, 83
 Mary E. Seebach, 82
 Government Empls., No. Calif. Council (2)
 John W. Collins, 1
 Daniel A. Neuman, 1

- Hospital & Institutional
Wkrs. No. 250 (600)
James E. Murphy, 300
Agnes Granger, 300
- Hotel & Club Service Wkrs.
No. 283 (3160)
Bertha Metro, 632
Glenn Chaplin, 632
Leo Ware, 632
Elizabeth Shaw, 632
Izora Roy, 632
- Inlandboatmen's Union of the
Pacific (300)
Raoul A. Vincillone, 300
Edwin Barton
- Iron Workers No. 377 (200)
Roy McCrary, 100
A. F. Mailloux, 100
- Iron Workers, Dist. Council (2)
Juel D. Drake, 1
- Laborers, No. Calif. Dist.
Council of (2)
Chas. Robinson, 1
Jay Johnson, 1
- Ladies' Garment Cutters
No. 213 (85)
Ralph King, 42
Charles McSwan, 43
- Laundry Wagon Drivers No.
256 (500)
W. F. Vaughn, 250
George Jaffe, 250
- Laundry Workers No. 26 (2383)
Tillie Clifford, 397
Lawrence Palacios, 397
Joan Albers, 397
Chas. Keegan, 398
Joseph Gregory, 397
Ralph Schmidt, 397
- Leather & Novelty Wkrs. No.
31 (100)
Charles Bruno, 50
Tino J. Granucci, 50
- Lumber Clerks & Lumbermen
No. 2559 (425)
A. C. Jensen, 425
- Lumber & Sawmill Wkrs.,
Central Calif. Dist.
Council (2)
J. F. Reeves, 1
- Lumber & Sawmill Wkrs.
Calif. State Council (2)
J. L. Hazard, 1
- Machinists No. 68 (2700)
Frank Gillis, 1350
Charles Spisak, 1350
- Mailers No. 18 (200)
David C. Grundmann, 100
Carl Levey, 100
- Marine Cooks & Stewards (9500)
Ed Turner, 1583
Frank Gomar, 1583
Don Rotan, 1583
Blackie Gardner, 1583
Rose O'Kane, 1584
Joe Goren, 1584
- Marine Engineers (50)
J. W. Regan, 25
J. P. Finigan, 25
- Marine Firemen (2500)
S. E. Bennett, 1250
Joe Do Bosis, 1250
- Masters, Mates & Pilots No. 90
(1200)
Joseph F. Elb, 1200
- Metal Trades Council, Bay
Cities (2)
Thomas A. Rotell, 1
- Milk Wagon Drivers No. 226
(1327)
Walter L. Daley, 222
Edward J. Dennis, 221
Alvin Farrell, 221
Samuel I. Haas, 221
Frank J. McGovern, 221
George Watson, 221
- Miscellaneous Employees No.
110 (2661)
A. T. Gabriel, 666
Lucile Kelly, 665
Frank Collins, 665
Will Adams, 665
Helen Wheeler
- Miscellaneous & Woodworkers
No. 2565 (240)
William W. White, 120
Rose M. White, 120
- M. P. Machine Operators No.
162 (148)
Paul G. Zern, 148
- Musicians No. 6 (1000)
Charles H. Kennedy, 334
Albert (Al) Morris, 333
A. Ray Engel, 333
- Newspaper & Periodical Driv-
ers No. 921 (607)
Jack Goldberger, 607
John C. Healy
- Office Empls. No. 3 (400)
Edwin B. Love, 200
Phyllis Mitchell, 200
- Operating Engineers No. 3 (5416)
Pat Clancy, 902
H. O. Foss, 902
C. F. Mathews, 903
Harry Metz, 903
P. E. Vandewark, 903
Newell J. Carman, 903
- Operating Engineers No. 39
(1500)
C. C. Fitch, 300
Matt Tracy, 300
James T. Rivers, 300
S. E. Smith, 300
Bob Moran, 300
- Operating Engineers, Calif.
State Branch (75)
P. A. Judd, 38
Frank Lawrence, 37
- Ornamental Plasterers No. 460
(50)
F. J. Nieberding, 50
- Paint & Brush Makers No.
1071 (400)
John R. Shoop, 200
Kenneth E. Reeves, 200
- Painters No. 19 (900)
Don Fitzpatrick, 225
William D. Sutherland, 225
Harry L. Bigarani, 225
Charles E. Hermanson, 225
- Painters No. 1153 (1080)
Walter Kristofferson, 540
Frank Peck, 540
- Painters, Oist. Council No. 8 (2)
Richard H. Wendelt, 1
- Pharmacists No. 838 (400)
Homer L. Asselin, 400
- Photo Engravers No. 8 (301)
Roy R. Ellison, 150
Geo. C. Krantz, 151
- Pile Drivers No. 34 (500)
O. J. Lindell, 250
- Dave Williams, 250
- Pipe Trades Council, Calif. (2)
James H. Martin, 1
- Plumbers & Pipefitters No. 38
(2500)
Joseph Mazzola, 416
Gus Katsarsky, 416
Wm. Jennings, 417
Walter Anderson, 417
Thomas Kearns, 417
Milton R. Reid, 417
- Post Office Clerks No. 2 (1020)
Adolph Barbosa, 340
Maxmillian B. Torres, 340
Emmet C. Andrews, 340
- Printing Pressmen No. 24 (699)
Arthur Sanford, 699
- Printing Specialties & P.P.
No. 362 (1000)
Kenneth Young, 333
Susan D. Adams, 334
Cynthia McCaughan, 334
Jean Ashlee
- Professional Embalmers No.
9049 (107)
Wm. J. Williams, 53
John F. Crowley, 54
- Public Employees Conference (2)
Ward M. Kelley, 1
Ray Shukraft, 1
- Repeaters & Toll
Testboardmen No. 1011
(225)
John Wallace, 225
George Mulkey
- Retail Cigar & Liquor Clerks
No. 1089 (240)
John J. Hill, 120
George W. Johns, 120
- Retail Clerks, Calif. State
Council (2)
Larry Vail, 1
- Retail Delivery Drivers
No. 278 (770)
Clifford Rucker, 192
Benjamin C. Garcia, 192
Earl R. DuBois, 193
Thomas E. Rodney, 193
- Retail Dept. Store Empls.
No. 1100 (1950)
Ray Vetterlein, 650
Marc Kaufman, 650
Larry Vail, 650
- Retail Fruit & Vegetable
Clerks No. 1017 (300)
Allen Brodke, 150
Henry Savin, 150
- Retail Grocery Clerks No. 648
(1897)
Elsie MacDougall, 316
Eric C. Lyons, 316
Maurice Hartshorn, 316
Robert A. Hunter, Sr., 316
C. H. Jinkerson, 316
W. G. Desepte, 317
- Retail Shoe & Textile
Salesmen No. 410 (400)
William Silverstein, 200
Frank Cowden III, 200
- Roofers No. 40 (283)
Thomas R. Moore, 142
Walter F. Walker, 141
- Sailors Union of the Pacific
(5333)
Morris Weisberger, 888
Harry Johnson, 889
Ed Wilson, 889
Jim Dimitrats, 889
Paul Scharrenberg, 889
Arthur Benjamin, 889
- Sanitary Truck Drivers No.
350 (539)
Fernando Bussi, 180
Antonio Riccardi, 180
John J. Verlati, 179
- Scrap Iron, Metal Salv. &
Waste Material Workers
No. 965 (200)
Jack Street, 100
Lou Lator, 100
- Sheet Metal Wkrs. No. 104
(500)
Frank Burk, 250
Tom Roberts, 250
- Sheet Metal Workers, Tri-State
Council of California, Ari-
zona & Nevada (2)
Lloyd Child, 1
Robt. E. Mogel, 1
- Sign and Pictorial Painters
No. 510 (220)
R. H. Wendelt, 220
- Specialty Unions, Western
Conference of (2)
Ken Young, 1
John L. Donovan, 1
- Street Elect. Rwy. & M. C.
Empls. No. 1380 (250)
Thomas Gowanlock, 125
Paul Nathan, 125
- Teachers No. 61 (487)
Dan Jackson, 244
Patricia Plummer, 243
- Teamsters No. 85 (5000)
Charles Graham, 833
Charles Thomas, 833
John Rodriguez, 833
Henry Price, 833
Joseph J. Diviny, 834
Harold T. Lopez, 834
- Teamsters Jt. Executive Coun-
cil No. 7 (2)
Joseph J. Diviny, 1
- Theatrical Empls. No. B-18 (450)
Nell Joyce, 450
- Theatrical Fed., Calif. State (2)
Pat Somerset, 1
William P. Sutherland, 1
- Theatrical Janitors No. 9 (100)
Ellis Cheney, 100
- Theatrical Stage Empls. No.
16 (75)
Frank O'Leary, 75
- Theatrical Wardrobe Attendants
No. 784 (50)
William P. Sutherland, 50

