

# Proceedings

## First Convention San Francisco, Dec. 9-12, 1958

**CALIFORNIA LABOR FEDERATION, AFL-CIO**

*C. J. Haggerty, Secretary-Treasurer*

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



# California Labor Federation, AFL-CIO

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The Executive Council of the California Labor Federation, AFL-CIO is composed of the President, the Vice Presidents and the Secretary-Treasurer.



# **Proceedings**

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# IN MEMORIAM

## *Jack T. Arnold*

Whereas, Brother Jack T. Arnold, vice president of the Second District of the California State Federation of Labor since 1946, was taken by death on February 8, 1958; and

Whereas, Few men in labor have been more honored than Brother Arnold for the integrity of their leadership, or more beloved for their capacity for true friendship and sympathetic understanding of human as well as trade union problems; and

Whereas, Brother Arnold's role in the phenomenal growth of the labor movement in southern California during the last three decades is an outstanding one, rivalled only by his inspiring success in making the trade unions a vital and indispensable part of community life; and

Whereas, His passing has brought a deep and personal grief to all who knew him, and his loss is keenly felt throughout organized labor in California; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, upon adjournment, shall stand for a moment in silence, remembering our good friend, Jack Arnold, and expressing in this way our sorrow at his passing, our pride in his accomplishments, and our gratitude for his many years of generous endeavor on behalf of labor.

# IN MEMORIAM

## *Harry W. Metz*

Whereas, Brother Harry W. Metz, a vice president of District No. 9 of the California State Federation of Labor since 1956, passed away on July 17, 1958; and

Whereas, His years of service to the California labor movement were marked by his fidelity to the principles of American trade unionism; and

Whereas, He richly merited the affection and esteem with which he was regarded because of his loyal devotion to the aims and aspirations of working men and women everywhere; and

Whereas, His passing will be mourned by all who knew him as friend and brother; therefore be it

Resolved, That when the first convention of the California Labor Federation, AFL-CIO, adjourns, we shall observe a moment of silence in memory of Harry Metz, and in grateful acknowledgement of his contributions to the cause of organized labor in our state.

# IN MEMORIAM

## *Roe H. Baker*

Whereas, Brother Roe H. Baker, president of the California State Federation of Labor from 1924 to 1926, and prior to that time, vice president of the Federation's District No. 9 for six years, passed away on November 12, 1957; and

Whereas, Brother Baker's progressive leadership during the difficult years following the first world war greatly benefited the organized workers of California; and

Whereas, Through many subsequent years of service to our government, his devotion and loyalty to the labor movement was unflagging, and all his life he honored the great principles of trade unionism; and

Whereas, We join with all who mourn the passing of this true and generous friend of labor; therefore be it

Resolved, That when the first convention of the California Labor Federation, AFL-CIO, adjourns, we shall observe a moment of silence in memory of Roe H. Baker and in grateful acknowledgement of his many contributions to organized labor in our state.

# IN MEMORIAM

## *Joseph D. McManus*

Whereas, Brother Joseph D. McManus, a vice president from 1933 to 1938 of what is now District No. 9, passed away on September 15, 1958; and

Whereas, Brother McManus was an active and devoted leader in the California labor movement during one of the most crucial periods in its history; and

Whereas, Throughout his life, his loyalty to the principles and aims of organized labor was firm and true; and

Whereas, He will be greatly missed by his friends and his trade union brothers; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, before adjourning, will express in a moment of silence our sorrow over the loss of this brother, and our appreciation of his generous services to the labor movement in our state.

# PROCEEDINGS

of the First Convention

FIRST DAY

Tuesday, December 9, 1958

MORNING SESSION

## Opening Ceremonies

The merger convention of the California Labor Federation, AFL-CIO, was called to order at 10:20 a.m. in the Civic Auditorium by Peter M. McGavin, Assistant to President George Meany of the AFL-CIO.

Prior to the call to order, the delegates were entertained with a program by the San Francisco Municipal Band, under the direction of John Afendras.

Following the call to order, the delegates joined in singing "The Star Spangled Banner," led by Joseph J. Tissier.

Michael Giovingo of Boy Scout Troop 159 led the delegates in reciting the Pledge of Allegiance to the Flag.

## Invocation

The Most Reverend Hugh A. Donohoe, D.D., Auxiliary Bishop, Catholic Archdiocese of San Francisco, was presented to the convention by Chairman McGavin, and delivered the following invocation:

"Psalm 132 opens with words that have a special meaning for this group today: 'Behold how good and how pleasant it is for brethren to dwell together in unity.'

"It takes but a moment to destroy unity; it takes a good portion of time to restore it. Let us ask God, then, to bless this restoration and to give to the leaders of labor the light to see the price of unity and the honesty to pay that price.

"When groups come together with the firm purpose of permanent union, each group puts aside the demand for an absolute veto power, the device that makes the U. N. in all high decisions powerless. Let this new alliance not forget the voters of California. They have refused to saddle organized labor with the 'right to work' law. Wherefore, let this alliance make clear not only what it will legitimately seek, but what it will sincerely seek to correct within its own household.

"It is our sincere hope that this rebirth of unity as represented by the coming together of the CIO and AFL will be perma-

nent. Therefore we join together in the simple prayer:

"May God guide us, may God enlighten us, may God strengthen us, may God help us, may God lead us. Through Jesus Christ, our Lord. Amen."

## Report of Joint Merger Committee

### General Vice President Manuel Dias

General Vice President Manuel Dias reported for the Joint Merger Committee, as follows:

"(1) The Merger Agreement, Rules and Order of Business, and Constitution have been adopted in separate conventions by the California State Federation of Labor and the California Industrial Union Council held in San Francisco on Monday, December 8, 1958.

"Separate conventions of the California Labor League for Political Education and the California CIO Council on Political Education have adopted a Merger Agreement, Rules and Order of Business and Constitution at separate conventions held in San Francisco on Monday, December 8, 1958.

"Accordingly, the Merger Agreement establishing the California Labor Federation, AFL-CIO, is in full force and effect and the Constitution and Rules and Order of Business attached to such agreement apply to and govern the operations of the merged convention.

"(2) The officers of the merged federation are:

(As the name and office of each officer was announced, they were presented to the delegates by General Vice President Dias.)

President, Thomas L. Pitts.

Secretary-Treasurer, C. J. Haggerty.

General Vice President, Office A, Manuel Dias.

General Vice President, Office B, John A. Despol.

## Geographical Vice Presidents

District No. 1, Thomas L. Goodbody.

District No. 2, M. R. Callahan.  
 District No. 3A, C. T. Lehmann.  
 District No. 3B, Pat Somerset.  
 District No. 3C, George E. O'Brien.  
 District No. 3D, W. J. Bassett.  
 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, H. D. Lackey.  
 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, Chris Amadio.  
 District No. 9D, Newell J. Carman.  
 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.

#### At Large Vice Presidents

Office A, Robert Clark.  
 Office B, Dewitt Stone.  
 Office C, Edward Shedlock.  
 Office D, Herbert Wilson.  
 Office E, Jerome Posner.  
 Office F, E. A. King.  
 Office G, Emmett O'Malley.  
 Office H, Sam Eubanks.

"(3) The eight individuals selected to serve as Sergeants-at-Arms are:

Rex Pritchard, Chief—Golden Gate District Council of Lathers, San Rafael.  
 Ronald Benner—Ventura Building and Construction Trades Council, Ventura.  
 Anthony Cannata—United Steelworkers of America No. 1440, Concord.  
 Otis Clayton—OCAW 1-128, Torrance.  
 Emmett Davis—Marine and Shipyard Workers No. 9, San Pedro.  
 Andy Hemnes—Bartenders No. 591, San Pedro.  
 Jack Kasper—Sailors Union of the Pacific, San Francisco.  
 Tom Nugent—Marine Cooks and Stewards, San Francisco.

"(4) The members of the convention committees are:

#### Committee on Constitution

Co-Chairman—Lee Lalor, Laborers No. 304, Oakland.  
 Co-Chairman—Robert Clark, United Steelworkers No. 1414, Los Angeles.  
 Co-Secretary—John Quimby, San Diego Central Labor Council.

Co-Secretary—Sam Eubanks, American Newspaper Guild, Local 52, Berkeley.  
 Al E. Albertoni—Federated Fire Fighters, Burbank.

Charles F. Armin—Oil, Chemical and Atomic Workers, Local 128, Anaheim.

M. R. Callahan—Bartenders No. 686, Long Beach.

Henry Clemens—Typographical Workers No. 174, Los Angeles.

Francis Donnelly—Street, Railway and Motor Coach Employees No. 1277, Los Angeles.

Jack Hurst—United Auto Workers of America, Local 887, Los Angeles.

George Johns—San Francisco Central Labor Council.

Charles "Pop" Kennedy—Musicians No. 6, San Francisco.

Leonard Levy—Amalgamated Clothing Workers of America No. 55-D, Los Angeles.

Lowell Nelson—Building and Construction Trades Council, Vallejo.

L. A. Parker—Council of Federated Municipal Crafts, Los Angeles.

Burnell Phillips—Riverside Central Labor Council.

John F. Quinn—Bartenders No. 52, Oakland.

R. W. Rivers—Communications Workers of America, Local 9490, Hayward.

Edd X. Russell—Actors Equity, Hollywood.

Isidor Stenzor—Cloak Makers No. 55, Los Angeles.

James Symes—Union Label Section, San Francisco.

#### Committee on Credentials

Co-Chairman—James Blackburn, Painters District Council No. 48, Riverside.

Co-Chairman—Anthony Scardaci, United Furniture Workers No. 262, San Anselmo.

Co-Secretary—Phyllis Mitchell, Office Employees No. 3, San Francisco.

Co-Secretary—G. J. Conway, United Steelworkers of America No. 3941, Downey.

Andy Ahern—Garment Cutters No. 45, San Francisco.

Fannie Borax—Ladies Garment Workers No. 96, Los Angeles.

George Bronner—Ventura Central Labor Council, Ventura.

Claude Cox — Amalgamated Clothing Workers of America No. 55-D, Los Angeles.

Homer Hixon—Bartenders No. 591, San Pedro.

Wayne J. Hull—Painters No. 256, Long Beach.

C. H. Hyans—Bill Posters No. 32, Los Angeles.

W. Loyd Leiby — Southern California District Council of Laborers, Los Angeles.

James A. Lewis—United Rubber Workers No. 100, Compton.

Daniel J. McPeak — Electricians No. 1245, Oakland.

Don L. Meyers—Carpenters No. 1235, Modesto.

Paul E. O'Bryant—Motion Picture Cine-technicians No. 789, Hollywood.

William M. Sloane — Building Service Employees Joint Council of Southern California, No. 8, Los Angeles.

DeWitt Stone—United Auto Workers of America No. 509, Norwalk.

Ed Tanski — United Steelworkers of America Local No. 4670, Huntington Park.

Edna Waugh—Hotel, Restaurant, Cafeteria Employees No. 512, San Pedro.

Ed Wilson—Sailors Union of the Pacific, San Francisco.

#### Committee on Legislation

Co-Chairman—W. J. Bassett, Los Angeles Central Labor Council, Los Angeles.

Co-Chairman—George Kelty, Oil Chemical & Atomic Workers No. 5, Martinez.

Co-Secretary—Everett Matzen, Butchers No. 364, Petaluma.

Co-Secretary—Walter McLogan, United Auto Workers of America, Local 809, Torrance.

Chester Bartalini — Bay Counties District Council of Carpenters, San Francisco.

George Buck — Communications Workers of America, Local 9571, Long Beach.

Robert Callahan—Fire Fighters No. 798, San Francisco.

William C. Carroll — Operating Engineers No. 12, Los Angeles.

Robert Crimmins—Intl. Woodworkers, District Council 13, Oroville.

John Despol — United Steelworkers of America, Local 2018, Los Angeles.

Harry Finks—Sacramento-Yolo Counties Central Labor Council, Sacramento.

Webb Green — Electrical Workers No. 477, San Bernardino.

Jack Kopke — Paint Makers No. 1101, Oakland.

Harold D. Lackey—Bakersfield Build-and Construction Trades Council, Bakersfield.

Charles Marsh — District Council of Painters No. 36, Los Angeles.

Justin McCarthy—American Newspaper Guild, Local 69, Compton.

Hazel O'Brien—Waitresses No. 48, San Francisco.

Sam Otto—Sportswear and Cotton Garment Workers No. 266, Los Angeles.

Charles Robinson—Hod Carriers & Common Laborers No. 294, Fresno.

Larry Vail — State Council of Retail Clerks, San Francisco.

E. H. Vernon — Auto Machinists No. 1546, Oakland.

#### Committee on Resolutions

Co-Chairman—Thomas A. Small, Bartenders No. 340, San Mateo.

Co-Chairman—A. T. Lunceford, Greater L. A. CIO Council, Los Angeles.

Co-Secretary—Albin J. Gruhn, Eureka Central Labor Council, Eureka.

Co-Secretary—Edward Shedlock, Utility Workers of America No. 259, West Covina.

Joseph Angelo—Alameda Central Labor Council, Oakland.

Percy F. Ball—Construction & General Laborers No. 185, Sacramento.

Richard Cartwright—United Auto Workers of America, Local 887, Los Angeles.

Joseph J. Christian—Los Angeles Building and Construction Trades Council, Los Angeles.

Phil Deredi — Elevator Operators No. 117, San Francisco.

Sam Flood—Marine & Shipyard Workers, Local 9, San Pedro.

Charles Foehn—Electricians No. 6, San Francisco.

Armon L. Henderson — District Council of Carpenters, San Diego.

John Hogg—San Francisco Building and Construction Trades Council, San Francisco.



E. A. King—Communications Workers of America, Local 9590, Los Angeles.

Mary Olson—Hotel, Restaurant, Cafeteria Employees No. 512, San Pedro.

William E. Pollard—Dining Car Employees No. 582, Los Angeles.

Howard Reed—Contra Costa County Building & Construction Trades Council, Martinez.

William Sidell—Los Angeles District Council of Carpenters, Los Angeles.

Fred C. Smith—Fire Fighters No. 1014, Los Angeles.

George Wall—Federation of Post Office Clerks, Huntington Park.

Robert F. Willsey—Riverside Building and Construction Trades Council, Riverside.

#### **Committee on Rules and Order of Business**

Co-Chairman—C. T. McDonough, Cooks No. 44, San Francisco.

Co-Chairman—Herbert Wilson, United Rubber Workers, Local 44, Los Angeles.

Co-Secretary—Peter Greco, Painters No. 1104, Salinas.

Co-Secretary—William Milano, United Steelworkers of America, Local 1440, Pittsburgh.

Ray Andrada—United Auto Workers, Local 76, Oakland.

Paul Boyd—Oil, Chemical & Atomic Workers, Local 1-5, Martinez.

Charles Brown—Allied Printing Trades Council, Los Angeles.

Newell J. Carman—Operating Engineers No. 3, San Francisco.

M. J. Collins, Joint Executive Conference of Southern California Electrical Workers, Los Angeles.

Ed H. Dowell—Motion Picture Projectionists No. 297, San Diego.

Ed A. Doyle—Bartenders & Culinary Workers No. 654, Oroville.

Henry Hansen—San Joaquin County Central Labor Council, Stockton.

Charles J. Hardy—Waiters and Bartenders No. 500, San Diego.

William S. Hogan—State Conference of Bookbinders, San Francisco.

Alvin Holt—Barbers No. 295, Los Angeles.

Lilas Jones—Sacramento-Yolo Counties Central Labor Council, Sacramento.

Norman Mohler—Communications Workers of America, Local 9505, Alhambra.

John Schiavenza—Machinists No. 1566, Oakland.

Pat Somerset—Screen Actors Guild, Hollywood.

Jack Tobler—United Auto Workers, Local 1031, Oakland.

Earl Wilson—Theatrical Stage Employees No. 614, San Bernardino.

“(5) In accordance with the provisions of the Merger Agreement, the Joint California AFL-CIO Merger Committee has designated a Joint Credentials Committee which is now recognized for its announcement.”

#### **Report of Committee on Credentials**

Co-Chairman James H. Blackburn reported for the Joint Committee on Credentials, as follows:

“On behalf of the Joint Credentials Committee, I wish to announce that as a result of the certifications of the respective secretaries-treasurers of the California State Federation of Labor and the California Industrial Union Council, the delegates duly accredited to the conventions of the respective organizations have been published and are contained in the list of delegates distributed to you this morning and are duly accredited as delegates to this convention.”

General Vice President Dias continued:

“(6) The Convention Call applicable to this convention reads as follows:

‘After the Joint California AFL-CIO Merger Committee approved an agreement for the merger of the California State Federation of Labor and the California Industrial Union Council, this agreement was approved by the Executive Council of the California State Federation of Labor and the General Board of the California Industrial Union Council.

‘A proposed constitution for the merged state labor organization, which shall be known as the California Labor Federation, AFL-CIO, as well as convention rules and order of business, have also been drawn up and approved by the joint merger committee and the executive bodies of the California State Federation of Labor and the Industrial Union Council.

‘These bodies will recommend the three merger documents—the agreement to merge, the proposed constitution and the convention rules and order of business—

for approval by separate conventions of their respective organizations, which will convene for this purpose in San Francisco on Monday, December 8, 1958.

'You are therefore advised that, on the day following the approval of the three merger documents by each of the separate conventions of the California State Federation of Labor and the California Industrial Union Council, the initial convention of the California Labor Federation, AFL-CIO will convene at 10:00 a.m. in the Civic Auditorium in San Francisco.

'The business of this initial convention shall be to adopt such policies as may be necessary or appropriate to carry out the functions and to effectuate the objects and principles of the new state labor federation.

'The calling and the conduct of the initial convention of the California Labor Federation, AFL-CIO are provided for in the agreement to merge.

#### **'Effective Date**

'The merger agreement provides that the three merger documents—the agreement to merge, the constitution and the convention rules and order of business—“shall become effective upon approval by the separate conventions of the California State Federation of Labor and the California Industrial Union Council, and shall govern the affairs of the federation beginning with the first convention of the new state organization”, except as otherwise provided in the merger agreement.

#### **'Delegates and Voting Strength**

'All delegates who have been duly accredited to the separate conventions of the California State Federation of Labor and the California Industrial Union Council which approved the constitution and other merger documents of the new state labor organization, will be accredited to the initial convention of the California Labor Federation, AFL-CIO.

'The new constitution provides that local unions are entitled to two delegates for the first 500 members or less; one delegate for the next succeeding 250 members or major fraction thereof; and one delegate for each succeeding 500 members or major fraction thereof, not to exceed 10 delegates from any one local union. In those cases—and only in those cases—where an organization is entitled to a greater number of delegates under the constitution of the new state labor federation, additional delegates will be accred-

ited up to such number. In such cases, please advise the Secretary of the number of additional credentials that will be needed for this purpose.