- Typographical No. 21 (1458)
 C. H. Brokaw, 243
 G. C. Coldwell, 243
 O. S. Farnsworth, 243
 C. P. Farr, 243
 C. H. Pavellas, 243
 R. H. Walsh, 243
 Union Label Section (2)
 James C. Symes, 1
 Eddie Ponn, 1
 United Garment Wkrs. No. 131
 (500)
 Emily B. Rosas, 250
 Marguerite Rule, 250
 Upholsters No. 28 (125)
 John A. Silva, 125
 Variety Artists, Amer. Fed. of
 (162)
 Vince Silk, 81
 Eddie Bartell, 81
 Waiters & Dairy Lunchmen
 No. 30 (3911)
 Joe Wilder, 652
 J. G. Manus, 652
 Joseph F. Curran, 652
 Sangle Escove, 652
 Peter Lallas, 652
 Sanford Williams, 651
 Waitresses No. 43 (4514)
 Frankie Behan, 752
 Elizabeth Kelley, 752
 Joyce McCabe, 752
 Hazel O'Brien, 752
 Jackie Walsh, 753
 Frances Zielenki, 753
 Warehousemen No. 360 (2589)
 Mark J. O'Reilly, 647
 John R. McBride, 647
 Fabian Ortiz, 647
 Frank Bordenave, 648
 Watchmakers No. 101 (200)
 George F. Allen, 200
 Web Pressmen No. 4 (200)
 George Ertola, 100
 Manuel Santos, 100
 Window Cleaners No. 44 (200)
 Tony Borsella, 200
 Wood, Wire & Metal Lathers
 No. 65 (162)
 David L. Randall, 162
 Carl Stauss, no votes
SAN JOSE
 Barbers No. 252 (170)
 Anthony Agrillo, 85
 Sam Borruso, 85
 Bartenders No. 577 (501)
 Herschell Morgan, 501
 Building & Const. Trades
 Council (2)
 Otto E. Sargent, 1
 Building Service Empls. No. 77
 (120)
 Julian Gutierrez, 120
 Cannery Wkrs., Whsemen -
 F.P. Drivers Etc. No. 679
 (6469)
 Edw. Felley, 1617
 I. G. Ficarotta, 1617
 Walter Jones, 1617
 John Dunn, 1618
 Carpenters No. 316 (2274)
 C. Braeger, 1137
 R. F. Wood, 1137
 Carpenters, Dist. Council (2)
 Joseph C. Kiefer, 1
 Cement Laborers No. 270 (2608)
 Wm. Zalabak, 434
 Herbert L. Gilmore, 434
 Joe W. Kenney, 435
 Harry F. Whitehouse, 435
 Robert H. Medina, 435
 John Pierini, 435
 Electrical Wkrs. No. 332 (175)
 Edward C. White, 375
 Fire Fighters No. 873 (215)
 Ralph Bernardo, 108
 James Mitchell, 107
 Freight, Const. & Gen. Drivers
 No. 287 (1200)
 Fred Hofmann, 240
 Joe Bringuel, 240
 Elmer Jensen, 240
 Al Larin, 240
 Jess Almond, 240
 Hod Carriers No. 234 (259)
 Robert Spottswood, 129
 Alfred J. Brennan, 130
 Hotel, Restaurant & Hotel
 Service Empls. No. 180
 (2923)
 Louis Bosco, 1462
 James Pursley, 1461
 Laundry Workers No. 33 (341)
 Evelyn Hamilton, 341
 Painters No. 507 (788)
 Charlie A. Davis, 394
 M. W. Love, 394
 Painters, District Council No. 33
 (2)
 Chas. R. Downey, 1
 Plumbers No. 393 (250)
 John J. Sterbenz, 125
 George Provost, 125
 Retail Clerks No. 423 (600)
 James P. McLoughlin, 300
 Claude L. Fernandez, 300
 Sales Delivery Drivers &
 Whsemen No. 296 (804)
 Geo. W. Jenott, 804
 Joe Seremitar, 804
 Street Carmen No. 265 (50)
 Ralph T. MacDonald, 50
 Theatrical Stage Employees
 No. 134 (50)
 Felix Caserta, 50
SAN LUIS OBISPO
 Const. and Gen. Laborers
 No. 1464 (137)
 Nick Tiessen, 137
SAN MATEO
 Bartenders & Culinary Wkrs.
 No. 340 (2575)
 Thomas A. Small, 515
 William J. Anselmo, 515
 Toy L. Smith, 515
 I. A. Valentine, 515
 John L. Conlan, 515
 Bldg. & Const. Trades Council
 (2)
 Henry Schwab, 1
 U. S. Simonds, Jr., 1
 Butchers No. 516 (693)
 Edwin F. Michelsen, 693
 Henry Sari, Jr.
 Carpenters No. 162 (1199)
 Earl Honerlah, 239
 Wm. Schuster, 240
 Alex Hokamp, 240
 John Smith, 240
 J. Cambiano, 240
 Central Labor Council (2)
 Edwin Michelsen, 1
 T. A. Small, 1
 Const. & Gen. Laborers No.
 359 (1124)
 Chas. Benton, 374
 Glen Hopper, 375
 Arthur Campbell, 375
 Electrical Wkrs. No. 617 (100)
 W. H. Diederichsen, 50
 Joseph L. McGann, 50
 Lathers No. 278 (49)
 Charles A. Campbell, 49
 Laundry Wkrs. No. 143 (150)
 Ruth M. Bradley, 150
 Machinists No. 1414 (200)
 Ralph R. Trosper, 100
 Chas. W. Huston, 100
 Paint, Varnish & Lacquer
 Makers No. 1053 (319)
 Lester T. Baker, 159
 Ray Angeli, 160
 Painters & Decorators No. 913
 (270)
 Kenneth Hower, 135
 John Stoner, 135
 Plumbers & Steamfitters No.
 467 (37)
 Sam Abruscato, 19
 Irving Hupp, 18
 Printing Pressmen No. 315 (65)
 Jay P. Sheldon, 65
 Retail Clerks No. 775 (500)
 Carl E. Cohenour, 250
 Russell Hovland, 250
SAN PEDRO
 Auto Machinists No. 1494 (479)
 Charles H. Weitzel, 239
 T. E. McShane, 240
 Bartenders No. 591 (400)
 Andrew Hennes, 400
 Butchers No. 551 (1754)
 Lenora G. Hixon, 877
 Henry G. Rutledge, 877
 Carpenters No. 1140 (1039)
 R. L. Roscher, 519
 G. M. Goar, 520
 Central Labor Council (2)
 Cecil O. Johnson, 1
 Culinary Alliance No. 754 (825)
 Kitty Howard, 207
 Billie McReynolds, 206
 Beulah Class, 206
 Goldie Price, 206
 Lumber & Sawmill Wkrs.
 No. 1407 (500)
 Homer Sullivan, 500
 Masters, Mates & Pilots No. 18
 (63)
 William B. Morel, 32
 Frederick C. Meyer, 31
 Painters & Decorators No. 949
 (292)
 C. P. McArthur, 292
 Pile Drivers No. 2375 (600)
 Glenn Barnes, 200
 C. O. Johnson, 200
 Tom Randall, 200
 Retail Clerks No. 905 (2082)
 Ben N. Scott, 521
 Walter B. Scheppman, 521
 Ivan M. Morriss, 520
 Edna Johnson, 520
 Seine & Line Fishermen's Union
 of the Pacific (325)
 John B. Calise, 325
 Shipyard Laborers No. 802 (646)
 L. McClain, 646
 Waitresses No. 512 (711)
 Mary J. Olson, 356
 Edna N. Waugh, 355
SAN RAFAEL
 Bartenders & Culinary Wkrs.
 No. 126 (924)
 Elsie Jensen, 231
 Cecelia Gearhart, 231
 Elizabeth Gomes, 231
 Denny Henschell, 231
 Building and Construction
 Trades Council (2)
 Norman B. Campbell, 1
 Lloyd C. Brooks, 1
 Central Labor Council (2)
 Hugh Cassidy, 1
 General Truck Drivers No. 624
 (1739)
 Wm. Hampton, 434
 Gil Reiersgaard, 435
 Lowell Goodyear, 435
 Glen Clark, 435
 Hod Carriers & Gen. Laborers
 No. 291 (800)
 L. C. Brooks, 200
 Chas. Giannini, 200
 Kenneth Moser, 200
 Loney Trimble, 200
 Lathers, Calif. State Council (2)
 S. P. Robinson, 1
 David L. Randall, 1
 Lathers, Golden Gate Dist.
 Council (2)
 Rex B. Pritchard, 1
SANTA ANA
 Bldg. & Const. Trades Council
 of Orange County (2)
 H. J. Harkleroad, 1
 Thomas W. Mathew, 1
 Carpenters No. 1815 (1958)
 Clyde K. Bush, 327
 H. R. McGuire, 327
 A. R. Teter, 326
 W. Oscar Wilson, 326
 E. R. Quigley, 326
 A. L. Oliver, 326
 Carpenters, Dist. Council of
 Orange County (2)
 H. J. Harkleroad, 1
 Cement Masons No. 52 (396)
 Dick Crain, 132
 William J. Fountain, 132
 John G. Lozano, 131
 Central Labor Council (2)
 Wm. J. Fountain, 1

Electrical Wkrs. No. 441 (250)
 W. A. Ferguson, 250
 Hod Carriers No. 652 (1762)
 John R. Brady, 294
 Roger Fisher, 294
 Joe M. Lara, 294
 Reynaldo S. Mendoza, 292
 Ysidro Ruvalcava, 294
 Jack D. Pool, 294
 Lathers No. 440 (277)
 R. B. Braden, 277
 Painters No. 636 (1240)
 H. K. Bayard, 620
 C. H. Hanson, 620
 Plumbers & Pipe Fitters
 No. 582 (275)
 James M. Dawkins, 275
 Stage Employees No. 504 (75)
 Arthur V. Narath, 75

SANTA BARBARA

Bldg. & Const. Trades
 Council (2)
 A. N. Gauthier, 1
 Carl Hehnke, 1
 Carpenters No. 1062 (793)
 A. N. Gauthier, 793
 Central Labor Council (2)
 Betty Johnsen, 1
 Warren M. Underwood, 1
 Chauffeurs-Teamsters No. 186
 (635)
 Robert D. Ussery, 158
 N. J. Connors, 159
 Milton McElvaney, 159
 Elbert Whitney, 159
 Culinary Alliance & Bartenders
 No. 498 (1693)
 Al Whorley, 423
 Zola Cronen, 423
 Beverly Roberts, 423
 Sal Danell, 424
 Meat Cutters No. 556 (406)
 Warren M. Underwood, 203
 Russell E. Jehnke, 203
 Painters, Calif. State Conf. (2)
 H. C. Baker, 1
 Plasterers & Cement Finishers
 No. 341 (76)
 W. Tuttle, 75
 Retail Clerks No. 899 (727)
 Betty Johnsen, 727
 Sheet Metal Workers No. 273
 (132)
 Carl L. Hehnke, 66
 W. L. Fillippini, 66
 Stage & M. E. Machine Oprs.
 No. 442 (50)
 John H. Gotchel, 50

SANTA CLARA

Cement, Lime & Gypsum
 Workers No. 334 (62)
 William P. George, 62
 Glass Bottle Blowers No. 262
 (200)
 James J. Giacobelli, 100
 Warner P. Basse, 100

SANTA CRUZ

Central Labor Council (2)
 Isabella Spezia, 1
 Thomas H. Deane, 1
 Constr. & Gen. Laborers
 No. 283 (90)
 Paul Burnett, 90
 Painters No. 1026 (56)
 Thomas H. Deane, 56

SANTA MARIA

Culinary Alliance & Bartenders
 No. 703 (701)
 Joseph Marciel, 701
 Food Packers, Processors &
 Whsemen. No. 865 (294)
 Richard D. Valerga, 147
 Wm. Hart, 147
 Teamsters No. 381 (963)
 Walter A. Callahan, 484
 Ben H. Sanders, 484

SANTA MONICA

Barbers No. 573 (156)
 E. K. Patrick Birch, 156

Carpenters No. 1400 (1025)
 Robert J. O'Hare, 257
 Paul Miller, 256
 Harry Wm. Parker, 256
 Ernie Robersen, 256
 Central Labor Council (2)
 George P. Veix, Sr., 1
 Walt Ragan, 1
 Culinary Wkrs. & Bartenders
 No. 814 (3083)
 John W. Meritt, 514
 Doris Ray, 514
 William F. McMullin, 514
 Alice C. Arwedson, 514
 Albert Castro, 514
 Lloyd D. Davis, 513
 Meatcutters No. 537 (533)
 George P. Veix, Sr., 178
 M. J. Pieri, 178
 Patricia D. Weger, 177
 Painters No. 821 (414)
 Ben Nathanson, 207
 Ben Savage, 207
 Plumbers No. 545 (354)
 T. H. Conn, 177
 E. B. Gandy, 177
 Retail Clerks No. 1442 (1041)
 Walt Ragan, 520
 E. F. Marshall, Sr., 521

SANTA ROSA

Bartenders & Culinary Wkrs.
 No. 770 (910)
 J. W. Triplett, 455
 Ted Vasil, 455
 Building & Const. Trades
 Council (2)
 Vernon Ketchum, 1
 Butchers No. 364 (570)
 Everett A. Matzen, 570
 Central Labor Council (2)
 Glen Clark, 1
 Jack Laumann, 1
 Electrical Wkrs. No. 551 (200)
 E. N. Frye, 200
 Retail Clerks No. 1532 (416)
 George L. Deck, 416

STOCKTON

Bartenders No. 47 (407)
 Angelo Trucco, 407
 Bldg. & Const. Trade Council
 (2)
 Howard A. Gibson, 1
 Butchers No. 127 (959)
 R. Lautermilch, 959
 Carpenters, Dist. Council of
 San Joaquin County (2)
 Floyd Carmichael, 1
 Central Labor Council of San
 Joaquin County (2)
 Henry Hansen, 1
 Chauffeurs & Teamsters No.
 439 (2800)
 Edward Davis, 933
 Vernon Koenig, 933
 George Stubbs, 934
 County Employees No. 183 (50)
 Lena Abrew, 50
 Culinary Wkrs. Alliance No.
 572 (1250)
 Dave Mitchell, 1250
 V. L. Breuillot, 50
 O. A. Rieman, 50
 Electrical Workers No. 591 (100)
 V. L. Breuillot, 50
 O. A. Rieman, 50
 Hod Carriers & Com. Laborers
 No. 73 (500)
 Louis Allington, 250
 William M. Hunter, 250
 Musicians No. 189 (233)
 Thomas F. Castles, 117
 Tom J. Castles, 116
 Office Employees No. 26 (50)
 Alice Hansen, 50
 Painters No. 1115 (323)
 H. A. Gibson, 323
 Papermakers No. 320 (447)
 Frank Fluty, 447

SUNNYVALE

Theatrical Stage & M. P. Oper.
 No. 796 (50)
 Thomas G. Bracking, 50

SUSANVILLE

Tri-County Central Labor
 Council (2)
 Raymond Casebeer, 1

TERMINAL ISLAND

Cannery Workers of the
 Pacific (3750)
 Thomas Ivey, 937
 Steve Edney, 937
 James Waugh, 938
 Joseph Battaglia, 938

TORRANCE

Chemical Workers No. 598 (14)
 George C. Moore, 14

TRINIDAD

Loggers No. 3006 (448)
 Granville D. Hartman, 448

UKIAH

Carpenters, No. Coast Counties
 Dist. Council (2)
 E. A. Brown, 1
 R. E. Hinkson, 1

VALLEJO

Bldg. & Const. Trades Council
 (2)

Ray White, 1
 Lowell Nelson, 1
 Butchers & Meat Cutters No.
 532 (670)
 Walter A. Quinn, 670
 Carpenters No. 180 (758)
 W. E. Cullum, 379
 Wm. Leshe, 379
 Central Labor Council (2)
 James Pollard, 1
 William Leshe, 1
 Culinary Wkrs. & Bartenders
 No. 560 (703)
 Loretta Coss, 352
 Ole Twedt, 351
 Fire Fighters No. 1186 (66)
 Edward Hall, 33
 Robert Guinane, 33
 Hod Carriers & Laborers No.
 326 (567)
 Walter F. Conley, 283
 William C. Mitchell, 284
 Plasterers & Cement Masons
 No. 631 (75)
 Lowell Nelson, 75
 Plumbers No. 343 (86)
 James H. Pollard, 86
 Retail Clerks No. 373 (1000)
 Stanley Lathen, 250
 Wayne Wilt, 250
 Harry Clark, 250
 Jack Sparlin, 250
 Sheet Metal Wkrs. No. 75 (175)
 Ray White, 87
 Bert Adkerson, 88
 Shipwrights Boat Builders
 No. 1063 (102)
 Marion F. Northway, 51
 James Sullivan, 51
 Teamsters & Chauffeurs
 No. 490 (794)
 James E. English, 265
 Frank C. Chesebro, 265
 Raymond L. Brown, 264

VAN NUYS
 Carpenters No. 1913 (2430)
 C. V. Reyes, 810
 Oliver Owens, 810
 G. S. Holloway, 810
 Post Office Clerks No. 1159 (50)
 Dave Mower, 50

VENTURA
 Bld. & Const. Trades Council (2)
 Ronald Benner, 1
 Carpenters No. 2463 (528)
 Lon Terry, 176
 John Huey, 176
 Sam Heil, 176
 Central Labor Council (2)
 George Bronner, 1
 Hod Carriers & Common
 Laborers No. 585 (935)
 R. L. Patelzick, 234
 Oliver E. Lee, 234
 Juan L. Carmona, 234
 James V. Flores, 233

VERNON

Glass Bottle Blowers No. 224
(150)
James Worrell, 75
Alvin Hullinger, 75

VISALIA

Building and Construction
Trades Council (2)
Carl Powell, 1
Carpenters No. 1484 (189)
Carl Powell, 95
Herbert Lembcke, 94
General Teamsters No. 94 (846)
J. W. Morrill, 212
R. L. Morrell, 212
John H. McLaughlin, 211
Victor M. Olson, 211
Stage Empls. & M. P. Oper.
No. 605 (50)
Albert M. Cox, 50

VISTA

Carpenters No. 2078 (695)
Fred Bonney, 695
Lathers No. 527 (37)
Thomas I. Reid, 37

WATSONVILLE

Carpenters No. 771 (180)
Michael P. Dowdall, 90
James T. Mann, 90
Central Labor Council (2)
Francis L'Hommedieu, 1
Michael P. Dowdall, 1
Culinary Alliance No. 345 (372)
Francis H. L'Hommedieu, 186
Mildred Rowe, 186
Gen. Teamsters, Packers, F. P.
& Warehousemen No. 912
(1000)
Con Hansen, 500
John Moree, 500
Theatrical & Stage Employees
No. 611 (50)
James W. Wilson, 50

WEED

Lumber & Sawmill Wkrs.
No. 2907 (769)
Alfred S. Linville, 385
James De Marco, 384

WHITTIER

Fire Fighters No. 1014 (1128)
Oscar P. Castorina, Jr., 376
Bernard E. Dickey, 376
Charles E. Wiest, 376

WILMINGTON

Amusement Guild, Seafarers (50)
Dave Weitzman, 50
Chemical Wkrs. No. 40 (174)
Manuel Sanchez, 87
Earl C. Burkhart, 87
Inlandboatmen of the Pacific
(18)
John R. Banks, 18

WOODLAND

United Sugar Workers Council
of Calif. (2)
John J. Strelo, 1

Tabulation of Votes

Election Held Thursday, September 19, 1957
For Vice Presidents of Districts Nos. 6 and 10A
And for 1958 Convention City

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	Honolulu
ALAMEDA							
Carpenters No. 194							
George W. Jenkins	—	—	165	—	—	—	—
ALVARADO							
Sugar Refinery Wks. No. 20630							
John J. Strelow	—	122	122	—	—	122	—
ANAHEIM							
Carpenters No. 2203							
Mathew Plews	—	1976	1976	—	—	1976	—
ANTIOCH							
Cannery Wks., Warehousemen, F. P. & Drivers No. 678							
Mary L. Jenkins	—	590	—	590	—	590	—
ARCATA							
Lumber & Sawmill Wks. No. 2808							
Leonard Cahill	—	356	356	—	—	356	—
Ken J. Farley	—	356	356	—	—	356	—
BAKERSFIELD							
Bldg. & Const. Trades Council							
H. D. Lackey	1	—	1	—	—	1	—
Butchers No. 193							
Harold Hodson	35	—	35	—	35	—	—
Charles A. Hohlbein	36	—	36	—	—	36	—
Carpenters No. 743							
Paul A. Hill, Jr.	1110	—	1110	—	—	1110	—
Hod Carriers Com. Laborers No. 220							
Arthur Blinks	—	217	217	—	217	—	—
Lathers No. 300							
C. H. Collins	—	32	—	32	32	—	—
Painters No. 314							
Don H. Meffert	300	—	—	300	—	300	—
BARSTOW							
Machinists No. 706							
Louis W. Jackson	—	104	104	—	—	104	—
H. B. Grevillens	—	104	104	—	—	104	—
BERKELEY							
Fire Fighters No. 1227							
Ira T. Boehrer	196	—	196	—	196	—	—
Insurance Agents No. 219							
Wm. J. Foley	—	50	50	—	50	—	—
Painters No. 40							
Ben Rasnick	382	—	382	—	—	—	382
Teachers No. 1078							
Donald K. Henry	—	22	22	—	—	22	—
John Hutchinson	—	23	23	—	—	—	—

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
BURBANK							
Federated Fire Fighters of Calif.							
A. E. Albertoni	—			—	—	—	
Ray Shukraft	—			—	—		—
Machinists No. 1600							
Joe Kochakji	—	1358	1358	—	—	—	1358
CHESTER							
Lumber & Sawmill Wkrs. No. 3074							
Raymond Casebeer	—	328	328	—	—	328	—
CHICO							
Retail Clerks No. 17							
Courtney Lainhart	25	—	25	—	—	—	25
COLMA							
Cemetery Workers No. 265							
William Becker	—	—	150	—	—	—	—
COMPTON							
Carpenters No. 1437							
Wm. M. Young	1471	—	1471	—	—	—	1471
CROCKETT							
Sugar Refinery Empls. No. 20037							
G. A. Paoli	—	400	400	—	400	—	—
J. A. Nelson	—	400	—	400	—	—	400
A. L. Cataldi	—	400	400	—	—	400	—
DECOTO							
Operating Engineers No. 509							
William LeFevre	32	—	32	—	—	—	32
Frank O'Brantley	—	32	32	—	—	—	32
EL CAJON							
Carpenters No. 2398							
Ed Gates	523	—	523	—	—	523	—
EL CERRITO							
Teachers No. 866							
Ken Fitzgibbons	—	175	175	—	—	175	—
EL MONTE							
Carpenters No. 1507							
V. C. Mathis	2384	—	2384	—	—	—	2384
Hod Carriers Laborers No. 1082							
Peter Ramult	—	1319	—	1319	—	—	1319
Painters No. 254							
Edwin Decker	777	—	777	—	—	—	777
EUREKA							
Barbers No. 431							
Walter Buchanan	79	—	79	—	79	—	—
Bartenders No. 318							
R. G. Dickinson	—	189	—	189	—	—	189
Central Labor Council							
Albin J. Gruhn		—	—			—	—
Cooks & Waiters No. 220							
Ruby Van Ornum	231	—	—	231	—	231	—
Elona Haney	230	—	—	230	—	—	230

STATE FEDERATION OF LABOR

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	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	Hono-lulu
Electrical Workers No. 482							
W. F. Schieberl	45	—	45	—	45	—	—
Laborers No. 181							
Albin J. Gruhn	157	—	157	—	157	—	—
Lumber & Sawmill Wkrs. Redwood Dist. Council							
Claude A. Heinig	—	1	1	—	—	—	1
FEATHER FALLS							
Lumber & Sawmill Wkrs. No. 2801							
La Von Prosis	—	38	38	—	—	38	—
Clarence E. Briggs	—	39	39	—	—	39	—
FRESNO							
Bakers No. 43							
John C. Bopp	—	433	433	—	—	433	—
Bldg. & Constr. Trades Council							
James P. Edgar	—	1	—	—	—	1	—
Central Labor Council							
W. T. O'Rear	—	1	1	—	—	1	—
Culinary, Bartenders & Hotel Service Empls. No. 62							
George Rollis	—	961	—	961	—	961	—
Fire Fighters No. 753							
J. W. Woody	—	258	258	—	258	—	—
Hod Carriers & Com. Laborers No. 294							
Dutch Epperson	—	171	—	—	—	—	—
Charles Robinson	171	—	171	—	—	—	171
Chester Mucker	—	171	—	171	—	—	—
Iron Workers No. 155							
H. D. Lackey	200	—	200	—	—	200	—
Machinists No. 653							
Lawrence Sargenti	—	32	32	—	32	—	—
U. S. Austin	—	33	33	—	33	—	—
Machinists No. 1309							
Mack O. Keister	—	77	77	—	—	77	—
Packing Hse. Empls. & Warehousemen No. 616							
Elmer Nicholson	—	730	—	730	—	—	730
Plasterers & Cement Masons No. 188							
J. P. Edgar	—	191	191	—	—	191	—
Plumbers & Steamfitters No. 246							
James F. Peyton	—	189	—	189	—	—	189
Phillip G. Flores	189	—	189	—	—	—	189
Post Office Clerks No. 339							
Robert P. Sanders	—	193	193	—	193	—	—
Retail Food, Drug & Liquor Clerks No. 1288							
George Kisling	1100	—	1100	—	—	1100	—
Sheet Metal Workers No. 252							
Howard Jones	—	83	83	—	83	—	—
Leopold Bopp	—	84	—	84	—	84	—
GLENDALE							
Carpenters No. 563							
Earl M. Galpin	1255	—	1255	—	—	—	1255

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargentl	Ash	Quinn	Santa Barbara	Santa Monica	
Painters No. 713							
George Kruthof	842	—	842	—	—	842	—
Plumbers No. 761							
William N. Fodor	233	—	233	—	—	—	233
John J. Brown	233	—	233	—	—	—	233
Herbert Taylor, Sr.	234	—	234	—	—	234	—
Dominic Soffietto	234	—	234	—	—	—	234
Luther E. Odum	234	—	234	—	—	—	234
GRASS VALLEY							
Bartenders & Culinary Wkrs. No. 368							
Ralph Reynolds	—	318	—	318	318	—	—
HANFORD							
Carpenters No. 1043							
Leo S. Randall	—	124	—	124	—	—	124
HAYWARD							
Cannery Workers No. 768							
Manuel R. Castro	776	—	—	776	—	—	776
Carpenters No. 1622							
Charles S. Parker	—	1000	1000	—	—	1000	—
Culinary Wks. & Bartenders No. 823							
Leroy V. Woods	—	1792	1792	—	—	1792	—
Glass Bottle Blowers No. 53							
John Griffin	80	—	80	—	—	—	80
Ina Lee Scott	81	—	81	—	—	—	81
Painters No. 1178							
LeRoy Barstow	181	—	181	—	—	181	—
Andrew G. Swanson	181	—	181	—	181	—	—
Wiley H. Mountjoy	181	—	181	—	181	—	—
HOLLYWOOD							
Actors Equity Association							
Edd X. Russell	—	201	201	—	—	—	201
Affiliated Property Craftsmen No. 44							
Frank O'Connor	667	—	—	667	—	667	—
John W. Otto	667	—	—	667	667	—	—
B. C. "Cappy" Duval	666	—	—	666	—	666	—
Broadcast, Television & Recording							
Engrs. No. 45							
Andrew J. Draghi	—	200	—	200	200	—	—
H. Pearce	200	—	—	200	200	—	—
Building Service Empls. No. 278							
John A. Buchanan	—	413	413	—	—	—	413
Carpenters No. 1052							
George Zachario	—	—	825	—	—	—	825
Patrick A. Hogan	826	—	—	826	—	—	826
Film Technicians No. 683							
A. Allan Jackson	—	360	—	360	360	—	—
Dominic De Cincos	—	357	—	357	357	—	—
Thomas C. Bryan	—	357	—	357	357	—	—
Martin P. Logan	—	357	—	357	357	—	—
Sue Clark	—	357	—	357	—	—	357
Hollywood Film Council							
Henry C. Wadsworth	1	—	—	1	—	1	—
M.P. Crafts Service No. 727							
Albert K. Erickson	150	—	150	—	150	—	—

STATE FEDERATION OF LABOR

429

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargentl	Ash	Quinn	Santa Barbara	Santa Monica	
M.P. Photographers No. 659							
Irving Auerbach	—	300	—	300	—	—	300
M.P. Set Painters No. 729							
Ralph W. Peckham	—	200	—	200	—	—	200
M.P. Studio Art Craftsmen No. 790							
Leo S. Moore	50	—	—	50	50	—	—
M.P. Studio Cinetechnicians No. 789							
Paul E. O'Bryant	261	—	—	261	—	—	261
Percival F. Marston	262	—	—	262	—	—	262
M.P. Studio Electrical Technicians No. 728							
Charles Futoran	500	—	500	—	—	—	500
M.P. Studio Projectionists No. 165							
William E. Higgins	315	—	—	315	315	—	—
Office Employees No. 174							
Leroy Patterson	612	—	612	—	—	—	612
Painters No. 5							
Rod Mackenzie	—	600	600	—	—	—	600
Plasterers & Cement Masons No. 755							
Harry D. Martinez, Jr.	—	137	—	137	—	137	—
Post Office Clerks No. 1256							
George Wall	—	91	91	—	—	91	—
Screen Actors Guild							
Leon Ames	5000	—	—	5000	—	—	5000
Screen Extras Guild							
Jeffrey Sayre	3200	—	—	3200	3200	—	—
Studio Electricians No. 40							
Charles L. Thomas	150	—	—	150	150	—	—
Theodore Robinson	150	—	150	—	150	—	—
Studio Grips No. 80							
William J. Holbrook	300	—	300	—	300	—	—
Studio Transportation Drivers No. 399							
Lewis B. Shank	1000	—	—	1000	—	1000	—
Studio Utility Empls. No. 724							
Cole B. Butterfield	871	—	871	—	871	—	—

HONOLULU

Hotel, Restaurant Empls. &

Bartenders No. 5

Arthur A. Rutledge	52	—	—	52	—	—	52
Lucille Rutledge	52	—	—	52	—	—	52

HUNTINGTON PARK

Butchers No. 563

Arthur E. Eaton	2000	—	2000	—	—	—	2000
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Glass Bottle Blowers No. 146