'Central bodies and other similar bodies and councils are entitled to two delegates. Each delegate is entitled to one vote.

'The merger constitution provides that no delegates shall be permitted to represent more than one organization, but a delegate from a central labor body or other similar body or council eligible for affiliation may also represent the affiliated local union in which he holds membership in good standing, if he has credentials from such local union; provided, further, a delegate may represent up to three affiliated local unions, affiliated with the same National or International Union, with a combined per capita vote of not more than 1200, if the delegate is a member in good standing in at least one of such locals from which he has received credentials.

'At this initial convention, local unions will be entitled to a total number of per capita votes upon the membership represented by such delegation at the separate conventions of the California State Federation of Labor and the California Industrial Union Council approving the merger documents.

#### **'Credentials**

'Credentials will be mailed as soon as the computation of the per capita membership and voting strength of each local union has been completed.

#### **'Resolutions**

'When the separate conventions of the California State Federation of Labor and the California Industrial Union Council have both approved the merger documents, all resolutions submitted to each convention shall be referred for disposal to the initial convention of the California Labor Federation, AFL-CIO.

'Convention headquarters will be at the Fairmont Hotel, Mason and California Streets, San Francisco.

'Any further information regarding this convention will be communicated directly to the affiliated local unions and councils of the merging organizations.

'Signed for the Joint California AFL-CIO Merger Committee:

THOMAS L. PITTS, President, California State Federation of Labor

**MANUEL DIAS, President, California Industrial Union Council**

**C. J. HAGGERTY, Secretary-Treasurer, California State Federation of Labor**

**JOHN A. DESPOL, Secretary-Treasurer, California Industrial Union Council'**

Vice President Dias concluded:

"I wish to thank the temporary chairmen and the delegates for the opportunity of bringing this report."

Chairman McGavin then announced:

"At this time it is a great pleasure for the Chair, under Article V, Section 10, to obligate the officers of the new state organization."

### **Obligation of Officers**

As directed by Chairman McGavin, the officers rose, raised their right hands and repeated the following pledge after him:

"I, Peter McGavin, hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability and will uphold the constitution of the California Labor Federation, AFL-CIO, and the decisions of its conventions and the constitution of the AFL-CIO, and the rules governing state central labor bodies."

### **Chairman McGavin**

Chairman McGavin then spoke, as follows:

"At this time, before the Chair introduces the permanent chairman to the convention, I want to say a few words and bring to you, the delegates of this convention, the fraternal greetings of President Meany and the Executive Council of the AFL-CIO.

"President Meany asked me this morning to extend to the officers and delegates his warmest greetings and his wishes for the continued success that both organizations have had in the past. I know the framers of the constitution that you have with you, and that you have adopted, claim that it is not a perfect document, but it is a document with which, together, you can grow stronger in representing our people in the great state of California.

"Also this morning, in another part of the country, another great state merged, the State of New York, bringing the total to 45 states that now have merged. The other three states will be merged within the next 30 or 45 days.

"During the days ahead this organization will face many problems. Problems are something that we in the trade

union movement have faced many times before. You can recall, many of you sitting here this morning, the problem of the company thug and the company gun, the 'yellow-dog' contract, the American Plan, and those who are always out to defeat the principle of the trade union movement. On the other hand, we cannot sit complacently by and think that our job is now done. We have many problems facing us. We shall have problems facing us as long as one family out of every seven families has to live on an income of less than \$2,000 a year. That is a problem that we must face. As long as there are 13 million Americans living in slums, that is a problem that we as trade unionists must face for new housing, better roads. As long as the average social security is only \$66 a month, that again is a problem that we face and will have to correct. Together we can do that job; together we can do it better. I am hopeful, I *know* that you, in a combined organization of California will carry out the objectives and principles and bring to the unorganized workers in the state of California the true principles of organized labor and thus help to organize the unorganized. That is a problem for us that we must face. Together we can do that job.

"Again, on behalf of President Meany and the Executive Council, let me wish you continued success in this new organization."

Chairman McGavin next presented President Thomas L. Pitts, with the following words:

"At this time I want to introduce to you the presiding officer who, I know, has a great labor record, whose leadership will provide you with the instrumentality needed to carry forward. He is known throughout the state as a great leader and a great labor leader of men and women.

"So I present to you your presiding officer, President Thomas Pitts."

### **President Thomas L. Pitts**

President Thomas L. Pitts addressed the convention, as follows:

"Delegates, this is a day of great history in California. In a way, it is ironical, because several years ago I had the audacity to suggest to a convention of the American Federation of Labor, then in session in this auditorium, that this was possibly a good site for the development of labor unity in our nation. Shortly before, a meeting of the United Nations had been held in San Francisco, and it spurred

the thought that this could develop in this same city.

"You did not develop in this city as far as the new national body is concerned, but here we have a convention in session by the actions and work of two of the separate bodies—the California State Federation of Labor and the California Industrial Union Council—establishing the unity of labor that is so needed and so important and so valuable to all those who work for a living.

"Yes, we could stand here and retrace the history of both of our organizations. We could trace them back for many, many years; some 57 or 58 years for the history of the California State Federation of Labor, and a shorter period for the California Industrial Union Council.

"I am sure that in each of them we could find the work of men that contributed greatly to what we have in this great Golden State of California today. Surely, had it not been for those who had the vision and the foresight, the knowledge and the know-how, the energies and the ability to first form the beginning of a federation in this state in the year 1901, we would not have what we have today—all of the things that are designed to aid and to protect the working people in this state. All in the ranks of organized labor have benefited greatly from the courageous, fearless fights that came down through the years and were originally generated by those people of great vision in the year 1901.

"Here today we will put together the thoughts of the many, many representatives of our organizations scattered throughout this state. In previous days we have sometimes had different approaches to our problems. We sometimes may have thought slightly different things. That condition no longer exists.

"Today we meet united; today we meet to cut out the paths that we will travel, to adopt the policies that will be the policies of all of the labor movement in this state. Those of us who are honored and privileged to share in the leadership of this Federation will be obligated to do the bidding of the delegates who have been honored and privileged by their members in being sent to this convention.

"May I assure you that, from this office that I am deeply honored to hold in this new California Labor Federation, I will do my utmost on all occasions to give the best that I can in judgment, ability, and hard work, to bring about those policies and those programs set forth by this con-

vention. Surely sometimes we may err—we are human beings. The only thing I ask for if I should err is that you judge me in the same fashion that I will judge you or the other people among your ranks. We can be charitable to one another. As long as we remain honest in our convictions and our teachings, we will not receive unjust and unfair criticism which would in any way injure us.

"So may I say welcome to each and every one of you. May I say thanks to each and every one of you, and again pledge that in the tradition of a good true trade unionist I shall try to carry on the functions of the office which you have honored me with on this occasion.

"At this time, then, I will declare the First Convention of the California Labor Federation, AFL-CIO, in the City of San Francisco, on this 9th day of December, 1958, open for such business as may legally come before it."

### **Welcome to Delegates**

**Honorable Harold Dobbs,  
Acting Mayor of San Francisco**

President Pitts presented the Honorable Harold Dobbs, Acting Mayor of San Francisco, who welcomed the delegates and presented a key to the city to President Pitts.

### **Report of Committee on Credentials**

Co-Chairman Anthony Scardaci of the Committee on Credentials reported for the committee.

**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 300.

### **Convention Affirms Action Leading to Merger**

General Vice President Dias made the following motion:

"I move in the name of labor unity in the state of California that we affirm the action of the separate conventions of the California State Federation of Labor and the California Industrial Union Council in adopting the merger agreement, the constitution and the convention rules and order of business of the California Labor Federation, AFL-CIO."

The motion was duly seconded and unanimously adopted.

### Letter From Governor Knight

Secretary Haggerty read the following letter, addressed to the convention, from Governor Goodwin J. Knight:

"I have had your kind invitation to address the AFL-CIO convention before me for several days. I have delayed answering in the hope that I might arrange my schedule in such a way that I could accept. I am sure that you appreciate how much I would like to attend. However, the vast number of details involved in winding up my administration make it impossible for me to leave Sacramento at this time.

"Please express my regrets to the convention and extend to them my every good wish for a successful meeting.

/s/GOODWIN J. KNIGHT.  
Governor."

### Report of Committee on Resolutions

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee:

"As a result of the agreement to merge, resolutions introduced at the convention of the California State Federation of Labor and resolutions introduced at the convention of the California Industrial Union Council have been referred to the California Labor Federation, AFL-CIO, for consideration and action. To avoid needless repetition, your committee at this time moves that, with respect to any and all such resolutions, regardless of the reference in the Resolved to either the California State Federation of Labor or the California Industrial Union Council, each resolution shall be deemed to have been amended to provide that the Resolved will read at the outset:

'Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that . . .'

"Without the necessity of such motion being made individually, I accordingly move that the convention concur in this recommendation of the Committee on Resolutions."

This motion was adopted by the convention.

Co-Chairman Small resumed for the committee.

### Policy Statement I

#### Full Employment and the Economy

(a) Lingering high rates of unemployment at near peak recession rates, in the face of a general pick-up in production

and increasing profits, threaten to halt the slow economic upturn in the months ahead.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Sharing the benefits of rising productivity remains a key economic issue in the reestablishment of full employment in an expanding economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) Automation intensifies the problem of keeping purchasing power abreast of productivity advancement, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 136**—"AFL-CIO Program for the Economic Emergency."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 225**—"Support Monopoly Prosecution of General Motors."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement II Taxation

(a) Consistent with the needs of the economy, organized labor in California will continue to press for federal tax relief for low income groups, and recoupment of revenues lost from such relief by elimination of the loopholes, erosions and leakages which have crept into our federal structure over the years.

The committee report:

"Your committee recommends concurrence with respect to this portion of the policy statement, with the exception that with respect to Recommendation 'K' on page 14, the word 'eliminate' is changed to 'revise'."

The committee's recommendation was adopted.

**Policy Statement II**

(b) Organized labor in California formally announces that it will do everything within its power to block the efforts of political leaders and the special interests in the state to bridge the substantial budgetary gap facing the 1959 general session of the legislature by the imposition of any additional sales taxes, whether selective or otherwise, on workers and consumers of this state who are already carrying a staggering, disproportionate share of the state tax burden because of the dominance of consumer taxes in our present state tax structure.

The committee recommended concurrence.

This section of the policy statement was discussed by Delegates Charles MacSwan, Ladies Garment Workers No. 213, San Francisco, and Ervin B. Schultz, Carpenters No. 668, Palo Alto.

The committee's recommendation was then adopted.

**Resolution No. 219**—"Endorse New Tax Revision Initiative Petition."

The committee report:

"This resolution relates to the important subject of state taxation. Labor has long recognized that what is won through economic action is frequently taken away through tax policies that place a disproportionate and unfair burden on workers, as in the case of consumer taxation. The statement of policy just adopted on state taxation is a clear exposition of this unfair distribution of the state tax burden and the need for a long overdue and complete revision of the state tax structure in accordance with organized labor's long-standing policy of taxation on the basis of ability to pay. More specifically, the statement analyzes in detail the pressing tax problem facing the 1959 session of the legislature and states labor's determined stand against any attempt to bridge the estimated \$200 to \$250 million deficit by the imposition of additional sales taxes, whether general or selective, on overburdened workers and consumers, so long as major sources of revenues, through progressive taxation, remain either untapped or virtually untapped. In this connection, the statement is clear and unequivocal that the new state administration and the Democratically controlled legislature will have to answer to the people if they do not adhere to their platform declaration against consumer taxes.

"Accordingly, your committee recommends that this resolution be filed since

Policy Statement II (b) more adequately covers the subject matter. Should the legislature, in the 1959 general session, ignore the present unfair burden of state taxation and impose more taxes on workers and consumers, there will be ample opportunity for the Executive Council of the California Labor Federation, AFL-CIO, to initiate any action deemed appropriate, in accordance with Policy Statement II (b), including going directly to the people if found necessary."

The committee's recommendation was adopted.

**Policy Statement III  
Labor Legislation**

(a) California labor applauds the determination of the national AFL-CIO to seek Congressional enactment of sound, constructive, necessary legislation which will eliminate opportunities for corruption in the field of labor-management relations, and pledges support of similar legislation at the 1959 session of the California legislature.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 5**—"Investigations of Improper Activities in the Labor and Management Fields."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 170**—"Federation Officers to Cooperate With State Agencies re Corrective Labor Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement III**

(b) So-called "right to work" legislation has its roots in Taft-Hartley's infamous section 14b, which must be repealed by the 86th Congress in an overall revision of the Act to remove and replace its numerous, unfair, anti-union provisions with a sound labor relations law which would be fair to unions, management and the public alike.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 227**—"Repeal Destruc-

tive Sections of Taft-Hartley Act"; **Resolution No. 156**—"Repeal Taft-Hartley Act"; **Resolution No. 189**—"Prohibit States from Enacting Labor Legislation More Restrictive than Federal Legislation"; **Resolution No. 212**—"Delete Section 14 (b) of Taft-Hartley Act"; **Resolution No. 262**—"Repeal Section 14b of Taft-Hartley Law."

The committee report:

"The subject matter of these resolutions is concerned with the correction of the provisions of the so-called Taft-Hartley Act.

"Your committee recommends concurrence in **Resolution No. 227**, and recom-

mends that **Resolutions Nos. 156, 189, 212 and 262** be filed."

The committee's recommendation was adopted.

**Resolution No. 110**—"Remove Taft-Hartley Discrimination Against Guards."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Recess

The convention was thereupon recessed by President Pitts at 12:00 noon, to reconvene at 2:00 p.m.

## TUESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:15 p.m.

### Delegation from Japan

President Pitts introduced a visiting delegation with the following words:

"We have with us on the platform this afternoon a delegation which consists of members of the Grievance Procedures, Labor Productivity Study team here under the leadership of Harry A. Russell, of the Office of International Labor Affairs of the United States Department of Labor, Washington.

"These gentlemen are from a varied group of labor organizations in Japan. I should like to introduce them to you at the present time and ask them to rise and be recognized: Mr. Miyamoto, Mr. Hashido, Mr. Ishida, Mr. Matsuyama, Mr. Nahata, Mr. Nakajima, Mr. Tsushima, Mr. Sudo.

"We welcome you here as visitors in this convention and trust that you will glean some knowledge from the operations and functions of this convention which will materially benefit the efforts that you have put into this trip to our country."

### Honorable John F. Shelley

Member of Congress, 5th District,  
California

President Pitts introduced John F. Shelley, Congressman from California's 5th district, with the following words:

"Delegates, a very pleasant situation has developed here on the platform which gives me the opportunity this afternoon

to present to you a man who is so well-known to all of our people in California that he hardly needs any introduction to this convention. He is a man who was my predecessor as President of the California State Federation of Labor; a man with a big pair of shoes, and one who made it a real problem to follow in his footsteps as President of our Federation.

"I think we have no finer congressman in the State of California than the one whom I present to you from the Fifth Congressional District, the Honorable John F. Shelley!"

Congressman Shelley then spoke to the convention, as follows:

"Twenty years ago there were some breaches in the labor movement. Twenty years ago some of us recognized the sad effects that might prevail if that breach continued. For some years thereafter, some of us worked for the unity of the labor movement on a basis of principle, and when we saw that we could not always get it we tried the best we could to get a working relationship among the different factions of labor on those issues that would benefit the working people and against those issues that would be harmful to the best interests of labor in the country.

"It is a thrill for me to be here today at the first session of the reunion of the AFL-CIO in the state of California. I want to extend my congratulations to those who worked it out. I want to extend my hopes and best wishes for many long, continuous years of unity in working together; for a further amalgamation of labor rather than any further splitting off of labor, because I have always believed, and I believe today, that in

unity there is strength and in division there is weakness. The labor movement was built on a dedication to those principles. And today, as you reorganize yourselves in a reunited movement, I think you could do no better than—each and every one of you officers and delegates to this convention, officers and members of every local union—to dedicate yourself to a strong, clean, militant labor movement and to a complete reunion of all of labor for the benefit not only of the working people but for the benefit of this country.

#### **Japanese Strides Toward Democracy**

"I returned just last Friday from two months of a congressional trip through the Far East. I spent some time in the country represented by the delegation here today from Japan. Japan is making terrific strides along the road to democracy. They have a strong trade union movement. It is not completely amalgamated, nor is it the type of labor movement with which we are acquainted. But there is a great recognition in the minds of the Japanese people (sometimes I thought as I talked to them, maybe even a little greater recognition than there is in the minds of some of our people, who are sort of used to these things) of the value of a strong labor movement if they wish to have a democratic way of life.

"I want to take this opportunity to compliment the representatives of the labor organizations of Japan who are here today for the things I saw in that country in their rebuilding, in their knowledge of the benefits of democracy, and to say that these people are our friends; they are on the verge of Russia and communist China; and they have, maybe, a little tougher row to hoe than we have.

"I spent several days with the Seventh Fleet and had the privilege of landing on a carrier; taking off from that area in a jet; flying out over the landing operations of Quemoy and Matsu; seeing the shelling going on from the mainland; seeing a convoy going in to the beach; taking off from the carrier Ticonderoga, landing on Midway; taking off from Midway the next day; and landing in Taipan, Formosa, and visiting some of the government officials there.

"I went down through the Philippines, through Indonesia and to the Malay Peninsula. I came back and spent some time in Hong Kong.

#### **Communist Tension in Far East**

"All through this area there is tension. All through this area there are communist

cells working constantly. All through this area they are looking to the United States for a strong, firm position against communism and, naturally, for our help, our guidance and our advice.

"I want to say one thing very frankly. When I left on this trip in early October I was inclined to be very critical of the policy we have adopted on Quemoy and Matsu. I refrained from saying so publicly because I knew that I was going to visit that area.

"I am no great admirer of Mr. Dulles. But whether it was his policy or Eisenhower's policy or the armed services' policy, after some weeks out there and seeing the reaction of these people who are on the front line of the fight for the control of men's minds, if we had not taken that move when we did and taken the position that we did, we might today, it is my humble opinion, be in a world fight for Formosa. By doing what we did we stopped the move of the communists, who are playing the game of probing here; and if we don't stand and face them, then they move ahead; and if we face them, they back away, as they are in Quemoy and Matsu now, and then they move somewhere else.

"I think that we might as well be reconciled that if we wish to keep the freedom we cherish and see this type of democracy extended throughout the world, the price we pay is small, because we pay in dollars compared to the lives that might be paid otherwise.

"I know that when I talk to a labor convention, I am talking to those who have a great sense of democracy and a great appreciation of what it means to each of us.