Clifford Valenciana	137	—	137	—	—	—	137
Michael Pindor	138	—	138	—	—	—	138

Post Office Clerks, Calif. Federation of

Robert P. Sanders	—	1	1	—	1	—	—
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INGLEWOOD

Carpenters No. 2435

Arle Hulsey	1622	—	—	1622	—	1622	—
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Painters No. 1346

Edward L. Hunt	925	—	—	925	—	—	925
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LA JOLLA	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Beeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	Hono-lulu
Carpenters No. 1358							
John W. Carroll	—	264	264	—	—	—	264
LANCASTER							
Carpenters No. 2185							
F. S. Carlon	511	—	511	—	—	511	—
General Teamsters No. 982							
Carl A. Blomquist	—	127	—	127	127	—	—
LOMPOC							
Chemical Workers No. 146							
Jess Ward	164	—	164	—	—	164	—
Edwin Haskett	164	—	164	—	—	164	—
LONG BEACH							
Asbestos Workers No. 20							
Webster F. Ay	—	50	—	50	—	50	—
Bakers No. 31							
Jack J. Zimmerman	—	195	195	—	—	—	195
D. J. Lecklider	—	194	194	—	—	—	194
E. E. Carter	—	194	194	—	—	—	194
Bartenders No. 686							
M. R. Callahan	901	—	—	901	—	901	—
Carpenters No. 710							
George C. Bentson	—	518	—	518	—	—	518
Grant E. Anderson	—	518	518	—	518	—	—
W. H. Taylor	518	—	—	518	518	—	—
Cement Masons No. 791							
Melvin Roots	328	—	—	328	—	328	—
Chauffeurs Sales Drivers, etc. No. 572							
Homer R. Hixson	700	—	—	700	700	—	—
Culinary Alliance No. 681							
Juanita McDougale	4736	—	—	4736	—	—	4736
Culinary Wkrs., State Council of							
Frankie Behan		—	—		—		—
M. R. Callahan		—	—		—		—
General Truck Drivers, etc. No. 692							
Carl Fabry	3680	—	—	3680	3680	—	—
Hod Carriers & Com. Laborers No. 507							
Glenn K. Buss	1250	—	1250	—	—	—	1250
Painters No. 256							
Wayne J. Hull	1031	—	1031	—	—	—	1031
Plumbers & Steamfitters No. 494							
John T. Werant	225	—	225	—	—	—	225
Joe Andrews	451	—	451	—	—	—	451
Retail Clerks No. 324							
Orrin W. Lutterbeck	4200	—	4200	—	—	4200	—
Sheet Metal Workers No. 420							
Stanley L. Graydon	63	—	—	63	—	—	63
Fred Van Wagner	64	—	—	64	64	—	—
LOS ANGELES							
Advertising & Pub. Relation's Empls. No. 518							
Ella C. Lea	33	—	33	—	—	—	33
Allied Printing Trades Council							
Charles L. Brown		—		—		—	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		CITY
Allied Printing Trades Council, So. Calif.	Beeves	Sargent	Ash	Quinn	Santa Barbara	Santa Monica	Hono-lulu
John J. Walsh		—		—	—	—	
George E. Smith		—		—	—		—
American Guild of Variety Artists							
Irvin P. Mazzei	250	—	—	250	—	—	250
Asbestos Workers No. 5							
J. J. Christian	117	—	—	117	117	—	—
Albert E. Hutchinson	116	—	116	—	—	116	—
Bakers No. 37							
John D. Nelson	—	3333	3333	—	—	—	3333
Bakers, Joint Board of							
Allen Bryan	—			—		—	—
Ralph Mercier	—			—		—	—
Bakery & Confectionery Wkrs. No. 400							
Floyd Ott	—	833	833	—	833	—	—
Bakery Drivers No. 276							
Charles A. Bolton	1178	—	—	1187	1187	—	—
Barbers No. 295							
Alvin L. Holt	833	—	833	—	—	—	833
Barbers & Beauticians, Calif.							
State Assn. of							
Joseph H. Honey		—		—	—		—
Noll J. Clement		—		—	—		—
Bartenders No. 284							
Michili Iavenditti	1519	—	1519	—	—	—	1519
Earl Hyatt	1520	—	1520	—	—	1520	—
Beauticians No. 295-A							
Esther Bills	50	—	50	—	50	—	—
Beer Drivers & Helpers No. 203							
Ralph Sherry	629	—	—	629	—	629	—
Boilermakers No. 92							
Charles Loch	—	250	250	—	—	—	250
Joseph Eberle	—	250	250	—	—	—	250
John H. Johnson	—	250	250	—	—	—	250
Billy G. Brake	—	250	250	—	—	—	250
Bookbinders No. 63							
George E. Smith	223	—	223	—	—	223	—
Gino Petrella	223	—	223	—	—	—	223
Bldg. & Construction Trades Council							
Ralph A. McMullen		—		—		—	—
J. J. Christian		—	—			—	—
Bldg. Mat. & Dump Truck Drivers No. 420							
Henry Spiller	5120	—	—	5120	5120	—	—
Bldg. Service Empls. No. 193							
John H. Raymond	—	50	50	—	—	—	50
Cabinet Makers No. 721							
Harlan Poulter	2222	—	2222	—	2222	—	—
Calif. Legislative & Coordinating Council							
F. V. Stambaugh		—		—	—	—	
Carpenters No. 25							
C. T. Lehmann	565	—	565	—	—	565	—
Joseph H. Wilk	566	—	566	—	—	—	566
James L. Keen	566	—	566	—	—	—	566
Carpenters No. 929							
Roy E. Fankboner	1151	—	1151	—	—	1151	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Carpenters No. 1497							
S. L. Roland	1059	—	1059	—	—	—	1059
Carpenters, L.A. District Council of							
William Sidell	1	—	1	—	—	—	1
Cement Masons No. 627							
Martin J. Nelson	608	—	608	—	—	608	—
J. H. Macias	608	—	608	—	—	608	—
Chemical Workers No. 11							
Delmus E. Stutts	520	—	520	—	—	520	—
Chemical Workers No. 452							
Jack T. Swift	285	—	285	—	—	285	—
Chemical Workers, Dist. Council No. 5							
Delmus E. Stutts	1	—	1	—	—	1	—
Cloak Makers No. 55							
Christobel Jacobs	271	—	271	—	—	271	—
Isidor Stenzor	270	—	270	—	270	—	—
Cloak Makers No. 58							
Rose Rosenthal	541	—	541	—	—	541	—
Cooks No. 468							
Augustine A. Garcia	—	—	375	—	—	375	—
Paul E. Greenwood	375	—	375	—	375	—	—
Ralph C. Jensen	375	—	375	—	—	—	375
George Roberts	375	—	375	—	375	—	—
C. A. Schroeder	375	—	375	—	375	—	—
Wm. W. Smith	375	—	375	—	375	—	—
Culinary Workers Jnt. Ex. Board of							
Dale Bradford	1	—	1	—	—	—	1
Dairy Employees No. 93							
Wm. F. Flynn	1701	—	—	1701	—	—	1701
Dining Car Empls. No. 582							
William E. Pollard	—	250	250	—	—	250	—
Editorial Association No. 21241							
Sidney A. King	—	209	209	—	—	209	—
Electrical Workers No. 11							
C. W. Walker	1500	—	—	1500	—	1500	—
Electrical Workers No. B-18							
A. J. McFerrin	700	—	700	—	700	—	—
Electrical Workers No. 1710							
Clinton G. Brame	500	—	500	—	500	—	—
Electrical Workers, Calif. State Assn. of							
John M. Carney	1	—	1	—	1	—	—
George O'Brien	1	—	1	—	—	1	—
Electrical Workers, Jnt. Exec.							
Conf. of So. Calif.							
M. J. Collins	1	—	1	—	—	1	—
Elevator Constructors No. 18							
John E. Dowd	168	—	168	—	168	—	—
Elevator Operators & Starters No. 217							
Alfred Kelly	—	91	91	—	—	—	91
Fire Fighters No. 748							
Harry R. Curry	—	377	—	377	—	377	—
Stephen T. Barnes	—	377	—	377	—	377	—
Food, Drug, Bev. Whsemen No. 595							
James M. Anderson	2673	—	—	2673	2673	—	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Food Processors Packers No. 547							
Hermine Kennedy	100	—	—	100	—	100	—
Fruit, Produce Drivers No. 630							
Bill Andrews	250	—	—	250	—	—	250
Connie Dallessandro	250	—	—	250	—	250	—
Garment Workers No. 94							
Clarence Hillers	—	50	50	—	—	—	50
Garment Workers No. 125							
Ethel Fite	477	—	477	—	—	477	—
Glass Bottle Blowers No. 19							
Milda Johnson	59	—	59	—	59	—	—
Florence Rowley	—	59	59	—	—	—	59
Glass Workers No. 636							
Paul Germon	1240	—	1240	—	—	—	1240
Gunite Workers No. 345							
Albert Smith	70	—	70	—	—	70	—
Hardwood Floor Wkrs. No. 2144							
Gustav H. Olson	356	—	356	—	—	356	—
William Chisnall	356	—	356	—	—	356	—
Hay Haulers No. 737							
Earl L. Houston	125	—	—	125	125	—	—
Hod Carriers No. 300							
Angel R. Perez	—	3750	—	3750	—	—	3750
Hotel Service Empls. No. 765							
John A. Casey	215	—	215	—	—	215	—
Chas. J. McCarthy	216	—	216	—	—	216	—
Ice Drivers & Cold Storage Whsemen No. 942							
Robert E. Currier	150	—	—	150	—	—	150
Insurance Agents No. 86							
Paul W. Cramer	161	—	161	—	—	161	—
Herbert Guthmann	—	162	162	—	—	162	—
Laborers, So. Calif. Dist. Council							
W. Lloyd Leiby	1	—	1	—	—	—	1
Ladies Garment Wkrs. No. 84							
Jerry Ottaviano	270	—	270	—	—	270	—
Ladies Garment Wkrs. No. 96							
Fannie Borax	100	—	—	100	—	—	—
Mildred Plotkin	100	—	100	—	100	—	—
Ladies Garment Wkrs. No. 97							
Joe Di Francesco	270	—	270	—	270	—	—
Ladies Garment Wkrs. No. 445							
Samuel Otto	100	—	100	—	—	—	—
Ladies Garment Wkrs. No. 451							
Sigmund Arywitz	100	—	100	—	100	—	—
Ladies Garment Wkrs. No. 482							
Ruth Lezpona	225	—	225	—	—	—	—
Ladies Garment Wkrs. No. 496							
Pearlina Price	225	—	225	—	—	—	—
Ladies Garment Wkrs. No. 497							
Frank Dato	50	—	50	—	—	—	50
Ladies Garment Wkrs. No. 512							
Theresa Oliver	108	—	108	—	108	—	—
Lathers No. 42							
Louis L. Mashburn	185	—	—	185	—	—	185