"I have been interested in the couple of days that I have been home in seeing newspaper quotes and statements. Yes, a lot of us are on trial. Yes, the Democratic Party is on trial. Every political party is always on trial. And the labor movement is on trial, too,—day in and day out. So let's recognize what is good for people and let's pick good people to do the jobs we want well done, all down the line.

"It is a privilege for me to be back here some seven or eight years since I turned the gavel over to my friend, Tommy Pitts, and to renew my acquaintanceship with the officers with whom I served, Neil Haggerty and the rest of them, and to say hello to all of you.

"I appreciate the opportunity to address you and say a few words, and I want to wish you well, continuous health,



a Merry Christmas and a very prosperous and a very happy New Year!"

### Presentation of Scholarship Awards

Secretary Haggerty introduced to the convention the three winners of the California State Federation of Labor's ninth annual scholarship contest:

"For those now in the new California Labor Federation who do not know, it has been a custom for the past nine years for the old California State Federation of Labor to award three scholarships annually. More than 500 students ordinarily compete for the scholarship, and the winners have their own choice of what school they pick in the way of colleges or universities. Every high school in California and Hawaii is invited to have its graduates compete for the scholarships.

"We have been very fortunate in the type of boy and girl who have won the scholarships each year. Today it is my pleasure and privilege again to present the three winning students of our ninth scholarship contest.

"The first winner is a member of one of our unions, Musicians No. 6. He attended the Hillsdale High School in San Mateo. He has chosen for his university the University of California.

"I now present to you John L. Dolan."

**John Dolan:** "I feel very honored to have won the scholarship. The scholarship has a great deal of value to me in two ways. The first way—the most obvious one—is its monetary value. I have a long way to go for my M.D., and the \$500 that I have received will help me quite a bit, I know.

"The other value is not quite so materialistic, a little more intrinsic. That is the knowledge I have gained in studying for the scholarship.

"As you know, I am now a member of Musicians' Union Local No. 6. And the knowledge I have gained about the labor movement and labor unions helps me to appreciate more the full meaning of my union membership.

"I think the only thing left for me to say is thank you very much."

Secretary Haggerty continued: "The next scholarship winner is a young lady. A year ago two girls won the scholarship as against one boy. This year it is two boys and one girl.

"This young lady attended the Redlands Senior High School in Redlands. She has chosen Mills College.

"It is now my pleasure to present to you this scholarship winner, Barbara Woth."

**Barbara Woth:** "At this time I would just like to express my gratitude for this award. College is a wonderful experience and the fulfillment of one of my longest dreams, and it has been this scholarship that has heartily helped to make this dream come true. But even more, the examination and the test for this made me more aware of the labor movement in America.

"I must admit that before I took the test I did not really know very much about it, and I am so grateful that I had the chance not only to read more about it, but also to come here today and actually see it in action.

"Thank you very much."

Secretary Haggerty continued: "The next winner is the son of a union member; a member of the Newspaper Guild. Some of you may know him. He is quite a well-known photographer.

"This student attended St. Ignatius High School here in San Francisco, and has chosen for his university, the University of San Francisco.

"I now present to you the last of our scholarship trio, Mr. John F. Peterson."

**John F. Peterson:** "I appreciate very much the honor given with my scholarship, and certainly no less the monetary award.

"I would like to express my appreciation to the convention for both. Thank you very much."

Secretary Haggerty concluded: "I know that I present the desires of this convention to these three young people who have been the winners among 500 contestants for three scholarships. It has been our good fortune to hear from previous scholarship winners from time to time. They seek more information, more up-to-date information about the trade union movement. I am hoping that as we meet in our new Federation of Labor that our Executive Council will carry on this particular scholarship contest which we have found so intriguing and so beneficial.

"It brings home once more to the public that organized labor is broad in scope and not limited to just a few small items."

### The Honorable Edmund G. Brown

#### Governor-Elect of the State of California

Governor-Elect Edmund G. Brown, who had previously been brought to the plat-

form by an escort committee composed of Sam Otto, Thomas Consiglio, Richard Cartwright, Sam Bennett and Daniel Del Carlo, was then presented to the delegates by President Pitts with these words:

"When we find ourselves in the presence of the greatest vote-getter the Democratic Party has produced in the state of California, we do not easily find words and flowery things to say about him. So, simply, I present to you, the delegates in this convention, the Governor-Elect, Edmund G. (Pat) Brown of California."

Governor-Elect Brown then addressed the convention:

"Tommy Pitts, Neil Haggerty, and my friends, this is the first time since election day that I have been presented to any group as 'the Governor-Elect of the state of California.'

"It is also the first time that I have walked down this aisle or into any big assemblage since November 4th—since the night of November 4th—and I can only tell you that it is a whole lot different walking down as the Governor-Elect than as the Attorney General.

"I cannot give you the difference, but it is something very, very potent and very strong.

"You know, I suppose I should have some sort of a union, now, too, because I have an employment agency up there in Sacramento that I have been working on for the past two weeks!

"I can only tell you that I am going to call upon some of you to help me, but as I look around this great group that helped me, I can only tell you that I cannot call on all of you!

"Sincerely, it gives me a great deal of pleasure to be with you on this historic occasion, the unification of the California State Federation of Labor and the California Industrial Union Council. You are showing in your deliberations today, and I am sure that you will continue to show during the remaining days of your convention, a deep sense of responsibility toward the working men and women that you represent, and toward the general public. Unions have long been a great force for good in California and throughout the nation as well. I think the people of this state expressed that approval in their defeat of Proposition No. 18 in this state.

"A unified movement will, I know, continue to contribute its share to the solution of the tough problems brought on by the tremendous growth of the state of

California. It has taken many months, I know, of hard work to bring you to the point that you have reached today; but nothing worthwhile ever was attained without that sort of hard work.

"We—you and I together—discovered that during the recent campaign, and I have a feeling that it's going to be impressed upon all of us even more forcibly in the difficult days ahead.

### Labor's Great Role in the Election

"I want to thank you for the tremendous help that you and your organizations gave me and all of the Democratic candidates during the recent campaign. You registered new voters, you worked at the grass roots stirring up voters' interest in the issues and the candidates, and you helped turn out voters on November 4th in unprecedented numbers for an off-year election. You have to be a candidate like I was, to walk into a restaurant and have the waiters or the waitresses tell you that they were all for you; or to ride in a cab, or to go into a television studio, or to ride on a plane and talk to the airplane pilots—you have to be a candidate to know really the tremendous effect of what you did in this campaign. Your assistance certainly was a big factor in my sweeping success and that of the Democratic Party in California. I know that I speak for all the Party's candidates when I express my gratitude to you for that support. But I am sure that you will agree with me that our task is just beginning.

"We have a new administration to put together, and let me assure you that I intend to consult with leaders from every segment of our society to make certain that the administration will be the best attainable. And when I say 'I intend to consult with leaders from every segment of our society,' I assure you that it includes the leaders of organized labor in the state of California.

"This is the time for new ideas and new decisions and new dimensions in our state government. It is the time for a return to the pioneering spirit in government typified by Franklin Delano Roosevelt.

### Tremendous Problems Facing California

"I can tell you from 15 years of experience in public life—seven years as district attorney of this city, and 20 days short of eight years as the Attorney General of this state—that you cannot have the kind of government that the people of this state want and the kind of government that you want, if we settle for any-

thing less than the best in the men and women who are to run it. More important, we must find solutions to the tremendous problems facing California in the years immediately ahead.

"I suggested some of these solutions during the campaign. I shall expand upon them in my inaugural address and in special messages to the state legislature that will follow. For example, I have already held a series of conferences on two of the great problems facing us—our fiscal situation and our water problem. And I might say that Neil Haggerty has sent to me the recommendations of your committee, and I want you to know that I only received it this morning. I have not had an opportunity to study it, but I assure you that it will be given my earnest consideration.

"In addition, I have pointed out that to meet the challenges of the years ahead we must utilize all of our human resources. We simply cannot afford the luxury or the cost in manpower of human discrimination; and above all, we cannot compromise the principles on which this great nation was founded if we are to win the battle for men's minds and hearts into today's complex global society.

#### **Labor Legislation Program**

"I think that most of you know, too, that I have consulted with labor and management and government leaders on still another subject just as close to your mind and your heart. I refer, of course, to my labor legislation program. Most of its provisions came either from the AFL-CIO Ethical Practices Code or from the Kennedy-Ives bill supported in Congress by the AFL-CIO, but killed in the Senate because of opposition from the radical Right.

"Others, such as the proposal to provide impartial machinery through which employees could by secret ballot vote to designate or not designate a particular union as their bargaining agent are changes which have long been sought by the union movement itself.

"I believe that the legislation that I have proposed carries out principles of decency and honor, and reinforces the welfare of our working men and women. But I know that it cannot be effective legislation unless it has the active support of the entire community. It cannot be effective unless it has your support.

"I urgently request that you work with me to assure that the legislation as finally drafted will be fair legislation, that it

be responsible legislation, and that it be legislation that will benefit all California.

"I also hope that I may have, and I know that I will have it, because I have watched Neil operate up there in Sacramento for a long time, and I am going to need, your cooperation on all the tough, hard problems facing California: fiscal; water; education; governmental reorganization; and the need to bring new industry and new jobs and new payrolls to our state.

#### **Widest Support Needed**

"Labor found that it could not realize its full potential so long as it remained divided. I believe equally that a government divided from the people it is supposed to serve cannot fulfill its responsibilities, and to prevent that division responsible government must have the support of leaders like yourselves, leaders from labor, from business, from education, from the churches, and from our great community organizations. With their cooperation California will reach the eminence it so richly deserves as the greatest as well as the largest state in the union.

"I know that I can count on that sort of cooperation from each and every one of you. I know that I will have your, let us say, constructive criticism when I might leave what you believe to be the path of righteousness. And that I welcome, too.

"Once again, let me congratulate you on the historic beginning that you have made here today. I know that in the months and years ahead you will continue to mold and solidify your new united organization into a strong instrument for the advancement of the welfare of mankind everywhere.

"Thank you for inviting me to be with you here today. I hope within the limits of the job that I am trying to do in these two preparatory months before I take over that I will see a great deal of a great many of you. But whether I am able to do it within these first 30 or 60 days, please believe me that I hope to see a great deal of you in the great tomorrow."

President Pitts then said: "Delegates, to Governor-Elect Brown, may I say that we are duly appreciative to him for taking the time from what we know is an extremely busy schedule to come to this convention, the first of the California Labor Federation, to deliver this message to us.

"I would like to announce to Governor-

Elect Brown that this morning this convention, in adopting a portion of its policy statements, did adopt a program which extends to him full cooperation in developing sound measures to eliminate corruption and at the same time preserve the traditional and legitimate functions of trade unions.

"We offer and extend the full cooperation adopted in our policy statements this morning, and we wish for you the greatest of success in your tenure in office as Governor of the State of California."

### Report of Committee on Resolutions

Co-Chairman A. T. Lunceford of the Committee on Resolutions reported for the committee as follows:

#### Policy Statement III

(c) Establishment of state procedures and machinery for the democratic determination of bargaining rights for employees in intrastate commerce ranks high among the goals of California labor at the 1959 general session of the legislature.

The committee recommended concurrence.

Delegate James Carbray, Steelworkers No. 2018, spoke briefly in support of the committee's recommendation.

The committee's recommendation was adopted.

#### Resolution No. 134—"Right to Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 142—"Committee to Safeguard Labor's Legislative Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Policy Statement III

(d) California labor extends full support to the AFL-CIO in pressing for a federal minimum wage of \$1.25 per hour, and the extension of the Fair Labor Standards Act to the millions of low-paid Americans who are clearly engaged in employment falling within the scope of interstate commerce, but who are currently without any protection under the federal law.

#### Resolution No. 22—"Minimum Wage";

#### Resolution No. 220—"Nationwide Minimum Wage of \$1.50 Per Hour."

The committee report:

"Your committee recommends that this section of Policy Statement III be amended by striking in the title and in the body of the section '\$1.25' and inserting 'at least \$1.50.'

"With this amendment, your committee believes that the Policy Statement more realistically reflects the current status, and believes that undoubtedly the national AFL-CIO will revise their proposals to call for a \$1.50 per hour minimum.

"In addition, the second and last Resolved of Resolution No. 22 should be amended by striking '\$1.25' and inserting 'at least \$1.50.'

"Your committee accordingly recommends concurrence in Section (d) of Policy Statement III, as amended; concurrence in Resolution No. 220, and concurrence in Resolution No. 22 as amended."

Delegate Kathryn I. Akin, Communications Workers No. 9421, spoke in connection with Resolution No. 22, as follows:

"In the state of California, the telephone industry has a number of small exchanges that are exempt from the Fair Labor Standards Act. I speak in favor of the legislation to assure these sisters of ours a fair standard of living.

"Telephone rates are established on a fair return of profit to the industry. The telephone operators deserve a fair and decent standard of living. I urge that the proper consideration be given to correcting this inequity."

The committee's recommendation was thereupon adopted.

#### Resolution No. 231—"Prevailing Union Wages in All Government Contracts."

The committee report:

"Your committee recommends that in line 9 of the Resolved, the word 'other' be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

#### Policy Statement III

(e) The present archaic minimum wage procedures in California should be replaced by a state fair labor standards act patterned after the federal law, providing for a statutory minimum wage of \$1.25 per hour, with coverage for men as well as women and minors.

The committee report:

"Your committee recommends that in the title and in the body '\$1.25' be stricken and '\$1.50' be inserted, and as so amended, your committee recommends concurrence with Section (e) of the statement. The reason for the change is identical with the reasons given for the change as in Section (d) of the policy statement just approved by this convention."

The committee's recommendation was adopted.

**Resolution No. 228**—"Increase Appropriation for Division of Labor Law Enforcement."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement IV**

##### **Agricultural Labor**

(a) The plight of the agricultural worker is a moral, economic and social scandal requiring a fundamental re-evaluation of all state and federal socio-economic legislation enacted in the past two and a half decades, which, by exclusion, has reduced the agricultural worker to the level of a second class citizen.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Organized labor will continue 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.

#### **Policy Statement V**

##### **Unemployment Insurance**

(a) The gross inadequacy of the nation's joint federal-state unemployment insurance program, so dramatically and appallingly demonstrated at the peak of the current recession earlier this year, demands the enactment of adequate federal minimum standards for state programs, so that every American, regardless of his state of residence, may realize a measure

of protection against the hazards of unemployment.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:

- (1) Increase the maximum weekly benefit amount from \$40 to at least \$65.
- (2) Provide dependency benefits, in addition to the weekly basic benefit, at the rate of \$5.00 per 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 workers who are unemployed more than one week.
- (4) Increase benefit duration period from a maximum of 26 to 39 weeks.
- (5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations and of city, county and state government.
- (6) Abolish California's "merit rating" system.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement—Section A**

##### **Supplemental Unemployment Benefits**

Unions in California have negotiated collective bargaining contracts which provide for the supplementation of state unemployment benefits.

Experience has shown that large numbers of the population of California do not enjoy permanent employment by reason of which their purchasing power is unstable; and this is detrimental to the interests of the people of California as a whole.

These supplemental unemployment benefits have been a valuable and necessary means of economic support for union members during the recent and current recession. The California Labor Federa-

tion, AFL-CIO, affirms its support for collective bargaining agreements which provide for the supplementation of state unemployment benefits during periods of unemployment.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 2**—"Supplemental Unemployment Benefits"; **Resolution No. 46**—"Supplemental Unemployment Benefits."

The committee report:

"The subject matter of these resolutions is similar; namely, supplemental unemployment benefits.

"Your committee recommends concurrence in **Resolution No. 46**, and further recommends that **Resolution No. 2** be filed."

Delegate Stanley O'Neill, Steelworkers No. 2869, spoke in support of the committee's recommendation.

The committee's recommendation was thereupon adopted.

Co-Secretary Edward Shedlock resumed the committee's report.

#### Policy Statement VI

##### Unemployment Disability Insurance

(a) The maximum weekly benefit amount should be increased to \$65, with additional benefits for dependents, as recommended for unemployment insurance.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The waiting period for all disability spells lasting more than one week should be compensated.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) Benefits should be made payable for disabilities caused by or arising in connection with pregnancy.

The committee recommended concurrence.

The committee's recommendation was adopted.

(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.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Policy Statement VII Workmen's Compensation

(a) The weekly benefit amount for both temporary and permanent disability should be increased to a minimum of \$20 and a maximum of \$70, so that a substantial majority of workers who suffer industrial injury will receive a benefit which conforms to the wage-loss compensation standard prescribed by the law itself, as intended by the framers of California's compulsory workmen's compensation program.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at a rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) The so-called waiting period should be compensated in all cases lasting more than one week, and should be eliminated entirely in cases involving hospitalization.

The committee recommended concurrence.

The committee's recommendation was adopted.

(d) Coverage should be made mandatory for employment in agriculture and domestic service.

The committee recommended concurrence.

The committee's recommendation was adopted.

(e) The present inadequate and arbitrary limitation on the duration of death benefit payments should be removed so as to permit the continuation of payments to a dependent's spouse until death or remarriage, with additional benefits for other dependents.

The committee recommended concurrence.

The committee's recommendation was adopted.

(f) California's workmen's compensation law should be amended to provide for a long overdue 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.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 49.**—"Selection of Referees by the Industrial Accident Commission."

The committee report:

"Your committee is completely sympathetic with the objective of the resolution, but believes it can be obtained only if such individuals are willing to compete in the examinations, which according to its information is not currently the case.

"Your committee accordingly believes that, while concurrence in the intent is above expressed, this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 229.**—"Increase Appropriation for Industrial Accident Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement VIII

#### Social Security and Welfare

(a) California labor applauds the improvements in the federal Old Age and Survivors' Insurance Program enacted by the 85th Congress, and calls upon the 86th Congress to continue along the road of substantial improvements in this program.

The committee report:

"Your committee recommends with respect to this section of Policy Statement VIII, that paragraph 11, appearing on page 146, be amended by striking the last sentence in its entirety: This sentence reads: 'Such measures are sounder than the reduction of the retirement age for all men to 60 which would be a great expense to the trust fund.' As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

### Policy Statement VIII

(b) Organized labor in California, in the development of union health and welfare programs through collective bargaining, has not lost sight of the over-riding need for a comprehensive prepaid medical care program designed to provide qualitative medical care for all, regardless of income.

The committee recommended concurrence.

Delegate Walter P. McLogan, Automobile Workers No. 809, spoke in support of this policy statement.

The committee's recommendation was thereupon adopted.

**Resolution No. 12.**—"Health Insurance, Medical and Hospital Care."

The committee report:

"The subject matter of this resolution is concerned with so-called medical care.