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargent	Ash	Quinn	Santa Barbara	Santa Monica	
Lathers No. 42-A Frank H. Rood	1104	—	—	1104	—	1104	—
Lathers, So. Calif. Dist. Council of Louis L. Mashburn	1	—	—	1	—	—	1
Laundry Workers No. 52 Floyd M. Buckalew	750	—	—	750	—	750	—
Laundry Drivers No. 928 John Leggieri	250	—	—	250	—	—	250
Sidney Boone	250	—	—	250	—	—	250
Linoleum & Carpet Layers No. 1247 Bruce Adam	911	—	911	—	911	—	—
Local Freight Drivers No. 208 John W. Filipoff	500	—	—	500	—	—	500
Lumber & Sawmill Wkrs. No. 2288 C. L. Renfrow	—	4063	4063	—	—	4063	—
Machinists No. 311 A. L. Smith	—	1770	1770	—	—	—	1770
Machinists No. 1186 Herbert A. Cooksey	—	2000	2000	—	—	—	2000
Meat Cutters No. 421 Glenn Gilbreath	664	—	664	—	664	—	—
Luther J. Lawson	664	—	664	—	664	—	—
Walter J. Grindstaff	664	—	664	—	664	—	—
Meat & Provision Drivers No. 626 Mike M. Grancich	720	—	—	720	—	—	720
Millwrights No. 1607 Gordon L. Troutman	666	—	666	—	—	—	666
Miscellaneous Employees No. 440 John L. Cooper	—	2767	2767	—	2767	—	—
Misc. Foremen & Supts of Public Works No. 413 Walter Stansberry	110	—	110	—	110	—	—
M.P. Projectionists No. 150 George J. Schaffer	627	—	627	—	627	—	—
Municipal Truck Drivers No. 403 John T. Gardner	181	—	—	181	—	—	181
Musicians No. 47 Warren E. Barker	1000	—	—	1000	—	—	1000
Maurie Harris	1000	—	—	1000	—	—	1000
New Furniture Drivers No. 196 Earl K. Pitts	1375	—	—	1375	—	—	1375
Office Employees No. 30 Joseph A. Anderson	—	135	135	—	—	135	—
Ceola Rae Kingsbury	—	135	135	—	—	—	135
Offset Wkrs. & Prtg Pressmen No. 78 Frank Calderone	—	550	550	—	550	—	—
Operating Engineers No. 12 R. B. Bronson	11050	—	11050	—	—	—	11050
Operating (Stationary) Engineers No. 501 R. W. Tucker	850	—	—	850	—	—	850
Package & Gen. Utility Drivers No. 396 Elmer C. McClelland	500	—	—	500	—	—	500
Painters No. 36, Dist. Council of A. Raymond Swett	—	1	1	—	1	—	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Painters No. 116 W. George Durnin	—	1070	1070	—	—	1070	—
Painters No. 434 Sam Adel	—	363	363	—	363	—	—
Painters No. 1348 Charles E. Allen	—	250	250	—	—	—	250
Paint Makers No. 1232 Paul H. Nicely	341	—	341	—	—	—	341
Painters No. 1798 (Auto. Marine Prod.) R. M. Waite	—	250	250	—	—	—	250
John J. Lazzera	—	250	250	—	—	—	250
Photo Engravers No. 32 Olin G. Voss	511	—	511	—	—	511	—
Pipe Trades, So. Calif. District Council No. 16 Everett E. Schell	1	—	—	1	—	1	—
Plasterers No. 2 F. T. McDonough	162	—	162	—	—	—	162
George Allen	162	—	162	—	—	—	162
Sebastian J. Silicato	163	—	163	—	163	—	—
Plumbers No. 78 Floyd W. Aldrich	1190	—	—	1190	—	—	1190
Mike Sudakow	1189	—	1189	—	—	—	1189
Post Office Clerks No. 64 John W. Mackay	—	183	183	—	—	—	183
J. B. Matthews	—	183	183	—	—	—	183
Printing Specialties No. 388 Don McCaughan	—	1083	1083	—	1083	—	—
Printing Specialties & Paper Products, So. Calif. Joint Council No. 2 Don McCaughan	—	1	1	—	1	—	—
Provision Hse Workers No. 274 Joseph A. Spitzer	2250	—	2250	—	2250	—	—
Retail Clerks No. 770 Gus De Silva	10000	—	10000	—	—	10000	—
Retail Milk Drivers No. 441 James E. Prange	1686	—	—	1686	—	—	1686
Service & Maintenance Empls. No. 399 George Hardy	—	1250	1250	—	—	1250	—
Sheet Metal Workers No. 108 W. N. Marks	—	953	—	953	—	953	—
E. R. Edwards	953	—	—	953	—	953	—
W. F. Roy	954	—	—	954	—	954	—
Eugene Cloud	954	—	—	954	954	—	—
Shinglers No. 1125 W. J. Eicher	625	—	625	—	—	—	625
Sportswear Wkrs. No. 266 John Ulene	250	—	250	—	—	—	250
Lucinia Points	250	—	250	—	250	—	—
Sprinkler Fitters No. 709 John R. Ladika	331	—	331	—	331	—	—
Steamfitters Local 250 R. J. Picard	500	—	500	—	500	—	—
M. L. Hunker	500	—	500	—	—	—	500

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Steel, Paper Hse & Chemical Drivers No. 578							
Ray Nye	200	—	—	200	—	—	200
Stereotypers No. 58							
James Raymond	200	—	200	—	—	200	—
Structural Iron Wkrs. No. 433							
H. V. Kellogg	708	—	708	—	—	708	—
Teachers No. 1021							
Henry L. Clarke	—	116	116	—	116	—	—
Teamsters Automotive Wkrs. No. 495							
Lew W. Parrish	425	—	—	425	—	425	—
Teamsters Joint Council No. 42							
C. W. Chapman	1	—	—	1	—	—	1
Transportation Union 1277 - Street, Elec. Rwy & M.C.E.							
Fred L. Morris	1000	—	1000	—	—	—	1000
Typographical No. 174							
Joseph A. Au Buchon	1700	—	1700	—	—	—	1700
Van Storage & Furniture Drivers No. 389							
Charles F. Naccarato	241	—	—	241	—	—	241
Wayne Hitchcock	242	—	—	242	—	—	242
Dave Darrow	242	—	—	242	—	—	242
Waiters No. 17							
Charles Stirner	2495	—	2495	—	2495	—	—
Waitresses No. 639							
Marie O'Keefe	1468	—	1468	—	—	1468	—
Mae Stoneman	1469	—	—	1469	—	1469	—
Evelyn S. Murphy	1469	—	—	1469	—	1469	—
Wholesale Dairy Drivers No. 306							
Henry A. Merritt	500	—	500	—	500	—	—
Wholesale Delivery Drivers No. 848							
John A. Bowers	2872	—	—	2872	2872	—	—
Women's Union Label League							
Grace Dallassandro	—	1	—	1	—	1	—
MARTINEZ							
Bldg. Constr. Trades Council							
Howard Reed	1	—	1	—	—	—	1
Carpenters No. 2046							
Roy Mattson	—	306	306	—	—	306	—
Central Labor Council							
Hugh Caudel	1	—	1	—	—	—	—
G. A. Paoli	—	1	1	—	—	—	1
Construction Laborers No. 324							
Robert A. Skidmore	1500	—	—	1500	1500	—	—
General Truck Drivers No. 315							
Jack Ahern	2115	—	—	2115	—	—	2115
Painters No. 741							
Patrick L. Lane	150	—	150	—	—	—	150
MARYSVILLE							
General Teamsters No. 137							
Gerald A. Shearin	1250	—	—	1250	—	1250	—
Retail Clerks No. 17							
Courtney Lainhart	25	—	25	—	—	—	25

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
MAYWOOD							
Glass Bottle Blowers No. 148							
Oscar Jordan	—	216	216	—	—	—	216
MERCED							
Central Labor Council							
Albert Pucci	1	—	1	—	—	—	—
Construction & Gen. Laborers No. 995							
Albert Pucci	182	—	182	—	—	—	—
MODESTO							
Bldg. & Constr. Trades Council							
R. L. Cloward	1	—	1	—	—	1	—
Cannery Workers No. 748							
Richard A. De Ford	366	—	—	366	—	—	366
Carpenters No. 1235							
Don L. Meyers	386	—	386	—	—	386	—
Chauffeurs & Teamsters No. 386							
Norbert Miller	368	—	—	368	—	—	368
Culinary Workers No. 542							
Ray Berry	526	—	—	526	—	526	—
Walter E. Hurst	527	—	—	527	—	527	—
Hod Carriers & Laborers No. 1130							
Stuart Scofield	145	—	145	—	—	145	—
Bert F. New	145	—	145	—	—	—	—
Packing House Empls. No. 698							
Martha Johnson	—	162	—	162	—	—	162
Painters No. 317							
Bert Castle	123	—	123	—	—	—	123
Plasterers & Cement Masons No. 429							
C. Al Green	64	—	64	—	—	64	—
Plumbers No. 437							
R. L. Cloward	200	—	200	—	—	200	—
MONROVIA							
Electrical Wkrs. No. 1008							
Arthur E. Tucker	—	420	420	—	420	—	—
Delbert J. Wingard	—	419	419	—	419	—	—
Machinists No. 1893							
Chester Herring	—	166	166	—	166	—	—
John Hild	—	167	167	—	167	—	—
D. O. Townsend	—	167	167	—	167	—	—
MONTEREY							
Carpenters No. 1323							
George Wilson	760	—	760	—	—	760	—
Central Labor Council							
Leslie Jenkins	1	—	1	—	—	—	1
Fish Cannery Wkrs. of the Pacific							
James Rodriguez	—	—	417	—	—	—	417
Hod Carriers & Laborers No. 690							
George E. Jenkins	154	—	154	—	—	—	154
Louis A. Casati	308	—	308	—	308	—	—
MOUNTAIN VIEW							
Carpenters No. 1280							
George E. Prince	—	642	642	—	642	—	—
Clyde Reynolds	641	—	641	—	—	641	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	Hono-lulu
Hardwood Floor Layers No. 3107							
R. W. Wade	163	—	163	—	163	—	—
NAPA							
Bartenders & Culinary Wkrs. 753							
Ernest E. Collicutt	—	350	—	350	—	—	350
Bldg. & Constr. Trades Council							
Louis A. Buck	1	—	1	—	—	1	—
Fred Schoonmaker	1	—	1	—	—	—	1
Carpenters No. 2114							
Fred Schoonmaker	411	—	411	—	—	—	411
Hod Carriers & Laborers No. 371							
Louis A. Buck	198	—	198	—	—	198	—
Jessie O. Payne	198	—	198	—	—	198	—
NEWARK							
Chemical Workers No. 62							
Joseph Seoane, Jr.	191	—	191	—	191	—	—
OAKLAND							
Allied Printing Trades Council							
C. Ray Heinrichs	—	1	1	—	—	1	—
Auto & Ship Painters No. 1176							
Leslie K. Moore	—	286	286	—	286	—	—
Automotive Machinists No. 1546							
E. H. Vernon	—	5000	5000	—	—	—	5000
Bakers No. 119							
Herbert Denk	—	300	300	—	—	—	300
Wm. Wagner	—	300	300	—	300	—	—
Bakers, 9th Dist. Council							
Henry Bartosh	—	1	1	—	—	—	1
Bakery Drivers No. 432							
Lester Summerfield	773	—	—	773	—	—	773
Barbers No. 134							
C. A. Silva	445	—	445	—	—	445	—
Bartenders No. 52							
Steven J. Revilak	1273	—	—	1273	—	1273	—
Boilermakers No. 39							
Harry Higgins	—	260	260	—	—	—	260
James F. Smith	—	260	260	—	—	260	—
Bldg. & Constr. Trades Council							
John A. Davy	1	—	1	—	—	1	—
Building Service Empls. No. 18							
W. Douglas Geldert	—	231	231	—	—	—	231
Edna E. Lallement	—	231	231	—	—	—	231
Benjamin J. Tusi	—	231	231	—	—	231	—
Victor C. Brandt	—	230	230	—	—	—	230
Butchers No. 120							
Everett Davis	2250	—	2250	—	—	2250	—
Candy & Confectionery Wkrs. No. 444							
Harry G. Duggan	—	250	250	—	250	—	—
Cannery, Warehousemen No. 750							
Vernon L. Pankey	4271	—	—	4271	—	—	4271
Cannery Wkrs., Calif. State Council of							
Diamond Renquist	1	—	—	1	—	—	1

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargentl.	Ash	Quinn	Santa Barbara	Santa Monica	
Carpenters No. 36 Joseph Hightower	2215	—	2215	—	2215	—	—
Carpenters No. 1473 Harry Strand	594	—	594	—	594	—	—
Carpet & Linoleum Wkrs. No. 1290 Charles J. Garoni	575	—	575	—	—	—	575
Cement Masons No. 594 M. B. Dillshaw	383	—	383	—	—	383	—
Central Labor Council Robert S. Ash	1	—	1	—	1	—	—
Richard K. Groulx	1	—	1	—	1	—	—
Chauffeurs No. 923 James L. Gray	—	503	503	—	—	—	503
Cleaners & Dye Hse. Wkrs. No. 23 Russell R. Crowell	—	927	927	—	927	—	—
Commercial Telegraphers No. 208 Lawrence Ross	—	50	50	—	50	—	—
George W. Hageman	—	50	50	—	50	—	—
Const. & Gen. Laborers No. 304 Paul L. Jones	361	—	361	—	—	—	361
Cooks No. 228 Jack B. Faber	2000	—	—	2000	—	2000	—
Culinary Workers No. 31 Edrie E. Wright	3730	—	—	3730	—	—	3730
Dept. & Specialty Store Empls. No. 1265 Alvin Kidder	590	—	590	—	—	590	—
Dining Car Empls. No. 456 T. W. Anderson	275	—	275	—	—	275	—
Electrical Wkrs. No. B-595 J. H. Kurt	1250	—	1250	—	1250	—	—
Electrical Wkrs. No. 1245 Ronald T. Weakley	8150	—	8150	—	—	—	8150
Federal Fire Fighters, Alameda Medical Depot G. D. Heide	32	—	32	—	—	32	—
Fire Fighters No. 55 E. F. McNamara	—	727	727	—	727	—	—
Floor Layers No. 1861 Harry C. Grady	100	—	—	100	—	100	—
Gardeners No. 1206 Wm. H. Norman	85	—	—	85	—	85	—
General Warehousemen No. 853 W. D. Nicholas	875	—	—	875	—	—	875
Glass Bottle Blowers No. 137 John Rooks	—	75	—	75	75	—	—
Glass Bottle Blowers No. 141 Elaine Alamedia	541	—	541	—	—	—	541
Glass Bottle Blowers No. 155 James B. Gordon	—	325	325	—	—	—	325
Hodcarriers No. 166 Abel M. Silva	—	250	—	250	—	250	—
Lathers No. 88 William Ward	—	93	93	—	—	93	—