"Your committee, after thoroughly reviewing the resolution, believes that the subject matter is more desirably and specifically covered in Statement of Policy VIII, Social Security and Welfare, (b): 'Organized labor in California, in the development of union health and welfare programs through collective bargaining, has not lost sight of the over-riding need for a comprehensive prepaid medical care program designed to provide qualitative medical care for all, regardless of income,' and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 16.**—"Health and Welfare Plans"; **Resolution No. 8.**—"Health and Welfare Plans"; **Resolution No. 42.**—"Health and Welfare Plans."

The committee report:

"The subject matter of these resolutions is similar, namely, the costs charged for the services rendered under the existing so-called health and welfare programs. Your committee recommends concurrence in **Resolution No. 16**, and further recommends that **Resolutions No. 8** and **No. 42** be filed."

The committee's recommendation was adopted.

### Policy Statement VIII

(c) Organized labor will continue to give active support to the liberalization of

the so-called "categorical aid" public assistance programs in the state for the needy aged, children, blind and totally and permanently disabled.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 10**—"Old Age, Survivors and Disability Insurance."

The committee report:

"The committee recommends that the 7th paragraph of this resolution be stricken in its entirety. The 7th paragraph now reads: 'In a separate resolve passed by this national convention on health insurance, hospital and medical care, we called for coverage of the greatest single need of the age—medical care.'

"Your committee recommends that the 7th paragraph just read be stricken in its entirety, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

#### Policy Statement IX

##### Civil Rights

(a) Organized labor in California, working in cooperation with the national AFL-CIO Committee on Civil Rights, solemnly dedicates itself to the vital and historic task of extending equal rights and equal opportunity to every aspect of American life.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 17**—"Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 128**—"Support Supreme Court's School Desegregation Order."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 143**—"Enforce Supreme Court Ruling on School Integration."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 223**—"Commend U. S.

Supreme Court for Its Ruling on School Integration."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 267**—"Civil Rights Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 271**—"Support AFL-CIO Civil Rights Committee and Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Policy Statement IX

(b) The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices to secure the enactment of FEP legislation with enforcement powers at the 1959 general session of the California legislature.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 266**—"Enact State Fair Employment Practices Legislation"; **Resolution No. 3**—"Civil Liberties and Civil Rights Mobilization"; **Resolution No. 145**—"State Senate and Fair Employment Practices Bill"; **Resolution No. 240**—"Support State FEPC Bill"; **Resolution No. 270**—"New FEPC Campaign:"

The committee report:

"The subject matter of these resolutions is concerned with fair employment practices legislation and with the calling of a mobilization meeting to deal with the same. The committee recommends concurrence."

The committee's recommendation was adopted.

#### Policy Statement IX

(c) Organized labor in California calls for intensified action to remove the blight of discrimination in the pattern of home ownership and occupation in America.

The committee recommended concurrence.

The committee's recommendation was adopted.



**Resolution No. 155**—"End Discrimination in Housing"; **Resolution No. 234**—"Eliminate Discrimination in Housing"; **Resolution No. 253**—"Establish Civil Rights Department in California Labor Federation, AFL-CIO."

The committee report:

"The subject matter of these resolutions is similar: namely, an elaborate program for the purpose of eliminating discrimination in housing.

"Your committee recommends concurrence in **Resolution No. 155**, and that **Resolutions Nos. 234 and 253** be filed.

"With respect to **Resolution No. 253** dealing with a department in the merged Federation, it is to be noted that a standing committee is expressly provided for in the Constitution, and, accordingly, is adequately provided for by the express provision of the Constitution."

The following discussion and action took place:

**Delegate Marl Young**, Musicians No. 47, Los Angeles, spoke as follows:

"I would like to speak against the recommendation of the committee insofar as they fail to include **Resolution No. 253** in their recommendation. Even though our policy statements call for the establishment of a standing committee, it does not seem to me that a standing committee would have the same stature or the same status as a permanent civil rights department. It seems to me that it is time for organized labor to take the bull by the horn and really go after this problem of discrimination. Every time we have had FEPC legislation up before any of our bodies, the city council, the board of supervisors of the county or the state legislature, organized labor has always had representatives to push for the passage of such legislation. Yet we have failed to set up the proper civil rights departments within organized labor to fight discrimination not only in industry but the discrimination that still exists in labor unions. We have now the plight of discrimination existing in labor unions, and yet labor states that it has a policy of nondiscrimination in housing.

"I urge you to adopt **Resolution No. 253**, because I feel that this is the best way to do this; and I feel that a permanent civil rights department, with a full-time paid officer who will have nothing to do but look after this civil rights issue, which I say is the outstanding issue of our day, will be the best way in which to do this.

"Before I leave the podium I should

again like to ask for a matter of procedure: Are amendments proper at this time to any of the resolutions?"

**President Pitts**: "Amendments, if they are offered to the committee's report, will be proper."

**Delegate Young**: "I would like to add this amendment, then, to the committee's report: that . . ."

**President Pitts**: "Just a moment. The chairman must advise you that under good rules of order you cannot make a speech in the first instance and then offer a motion to amend thereafter."

**Delegate Young**: "I bow to the Chairman's ruling."

**President Pitts**: "Your amendment would not be in order after you have made this speech."

**Delegate Young**: "I bow to the ruling of the Chair, and I urge again that you adopt as part of your report **Resolution No. 253**; and I should like to urge that discussion of **Resolution No. 253** be open to the assemblage at this time."

**President Pitts**: "The Co-Chairman of the committee feels that he might be able to clear some of the air a bit, if you will permit."

**Co-Chairman Lunceford**: "In Article X of your Constitution, you have a provision for the following Standing Committees: Legislation; Education, Community Services; Safety and Occupational Health; Civil Rights; and Housing. The committees are to have staff designated by the Secretary-Treasurer, 'which committees shall be composed of members of the Executive Council,' et cetera."

President Pitts recognized Delegate Sam Flood, Marine & Shipbuilding No. 9, San Pedro.

**Delegate Flood**: "On this situation of discrimination and segregation, it is a sad thing to the individuals who have to receive these abuses. Those of you who inflict these abuses do not realize the feeling of the receiver. It really has been so bad in times past until we who receive it doesn't even feel it any more. It don't seem to hurt so very much any more. But, believe me, it is hurting you—and it is hurting you badly. And that is one of the reasons that I am standing here, begging of you to save yourself from yourself by accepting me according to your information of the Bible, in which the Lord thy God wrote in the sand that all men are created equal. And let's try to live up to that.

"I say that because I know before conventions and other things you have passed these laws; you have spoken about them; you have had them in your legislature, and all of these things. But you do not make a law to punish the guys who do not carry out your mandate. You always make these things and you fix it so that the guy who commits the crime has a loophole to escape.

"It is a late day now, my brothers and sisters. Let us not play any more. Let us light our lamps and quit stumbling through the dark. For our own benefit and for the safety of the rock that holds up the soil which you plant your feet upon, let us walk clearly, straightly and down the narrow path.

"And another thing, Mr. Chairman: I have been used to hearing people. If they believe in a thing they vote yes, and if they do not believe in a thing they vote no. And in a crowd like this, it seems to me that they are voting very quietly. They should vote yes or no. I like to hear voices."

**Delegate William E. Pollard**, Dining Car Employees No. 582, Los Angeles: "I rise to support the recommendation of the committee. I would like to call to the attention of this great body that there are more resolutions on civil rights than on any other issue of the convention. I think it is significant that such is the case, because the question of civil rights is important throughout the world.

"I am very happy that the policy statement on civil rights that is in the process of being adopted by the California Labor Federation is one of the most progressive documents that has ever come from any labor federation in these United States. I would like to say that while I believe the resolution referred to is a good resolution, it is in contradiction to several documents—particularly the merger agreement documents—and purports to amend the documents. And because of that, I believe the resolution must be filed.

"I believe further that the matter of civil rights and the other things that we would like to take care of under civil rights can be done in the standing committees. I believe that with the merged federation representing all of the unions of this state, that the officers of the State Federation are going to see that sufficient personnel is placed on that committee in order that it may properly function.

"Again, I say I believe that the records

will show the policy statement of this federation on civil rights will go down in history as the most advanced document adopted by a state federation in the United States, and I hope that this delegation will adopt the recommendation of the Resolutions Committee."

**Delegate Thomas Monroe**, San Francisco County Council: "I would like to move the amendment to the committee report on the adoption of **Resolution No. 253.**"

**President Pitts**: "The motion is to amend the committee's report, which would read to concur in **Resolution No. 253.**

"Is there a second to the amendment?"

The motion was duly seconded, and President Pitts continued:

"The question before us at the time is contrary to the motion that is upon the floor in providing an amendment to adopt a resolution which the committee's recommendation has already recommended be filed. So the adoption would not be in order except that the committee's report should be voted down, and then you would move to handle the resolutions involved in the committee's report at this stage."

**Secretary Haggerty**: "I am speaking in behalf of the committee recommendation and report.

"I think you heard in the opening of this session the number of meetings which were conducted between the two merger committees of the old State Federation of Labor and the old Industrial Union Council, where we spent more than 27 days and in excess of a hundred and some-odd hours going over all of these problems. That committee and those members thereof, and the executive councils of both bodies, in their judgment decided upon committees rather than departments in many of the functions of the newly-merged labor federation. They decided that they would have these committees on these various subject matters composed of executive council members elected by the conventions to conduct the business of the federation in between conventions based upon the policy formed at the conventions and during the board meetings.

"The decision was by the joint merger committee to have committees staffed by the executive officers, with the staff to do the bidding, providing material and carrying out the mandates of the committee members themselves.

"Now, I do not want to sit idly by here this afternoon and let the impression re-

main in this auditorium that this federation, this newly merged federation, or the old organizations that went out of business under their old names did nothing about civil rights. I think that Delegate Pollard stated it all earlier when he said that there are more resolutions on this subject matter before this body, considered by our committee for two days in the two days and nights of its sessions and discussions on this matter. Their judgment was the same as the judgment of the joint merger committees, that this matter could be handled much better by a standing committee with staffs supplied by the executive office rather than a department. It would be the only department you would have in the Federation if such were the case.

"I am sure you realize that there is no organization in this state which has done more to obtain FEPC laws in California than the two old labor organizations. I am sure you can rest assured that the same devotion will be had at this coming convention. If we fail, it is not because of our desire and because we did not try.

"Many of you attended meetings in Sacramento at the conferences called to educate the members of the legislature on the need for voting for an FEP law. On two occasions we have had that bill passed by the Assembly, and on two occasions it died in the Senate committee. I should advise you that just as soon as the election was over I was in contact with members of the Senate—newly elected and old elected members—advising them that we would not sit supinely by in this coming session to have a committee in the Senate, the Labor Committee, set up as it was two years ago and four years ago, and in the past historically, to stop two things—the FEP bill and labor bills on unemployment compensation, disability, workmen's comp., and all of the rest of the Labor Code changes that went to that committee.

"I said the time had come, in my judgment, and indicated by the vote of the people, that they want bills of this type passed out of that Senate and not killed in a Senate committee established by the Rules Committee for just that purpose. I say this to you to indicate that we have never stopped in all the years that I have been active in the trade union movement—and that goes for many of you here on this floor today and on this platform—to obtain an FEP bill passed on the state level with all of the authority, all the powers of prosecution, and with all

of the mandate on every organization and all the employers as well as trade unions in California.

"So it is not fair to have a statement made which might be left unchallenged indicating that labor has been lax in this respect. We have not been lax. We have devoted many, many hours in hard work to attempting to obtain this type of legislation. We have succeeded in some localities as one of the delegates said, with the support and the hard work of our councils up and down this state. So I am convinced that the system we have devised after many hours of negotiation, and many days of negotiations, is the best system for this body to follow.

"I think the committee in its judgment was wise in submitting to this body that suggestion that we carry on the terms of the Constitution as negotiated, and file the resolution."

Since no other delegate desired to speak at that time, President Pitts again recognized Delegate Young of Musicians No. 47, Los Angeles.

**Delegate Young:** "I should like now to offer an amendment to the motion offered by the Resolutions Committee, that one of the specific duties of the standing committee on civil rights shall be to receive, to investigate, to process, and to act upon all complaints of any kind, whether it be from a person or persons, which are based on racial or religious discrimination against a local or an international union, to the end that all discrimination within the ranks of labor shall be wiped out in the organized labor movement of the state of California."

**President Pitts:** "Delegate, the Chair is going to exercise Rule No. 11 and request you to submit your motion in writing. It is long, compound and complex. So will you please submit it to the Chair in written form for further consideration by this body?"

**Delegate Young:** "I will, sir."

**President Pitts:** "We will withhold action on this particular portion of the committee's report."

## Greetings to Convention

Secretary Haggerty read the following telegrams:

Fraternal greetings to the California AFL-CIO from the Israel Histadrut campaign. We deeply appreciate the outstanding support of AFL and CIO in the past. We look forward to even

closer cooperation under merger. Congratulations.

Israel I. Blumfeld  
Executive Director  
Western States Region

The Union Label and Service Trades Department of the AFL-CIO wishes to extend its greetings and congratulations to the officers and delegates of the California State Federation of Labor and the California State Industrial Union Council on this historic occasion which brings both great organizations together into a greater and stronger merged body of dedicated trade unionists. Many of your affiliated organizations have, throughout the years, lent valuable support in our campaign to promote the patronage of union products and services through the medium of union label, shop card and service button activities. We feel confident that the new merged group will make it possible for us to double our past efforts in this important field. We are indeed pleased that the executive board of the Union Label and Service Trades Department selected San Francisco as its 1959 show site.

Fraternally yours,  
Joseph Lewis,  
Secretary-Treasurer  
Union Label and Service  
Trades Dept., AFL-CIO

The board of directors of the Los Angeles Branch of NAACP has instructed me by unanimous vote to urge the newly merged AFL-CIO organization to establish a civil rights division parallel to the national civil rights department of AFL-CIO. The need for absolute equality regardless of race, color or creed in organized labor or industry is paramount in the minds of 300,000 Negroes in Los Angeles and we are sure that the same is true in other cities throughout the state with large Negro population.

Rev. Maurice A. Dawkins  
President, Los Angeles NAACP

**Proposed Amendment to Committee's  
Recommendation on Resolutions  
Nos. 155, 234 and 253**

President Pitts announced that he had received and would read the proposed amendment to the Resolution Committee's report in connection with Resolutions Nos. 155, 234 and 253:

"That one of the specific duties of the Committee on Civil Rights shall be to receive, investigate and act upon any complaints or grievances presented by any union member or other job seeker

based on racial or religious discrimination by an affiliate of the organization to the end that all forms of racial or religious discrimination shall be eliminated from organized labor's ranks within the State of California; and that said committee shall meet regularly and afford opportunity to interested members to confer with and present their views on procedure of committee.'

"The Chair is going to rule that the proposed amendment is not in order because it actually provides in its language an amendment to the Constitution of the California Labor Federation.

"This is under Article X of the Constitution dealing with standing committees, and is subsection 5 thereof:

"The Committee on Civil Rights shall promote, at the earliest possible date, the effective removal of all discriminatory practices consistent with the principles and policies formulated by the Federation.'

"The Chair now rules that the amendment is not in order as a motion in this instance because it actually attempts and seeks to amend the Constitution of the California Labor Federation."

Delegate Marl Young, Musicians No. 47, Los Angeles, who had presented the proposed amendment, appealed the ruling of the Chair.

General Vice President Dias took the Chair to preside pending the decision on President Pitts' ruling and spoke as follows:

"The ruling of the Chair has been appealed. At this time the Chair will recognize only two speakers—the delegate making the appeal, and the Chair.

"The Chair will now recognize the delegate."

**Delegate Young:** "The reason I am appealing the ruling of the Chair is that this amendment goes into specifics as to the duties of the Standing Committee on Civil Rights. The Constitution, even though it speaks of wiping out discrimination, is not specific, and I say that there have been other resolutions adopted here today concerning housing, concerning FEPC, and concerning other civil rights issues that have not been considered as amendments to the Constitution. They have been considered as resolutions or parts of resolutions. Consequently, this is merely an extension of the pointing out of the specific duties of this committee, and one of the specific duties I certainly feel should be the wiping out of

discrimination by labor itself if labor is going to pass other resolutions asking other segments of our society to wipe out discriminations such as in industry, in housing, and in other facets of our American life.

"Again I say this is merely an extension and pointing out specifically the rights and the powers of the civil rights standing committee. Others have been done in the other resolutions.

"The Constitution cannot possibly cover everything because it is a general document, and I think that this amendment to this resolution is certainly in order, sir."

The Chair then recognized President Pitts.

**President Pitts:** "The Chair has ruled in this fashion, delegates, because in my opinion all of the resolutions that Delegate Young has referred to in his remarks have been resolutions dealing with policy matters of this convention, and in no way have directed the activities or constitutional duties of a constitutional committee of this Federation. To me, the proposed amendment is by indirection one which seeks to attempt to amend the Constitution of the Federation, and that system of amendment is provided for under Article XXI and requires the process of resolution and so forth set forth therein.

"That is, I think, sufficient for a fair ruling that if someone should seek to amend our Constitution, they should do it by proper process rather than by the indirect method of submitting this proposed amendment to the committee's report."

At the request of Delegate Young, General Vice President Dias read the pertinent section in the Constitution, as follows:

"The Committee on Civil Rights shall promote, at the earliest possible date, the effective removal of all discriminatory practices consistent with the principles and policies formulated by the Federation."

Delegate Young expressed the desire to have an interpretation of this section from the Chairman.

In reply, General Vice President Dias stated as follows:

"Listen, brother, you are not going to stand at the mike and debate this question all afternoon. You have had your chance to state your side and the reasons for your appeal, and the Chair has stated the reasons on which he has based his decision.

You each have had your chance.

"Now the motion will be put before the house whether or not to sustain the decision of the Chair. It is as simple as that."

The matter was then put to a vote, and the delegates sustained the decision of the Chair.

The committee's recommendation was thereupon adopted.

#### **In Memory of Harold Purvis**

A motion by Delegate Peter Modica, Bricklayers No. 2, Los Angeles, that the delegates stand for a moment of silence in memory of Brother Harold Purvis, Second Vice President of the Bricklayers' International Union, was adopted. Since there was no objection it was made the order upon adjournment.

#### **Honorable Jeffery Cohelan**

##### **Congressman-Elect**

President Pitts introduced Jeffery Cohelan, Congressman-Elect from Alameda County, who spoke briefly, as follows:

"I feel just a touch of nostalgia, because this year will be the first year in the history of this Federation that my local union is not listed among those present. As a longtime active participant in the affairs of the labor movement, and as a student of the labor movement, I persist in my optimism and in entertaining the hope that conditions will soon prevail in the not-too-far-distant future which will bring the entire labor movement together in the pattern that is being set here in this great and historic convention.

"I want to take this opportunity in this brief moment to extend to you my sincere thanks for the work and for the support that I received from the California State Federation of Labor and from the CIO Council; and, of course, for the great work that was done by the labor movement in Alameda County in my behalf. I especially want to call attention to the wonderful and unceasing work that was done by Bob Ash and Dick Groulx in Alameda County. There are so many names that if I go any further I am sure I will offend somebody!

"I want to say one thing before I sit down, and that is to remind you that while this has been a great victory, and this has been a great election year for organized labor in California, in this recent election we had before us some tremendous issues. These issues were resolved by the citizens of this state, and indeed we have some guidelines for future legislative ac-

tion. But I would hope that we who have been part of the labor movement, and continue to be active in its affairs, will bear in mind that we have facing us in 1960 a very critical election year, and whether or not we are going to consolidate the gains that have been made will largely depend on our success in that year. I can only assure you that as I go back to Washington to serve as the representative of the Seventh California District, that I am going to do everything in my power to

achieve those social ends and legislative ends that all of us are working for.

"Thank you very much. It's wonderful to be here!"

### Adjournment

After observing a moment of silence in honor of Brother Harold Purvis, Second Vice President of the Bricklayers International Union, the convention was adjourned at 5:05 p.m., to reconvene at 9:30 a.m. on Wednesday, December 10, 1958.

## SECOND DAY

Wednesday, December 10, 1958

### MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

#### Invocation

Reverend Andrew Juvinall, Pastor of the First Methodist Church in Napa, gave the following invocation:

"Let us bow our heads in prayer.

"Oh God, our Heavenly Father, whose Son labored in hallowed work in a carpenter's shop,, we invoke Thy blessing on this united convention. We thank Thee for free labor and for free industry and free government. We thank Thee for the improved living standards around the world wherever free men have organized into groups of their own choosing and have engaged in unfettered collective bargaining.

"We pray that the liberties of labor may be preserved and that liberty may always be accompanied by justice, understanding, self-discipline and a concern for the general welfare.

"Endow these leaders of labor with wisdom, humility, sympathy and vision, and give those whom they lead the spirit of constructive criticism and creative co-operation to the end that Thy will may be done in our economic life.

"In the name of Him who came that we might live and that more abundantly, we pray. Amen."

#### Delegation From Japan

President Pitts introduced a second visiting delegation from Japan:

"Another group is here visiting our convention through the same means as on

previous occasions where you have met groups from other countries—the United States Department of International Affairs of the United States Department of Labor. We have the Japanese team here.

"I will introduce them to you and then one of them will offer some remarks to the convention which will be in turn interpreted by Mr. Paul Tamura.

"This team is here under the leadership of Mr. Carl Ferguson.

"We have with us Mr. Tokumaru, from the Power Workers' Union, Hiroshima.

"Mr. Fujihara, from the Shipbuilding Workers' Union, Osaka.

"Mr. Higashihama, from the Pharmaceutical Workers' Union, Oita.

"Mr. Kuronuma, from the Metal Industry Workers' Union, Tokyo.

"Mr. Tanaka, from the Distilling Industry Workers' Union, Fukuoka."

#### Shinichi Tokumaru

**President, Chukoku Electric Power Workers' Union, Hiroshima, Japan**

(Address interpreted by Paul Tamura)

Mr. Tokumaru addressed the convention as follows, his address being interpreted by Paul Tamura:

"Mr. Chairman, distinguished guests, sisters and brothers. It gives me extreme pleasure to bring greetings to all of you from your friends of labor in Japan to this first combined convention of the California AFL-CIO. May we of Japan be among the first to congratulate all of you!

"This name itself, 'AFL-CIO,' is not new to the working people of Japan. We are

not confused with that name, 'AFL-CIO,' as we were right after the war when the U. S. Army moved into Japan to occupy Japan. At that time we were so confused with all the abbreviations that the Army brought in, that one day a small village in Japan had its first P.T.A. meeting.

"We did not used to have the name 'P.T.A.' The organization equivalent to your P.T.A. organization used to be known as 'Brothers' and Fathers' Associations'. We decided to adopt this new name—the English version of 'P.T.A.' This small village assembly had its first assembly and P.T.A. meeting. The village assemblyman stood up to address this group.

"He said, 'Ladies and gentlemen, it is my pleasure to speak to you at the first D.D.T. meeting of our school. And I first want to congratulate all of our school janitors on the excellent job they performed yesterday in killing all the mosquitoes in and around the school by using the P.T.A. dust.'

"I think all of you sisters and brothers of the AFL-CIO of the state of California have been so instrumental in bringing about this merger of the two most powerful and massive organizations in the world—the AFL-CIO—and I want to congratulate you upon the fine and excellent work you people have done to bring about this merger.

"Our team has come to the United States to study your unemployment compensation, workmen's compensation and supplementary unemployment compensation, and all the other fringe benefits that you people have in this wonderful country. We have been visiting many different parts of the United States, studying your ideas, your techniques and your methods in the labor movement and collective bargaining. We have accumulated so much information and are now acquainted with so many of your techniques that we feel that once we go back to Japan we will be better able to represent the people who have selected us as leaders of the Japanese labor unions.

"Our greatest respect and admiration go to all of you who have so strenuously and continuously endeavored to bring about the better things of life not only for the working people but for the general public and all the consumers of the United States. Not only in Japan but also in the United States, I feel that the problem is to keep on organizing the unorganized. In this respect all the labor unions of the world, not only in Japan but in all the other countries throughout the world, now look to you as leaders in labor movements,

worldwide labor movements, to win better things of life for working people of the world and others.

"I have a feeling that some day all the working people and the consumers of the whole world will have better homes, better opportunities of education for our children and better things of life; but to win all these better things of life we, the labor unions, must continuously fight against reactionary forces. We have to continue to bargain with the employers. And I certainly hope that the AFL-CIO of the United States of America, with its wonderful and long-standing traditions and its powerful, massive organizations, will be able to contribute immensely to the betterment of life throughout the world.

"Sisters and brothers, in concluding my remarks, may I wish you all the good luck and may your organization have smooth sailing, and may we come to have a situation where all the employers will have a much more profound understanding of the labor situation and labor problems in the world.

"We of the Japanese labor unions pledge our wholehearted support of the worldwide struggles to win the better things of life for all the people of the world. May we ask your full cooperation in supporting the other labor unions of the world to better life for all the peoples of the world.

"Thank you very much, sisters and brothers."

### Delegation From Brazil

President Pitts then introduced a visiting delegation of union workers from Brazil:

"The first one I shall introduce to you is Francisco Aleixo Ferreira, from the Commercial Workers Union at Taubate. He is an office employee with a general merchandising company.

"Next is Dinarte Lopes Ferrer, who is a bookkeeper, president of a local of the Commercial Workers Union of Cruzeiro; member, Representative Council of Federation of Commercial Workers Unions. He is a bookkeeper with a general merchandising house.

"Orlando de Assis Ribeiro, from the Telephone Workers Union of Sao Paulo, a maintenance technician on long distance telephone lines equipment.

"Joao Norberto Vilhena, a delegate and member of the Board of Directors of the Union of Hotel Clerks of Belo Horizonte; member of Board of Tenants Association of Belo Horizonte. He is a hotel clerk.

"We bid these friends and brothers of ours welcome to the convention on this occasion and trust that they too will gain some material benefit from this convention which will be helpful to them in their tour of our country and upon their return to their own people."

### **Final Report of Committee on Credentials**

Co-Chairman James Blackburn of the Committee on Credentials presented the final report of the committee, as follows:

"We, the Joint Credentials Committee, wish to thank the officers and delegates for their kind indulgence and patience. We also wish to thank the officers and their office staffs for their co-operation and assistance. Special mention to the staff of Secretary Haggerty.

"The report is signed: Anthony Scardaci, James H. Blackburn, Phyllis Mitchell, G. J. Conway, George F. Bronner, Fannie Borax, Claude Cox, Ed Tanski, Homer R. Hixon, Edna N. Waugh, Wayne J. Hull, E. Wilson, Daniel J. McPeak, Don L. Meyers, C. J. Hyans, J. A. Lewis, W. Loyd Leiby, and DeWitt Stone.

"As co-chairmen, Brother Scardaci and I also wish to make this public announcement: Nobody ever had a better committee than we had to work with, and we thank whoever appointed that committee—and we think we know who they were—very much for the swell workers we had!"

The convention then adopted unanimously the report of the committee as a whole, and President Pitts discharged the committee with thanks.

### **Msgr. Martin Cody Keating**

President Pitts presented Monsignor Martin Keating with the following words:

"For many years, in the southern part of California, a gentleman has been extremely interested in the activities of the labor movement, and when it was not too popular to be our friend in that particular area, this one did do many great deeds in our behalf.

"And then for many years he has been recognized as the Chaplain of the old California State Federation of Labor. So it is indeed with a great amount of pleasure that I present to you for remarks this morning the Very Reverend Monsignor Martin Cody Keating, from Burbank."

Monsignor Keating spoke as follows:

"Mr. Chairman, Brother Chairmen, Distinguished guests, Brothers and Sisters.

'E Pluribus Unum,' the phrase coined by Thomas Jefferson as he designed the Jefferson Seal in August of 1787—meaning 'From many let us be one'—is realized here this morning as never before in the ranks of California labor.

"And now the soul of that great leader of liberty must thrill to see our brothers and sisters from South America, from Japan, and from Mexico represented here, expressing their faith, declaring their hunger for the unity that characterizes our Federation.

"It is for me in my 75th year of life the most inspiring social experience of my days. Son of a pioneer union hatter in my native Danbury, Connecticut, it is a pleasure to see labor recognized in the United States as an auxiliary of state and national congress.

"This is the dream of Jefferson realized. We must never forget that collective bargaining was conceived in Carpenters' Hall, Philadelphia, which we now refer to as 'Independence Hall.' In 1755 that building was erected by the carpenters' union of Philadelphia. The carpenters' union of that day, like the carpenters' unions of the ages and through Europe, made provision for membership within the union of the employer with the employee. How providential, therefore, that the principle of collective bargaining made official in the Constitution of the United States should have been composed into a Constitution in that very building that the union of the employer and the carpenter-employee had made possible.

"Let me just touch on the high and inspiring spiritual consequences of such a realization by us in the twentieth century. In the light of Jefferson's appeal through the Creator God as the source of man's right under the American flag, it followed that you and I shall believe in the dignity of every human being. We will believe in the oneness of the human family; in the need of unselfish co-operation as brothers for the perfection of every man and for the good of all men; in the fundamental, inalienable rights of all men; in man's eternal destiny; in the subordination of all things else to his God-ordained end of serving God and gaining eternal happiness; in man's right to happiness on earth, as a prelude to eternal happiness; in man's right to live in a manner befitting his sublime dignity; in the divine scheme that the goods of this earth are destined for the use of all men; in the equitable and fair distribution of this world's goods; in the right of private ownership as a means whereby the goods of



this earth may serve the purpose intended by God; in the right of private ownership not for a limited few but as the right of all human beings; in the social obligations of private ownership, in the limitations imposed on private ownership by social justice; in the stewardship of wealth; in the Christian spirit of poverty; in man's right to work and in man's duty to work to obtain the things necessary for decent living; in the dignity of work as measured by the dignity of the man who works; in the greater dignity of work performed in the spirit of Christ the Worker; in the importance of every man's work in the social contribution every worker makes to the good life of all men; in the right of every workingman to join with fellow workers in democratic unions to defend the rights and attain the just aims of all workingmen; in the harmonious collaboration of capital and labor to produce the abundance of all things necessary for the good life of all men; in a courageous sharing of responsibility, in an honest recognition of rights and fulfillment of duties; in the need of economic readjustment that will grant to workingmen a sharing in management, a sharing in profits, a sharing in ownership; in economic democracy as an indispensable foundation for cultural and political democracy; in justice and charity; that only through justice and charity can a right social order be achieved and maintained; in the possibility of a just social order.

"I believe that only through justice and charity can right social order be achieved and maintained, and I believe in the possibility of a just social order because I believe in God, and I believe in every man as made in the image of God."

### Report of Committee on Resolutions

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

#### Policy Statement X Housing

(a) Current housing construction, based on Eisenhower-supported programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs, both in terms of construction volume and in providing housing at a cost most families can afford.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) A national program designed to meet the housing needs of the nation requires the construction of a minimum of two million units a year, with provision for (1) an adequate low-rent public housing program of at least 200 thousand units per year to provide decent housing for low income groups, (2) an effective middle income housing program, and (3) such other features as are necessary to round out a comprehensive housing program.

The committee recommended concurrence.

Delegates Charles MacSwan, Ladies Garment Workers No. 213, San Francisco, opposed the committee's recommendation.

The committee's recommendation was thereupon adopted.

**Resolution No. 226**—"Reduce GI and FHA Interest Rates and Increase Supply of Low and Middle Income Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Policy Statement XI Education

(a) The nation's school crisis cannot be met without a comprehensive, balanced program of federal aid to public schools.

The committee recommended concurrence.

Delegate MacSwan, Ladies Garment Workers No. 213, San Francisco, opposed the committee's recommendation.

Delegate Edward A. Irwin, Teachers No. 1021, Los Angeles, spoke in support of the policy statement.

The committee's recommendation was thereupon adopted.

**Resolution No. 44**—"Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 214**—"Federal Aid to Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Policy Statement XI

(b) California labor pledges its continued active support of the public school

system of the state, and full cooperation in all efforts to meet the expanding needs of the system.

The committee report:

"Your committee recommends that a new paragraph be inserted after the sixth paragraph of this section of Policy Statement XI, reading as follows:

Further, continued widespread discrimination in the hiring of teachers is denying communities qualified personnel while thousands of unqualified teachers continue to be employed in their place. Organized labor urges the present Fair Employment Commission established by state law be given power to enforce nondiscriminatory policies at the school district level.

"As amended, your committee recommends concurrence."

Delegate MacSwan, Ladies Garment Workers No. 213, San Francisco, spoke in support of the committee's recommendation.

The committee's recommendation was thereupon adopted.

#### Policy Statement XI

(c) The importance of labor education, demonstrated in the recent campaign against Proposition 18, demands the continuation of existing, established programs and the broadening of the scope of labor education to include consumer-oriented programs undertaken in cooperation with other dedicated consumer groups.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 186**—"Expand the Department of Education Under the Merged California Labor Federation."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a Department of Education within the Federation.

"Since this matter is specifically covered by the provisions of the new Constitution, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 7**—"Summer Educational Institutes."

The committee report:

"Your committee recommends that in line 2 of the last Resolved the word 'annual' be inserted before the word 'Educa-

tional', and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 14**—"State Newsletter."

The committee report:

"The committee recommends that the last Resolved be stricken and that the following be substituted:

Resolved, That such publication shall be distributed by mail to all principal officers and their affiliated local unions and all other interested parties.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 40**—"Union Leadership Training."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 261**—"Increase Facilities and Opportunities for Adult Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 157**—"National Labor Publicity Bureau"; **Resolution No. 41**—"Public Relations for Organized Labor."

The committee report:

"The subject matter of these resolutions is concerned with the establishment of a public relations program for labor.

"Your committee recommends that the last two Resolveds of **Resolution No. 157** be stricken; that the first Resolved be amended by striking line 3 in its entirety and inserting the following:

. . . recommend to the national AFL-CIO that it establish . . .

"As so amended, your committee recommends concurrence; and also recommends the filing of **Resolution No. 41**."

Delegate Frank R. Sauliere, Newspaper Guild No. 98, spoke in support of the resolution.

The committee's recommendation was thereupon adopted.

**Stanley Mosk**

**Attorney General-Elect**

President Pitts then introduced the Attorney General-Elect, Stanley Mosk, who

had just been escorted to the platform by a committee composed of Anthony Anselmo, chairman; Robert Clark, Les Parker, Joseph Angelo and Albin Gruhn. President Pitts said:

"Yesterday, I mentioned a 'vote-getter'. But I am now going to present to you one of the dandiest vote-getters you ever did see!

"This gentleman I have had the pleasure of knowing for many years when he served as executive secretary to Governor Olsen, whose administration ended of course in 1942. At that time he was appointed to a superior court bench, and throughout all of his days on that bench handled innumerable cases, and to my knowledge never was at any time criticized for his judgment in those processes.

"He has been known to many of us for many, many years. For him we have had a deep and abiding respect. He is a man with great and deep convictions, a man very sincere, and a man whom I am sure we are extremely happy has been selected by the people of our state of California to serve as the next Attorney General.

"To me, Stan, it is a very pleasant occasion to be able to present from this platform to the delegates of the first convention of the California Labor Federation, AFL-CIO, Attorney General-Elect Stanley Mosk."

Attorney General-Elect Stanley Mosk addressed the convention, as follows:

"Neil Haggerty, other distinguished officers, members and delegates to this historic convention:

"I appreciate that very nice introduction by an old friend of mine, Tom Pitts, and I am grateful for the opportunity to meet with you on an occasion of this kind.

"I do want to extend my congratulations to your new organization and my best wishes to your leaders and to the unity that you have now found.

#### **Magnitude of Election Victory**

"I want to congratulate all of you, too, on the great victory that you achieved on the 4th of November. The candidates endorsed by the forces of organized labor came through in California in great style, and not only in California but throughout the nation. I do not know whether you realize it or not, but of the 32 senators who were elected at the polls on November the 4th, organized labor backed 25. Seventy per cent of all of the members

elected to the House of Representatives at the polls on November 4th were endorsed and supported by organized labor. Of the 23 governors elected at the polls on November the 4th, organized labor supported 17.

"Most important, however, was the failure of the abortive attempt to enact through initiative measures 'right to work' bills in five states, and they were defeated in four of the five. Curiously enough, the margin in California by which the 'right to work' bill was defeated, approximately 60 per cent to 40 per cent, was just about the same margin by which Pat Brown was elected Governor and by which I was elected Attorney General. So there was a very distinct relationship between the support given by organized labor and the candidates who prevailed at the polls on the 4th of November.

"All of this, I think, demonstrates that the political activity by organized labor was more effective and better organized this past November than it has ever been before in the history of California or in the history of organized labor.

"I do want to urge a few words of caution, however. There is still a great deal to be done. Today is a significant day. This, by the way, is 'Bill of Rights Week', being celebrated throughout America, and today is 'Human Rights Day', so proclaimed by the President of the United States and by the Governor of California. It was just ten years ago that the universal declaration of human rights was adopted by the United Nations, and today, as I say, is 'Human Rights Day'. Next Monday we shall celebrate our own 'Bill of Rights Day' throughout the United States.