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono-
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	lulu
Laundry Workers No. 2							
Millie Costelluccio	872	—	872	—	—	—	872
Machinists No. 284							
Howard F. Blaisdell	—	1000	1000	—	1000	—	—
Machinists No. 1566							
Richard Kelly	—	1000	1000	—	—	—	1000
Milk Drivers & Dairy Empls. No. 302							
Alfred Silva	600	—	600	—	—	—	600
M.P. Operators No. 169							
Irving S. Cohn	43	—	43	—	—	—	43
John Forde	43	—	43	—	43	—	—
Newspaper Drivers No. 96							
Tony Costanzo	—	247	—	247	247	—	—
Nurserymen & Gardeners No. 300							
K. Nakano	—	75	75	—	—	—	75
Office Employes No. 29							
Jeannette Zoccoli	1602	—	1602	—	—	1602	—
Operating (Stationary) Engineers No. 736							
Fred M. Pruitt	36	—	36	—	—	36	—
Painters No. 127							
Larry Kessell	—	789	789	—	—	789	—
Painters, District Council No. 16							
Floyd W. Peaslee	1	—	1	—	—	1	—
A. L. King	1	—	1	—	1	—	—
Paint Makers No. 1101							
Edward Morgan	399	—	399	—	—	399	—
Plasterers No. 112							
Joseph P. Egan	150	—	150	—	—	150	—
Plumbers No. 444							
Ben H. Beynon	452	—	452	—	—	—	452
Printing Spec. Paper Prod. No. 382							
Marshall Thorpe	—	1516	1516	—	1516	—	—
Printing Pressmen No. 125							
Fred Brooks	—	200	200	—	—	—	200
Retail Food Clerks No. 870							
Charles F. Jones	1200	—	1200	—	—	—	1200
Roofers No. 81							
Con Silveria	—	125	—	125	—	125	—
William Phalanger	125	—	125	—	—	125	—
Sheet Metal Wkrs. No. 216							
George W. Grosser	—	541	541	—	—	541	—
Sheet Metal Workers No. 355							
Aaron R. Stewart	—	200	200	—	—	200	—
Shipyard & Marine Laborers No. 886							
O. K. Mitchell	758	—	758	—	—	—	758
Sleeping Car Porters							
C. L. Dellums	275	—	275	—	—	275	—
Steamfitters No. 342							
John A. Matheis	500	—	500	—	—	—	500

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Street Carmen No. 192							
Fred Stambaugh	250	—	250	—	—	—	250
Emil Scala	—	247	247	—	—	247	—
William M. Castlebury	247	—	247	—	—	—	247
T. V. Van Dalsem	—	247	—	247	—	—	247
T. R. Letkey	247	—	247	—	—	—	247
Teachers No. 771							
W. R. Hudson	—	48	48	—	48	—	—
Ralph Steinhaus	—	48	48	—	48	—	—
Teamsters Automotive Empls. No. 78							
Peter T. Smythe	300	—	—	300	—	300	—
Teamsters No. 70							
Joseph Gonsalves	1181	—	—	1181	—	—	1181
William Cabral	1181	—	—	1181	—	—	1181
Henry J. White	1180	—	—	1180	—	—	1180
Technical Engineers No. 39							
Ted Ray Hodges	—	69	69	—	69	—	—
Theatrical Janitors No. 121							
Roscoe Nanninga	38	—	38	—	—	38	—
Frank Figone	38	—	38	—	—	38	—
Theatrical Stage Empls. No. 107							
John F. Craig	54	—	54	—	54	—	—
Typographical No. 36							
John W. Austin	527	—	527	—	—	—	527
Typographical Unions, Calif. Conf. of							
John W. Austin	1	—	1	—	—	—	1
OLIVE VIEW							
City, County, State Empls. No. 347							
Sidney Moore	—	216	216	—	—	216	—
ORANGE							
General Truck Drivers No. 235							
William Good	—	33	—	33	—	—	33
Sales Drivers & Food Processors No. 952							
Bill Mansfield	200	—	—	200	—	200	—
Merrill Kent	200	—	—	200	200	—	—
OROVILLE							
Bartenders & Culinary Wkrs. No. 654							
Edward A. Doyle	172	—	—	172	—	172	—
Roberta Doyle	172	—	—	172	—	172	—
Central Labor Council							
Edward A. Doyle	1	—	—	1	—	1	—
Roberta B. Doyle	1	—	—	1	—	1	—
OXNARD							
Sugar Workers No. 20875							
Roy Wise	—	—	275	—	—	—	—
PALM SPRINGS							
Carpenters No. 1046							
Arthur Jensen	—	263	263	—	263	—	—
Painters No. 1627							
Ernest G. Schmidt	140	—	140	—	140	—	—

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Reeves	Sargent	Ash	Quinn	Santa Barbara	Santa Monica	Hono- lulu
PALO ALTO							
Barbers No. 914							
Frank E. Erney	50	—	50	—	—	50	—
Rafael Canete	50	—	50	—	—	50	—
Carpenters No. 668							
Ervin B. Schultz	296	—	296	—	—	—	296
James E. Powers	296	—	296	—	—	—	296
W. S. Whitney	296	—	296	—	—	296	—
O. A. Kettenburg	297	—	297	—	—	—	297
Painters No. 388							
Roger M. Brennan	—	340	340	—	—	340	—
PASADENA							
Carpenters No. 769							
Ben V. Doda	622	—	622	—	622	—	—
Floyd S. Alvord	622	—	622	—	622	—	—
Central Labor Council							
Arthur K. Hutchings	1	—	1	—	—	—	1
Hotel-Restaurant Empls. & Bartenders No. 531							
Edith Glenn	1294	—	1294	—	—	—	1294
Meat Cutters No. 439							
Lee Johnson	1542	—	1542	—	—	1542	—
Painters No. 92							
Fred Lampe	—	559	559	—	—	559	—
PETALUMA							
Bartenders & Culinary Wkrs. No. 271							
Earl P. Byars	140	—	—	140	—	140	—
Theo H. Graser	—	140	—	140	—	140	—
PITTSBURG							
Plasterers & Cement Masons No. 825							
W. E. Robbie	108	—	—	108	—	—	108
POMONA							
Barbers No. 702							
Premo M. Valle	112	—	112	—	112	—	—
Central Labor Council							
H. C. Evetts	1	—	1	—	1	—	—
George K. Caye	—	1	1	—	—	—	1
Glass Bottle Blowers No. 111							
John F. McDonald	153	—	—	153	153	—	—
Hod Carriers & Laborers No. 806							
A. L. Telles	315	—	315	—	—	—	315
Painters No. 979							
Albert E. Cash	386	—	386	—	386	—	—
Herb C. Evetts	387	—	387	—	387	—	—
Retail Clerks No. 1428							
Fay Skinner	1116	—	1116	—	—	1116	—
REDDING							
Bldg. Trades Council							
Robert Giesick	1	—	1	—	—	1	—
Culinary Wkrs. & Bartenders & Hotel Service Empls. No. 470							
Otto Quickstrom	385	—	—	385	—	385	—
Clarice Rabe	385	—	—	385	—	385	—

Central Labor Council-Five Counties	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Robert Giesick	1	—	1	—	—	1	—
Hod Carriers No. 961	—	62	—	62	62	—	—
Charles E. McMenamim	—	62	—	62	62	—	—
Murl Crouch	63	—	63	—	—	—	63
Retail Clerks No. 1364	—	—	—	—	—	—	—
H. L. Weingartner	514	—	514	—	—	514	—
REDONDO BEACH							
Carpenters No. 1478	—	—	—	—	—	—	—
Abraham Avoian	631	—	631	—	—	631	—
John Metzler	632	—	632	—	—	632	—
RESEDA							
Carpenters No. 844	—	—	—	—	—	—	—
W. T. Hopkins	1742	—	1742	—	1742	—	—
RICHMOND							
Bartenders & Culinary Wkrs. No. 595	—	—	—	—	—	—	—
Bernice A. Cooper	1666	—	—	1666	—	1666	—
Boilermakers No. 513	—	—	—	—	—	—	—
Ernest M. King	325	—	325	—	—	—	325
Carpenters No. 642	—	—	—	—	—	—	—
Thos. J. Cherry	—	399	399	—	399	—	—
L. T. Curtis	—	399	399	—	399	—	—
R. L. Goodwin	—	400	400	—	400	—	—
Electrical Workers No. 302	—	—	—	—	—	—	—
Thomas J. Ryan	737	—	737	—	—	737	—
Fire Fighters No. 188	—	—	—	—	—	—	—
Leo Yarnell	—	82	82	—	82	—	—
Painters No. 560	—	—	—	—	—	—	—
Chas. M. Hammond	421	—	421	—	—	—	421
Retail Clerks No. 1179	—	—	—	—	—	—	—
Esther Luther	2224	—	2224	—	—	2224	—
RIVERSIDE							
Bldg. & Constr. Trades Council	—	—	—	—	—	—	—
Anthony Verdone	1	—	—	1	1	—	—
Carpenters No. 235	—	—	—	—	—	—	—
John H. Allen	—	475	—	475	475	—	—
Guy B. Marquand	—	476	—	476	476	—	—
Electrical Wkrs. No. 440	—	—	—	—	—	—	—
Roy I. Bussee	91	—	91	—	91	—	—
Walter L. Stephenson	92	—	92	—	92	—	—
Hod Carriers & Laborers No. 1184	—	—	—	—	—	—	—
James L. Smith	1399	—	1399	—	—	—	1399
Painters Dist. Council No. 48	—	—	—	—	—	—	—
Jack T. Cox	1	—	1	—	—	—	1
Retail Clerks No. 1167	—	—	—	—	—	—	—
Ted Phillips	727	—	727	—	727	—	—
Ray Butler	727	—	727	—	727	—	—
Sheet Metal Workers No. 509	—	—	—	—	—	—	—
Hirsca L. Weaver	—	173	—	173	—	173	—
ROSEVILLE							
Central Labor Council of Placer, Nevada & El Dorado Counties	—	—	—	—	—	—	—
Ralph Reynolds	—	1	—	1	1	—	—

PROCEEDINGS OF

SACRAMENTO	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		CITY Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Allied Printing Trades Council							
Joseph J. Selenski		—		—	—		—
Bakers & Conf. Wkrs. No. 85							
Henry Bartosh	—	661	661	—	—	—	661
Barbers No. 112							
C. E. Rynearson	209	—	209	—	209	—	—
Bookbinders No. 35							
Joseph J. Selenski	156	—	156	—	—	156	—
Bldg. & Constr. Trades Council							
James L. Harvey		—		—		—	—
Cannery Wkrs. No. 857							
Mike Elorduy	4514	—	—	4514	—	4514	—
Carpenters No. 586							
John H. Hart	—	2225	2225	—	2225	—	—
Carpenters District Council							
J. B. Russell		—		—	—		—
Carpet & Lin. Workers No. 1237							
W. Wesley Percy	112	—	112	—	112	—	—
Chauffeurs No. 150							
Albert A. Marty	4511	—	—	4511	—	—	4511
Central Labor Council							
Harry Finks		—		—	—		—
Electrical Wkrs. No. 340							
Walter Bielawski	—	125	—	125	125	—	—
Albert E. Romitti	125	—	125	—	—	125	—
Electrical Wkrs., No. Calif. Council							
E. N. Frye		—		—		—	—
Federal Fire Fighters, Gr. Sacto. Area							
Malcolm B. Ogletree	—	46	46	—	—	46	—
Fire Fighters No. 522							
John L. Steely	—	228	228	—	—	228	—
General & Constr. Laborers No. 185							
Percy F. Ball	202	—	202	—	202	—	—
John F. Petersen	203	—	203	—	—	—	203
Edward A. Bear	203	—	203	—	—	—	203
Miscellaneous Empls. No. 393							
Ralph P. Gross	826	—	—	826	—	826	—
Painters No. 487							
G. R. Buckman	242	—	242	—	—	242	—
Plumbers No. 447							
Patrick V. Harvey	300	—	300	—	300	—	—
Printing Pressmen No. 60							
Theodore A. Bishop	122	—	122	—	122	—	—
Retail Clerks No. 588							
James F. Alexander	1583	—	1583	—	—	—	1583
State Employees, Calif. Council of							
William Garrett		—		—	—	—	
Teachers, Calif. State Federation of							
J. Paul McGinnis	—			—		—	—
Typographical No. 46							
Conrad C. Haug	309	—	309	—	—	—	309
Waiters & Waitresses No. 561							
Harry Miller	—	867	—	867	—	867	—