#### **Bill of Rights - Bill of Duties**

"I have often thought that while we celebrate the Bill of Rights and while we insist upon the privileges that we obtain through the protection of the Bill of Rights and the Constitution of the United States, we ought to also have a 'Bill of Duties'. That is, we ought to face the responsibilities that we have in order to preserve that very Bill of Rights that gives us the privileges of citizenship that we enjoy. And if I may suggest just a few of those duties that are important to all of us:

#### **Political Duties**

"First of all, I think that we ought to take a constant interest in the course of political events every year, and not just in election years and not just when the

very life of organized labor itself is involved. While we were appreciative of the results on the 4th of November, if you analyze them you will see that one out of every three persons qualified to vote in that election failed to cast his vote on November 4th. And it is rather shocking to think that one out of every three persons will fail to do his duty of citizenship by going to the polls and selecting the candidates and giving his voice on the issues involved when there are such important things as the contests for governor, United States Senator, Congressmen, and labor issues and parochial school issues, and all of these other matters; and despite the great interest that there was in this campaign, still one out of every three persons failed to go to the polls and cast a vote.

"This seems particularly shocking when we compare it with the results of balloting in West Germany just last week, where over 90 per cent voted; or in the elections that take place in satellite and communist countries, where 98 to 99 per cent turn out to vote in rigged elections.

#### Community Duties

"The second duty that I think we ought to bear in mind is to maintain an interest in all community events that go even past that of voting itself. For example, all of us must be concerned with problems such as how our schools are today; the problems of teacher shortages; the shortage of buildings; and of course, in the light of the event that took place in that terrible holocaust in Chicago just a week ago, we ought to take renewed interest in how safe our schools are today. We ought to take a continuing interest in our mental institutions, whether our city or county has taken advantage of the Short-Doyle Act to make sure that mental facilities are available in local communities throughout the state of California.

"Unfortunately, we have to take an interest, too, in fiscal policies of the state. And Governor Pat Brown is going to have some difficult problems in the coming months in solving the fiscal problems of California.

"We have to take an interest in highway safety; what is being done to encourage highway safety and to cut down the terrible scandal of the deaths that take place in our streets and roads and highways throughout the state day after day.

#### Crime Problems

"We have to take a continuing interest in the problem of crimes. We need, un-

fortunately, augmented police forces throughout the state of California to keep up with the rapidly growing population and the problems that an increasing population offers to the peace and security of our state.

"I might state, incidentally, that Pat Brown as Attorney General over the past eight years called numerous citizens' groups in to assist him in the field of crime and juvenile delinquency and narcotics and the other phases of this problem. He asked leading citizens in the state to assist him and to give him the benefit of their views and their ideas and their aid in these areas. And I want to state that it is my intention to continue to call upon citizens' groups in these various fields to assist the office of Attorney General; and I hope that from time to time I can call upon members of organized labor to help us with those groups in these particular fields.

"We have to be concerned, too, with juvenile problems and juvenile delinquency. This commission that Pat Brown appointed a year or so ago determined that there had been a significant change in the whole character of juvenile violence in the state of California, and throughout the nation for that matter. There was the change from individual combat in the days when you and I were kids to group conflicts today. And I was delighted to see in this morning's newspaper how enterprising private citizens can achieve a major objective in helping to eliminate juvenile violence by turning young minds and young hands and young bodies that are idle into some useful and constructive activity.

#### Narcotics Problem

"We have to be concerned, unfortunately, with the narcotics problem, which is growing increasingly in California and throughout the nation. I was back east just this past week and consulted with Harry Anschlinger, who is the Federal Narcotics Bureau head, and learned from him that California is the third state in the nation today in the number of narcotics addicts and in the use of narcotics that are not prescribed by medical men. And that emphasizes the need that we have in California today for the creation of a state hospital for narcotics addicts, to which they can be committed by judges of our courts and where they can be held as long as necessary for treatment for the protection of both the addict and of the public itself. I hope that the next session of the legislature will give serious

consideration to the need for the creation of a state narcotics hospital, or at least an addition to our existing hospitals for that purpose.

"We have to consider very seriously in the coming days of the legislative session the problem of reconciling some of the Supreme Court decisions protecting individual rights with the problems that some of our peace officers have in enforcement of laws and particularly the narcotics laws. I hope that we can reconcile those conflicts so that we can avoid any open conflict between our peace officers on the one hand and our courts, judicial decisions and the protection of our Constitution on the other.

"These are just a few of the things that I feel are part of this 'Bill of Duties' that all of us have in maintaining a constant interest in civic affairs, even when the affairs don't affect us personally. In other words, what I am pleading for is that you do not merely support candidates for public office during the campaign and then leave them out in left field when an issue that labor is not directly concerned with is involved. And I hope that in the coming years you will be in support of all worthwhile projects of this sort.

#### **Labor Can Contribute Much**

"I want to say that I am not just preaching to members of organized labor here today. Unfortunately, too many political figures are busy giving you advice, usually at the taxpayers' expense. The plea that I have made for your help in solving some of these important problems is the same plea I would make to all patriotic, civic, fraternal and other worthwhile organizations in our state. But your new strength, your new unity, suggest that you can do a great deal for California during the coming years. I hope that with this great new unity of yours it will be wisely used to help the new administration here in California to achieve its goals of sound, intelligent, efficient, constructive and forward-looking leadership for the state of California.

"Once again, I appreciate the opportunity of being with you and wish to express my personal appreciation to you for the support and assistance that you gave so enthusiastically during the past year of the campaign. And I sincerely hope that the public service that I shall render, that all members of the administration will render, during the coming four years will justify your confidence."

#### **Report of Committee on Resolutions**

Co-Chairman Small resumed the report of the Committee on Resolutions:

##### **Policy Statement XII Water and Power**

Organized labor will continue to press for full and integrated development of California's limited water and power resources, pledges opposition to any and all attempts to inject the state into the field of water and power development as a means of escaping the anti-monopoly protections of federal reclamation law, and further urges that such protections be enacted into California law as a prerequisite to any state undertaking in the field of water and power development.

The committee recommended concurrence.

Delegate MacSwan, Ladies Garment Workers No. 213, San Francisco, opposed the policy statement.

The committee's recommendation was thereupon adopted.

**Resolution No. 188**—"Protect Our Natural Resources."

The committee report:

"Your committee recommends that the last Resolved be amended by inserting in line 2 after the word 'Engle' the following: 'and Senator Thomas Kuchel.'

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

##### **Policy Statement XIII International Affairs**

California labor is dedicated to the advancement of world peace and freedom, and vigorously supports the AFL-CIO in its consistent advocacy of a foreign policy for free peoples.

The committee report:

"Your committee recommends that this portion of the policy statement be amended by striking in the 3rd line the word 'and' after the word 'freedom,' and by striking the period at the end of the sentence and inserting the following: 'and reaffirms its historic opposition to totalitarian dictatorships of every type, whether they be Fascist, Communist, Nazi, Falangist, or Peronist.'

"The committee recommends concurrence as amended."

The committee's recommendation was adopted.

**Resolution No. 47**—"International Relations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement—Section B  
Collective Bargaining Objectives**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 197**—"Shorter Work Day"; **Resolution No. 141**—"Campaign for Six-Hour Day."

The committee report:

"The subject matter of these resolutions is similar; namely, the desire of establishing a shorter work day.

"Your committee recommends concurrence in **Resolution No. 197**, and recommends that **Resolution No. 141** be filed, since the specific work day that should be established is a matter for resolution by the individual affiliates."

The committee's recommendation was adopted.

**Policy Statement—Section C  
Labor Undergoing Trial**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement—Section D  
Air Pollution and Radiation Hazards**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 144**—"Oppose Future Atomic Tests in Nevada."

The committee report:

"Your committee is aware of the fact that the U. S. Government has currently agreed to limit its atomic tests. While your committee is in accordance with the policy statement just adopted as sympathetic to the problem of radiation hazards, it does not believe that it would be warranted that such tests be stopped.

"Accordingly, your committee recommends that **Resolution No. 144** be filed."

**Policy Statement—Section E  
General Program Policy Statements**

The committee report:

"This portion of the Policy Statements is identical with those submitted by the State Federation of Labor as previously amended by this convention.

"Accordingly, we recommend concurrence."

The committee's recommendation was adopted.

**Resolution No. 20**—"Ethical Practices"; **Resolution No. 268**—"AFL-CIO Ethical Practices Codes."

The committee report:

"The subject matter of these resolutions is similar; namely, the adherence to the Ethical Practices Codes which the AFL-CIO suggests.

"Your committee recommends concurrence in **Resolution No. 20**, and further recommends that **Resolution No. 268** be filed."

The committee's recommendation was adopted.

**Resolution No. 15**—"Upholding the Freedom to Read."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 13**—"Civil Liberties Threatened by Present Anti-Labor Administration."

The committee report:

"Your committee attempted diligently to study the intent of the proposed objective of this resolution, but after much time and effort, conceded that it was so improperly drafted that it would be impossible within the time available to the committee to approach it in a sensible manner.

"The committee accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 117**—"Assistance to Fire Fighters' Organizational and Legislative Programs."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 127**—"Oppose Integra-

tion of Police and Fire Departments"; **Resolution No. 121**—"Oppose Integration of Police and Fire Departments in all Cities, Municipalities, Political Subdivisions and Federal Installations."

The committee report:

"The subject matter of these resolutions is similar, namely, the condemnation of the practice of requiring an individual to perform services simultaneously as both a policeman and a fire fighter. Because of the use of the word 'integration', however, your committee felt it desirable to stress that the opposition to this practice in no way involves any issue with respect to race.

"The committee accordingly recommends concurrence in **Resolution No. 127**, and recommends that **Resolution No. 121** be filed."

The committee's recommendation was adopted.

**Resolution No. 122**—"Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program."

The committee report:

"Your committee recommends that the first Resolved be stricken, and as so amended it recommends this resolution be concurred in."

The committee's recommendation was adopted.

**Resolution No. 60**—"Recommendation on Director of State Department Social Welfare."

The committee report:

"Your committee recommends that this resolution be filed, but that the subject matter be referred to the incoming Executive Council for action since the individual is merely one candidate for the office and not an incumbent."

The committee's recommendation was adopted.

**Resolution No. 176**—"Request New Governor to Retain Officials Concerned with Building Trades."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 232**—"Appointment of Union Representatives to California Pest Control Board"; **Resolution No. 158**—"Union Representation on State Pest Control Board."

The committee report:

"The subject matter of these resolutions

is similar, namely the inclusion of a labor representative on the California Pest Control Board.

"Your committee recommends concurrence in **Resolution No. 232**, and further recommends that **Resolution No. 158** be filed."

**Resolution No. 139**—"Lithographers' Union Label Outlawed."

The committee recommended concurrence.

Delegate John W. Austin, Typographical No. 36, Oakland, made a motion to amend the committee's report, so as to strike out the last Resolved of this resolution. The motion was duly seconded, and the report of the committee as thus amended was adopted.

**Resolution No. 161**—"Allied Printing Trades Council Union Label."

The committee recommended concurrence.

Delegate C. Roy Heinrichs, Allied Printing Trades Council, Oakland, moved that he be permitted to withdraw this resolution, which had been presented by him, from the convention. The motion was duly seconded and adopted, and the resolution was accordingly withdrawn.

**Resolution No. 159**—"Endorse and Support Union Label Campaign of L. A. Allied Printing Trades Council."

The committee report:

"Your committee recommends that in line 2 of the last Resolved, 'AFL' be stricken, and as so amended, recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 221**—"Boycott San Francisco Chronicle for Its Stand on Proposition 18."

The committee report:

"The subject matter of this resolution is concerned with the boycott of the San Francisco Chronicle because of its stand on Proposition 18.

"In view of the fact that there are members of affiliates performing services for this employer, under existing collective bargaining agreements, the Federation is prohibited by the rules of the National AFL-CIO from taking any such action. Accordingly, it is recommended that the convention non-concur in this resolution."

The committee's recommendation was adopted.

The committee's recommendation was adopted.

**Resolution No. 222**—"Commend San Francisco News for Its Stand on Proposition 18."

The committee report:

"Your committee commends the action of the San Francisco News with respect to Proposition 18. Your committee is convinced, however, that it is not possible to recommend subscription to this single newspaper.

"Your committee, while it commends the San Francisco News for its action with respect to Proposition 18, recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 4**—"To Ensure Continuity of Policy Through Merger of State Bodies."

The committee report:

"The subject matter of this resolution is concerned with establishing as the policy of the California Labor Federation, AFL-CIO, all previously-existing policy of both the California Industrial Union Council and the California State Federation of Labor except as revised by resolutions adopted in this convention.

"Your committee is convinced that this organization has and will have full opportunity to formulate its policy, and that the suggestion contained in this resolution is not only impractical but unnecessary.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 6**—"Value of State AFL-CIO Merger."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 160**—"Plan to Finance COPE;" **Resolution No. 210**—"Continue and Extend COPE Organization."

The committee report:

"The subject matter of these resolutions, in the opinion of your committee, is more properly the concern of California

Labor COPE. Your committee therefore recommends that these resolutions be filed, and the subject matter of **Resolutions No. 160 and No. 210** be referred to the Executive Council of California Labor COPE for action."

The committee's recommendation was adopted.

**Resolution No. 218**—"Importance of Voter Registration Campaign in Defeating 'Right to Work'."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 230**—"Demand Justice Department Investigation of Ultra-Right Winger Joe Kamp."

The committee report:

"The subject matter of this resolution is concerned with the investigation of Mr. Joe Kamp.

"Your committee joins in condemning the conduct and activities of this individual, but believes that this is a national problem which should be handled through the national office.

"Your committee accordingly recommends that this resolution be filed, but that the subject matter of the resolution be referred to the incoming Executive Council, for action in conjunction with the national AFL-CIO."

Delegate Walter P. McLogan, Automobile Workers No. 809, spoke in support of the resolution.

Delegate Richard Cartwright, Automobile Workers No. 887, asked for clarification of the committee's recommendation, and then indicated his support of it.

Delegate George Hardy, Building Service Employees No. 87, San Francisco, urged adoption of the resolution.

Co-Chairman Small re-read the committee's report for further clarification of the recommendation.

The committee's recommendation was thereupon adopted.

### Recess

The convention was recessed by President Pitts at 12:10 p.m. until 2:00 p.m.

## WEDNESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:10 p.m.

### Report of Committee on Constitution

Co-Chairman Lee Lalor of the Commit-

tee on Constitution reported for the committee as follows:

"As a result of the Agreement to Merge, resolutions introduced at the conventions of the California Industrial Union Coun-



cil and the California State Federation of Labor have been referred to the California Labor Federation, AFL-CIO, for consideration and action. To avoid needless repetition, your committee at this time moves that with respect to any such resolutions, regardless of the reference in the Resolved to either the California State Federation of Labor or the California Industrial Union Council, each resolution shall be deemed to have been amended to provide that the Resolved will read at the outset:

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that . . .

without the necessity of such motion being made individually. I, accordingly, move that the convention concur in this recommendation of the Committee on Constitution."

The motion was adopted.

**Resolution No. 118**—"Vice President for Public Employees."

The committee report:

"The action of the committee: Delegate Albertoni appeared before your committee and on behalf of the sponsors of the resolution requested that the resolution be withdrawn.

"Your committee recommends concurrence in the request to withdraw **Resolution No. 118.**"

The committee's recommendation was adopted.

**Resolution No. 137**—"Incumbent Officer of Federation Must Be a Delegate To Be Nominated for Office."

The committee report:

"The subject matter of this resolution is concerned with the amendment to the provision of the Constitution which permits an incumbent officer to be eligible to succeed himself at a convention of the Federation even though he is not a delegate. The proposed amendment requires that the incumbent be a duly accredited delegate although he would not have to be personally present.

"Your committee believes that the existing provision of the Constitution is desirable in order to prevent the unseating of a qualified and competent incumbent through procedural tactics, but also believes that the proposed amendment is clearly improper since your committee wishes to note that it would be difficult, to say the least, when on the one hand it

speaks of a 'duly accredited delegate,' and on the other hand it speaks of 'one absent for reasons beyond his control.'

"Under the procedure established by this Federation, it is to be noted that an individual must be present in order to be seated as an accredited delegate. Accordingly, both for the reasons that your committee believes that the present provision is desirable and for the reason that the proposed amendment is ill-conceived and unintelligible to your committee, we recommend nonconcurrence in **Resolution No. 137.**"

Debate followed:

**Delegate William O'Rear**, Central Labor Council, Fresno: "This resolution was before the convention last year, and about the same argument was used last year at the convention as the argument that is being used at this convention. It doesn't seem to make much difference how that particular resolution is worded, the committee would find something wrong with it.

"Now, I don't like to oppose a committee's recommendation. I am certain that this committee is composed of honest and good men. But we talk about civil rights, Bill of Rights, Civil Rights Week, and things of that kind, and it's about time that we practiced some of it.

"The resolution is very simple. It just simply attempts to make a very simple change in our constitution to the effect that an incumbent has to have credentials from a local union the same as any other delegate. Regardless of how it may be misinterpreted, that is all that it means. And that if an incumbent should be sick or be out of the state or out of the country, he would not be denied the privilege of running for office because of that. It is very clear, and that is all that is meant by it.

"As to the argument of the convention being deprived of the experience of a person because he could not be credentialed from his local union, if an incumbent cannot get a credential from a local union (I think I said this thing when I was debating it last year), there is something wrong with that incumbent officer; and if his ability is not any higher than that, I wonder just how much his worth would be to this convention.

"It is the opinion of the maker, of course, and it likewise is the opinion of the Central Labor Council, the council that I am representing here and speaking in behalf of, and not necessarily myself,

that the proposed change as we have it should carry; and at the next convention or at the next election all of the incumbents would be credentialed the same as any other delegate."

Under the impression that no other delegates desired to speak, Co-Chairman Lalor closed for the committee:

"Brother O'Rear did not appear before our committee, and our committee took into consideration the experience, the knowledge and the know-how of various delegates who must serve this convention. Many times the secretary of a local council, a local building trades council, state federation of labor or an international union, in order for him to act in the capacity of a mass representative as a vice president of his organization, he must go along with the majority, which is good for the labor movement, and directly that could affect his individual local union. By virtue of his voting for a certain motion as a vice president of the State Labor Federation, it could directly affect his individual local union. And if that action took place one or two weeks prior to election to this convention, he would wind up here without credentials.

"The committee took all of these items into effect and felt that anyone who could act in the capacity of a vice president or an incumbent officer should be returned here irrespective of his local union sending him as an accredited delegate and that he should run to succeed himself.

"That is the action of the committee, and the thinking of the committee."

At this point, President Pitts recognized Delegate Fred L. Morris, Street, Electric Railway and Motor Coach Employees No. 1277, Los Angeles, who had been standing, unobserved, at a microphone when President Pitts concluded that no other delegates wished to speak.

**Delegate Morris:** "This has been a routine matter in the last two or three conventions, and I think that either Secretary Haggerty or our Chairman took care of it very well last year, pointing out that on many occasions they are not eligible even to run for delegates, due to the fact that their obligations to the Federation take them away from meetings that they should attend.

"In our particular local, we have four delegates eligible to attend this convention. We only use two. And I can assure you that we would be more than happy to make Secretary Haggerty or our Chairman a delegate in our capacity. But by the

same token, to take an incumbent officer who is taking care of the business at hand and deny him the right, I think the delegates should support the recommendation of the committee and I certainly urge the recommendation to non-concur in the resolution."

**Delegate George Hardy, Building Service Employees No. 87, San Francisco:** "Point of information: How can a delegate be elected—I am a little unfamiliar with the constitution, I guess I should understand it—but how can a delegate be elected to a position of vice president of the State Federation of Labor if you do not have credentials from a local union? Will you explain that, please?"

**President Pitts:** "It only applies to the incumbent officer, that he may seek and be elected to the particular office which he holds prior to that convention."

**Secretary Haggerty:** "This subject matter now under discussion by this convention was one which was discussed for a long, long period of time in our joint merger negotiations. We learned during that time that many of our organizations which are now merged have that particular type of provision in their own constitutions and permit that type of thing to go on.

"I was appointed by President Meany, along with Secretary Despol and three others, to sit in Washington to devise the rules and regulations for the conduct of state and central bodies early in 1956, right after the national merger took place.

"That was one of the discussions which arose among some of the leaders of other state federations of labor. We did not have that provision in our constitution at that time. In particular, the President of the Michigan State CIO Council pointed out the great harm that could be done, or the great loss sustained by the loss of an incumbent officer because of the lack of that provision which we are now discussing, which is in our new constitution and was in our old Federation constitution for the past year prior to our negotiations.

"I do not like to personalize any of my discussion here, but I would like to point out, as an example, that I am a member of a very small organization, between 275 and 300 members has been its peak in the last forty years since I have been a member. I haven't been able to attend my union meetings—which occur twice a month—but once in the past year. I have been fortunate in having the confidence of that organization, having been elected in absentia time after time for the Los An-

geles Building Trades Council, the L. A. Central Council, and the State Federation of Labor when it meets.

"But, assuming that somebody decided he wanted to run for the position, and this particular resolution was adopted by this convention and became law in the constitution, and I was not present and was not elected, I would then be required to just drop out of office of this Federation. I could not run to succeed myself. This probably goes for a number of other delegates who are officers of this Federation and who would be in the same position as I would find myself.

"Now, it's not important that I be retained. There are many, many fine men and women around who might do a much better job. I used myself as an example, just to point out what could occur. Suppose you had a good officer, a good incumbent, and you would like to retain him, but because of something of that sort he could not run for office to become an incumbent officer and succeed himself. I think it would be very unfair and unwise to adopt such a resolution which has been reported against by the committee, and to change the constitution in the first meeting following its adoption by two merger committees, after two years and nine months of negotiation—plus its approval by the two executive bodies of the two respective organizations now defunct. You would be coming to the first meeting and putting that back again into the effective system. It seems to me we ought to give it a chance to function, and if in a year or two from now we think it is an unfair thing to do, we can change the constitution.

"But here we are in our first meeting, two days after adopting the constitution, and now it would be revised. Sometimes I am fearful that there is an individual thing involved here to prevent a person or to avoid a recurrence of something which displeased a certain group in the convention. I do not think we should allow ourselves to be swayed by a small occurrence of that type, right or wrong.

"To govern a body of this size, and which we anticipate will double in size in the next few years—we hope it will, at least—we should not have a narrow type of that sort of a thing, and the narrow interpretation of an incumbent officer—and remember, it's limited to only succeeding himself in his present office. In other words, I could not run for president, I could not run for vice president. I could only run for re-election as secretary-treasurer. That is true of all the vice presi-

dents; they could run only to succeed themselves as vice presidents.

"It seems to me this is not a wise policy. It is a narrow viewpoint of a very important subject matter, and I am supporting, and trust you will adopt the committee report."

**Delegate Peter Lallas**, Waiters and Dairy Lunchmen, No. 30, San Francisco: "I rise to support the committee's report. With all respect to the sponsors of this resolution, all this resolution will do is shelve an experienced person badly needed today in the labor movement. If it is adopted again and would force an incumbent to run as a delegate in his own union and get elected at the same time, it would deprive some other young fellow who would be elected a delegate and who could come here and get the experience to take over if the time comes. I, therefore, support the committee's report."

**Delegate Conrad C. Haug**, Typographical No. 46, Sacramento: "I do believe that the present system we have would be better than this change, but I do not think this actually would change anything.

"It says an incumbent shall not be deprived for running for reasons beyond his control. If he can't control the election, what would prevent him from running?"

There being no further discussion, the motion to adopt the committee's recommendation to non-concur in **Resolution No. 137** was adopted.

**Resolution No. 138**—"Federation Elections To Be by Secret Ballot."

The committee report:

"The subject matter of this resolution is concerned with a proposed revision in the constitution dealing with the matter of election of officers.

"Your committee wishes to stress that the resolution not only is exceedingly brief, but is totally uninformative as to any reasons justifying the proposed change.

"Your committee, however, was supplied a copy of the editorial page of the Fresno Bee dated Monday, December 1, 1958, in which an article entitled 'Right Method for Labor' appears. In this article, W. T. O'Rear was quoted at length as to the procedure followed by the State Labor Federation and the necessity for a change in the roll call method of electing officers.

"Your committee wishes to stress that, at best, it would have been more appro-

priate for Delegate O'Rear to have advised the committee of his reasons for the proposed change, rather than to leave them unstated in the resolution but apparently submit them to the public press.

"The fact is that the quotations of W. T. O'Rear in such editorials are totally untrue and completely unsubstantiated. Since your committee is aware that Mr. O'Rear has on many occasions appeared as a delegate at the former State Federation of Labor conventions, your committee questions seriously his motives in misstating in the press that, on an election, each convention delegate announces his vote at the microphone and apparently votes only as those who employ him direct. As is well known, all votes for officers are on written ballots and not given orally, and are deposited by the individual delegate in the ballot box without anyone knowing how he has voted until the time for tallying occurs.

"Your committee accordingly recommends non-concurrence in **Resolution No. 138.**"

Debate followed.

**Delegate William O'Rear**, Central Labor Council, Fresno: "I am sorry that I am not responsible for all of the stories that are printed in newspapers from time to time. It is true that the Fresno Bee did write an editorial on something that I said about the evils of roll call voting, and I think I would stand quite solidly behind remarks that the Fresno Bee made, although they did not quote me exactly. But it is close enough. I am satisfied with the editorial, and I am not going to apologize to anyone for the editorial.

"The Bee happens to be a very liberal newspaper.

"Now, we can talk quite a bit about the method that we used here of not using the roll call, but I am prepared to argue that the method we use is worse than roll call, because the method that we use you sign your name to your vote and it becomes a matter of a permanent record.

"Now, in presenting this resolution, the author did not have anything sinister in mind, I assure you. I think I first attended a convention of the old AFL in around about 1934 or '35, and I have offered quite a few of these resolutions that upset some of the delegates and some of the committees that attended conventions. And I promise this present Committee on Constitution, as well as the entire Federation, that as long as I am a delegate—and I plan on that being quite a few years—I am

not worried about being elected as a delegate—and as long as I am a delegate, I am quite sure some of these upsetting resolutions are going to be presented from time to time.

"I happen to believe in democracy, along with many other delegates here, and I happen to believe there is a time that you have to stand up and be counted in favor of it and practice it. The only argument I have ever had in favor of secret ballot elections is that it is an exercise of democracy, and I think all delegates to all conventions everywhere should have an opportunity to exercise it.

"I think, too, if some of the delegates have had the experience that the old Bakery Workers have had, and the experience that the new union is having now, they would also know something about the importance of secret ballot elections. The old Bakery Workers, as many of the delegates here know, is one of the cleanest of the unions in the trade union movement of this country. It wasn't until they decided, under the leadership of James Cross—who is known as a gangster, and I do not care who hears me saying it—who came to the convention two years ago and decided on some new ideas to discard the old methods that we had been using for years in electing officers, not by secret ballot but by referendum of the membership back home.

"He was a modern young man, he wanted to do away with all these old-type methods. He did. Now you know what happened.

"Well, it was my good fortune to be on the Committee of Constitution of the new American Bakery and Confectionery Workers convention some few weeks ago. We worked five days drawing up a new constitution, and in that constitution again we have a method to elect officers by secret ballot.

"Now, this thing of federations electing officers by secret ballot is not new. In fact, it's fairly popular here on the Pacific Coast. The merged organization of the state of Washington uses a secret ballot—not only does it use a secret ballot, but it uses a referendum.

"I am not absolutely sure, but I think the state of Oregon uses a secret ballot in electing its officers.

"So we have a very good foundation for it.

"Then, too, all of our officers of our local unions are elected by secret ballot. Many of the officers of the various international unions are elected by secret bal-

lot, and I will name two of them: One of them, I think, argued as to whether it's the oldest union or whether some other union is, and that is the Typographical Union. That is a union that uses a secret ballot election.

"The Machinists uses a secret ballot election—and that is the first union in which I held membership.

"So my background goes back a few years insofar as believing in secret ballot elections. And I would like to assure the committee that there isn't anything in my makeup at all except sincerity for the trade union movement as far as advocating a secret ballot election, and I will continue to do it as long as I live."

**Delegate Lawrence Sargenti, Machinists No. 653, Fresno:** "First, I want to make a correction in the statement made by the co-chairman of the committee that this resolution is a personal resolution presented by Brother William T. O'Rear, secretary of the Central Labor Council of Fresno, California.

"This resolution was sent in over the signature of W. T. O'Rear, secretary of the Fresno Labor Council, through a mandate by motion of that body in regular session.

"We have been at this convention, saw the old group go out, a new, supposedly vigorous group come in. We have passed resolution after resolution; we have expounded on our accomplishments at the last election; we wrapped ourselves in a flag, saying that we were democratic; Proposition 18 had to be defeated because within the structures and within the laws we had systems where the people chose a union by democratic principles. We have passed resolution after resolution stating that we were going to fight for our rights because we were a democratic nation and the Constitution says that we had those rights, and we were going to go and get them, and we put the legislators on guard, stating that if they didn't deliver we would get somebody else that would deliver.

"It seems odd to me that when we come down to changing our own laws, passing something that will make our organization a little more democratic, then we seem to change our cloak—change the soap in the machine—and everything is wrong with the resolution as it is submitted.

"The committee announced that nobody appeared before the committee, and it is possible that they made an announcement when the committee was going to meet. But I was only absent from this room pos-

sibly two or three minutes to get a cup of coffee, and I do not remember any announcement of a meeting of the Committee on Constitution.

"I say to you that the only way to operate a strong and vigorous labor movement is to at least have enough faith in the delegates that appear at your convention to feel as though they can cast their ballot for the proper candidates to fill the offices that are needed to have a stronger labor movement. When we say that we are not in favor of a secret ballot, then we must say that we are not in favor of our form of government, because our Constitution says that whenever we elect any public official that we must have a secret ballot.

"I would like to have plugs in my ears in case some of the legislators suggested that we elect our candidates in our everyday life for our offices in this country by the same system that we elect them in our Federation. I see that there can be only one way for any organization to operate, and that is by the method of secret ballot.

"We have used it in our organization as long as I have been a member. I feel as though we have quite competent, quite capable officers in our International, and I think that we would be in the same condition in this Federation if we selected our officers in the same manner.

"I urge you to vote against the recommendation of the committee so that we may have a secret ballot within our organization and progress as we should as true democratic trade unionists."

**Delegate Clarence Stinson, General Board of CIUC:** "I rise to support the position of the committee. I support it for this reason:

"I think there has been some misunderstanding about the question of a secret ballot here. We are here as delegates representing people. We are not here as individuals casting votes. Would the previous speaker urge that our congressmen cast secret ballots on issues in the Congress? Would he urge that our state senators and assemblymen cast secret ballots on issues in Sacramento? I think not.

"We are here in much the same capacity as our legislators in Washington and in Sacramento. The people back home whom we represent, in my opinion, have a perfect right to know how we voted, to know how we voted on issues and for people.

"I am in favor of the position of the committee."

**Delegate Albin J. Gruhn, Central Labor**

Council, Eureka: "I wish to rise in favor of the committee's report. To save the time of the convention, I could say 'Amen' to what the previous speaker said, and I might preface that with a few other remarks. I have been a delegate to this convention since 1939 and have served as an officer of this convention for quite a number of years also. But I can say this: that I think the history and the record of this federation, the greatest state federation of labor in the United States, the one that has produced more for its people, the one that has produced around it the greatest trade unions in the country, the ones who have gained the best conditions for their people in the country, a federation that has brought out one of the best legislative records in the history of the country, owe much to all these factors that we have discussed in connection with this particular point: that we have carried on and elected our officers by secret ballot. But in the same instance, we have stood up and been proud to stand up and be counted as to how we voted after the election was over. And I think we owe it to our local unions and our councils and to the caucuses of our various groups that meet. And you all know that we do it. It has been historical in this federation and I believe it has been historical in the CIO state council. We caucus together to see whom we are going to support for the various offices. And I think that rather than give lip service to various candidates that we intend to support, the record should show later how we voted based upon the action of the caucuses of our various local groups.

"I urge the delegates to this convention to continue this policy and support the committee's report."

**Delegate Floyd S. Alvord**, Carpenters No. 769, Pasadena, offered a motion for the previous question, which was adopted.

Co-Chairman Lalor yielded to Secretary Haggerty to close the debate.

**Secretary Haggerty**: "I have accepted the very gracious gesture of the co-chairman to yield to me so that I might explain to the new delegates of the old Federation who have not been in attendance at any of our previous conventions and to the delegates from the old CIO Council who are here in our merged body and who have never had the opportunity of taking part in our system of electing officers. And this question pertains to exactly that.

"Much has been said about roll-call votes, and the newspaper article in the Sacramento Bee, and also the Fresno Bee

and the Fresno labor paper, carried a condemnation of roll-call votes on the basis that the 'bosses' of the convention sat looking down the throat of the voter, and the 'bosses' of the convention controlled that voter's daily life, his job and his income.

"It seems to me ridiculous that that should be allowed to be said in the public press. There have been no employees in the secretary's office who cast votes in the convention since I have been a secretary, and there are no jobs to offer by this convention or by the Federation on a salary basis. The comparison was completely foreign to the facts.

"Let me explain to you the fact that we do have a secret-ballot vote and have long had a secret-ballot vote, long before my time as secretary. In the audience, there is our former secretary who served the old body for 27 years, and all during that time they had the secret-ballot vote. It has not changed in 58 years of functioning.

"The method is simply this:

"In a contested election for office of any of the officers of the Federation a ballot is printed and the names of the contestants to the office are on that printed ballot. You will find a sample of the ballot on page 7 of your copy of Agreement to Merge, Constitution and Rules of Order given to you when you checked in at the credentials desk.

"To get a ballot, the delegate answers to a roll call. The secretary calls the roll by towns and by organizations. The vote has been compiled in the office of the Federation by a CPA, the same as the audits are made. The Committee on Credentials allocates those votes based upon the CPA audit and marks the i.d. card of the incoming delegate.

"When my name is called as a delegate from my local, I walk up in the line to the teller committee, and there I receive a ballot. The ballot has on the top a place for the number, then it has the name of the organization and the name of the delegate; and then we go down with the contestants and the number of votes each delegate is entitled to cast.

"When the delegates have all voted and the polls have been closed, then the committee goes to work. Many times it works until 3:00, 4:00 or 5:00 o'clock in the morning, tallying and compiling the votes of the various candidates submitting themselves to the convention. Then they have the result, based upon the total vote

for each organization which has been developed by the CPA, and checked very carefully by the teller committee. So they do check on those who voted, to see that they cast the correct number of votes. Up until the time that committee goes to work, this is a secret ballot. When the committee is through working, it is still a secret ballot. It then returns to our office; and there, in the proceedings, we print how each delegate voted. It then becomes a public matter.

"One delegate, I think, described it to you very clearly. Each delegate here is not representing himself. He represents an organization, or more than one organization, as the case may be. The theory and the reason behind the publication of the vote for candidates for office of the Federation have been exactly that the delegate is a public member speaking for a number of people. They have the right to know his performance at the convention. It is contained in the proceedings when you receive them in the mail as soon as we can get them to you following convention adjournment. Up until the time of publication it is a secret-ballot vote. It is not a roll-call vote.

"I mention this just to describe to you what we are talking about. The only difference in the resolution presented by Delegate O'Rear will be to strike off the name of the delegate voting and his organization, so that he would have no identification at all. There would be no way except by total number of votes. The teller committee would have to get the CPA total votes which delegates are entitled to cast, be sure when they develop their votes in their teller committee that it jibes and checks out with the number of votes that they are entitled to. Otherwise we would not know.

"If you believe that you are an individual and voting as such, as you see it, without the responsibility of your organization, then, of course, the resolution that Delegate O'Rear offers has that feature. If you believe that you are here as a delegate from a number of members chosen by large and small organizations, they have the right to know.

"I wanted you to have that explanation as to the fact that this is not a roll-call vote. A delegate as experienced as Delegate O'Rear knows it. He should never have allowed that to be printed in his own labor paper, or it should have been corrected in the Fresno Bee and Sacramento Bee. I am not criticising the Bee. It has

been a wonderful paper. It is not its fault that the article got there. The article was based upon statements made to that paper.

"On behalf of this organization, I personally resent the implication that we have that power and that roll-call votes are cast for the purpose of intimidating the delegate as to how he or she shall vote. That has not been the system in the old Federation; I am sure that it has not been in the old CIO Council; and to have that made public, spread statewide (I got it in the mail a dozen different times from people in other parts of the state) is unfair, unjust, and a smear on the delegations as clean as these organizations have been, to imply that they are using power-packed tactics to make people vote their way. I think it is unfair that that should happen.

"But getting back to the resolution. The committee has analyzed it properly. I have explained to you now what the process is. And because I think that the committee is correct in their action, I support their report to non-concur in the resolution."

The committee's recommendation to non-concur in **Resolution No. 138** was thereupon adopted.

Co-Chairman Lalor then stated:

"The committee's report was prepared by Co-Chairman Clark of the Steelworkers, John Quimby of the San Diego Central Labor Council, Sam Eubanks of the Newspaper Guild, and your chairman.

"That completes the work of the committee, and I move the adoption of the committee's report in its entirety."

The report as a whole was adopted, and President Pitts discharged the committee with thanks.