SALINAS	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Central Labor Council Peter A. Greco	1	—	1	—	—	1	—
General Teamsters No. 890 Glen Wilkerson	1083	—	—	1083	—	—	1083
Hotel, Rest. Empls. & Bartenders No. 355 Alfred J. Clark	155	—	—	155	155	—	—
Painters No. 1104 Peter A. Greco	76	—	76	—	—	76	—
Retail Clerks No. 839 Carl N. Carr	378	—	378	—	—	378	—
SAN BERNARDINO							
Carpenters No. 944 William Heibel	267	—	267	—	267	—	—
William A. Dowse	267	—	267	—	—	267	—
Walter K. Chaney	267	—	267	—	267	—	—
Vern C. Rippetoe	267	—	—	267	—	—	267
George A. McCoy	268	—	268	—	—	268	—
O. G. Logan	268	—	—	268	—	—	268
Central Labor Council Chas. H. New	1	—	1	—	—	1	—
Culinary Wks. & Bartenders No. 535 Clare Breitmeir	1668	—	—	1668	1668	—	—
Electrical Wks. No. 477 Jack Carney	275	—	275	—	275	—	—
General Truck Drivers No. 467 Chester F. Stein	626	—	—	626	626	—	—
Hod Carriers & Laborers No. 783 Ray M. Wilson	1262	—	1262	—	—	—	1262
Lathers No. 252 Ivan Lee Buck	189	—	—	189	—	—	189
M.P. Projectionists No. 577 Robert G. W. Bennett	25	—	25	—	—	25	—
L. J. Kelley	25	—	25	—	—	25	—
Plumbers No. 364 Leonard Loyd	172	—	172	—	—	—	172
August Jahnke	172	—	172	—	—	—	172
Herman Benson	172	—	172	—	—	—	172
Sales Drivers & Dairy Empls. No. 166 William S. Trudeau	163	—	—	163	163	—	—
Lloyd Cook	—	162	162	—	—	—	162
SAN BRUNO							
Air Transport Empls. No. 1781 Salvatore Menta	—	50	50	—	—	—	50
Norman McLeod	—	50	50	—	—	—	50
SAN DIEGO							
Bldg. & Constr. Trades Council W. J. De Brunner	1	—	1	—	—	—	1
Butchers No. 229 Max J. Osslo	1800	—	1800	—	1800	—	—
Carpenters No. 1296 J. W. Parker	—	1521	—	1521	1521	—	—
Carpenters No. 1571 Malcolm Mercer	882	—	882	—	—	882	—

	DISTRICT 6		DISTRICT 10		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Carpenters, Dist. Council of Armon L. Henderson	—	1	1	—	—	1	—
Carpet & Linoleum Wks. No. 1711 Robert H. Rees	165	—	—	165	—	—	165
Central Labor Council John Quimby	1	—	1	—	—	—	1
C. O. Taylor	1	—	1	—	—	1	—
Culinary Alliance & Hotel Service Empls. No. 402 Dudley Wright	2713	—	—	2713	—	—	2713
Electrical Wks. No. 465 Vernon W. Hughes	595	—	595	—	595	—	—
Electrical Wks. No. 569 M. J. Collins	1378	—	1378	—	—	1378	—
Fire Fighters No. 145 Wm. H. Gibb	—	238	238	—	—	238	—
H. C. Harmelink	—	239	239	—	—	239	—
Fish Cannery Wks. of the Pacific Frank R. Silva	2000	—	2000	—	2000	—	—
Hod Carriers No. 89 Joseph T. Adams	1841	—	1841	—	—	—	1841
Laundry Wks. Jt. Council No. 2 Henry M. Romiguere	1	—	1	—	—	—	1
Millmen No. 2020 C. O. Taylor	—	206	206	—	—	206	—
Henry G. Wilder	—	207	207	—	—	207	—
Donald K. Overhiser	—	207	207	—	—	207	—
M.P. Projectionists No. 297 E. H. Dowell	82	—	82	—	82	—	—
Painters No. 333 H. C. Baker	725	—	725	—	—	—	725
Retail Clerks No. 1222 Marvin W. Brown	1332	—	1332	—	—	—	1332
Sales Drivers & Dairy Empls. No. 683 Wm. D. Moody	2200	—	—	2200	—	2200	—
Teachers No. 1278 Morton F. McGeary	—	52	52	—	—	—	52
Teamsters No. 542 John Quimby	1088	—	—	1088	—	—	1088
Typographical No. 221 John A. Walsh	310	—	310	—	—	—	310
Waiters & Bartenders No. 500 Charles J. Hardy	1003	—	—	1003	—	1003	—
SAN FRANCISCO							
Allied Printing Trades Calif Council Fred Dettmering	—	1	1	—	—	1	—
Allied Printing Trades Council C. H. Brokaw	—	1	1	—	—	—	1
American Guild of Variety Artists Vince Silk	81	—	—	81	—	—	81
Eddie Bartell	81	—	—	81	—	—	81
Apt. & Hotel Empls. No. 14 Russell A. Dreyer	—	500	500	—	—	500	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargentl	Ash	Quinn	Santa Barbara	Santa Monica	
Automotive Machinists No. 1305							
J. P. Andersen	—	3899	3899	—	—	3899	—
Automotive Warehousemen No. 241							
Wm. J. McKeon	125	—	—	125	—	—	125
Fred Larkins	125	—	—	125	125	—	—
Bakers No. 24							
Edward Kemmitt	—	1500	1500	—	—	1500	—
Bakery Wagon Drivers No. 484							
Clarence J. Walsh	290	—	290	—	290	—	—
Geo. Simmen	290	—	290	—	290	—	—
Jos. E. Davis	—	290	290	—	290	—	—
Barbers & Beauticians No. 148							
M. C. Isaksen	900	—	900	—	—	900	—
Bartenders No. 41							
Royal R. Kenny	2855	—	—	2855	—	2855	—
Boilermakers No. 6							
O. J. Becker	1500	—	1500	—	—	—	1500
Bookbinders No. 31-125							
Albert W. Mattson	—	450	450	—	—	450	—
Bottlers No. 896							
Fred Long	1500	—	—	1500	—	1500	—
Brewers & Malsters No. 893							
Walter J. Gillies	700	—	700	—	—	—	700
Bldg. & Constr. Trades Council							
A. F. Mailloux	1	—	1	—	—	1	—
Bldg., Material & Constr. Teamsters No. 216							
Al Carlson	400	—	400	—	—	400	—
Bldg. Service Empls. No. 87							
Herman Eimers	—	1200	1200	—	—	1200	—
Butchers No. 115							
Frank Scheifler	3075	—	3075	—	—	—	3075
Butchers No. 508							
Edwin Laboure	1808	—	1808	—	—	1808	—
Carpenters No. 483							
Paul J. Clifford	498	—	498	—	—	498	—
Karl Stake	497	—	497	—	—	497	—
Carpenters No. 2164							
John L. Hogg	346	—	346	—	—	346	—
Walter Grant	345	—	345	—	—	—	345
Carpenters, Bay Counties Dist. Council of							
C. R. Bartalini	1	—	1	—	—	—	1
Clement Clancy	1	—	1	—	1	—	—
Carpenters, Calif State Council of							
E. T. Aronson	1	—	1	—	—	—	1
Central Labor Council							
James Symes	1	—	—	1	1	—	—
Anthony Cancilla	1	—	—	1	—	—	1
Chauffeurs No. 265							
N. Cohn	2198	—	—	2198	—	2198	—
Cleaning & Dye Hse Wks. No. 7							
Henry M. Romiguere	247	—	247	—	—	—	247
Albina Baker	248	—	248	—	—	—	248

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		CITY Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Cloakmakers No. 8							
Jack Taub	300	—	300	—	300	—	—
Commercial Telegraphers No. 34							
James W. Cross	—	270	270	—	270	—	—
Nancy R. Clark	—	271	271	—	271	—	—
Const. & Gen. Laborers No. 261							
Pat Devlin	250	—	—	250	—	—	250
Henry J. Brosseau	750	—	750	—	—	750	—
Cooks No. 44							
C. T. McDonough	506	—	—	506	—	—	506
Jos. Belardi	505	—	505	—	—	—	505
Wm. Kilpatrick	505	—	505	—	—	—	505
Al Mason	—	505	505	—	—	505	—
Gust Smirnis	—	—	505	—	—	—	—
Sam Hagler	505	—	505	—	—	—	505
Dental Technicians No. 99							
Lew C. G. Blix	75	—	75	—	75	—	—
Dressmakers No. 101							
Sue Lee	150	—	150	—	—	—	150
Electrical Wkrs. No. 6							
A. L. Pultz	1000	—	—	1000	—	—	1000
Elevator Constructors No. 8							
Frank J. Murphy	150	—	150	—	150	—	—
Elev. Operators & Starters No. 117							
Philip J. Deredi	250	—	250	—	—	—	250
Fire Fighters No. 798							
Francis Brissette	—	1718	1718	—	—	1718	—
Garage Empls. No. 665							
F. L. Manning	250	—	—	250	—	—	250
Garment Cutters No. 45							
Andy Ahern	—	36	—	36	36	—	—
Gov't Empls. No. 922							
Clarence R. Johnson	79	—	79	—	79	—	—
Gov't Empls. No. 634							
Daniel A. Neumann	83	—	83	—	83	—	—
Mary E. Seebach	—	82	82	—	82	—	—
Gov't Empls., No. Calif. Council							
Daniel A. Neumann	1	—	1	—	1	—	—
Hospital & Institutional Wkrs. No. 250							
Agnes Granger	—	600	—	600	—	—	600
Hotel & Club Wkrs. No. 283							
Glenn Chaplin	3160	—	3160	—	—	—	3160
Inlandboatmen's Union							
Raoul R. Vincilione	300	—	300	—	—	—	300
Iron Wkrs. No. 377							
A. F. Mailloux	200	—	200	—	—	200	—
Laborers, No. Calif. Dist. Council of							
Chas. Robinson	1	—	1	—	—	—	1
Ladies Garment Cutters No. 213							
Ralph King	85	—	85	—	85	—	—
Laundry Wagon Drivers No. 256							
W. F. Vaughn	500	—	500	—	—	—	500
Laundry Wkrs. No. 26							
Tillie Clifford	2383	—	—	2383	—	2383	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Lathers No. 65							
Carl B. Stauss	162	—	—	162	—	162	—
Lbr. Clerks & Lumbermen No. 2559							
A. C. Jensen	—	212	212	—	—	212	—
Machinists No. 68							
Frank Gillis	—	1350	1350	—	—	1350	—
Charles A. Spisak	—	1350	1350	—	—	1350	—
Mailers No. 18							
David C. Grundman	200	—	200	—	200	—	—
Marine Cooks & Stewards							
Joe Goren	9500	—	9500	—	—	—	9500
Marine Engineers							
John W. Regan	50	—	50	—	—	—	50
Marine Firemen's Union							
Sam Bennett	2500	—	2500	—	—	—	2500
Master, Mates & Pilots No. 90							
Joseph F. Elb	1200	—	1200	—	—	1200	—
Metal Trades Council, Bay Cities							
Thomas A. Rotell	—	1	1	—	—	—	1
Milk Wagon Drivers No. 226							
Edward J. Dennis	—	1327	—	1327	—	—	1327
Miscellaneous Empls. No. 110							
A. T. Gabriel	2661	—	2661	—	—	—	2661
Musicians No. 6							
A. Ray Engel	1000	—	—	1000	—	—	1000
Newspaper Drivers No. 921							
John C. Healey	607	—	—	607	—	—	607
Office Empls. No. 3							
Phyllis Mitchell	—	400	400	—	—	400	—
Operating Engineers No. 3							
Harry Metz	5416	—	5416	—	—	—	5416
Operating Engineers No. 39							
Matt Tracy	—	250	250	—	—	250	—
C. C. Fitch	—	250	250	—	—	250	—
James F. Rivers	—	250	—	250	—	250	—
S. E. Smith	250	—	250	—	—	250	—
H. H. Sims	—	250	250	—	—	—	250
Operating Engrs., Calif. Conf. of							
Frank A. Lawrence	75	—	75	—	—	75	—
Ornamental Plasterers No. 460							
F. J. Nieberding	—	50	50	—	50	—	—
Painters No. 19							
Don Fitzpatrick	900	—	900	—	—	—	900
Painters No. 1158							
Frank Peck	1080	—	1080	—	—	—	1080
Paint & Brush Makers No. 1071							
Kenneth E. Reeves	—	200	200	—	—	—	200
John R. Shoop	—	200	200	—	—	—	200
Pharmacists No. 838							
Homer L. Asselin	400	—	400	—	—	400	—
Photo Engravers No. 8							
Roy R. Ellison	301	—	301	—	—	301	—
Pile Drivers No. 34							
O. J. Lindell	—	500	500	—	—	500	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Pipe Trades Council, California James H. Martin	1	—	1	—	—	—	1
Plumbers No. 38 William Jennings	2500	—	2500	—	—	—	2500
Post Office Clerks No. 2 M. B. Torres	—	1020	1020	—	—	—	1020
Printing Pressmen No. 24 Arthur Sanford	—	699	699	—	—	699	—
Printing Spec. No. 362 Kenneth Young	—	1000	1000	—	—	—	1000
Prof. Embalmers No. 9049 John F. Crowley	107	—	107	—	—	—	107
Repeatermen & Toll Test Boardmen No. 1011							
John Wallace	225	—	225	—	225	—	—
Retail Cigar Clerks No. 1089 Geo. W. Johns	120	—	120	—	—	120	—
Retail Clerks, Calif. State Council of Larry Vail	1	—	1	—	—	1	—
Retail Delivery Drivers No. 278 Clifford Rucker	—	770	—	770	—	770	—
Retail Dept. Store Empls. No. 1100 Leona Graves	1950	—	1950	—	—	1950	—
Retail Fruit & Veg. Clerks No. 1017 Henry Savin	150	—	150	—	—	150	—
Allen Brodke	150	—	150	—	—	150	—
Retail Grocery Clerks No. 648 W. G. Desepte	1897	—	1897	—	—	1897	—
Retail Shoe & Textile Salesmen No. 410 William Silverstein	400	—	400	—	—	400	—
Roofers No. 40 Thomas R. Moore	—	142	142	—	—	142	—
Walter F. Walker	141	—	141	—	—	141	—
Sailors Union of the Pacific Ed Wilson	5333	—	5333	—	—	—	5333
Sanitary Truck Drivers No. 350 Fernando Bussi	539	—	—	539	539	—	—
Scrap Iron Workers No. 965 Jack Streit	200	—	200	—	—	—	200
Spec. Union, Western Conf. of Kenneth Young	—	1	1	—	—	—	1
John L. Donovan	—	1	1	—	1	—	—
Teachers No. 61 Dan Jackson	—	487	487	—	487	—	—
Teamsters No. 85 Charles Thomas	5000	—	—	5000	5000	—	—
Theatrical Federation, Calif. State Pat Somerset	1	—	—	1	—	—	1
Wm. P. Sutherland	1	—	—	1	—	—	1
Theatrical Janitors No. 9 Ellis Cheney	—	100	100	—	—	100	—
Theatrical Wardrobe Attendants No. 784 Wm. P. Sutherland	50	—	—	50	—	—	50

Typographical No. 21 Cecil P. Farr	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
1458	—	1458	—	—	—	—	1458
Union Label Section							
James C. Symes	1	—	—	1	1	—	—
Edward H. Ponn	1	—	—	1	1	—	—
United Garment Workers No. 131							
Emily B. Rosas	250	—	250	—	—	250	—
Marguerite Rule	—	250	250	—	—	250	—
Upholsters No. 28							
John A. Silva	—	125	125	—	—	125	—
Waiters No. 30							
Sanford Williams	3911	—	3911	—	—	3911	—
Waitresses No. 48							
Hazel O'Brien	4514	—	—	4514	—	4514	—
Warehousemen No. 860							
Fabian Ortiz	2589	—	—	2589	—	—	2589
Web Pressmen No. 4							
Manuel Santos	200	—	200	—	—	200	—
Window Cleaners No. 44							
Tony Borsella	—	200	200	—	—	—	200
SAN JOSE							
Barbers No. 252							
Anthony Agrillo	85	—	85	—	85	—	—
Sam Borruso	85	—	85	—	—	85	—
Bartenders No. 577							
Herschell Morgan	501	—	—	501	—	501	—
Bldg. Service Empls. No. 77							
Julian Gutierrez	—	120	120	—	—	120	—
Cannery Workers No. 679							
Edward Felley	6469	—	—	6469	—	—	6469
Carpenters No. 316							
C. Braeger	1137	—	1137	—	—	1137	—
R. F. Wood	1137	—	1137	—	—	1137	—
Carpenters, District Council of							
Jos. C. Kiefer	1	—	1	—	1	—	—
Cement Laborers No. 270							
Robert H. Medina	2608	—	2608	—	—	—	2608
Electrical Workers No. 332							
Edward C. White	175	—	175	—	—	175	—
Fire Fighters No. 873							
Ralph Bernardo	—	108	108	—	—	—	108
James Mitchell	—	107	107	—	—	107	—
Freight, Const. & Gen. Drivers No. 287							
Al Larin	1200	—	—	1200	—	—	1200
Hod Carriers No. 234							
Robert Spottswood	259	—	259	—	—	259	—
Hotel & Restaurant Empls. No. 180							
Louis Bosco	1462	—	—	1462	—	1462	—
James Pursley	1461	—	—	1461	—	1461	—
Laundry Workers No. 33							
Evelyn Hamilton	341	—	341	—	—	341	—
Painters No. 507							
M. W. Love	—	394	394	—	—	394	—
Charlie A. Davis	—	394	394	—	—	394	—

PROCEEDINGS OF

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	Honolulu
Painters, District Council of Chas. R. Downey	1	—	1	—	—	1	—
Plumbers No. 393 John J. Sternbenz	250	—	250	—	—	250	—
Retail Clerks No. 428 Claude L. Fernandez	600	—	600	—	—	600	—
SAN MATEO							
Bartenders & Culinary Wrks. No. 340 Toy L. Smith	2575	—	—	2575	2575	—	—
Bldg. & Constr. Trades Council U. S. Simonds, Jr.	1	—	1	—	1	—	—
Butchers No. 516 Edwin F. Michelsen	693	—	693	—	—	693	—
Carpenters No. 162 Earl W. Honerlah	1199	—	1199	—	1199	—	—
Central Labor Council Edwin F. Michelsen	1	—	1	—	—	1	—
Constr. & Gen. Laborers No. 389 Chas. Benton	1124	—	1124	—	—	—	1124
Electrical Workers No. 617 Joseph L. McGann	100	—	100	—	—	—	100
Lathers No. 278 Chas. A. Campbell	49	—	—	49	—	49	—
Laundry Workers No. 143 Ruth M. Bradley	150	—	150	—	—	150	—
Machinists No. 1414 Chas. W. Huston	—	100	100	—	—	—	100
Ralph R. Trospen	—	100	100	—	—	100	—
Painters No. 913 John Stoner	270	—	270	—	—	270	—
Paint Makers No. 1053 Lester Baker	—	159	159	—	—	159	—
Ray Angeli	—	160	160	—	—	—	160
Plumbers No. 467 Sam Abruscato	37	—	37	—	—	—	37
Printing Pressmen No. 315 Joy P. Sheldon	65	—	65	—	—	65	—
Retail Clerks No. 775 Carl E. Cohenour	250	—	250	—	—	250	—
Russell Hovland	250	—	250	—	—	250	—
SAN PEDRO							
Auto Machinists No. 1484 Charles H. Weitzel	—	479	479	—	—	—	479
Bartenders No. 591 Andrew Hemnes	400	—	—	400	400	—	—
Butchers No. 551 Clyde A. Bratcher	1754	—	1754	—	1754	—	—
Carpenters No. 1140 R. L. Roscher	519	—	519	—	—	519	—
G. M. Goar	520	—	520	—	—	520	—
Central Labor Council Cecil O. Johnson	1	—	1	—	1	—	—

	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
Culinary Alliance Local 754							
Kitty Howard	825	—	—	825	—	—	825
Lumber & Sawmill Workers No. 1407							
Homer Sullivan	—	500	500	—	500	—	—
Masters, Mates & Pilots No. 18							
Wm. B. Morel	63	—	63	—	—	—	63
Pile Drivers No. 2375							
Cecil O. Johnson	600	—	—	600	600	—	—
Retail Clerks No. 905							
Ben N. Scott	2082	—	2082	—	—	2082	—
Seine & Line Fishermen's Union of the Pacific							
John B. Calise	325	—	325	—	—	—	325
Waitresses No. 512							
Mary J. Olson	356	—	—	356	—	—	356
Edna N. Waugh	355	—	—	355	—	—	355
SAN RAFAEL							
Bartenders & Culinary Workers No. 126							
Elsie Jensen	—	924	—	924	—	—	924
Bldg. & Constr. Trades Council							
Lloyd C. Brooks		—		—		—	—
Central Labor Council							
Hugh Cassidy	—			—		—	—
Gen. Truck Drivers No. 624							
Glen Clark	1739	—	—	1739	—	1739	—
Hod Carriers & Com. Laborers No. 291							
L. C. Brooks	200	—	200	—	200	—	—
Chas. Giannini	200	—	200	—	—	—	200
Kenneth Moser	200	—	200	—	—	—	200
Loney Trimble	200	—	200	—	—	200	—
Lathers, Calif. State Council of							
S. P. Robinson		—	—			—	—
David L. Randall		—	—		—		—
Lathers, Golden Gate Dist. Council							
Rex. B. Pritchard		—	—		—		—
SANTA ANA							
Bldg. & Constr. Trades Council							
Thomas W. Mathew		—	—		—	—	
Carpenters No. 1815							
W. Oscar Wilson	1958	—	1958	—	—	1958	—
Cement Masons No. 52							
Wm. J. Fountain	395	—	395	—	395	—	—
Central Labor Council							
Wm. J. Fountain		—		—		—	—
Electrical Workers No. 441							
W. A. Ferguson	250	—	250	—	250	—	—
Hod Carriers No. 652							
John R. Brady	1762	—	1762	—	—	—	1762
Painters No. 686							
H. K. Bayard	—	620	620	—	620	—	—
C. H. Hanson	—	620	620	—	620	—	—
Plumbers No. 582							
James W. Dawkins	275	—	—	275	—	—	275

PROCEEDINGS OF

SANTA BARBARA	DISTRICT 6		DISTRICT 10-A		CONVENTION CITY		CITY Hono- lulu
	Reeves	Sargenti	Ash	Quinn	Santa Barbara	Santa Monica	
SANTA BARBARA							
Bldg. & Constr. Trades Council							
A. N. Gauthier		—		—	—		—
Carl Hehnke		—		—		—	—
Carpenters No. 1062							
A. N. Gauthier	793	—	793	—	—	793	—
Central Labor Council							
Betty Johnsen		—		—		—	—
Warren Underwood		—		—		—	—
Chauffeurs-Teamsters No. 186							
Robert D. Usery	635	—	—	635	—	—	635
Culinary Alliance & Bartenders No. 498							
Al Whorley	1693	—	—	1693	1693	—	—
Meat Cutters No. 556							
Warren Underwood	203	—	203	—	203	—	—
Russell Jehnke	203	—	203	—	203	—	—
Painters, Calif. State Conf. of							
H. C. Baker		—		—	—	—	
Retail Clerks No. 899							
Betty Johnsen	727	—	727	—	727	—	—
Sheet Metal Workers No. 273							
Carl L. Hehnke	132	—	132	—	132	—	—
SANTA CLARA							
Glass Bottle Blowers No. 262							
James J. Giacobelli	—	100	—	100	—	—	100
Warner P. Basse	—	100	—	100	—	—	100
SANTA CRUZ							
Central Labor Council							
Isabella Spezia		—		—	—		—
Thomas H. Deane		—		—		—	—
Painters No. 1026							
Thomas H. Deane	56	—	56	—	56	—	—
SANTA MONICA							
Carpenters No. 1400							
Robert J. O'Hare	1025	—	—	1025	—	1025	—
Central Labor Council							
George P. Veix, Sr.		—		—	—		—
Walt Ragan		—		—	—		—
Culinary Workers & Bartenders No. 814							
John W. Meritt	3083	—	—	3083	—	3083	—
Meat Cutters No. 587							
George P. Veix, Jr.	178	—	178	—	—	178	—
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Walt Ragan	520	—	520	—	—	520	—
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	Reeves	Sargentl	Ash	Quinn	Santa Barbara	Santa Monica	
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Bartenders & Culinary Workers No. 770							
J. W. Triplett	—	455	—	455	455	—	—
Bldg. & Constr. Trades Council							
Vernon Ketchum		—		—		—	—
Central Labor Council							
Glen Clark		—		—	—		—
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E. N. Frye	200	—	200	—	200	—	—
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George L. Deck	416	—	416	—	416	—	—
STOCKTON							
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Angelo Trucco	407	—	—	407	—	407	—
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Floyd Carmichael		—		—	—		—
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Henry Hansen	—		—			—	—
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Edward Davis	933	—	—	933	—	—	933
Vernon Koenig	933	—	—	933	—	—	933
George Stubbs	934	—	—	934	—	—	934
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Lena Abrew	—	50	50	—	—	—	50
Culinary Alliance No. 572							
Dave Mitchell	—	1250	1250	—	1250	—	—
Hod Carriers & Laborers No. 73							
Louis Allington	250	—	250	—	—	250	—
William M. Hunter	250	—	250	—	—	—	250
Musicians No. 189							
Thomas F. Castles	—	117	117	—	117	—	—
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Alice Hansen	—	25	—	25	25	—	—
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Frank Fluty	—	447	447	—	—	447	—
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Tri-County Central Labor Council							
Raymond Casebeer	—			—	—		—
TERMINAL ISLAND							
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Thomas Ivey	3750	—	3750	—	—	—	3750
TORRANCE							
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Butchers No. 532							
Walter Quinn	670	—	670	—	—	—	670
Central Labor Council							
James Pollard	1	—	1	—	—	—	1
Culinary Workers No. 560							
Ole Twedt	703	—	—	703	—	703	—
Fire Fighters No. 1186							
Edward Hall	—	33	33	—	—	33	—
Robert Guinane	—	33	33	—	—	33	—
Hod Carriers & Laborers No. 326							
W. F. Conley	283	—	283	—	—	—	283
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Stanley Lathen	1000	—	1000	—	—	1000	—
Steel Metal Workers No. 75							
Bert Adkerson	—	175	175	—	—	175	—
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James H. Sullivan	—	51	—	51	—	51	—
Teamsters No. 490							
James E. English	794	—	—	794	—	—	794
VAN NUYS							
Carpenters No. 1913							
C. V. Reyes	2430	—	2430	—	—	—	2430
VENTURA							
Bldg. Constr. Trades Council							
Ronald Benner	—	—	—	1	1	—	—
Carpenters No. 2463							
Don Terry	528	—	528	—	—	528	—
Central Labor Council							
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R. L. Patetzick	935	—	935	—	—	—	935
VISALIA							
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Carl Powell	1	—	1	—	—	—	1
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J. W. Morrill	846	—	—	846	—	—	846
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Fred Bonney	—	695	695	—	—	695	—
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Michael P. Dowdall	—	180	180	—	—	180	—

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Michael P. Dowdall	—	1	1	—	—	1	—
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