### **Distinguished Visitors**

**Richard A. McGee, Director  
State Department of Corrections**

President Pitts presented Richard A. McGee, Director of the State Department of Corrections, who greeted the delegates briefly:

"I have no special message for you today, except to thank you for permitting me to be your guest, and to again express the appreciation of my department of the state government for the cooperation that you have given us in these past years in the very difficult program that we have of dealing with men in our institutions and those released therefrom.

"I shall not further occupy your time. And once more, thank you very much."

### **Allan Cranston Controller-Elect**

President Pitts next introduced Alan Cranston, State Controller-Elect, who spoke as follows:

"It is wonderful to be with you here as you have finally come together at the California Labor Federation. It is a source of great strength to all the ideas that we share that you are now united in one house in this one auditorium, in one organization. I couldn't be happier than to be here at this time when you are starting your march together to work for the things that all of us together believe in.

"I want to also rejoice with you in the defeat of the 'right to work' measure that we together combatted in the recent election. Finally let me thank all of you and all whom you represent for your help in my recent campaign. I was delighted to have your endorsements, your support, both financial and in the precinct work and at the polling places, and most of all, the votes of the working men and women of California. I asked for your advice and help in the campaign and I was so happy to get so much of it. I now want to ask again for your advice and help in the days ahead when the task is not to win an office but to use the great power of that office wisely and well for the principles that we share.

"I have read with interest of the things that have been said in this convention about the future of California and about what you hope the Democrats who have won the offices of our state will now do. I want your help and advice, not only in the matters that are directly of interest to labor but in everything. For I know that everything that we do in Sacramento and in the government of our state affects the working men and women of California.

"I have read with interest your statements about taxation. I share your dislike for the sales tax. I will fight vigorously against every effort to increase it. I will work with you to reduce it at the earliest possible moment.

"I was very interested to read the other day of a statement by Representative Mills of Arkansas, stating that of \$350 billion of income annually in our nation, \$129 billion is untaxed. Let us find out what that untaxed income is and levy taxes there before we raise taxes anywhere else. This is the sort of program that we must work on together and I invite your help in doing it. The door of my office will always be open in Sacramento,

but don't wait for an invitation. Please come to see me and offer your suggestions and advice of help. I look forward to working with you in the days ahead.

"Thank you very, very much."

### **Edward P. Park**

#### **Director of Industrial Relations**

President Pitts then introduced Edward P. Park, Director of Industrial Relations for the State of California, who addressed the convention, as follows:

"May I, like those who have preceded me, give my heartiest welcome to the assembled delegates to this, our first convention of the California Labor Federation AFL-CIO. As Director of the California Department of Industrial Relations, I feel both honored and pleased to have this opportunity to offer my congratulations to your officers and to all the delegates on the accomplished merger and the start of a new era.

"To this new era in California you bring the strength of unity, the strength of progressive unionism, the strength of a forward-looking legislative program, the strength of planning for the good of the people, both employer and employee alike, and the strength of fairness and righteousness. Your rights are inviolate; your obligations many.

"Our California Department of Industrial Relations is here to assist you as you strive ahead in this new era. This department belongs to the people of California. We, the staff of the Department of Industrial Relations, are but your agents in enforcing the laws and regulations set out in the Labor Code. You have given us a trust—we are trying faithfully to carry out that trust.

#### **Largest California Labor Force**

"I need not remind you of the tremendous growth of our state. We go into 1959 with a total California labor force of six million, the largest in the history of the state. We have the working force to expand our economy, to develop our natural resources, to improve our standard of living. We must also continue to promote and improve the fine industrial climate now enjoyed in our state which is so necessary in attracting new industries and new payrolls.

"Our latest employment figures show that for the first time since 1957 the number at work in California is now higher than the year ago figure. Wages have increased and are at record levels. Hours of work are above last year.



"But there are problems as well as blessings. Despite the fact employment today is higher than a year ago, unemployment is also higher. The number of jobs has increased, but it has not increased as much as the number of people in the market for jobs. This challenge has to be met by our government, by employers, and by unions.

#### **New Jobs Must Be Created**

"We cannot tolerate this situation. We must create new jobs. We must also make sure that no qualified person can be denied a job solely because of his race, his color or his creed. I know there are some who hold we should work toward this end by education, not by law. Our experience in the Department of Industrial Relations with our efforts to make working places safe does not support that view. Education alone is not enough. We have every kind of an educational program for safety we can think of. And they do a lot of good. But we have safety orders too. Employees know these orders are to be observed. Union members know a call to the Division of Industrial Safety will bring a safety engineer out to the plant to enforce them if necessary. It takes both law and education to make working places safe and I believe it will take a Fair Employment Practices Act as well as education to give every worker an equal chance of a job.

"To support the anticipated population increase, while maintaining at the same time our present standard, we will need 200,000 additional jobs each year. The manufacturing industries, creating more wealth for California in the form of new products and increased production of currently produced products, will be the principal supplier of these jobs. Month by month California is becoming more highly industrialized.

"Alert and responsible unions and companies are aware of the job ahead. For one thing, the training and retraining of workers will become increasingly more important. Apprenticeship training and training on the job will be needed more than ever before.

"You, through your unions, and we in the Department of Industrial Relations must strive continuously to keep ahead of the problems which will be confronting us. Our record is good so far.

#### **Radiation Hazards Problem**

"Take this new problem of radiation hazards. California was the first state in the country to realize the need for con-

trolling the hazards of ionizing radiation in work environments.

"And in January 1950, several years in advance of any other state, our Industrial Safety Board's Radiation and Radioactivity Safety Orders became effective. They were revised in 1955, in the light of further knowledge, and will undoubtedly be revised again as and when necessary.

"Since 1950 our Division of Industrial Safety has written hundreds of requirements for the correction of unsafe working conditions where ionizing radiation was involved. The division is continuing with this radiation safety program and is planning to accelerate environmental surveillance of places of employment where there may be dangerous radiation exposure. I am chairman of the Governor's Advisory Committee on Peacetime Use of Radiological Materials. Our Chief of the Division of Industrial Safety acts as executive secretary of this committee, and he is also chairman of the staff committee which serves as advisors to the parent Governor's Committee. This department is hopeful that suitable legislation can be passed to provide for proper coordination in dealing with all radiation problems.

"The major goal of this committee is to insure that the people of California are not needlessly exposed to ionizing radiation, and secondly to insure the orderly and economic development of the peacetime uses of radiation.

#### **Safety Program in Lumber Industry**

"California is the second largest lumber producing state in the union. This industry has always been considered a high-risk activity, and in the late '40's the accident frequency and severity had climbed to an all-time high, to the extent that the state legislature recognized that something vigorous should be done in the way of reducing the great number of injuries to loggers and sawmill workers. The department through the Division of Industrial Safety inaugurated a vigorous accident prevention program in the industry, and we are happy to report that in seven years the accident frequency has decreased more than 30 per cent in spite of the fact that in the same period of time lumber production has increased.

"The Chief of our Division of Industrial Safety has been honored by being selected to be the United States specialist on 'Accident Prevention in the Timber Industry,' at the International Labor Organ-

ization Conference in Geneva, Switzerland.

"The state legislature recently gave the Department of Industrial Relations a new and important responsibility. The new duties are to be administered through State Conciliation Service. These duties arose out of the enactment of the Metropolitan Transit Authority Acts and involve the determination of bargaining units, the conduct of elections and the performance of related duties. The Los Angeles Metropolitan Transit Authority Act is a present undergoing public hearings involving several unions and the Authority.

"This new major service being performed for one industry by the Industrial Relations Department suggests the possibility for extending the principles of this legislation to other industries where there may be equal need.

#### **Minimum Wage Orders**

"The fixing and administering of the state minimum wage is a matter calling for continuing review if we are to meet our responsibilities squarely.

"Our present California wage orders extend coverage to more women workers than any other state in the union. Only domestic service and farm labor are not covered at the present time.

"During this past year our Industrial Welfare Commission has devoted its efforts to the problem of investigating the wages, hours and working conditions of women and minors in agricultural labor throughout California. This investigation will extend into 1959 so that before taking any action the Commission will be apprized of conditions in all of the major farm areas of the state. Thus far, the Commission has toured the fields to see a variety of harvest operations and collected testimony from employers and farm workers in El Centro, Bakersfield, San Jose and Fresno. Two additional meetings are scheduled in January for Stockton and Santa Rosa.

"Brother John Quimby is the chairman of our Industrial Welfare Commission and Sister Mae Stoneman has served on the Commission since 1945. You know the minimum wage orders cover only women and children. As our labor force continues to grow, we must ask ourselves anew why should the state's minimum wage apply to women only when the federal law applies to both men and women.

#### **Protection of Wages**

"We in California have been proud of our laws which protect the working man from fly-by-night employers and guarantee his right to wages for his labor.

"We in the department are proud of the Division of Labor Law Enforcement's wage collection record.

"But can we be content to protect the worker against irresponsible employers and then allow any bill collector to garnish his wages and cause him perhaps to lose his job?

"We live in an age of installment buying. In this installment-buying economy it is high time the wage earner's rights as well as his obligations are stated in the law.

"We are proud of the record of safety-on-the-job we have here in California. But accidents still do happen and every so often one of your members is going to be seriously hurt. Will we do everything we can for him then? Our workmen's compensation laws in this country are more than forty years old. Much has changed in medical care in these last forty years. Much that is new has been learned about rehabilitating and retraining injured workers.

"We are sober-minded enough to know that neither medical science nor rehabilitation is going to send a paralyzed iron worker back to work on a bridge tower.

"But, facing the certain prospect that some of your members will be seriously injured in on-the-job accidents next year, how certain are we that they will, as a right, have the financial support and the rehabilitation services necessary to restore them to the greatest extent possible?

#### **Industry's Responsibility For the Industrially Injured**

"It is time that industry accepted the cost for its own industrially injured. When a worker suffers an injury through negligence on the employer's part, should not the employer bear some of the cost of his negligence?

"There is a very serious matter I want to mention to you about industry's responsibility for its industrially-injured. We in California have what we call a Subsequent Injuries Fund as does almost every other state in the United States. The Subsequent Injuries Fund in California, however, is markedly different in one important respect from that of every other state but one. In California the full cost of this Subsequent Injuries Fund is

borne by the general taxpayers; whereas, in all other states except one the cost of this Fund is viewed as a proper charge upon industry. The appropriation for the Subsequent Injuries Fund in California has been increasing for the past several years. For the current year it is about \$800,000. This is over three-quarters of a million dollars which the California taxpayers are paying for a service which is customarily supported in other states by industry. With the condition of the State Treasury as it is, this is a situation meriting your serious consideration.

"These are some of the problems we in the Department of Industrial Relations wanted to call to your attention today.

"As Governor-Elect Pat Brown told us yesterday, we should plan now in the tradition of Franklin Roosevelt.

"The people have made their desire clear. They want to move ahead. Today's answers to yesterday's problems are not enough. We must work out programs now on which to build the future. That future, under Pat Brown's leadership, can be great.

"I am certain that with your support, the support of a united labor movement, we can achieve that great future.

"I pledge to you that we in the Department of Industrial Relations will do all we can to meet our responsibilities to the people of California and to the trust imposed upon the Department of Industrial Relations by the laws of the state 'to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions and to advance their opportunities for profitable employment.'

'May I say to the delegates in closing that I want to thank you for the cooperation, the support and assistance that you have rendered me in the years that I have been privileged to serve you in state government. May your success at this convention be the greatest ever, and may God bless you and God speed your work that you will do here.'

### Report of Committee on Legislation

Co-Chairman William Bassett of the Committee on Legislation reported for the committee:

"As a result of the Agreement to Merge, resolutions introduced at the convention of the California State Federation of Labor and resolutions introduced at the convention of the California Industrial Union Council have been referred to the Cali-

fornia Labor Federation, AFL-CIO, for consideration and action. To avoid needless repetition, your committee at this time moves, that with respect to any and all such resolutions, regardless of the reference in the Resolved to either the California State Federation of Labor or the California Industrial Union Council, each resolution shall be deemed to have been amended to provide that the Resolved will read at the outset:

Resolved, That the First Convention of the California Labor Federation, AFL-CIO, go on record that . . .

without the necessity of such motion being made individually. I accordingly move that the convention concur in this recommendation of the Committee on Legislation."

The motion was adopted.

**Resolution No. 39**—"Elimination of Sec. 1262 of California Unemployment Insurance Code"; **Resolution No. 25**—"Loss of Unemployment Benefits In Respect to Trade Disputes"; **Resolution No. 337**—"Unemployment Insurance for Workers Idled by Trade Dispute."

The committee report:

"The subject matter of these resolutions is similar; namely, disqualification for trade disputes under the Unemployment Insurance Act.

"The committee recommends concurrence in **Resolution No. 39**, and further recommends that **Resolutions Nos. 25 and 337** be filed."

The committee's recommendation was adopted.

**Resolution No. 26**—"Amendment of Sec. 1253(c) California Unemployment Insurance Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 198**—"Increase Amount of Earnings Under Section 1279, Unemployment Insurance Code"; **Resolution No. 27**—"On Section 1279 of the California Unemployment Insurance Code"; **Resolution No. 191**—"Incentive for Partial Employment Under the Unemployment Insurance Act"; **Resolution No. 326**—"Increase Permitted Earnings in Unemployment Insurance Law."

The committee report:

"The subject matter of these resolutions is similar; namely, an increase in the amount of partial earnings that can

be received without affecting the right to receive unemployment insurance benefits.

"Your committee recommends concurrence in **Resolution No. 198**, and further recommends that **Resolutions Nos. 27, 191 and 326** be filed."

The committee's recommendation was adopted.

**Resolution No. 28**—"Against Section 1277 of the California Unemployment Insurance Code"; **Resolution No. 338**—"Repeal Section 1277 of Unemployment Insurance Act."

The committee report:

"The subject matter of these two resolutions is similar, namely, the abolition of the so-called lag quota requirement.

"Your committee recommends concurrence in **Resolution No. 28**, and further recommends that **Resolution No. 338** be filed."

The committee's recommendation was adopted.

**Resolution No. 29**—"Eliminate Sec. 1253(d) California Unemployment Insurance Code"; **Resolution No. 335**—"Repeal Waiting Period for Unemployment Insurance."

The committee report:

"The subject matter of these resolutions is concerned with the elimination of a waiting period under the Unemployment Insurance Code.

"The committee notes that in **Policy Statement VI, Unemployment Disability Insurance, (b)** — 'The waiting period for all disability spells lasting more than one week should be compensated,' provides for the elimination of a waiting period if the disability exceeds seven days. Your committee believes this is a more feasible and more realistic approach, and accordingly recommends that **Resolutions No. 29 and No. 335** be filed."

The committee's recommendation was adopted.

**Resolution No. 30**—"Amendment of Sec. 1257 (a) California Unemployment Insurance Code"; **Resolution No. 323**—"Eliminate from Unemployment Insurance Code Penalty for 'False' Statements."

The committee report:

"Your committee has interpreted **Resolution No. 30** to suggest not that the disqualification for a wilful misstatement be abolished, but that the law be clarified to insure that the disqualification will be assessed only if the information given is a wilfully false statement, and not a mis-

statement resulting innocently because of lack of sufficient information or other cause. As so interpreted, your committee concurs in the intent of the resolution, and recommends that the resolution be amended by striking the first Whereas in its entirety, and concurring in the resolution as so amended.

"Your committee further recommends that **Resolution No. 323** on the same subject matter be filed, since it calls for the outright repeal of the section, which in view of the comments of the committee already noted, would not be feasible."

The committee's recommendation was adopted.

**Resolution No. 217**—"Extend Unemployment Insurance Coverage to Employees of Non-Profit Organizations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 31**—"Amendment of Sec. 1252 California Unemployment Insurance Code"; **Resolution No. 340**—"Amend Section 1252 of Unemployment Insurance Act Re: Holiday, Vacation and Severance Pay"; **Resolution No. 23**—"Re Disqualification for Unemployment Benefits of Unemployed Workers Receiving Severance Pay, Sick Pay, Vacation Pay and Holiday Pay."

The committee report:

"The subject matter of these resolutions is similar, namely the amendment to Section 1252 of the Unemployment Insurance Code, relating to holiday, vacation and severance pay.

"Your committee has interpreted **Resolution No. 31** to be confined to a situation where there is an actual termination of an employer-employee relationship.

"As so construed, your committee recommends concurrence in **Resolution No. 31**, after deleting the words 'of wages' in the first Whereas, and further recommends that **Resolutions No. 23 and No. 340** be filed."

The committee's recommendation was adopted.

**Resolution No. 330**—"Increase Maximum Unemployment Insurance Benefits."

The committee report:

"The subject matter of this resolution is concerned with the liberalization of benefits.

"The committee notes that in **Policy Statement V, Unemployment Insurance, (b) (1)**, an increase to \$65 is recommend-

ed. Accordingly, since this resolution is in conflict with the policy statement and since it would not provide at least a 50 per cent weekly payment to the individual, the committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 331**—"Unemployment Insurance Dependency Benefits."

The committee report:

"The subject matter of this resolution is concerned with the liberalization of unemployment benefits, so as to provide coverage for dependents.

"Your committee recommends that the last sentence of the Resolved be deleted, and as so amended, recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 324**—"Extend Coverage of Unemployment Insurance Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 354**—"Extend Duration of Unemployment Benefits to 39 Weeks"; **Resolution No. 332**—"Increase Duration of Unemployment Insurance Benefits."

The committee report:

"The subject matter of these resolutions is similar; namely, the extension of duration of benefits.

"The extension is consistent with the policy statement, and accordingly your committee recommends concurrence in **Resolution No. 354** and further recommends that **Resolution No. 332** be filed."

The committee's recommendation was adopted.

**Resolution No. 327**—"Extend Limit of Taxable Wages in Unemployment Insurance Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 329**—"Repeal Sections of Unemployment Insurance Act Providing Schedules of Contribution Rates."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 328**—"Reduce Period of Disqualification for Voluntary Quits."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 336**—"Repeal Section 1264 of Unemployment Insurance Act Re: Eligibility."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 341**—"Amend Section 1253(c) of Unemployment Insurance Act Re: Availability for Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 333**—"Department of Employment to Print Informational Pamphlets in Spanish as Well as English."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 59**—"Voluntary Plan Carriers."

The committee report:

"Your committee recommends that the resolution be amended by striking the period at the end of the Resolved and inserting the following: 'who so request.'

"As so amended, your committee recommends concurrence."

Delegate R. T. Newman, Communications Workers No. 9590, spoke in support of the resolution.

The committee's recommendation was thereupon adopted.

**Resolution No. 206**—"Speed Up Collection of U.C.D. Benefits."

The committee report:

"Your committee recommends that the Resolved, subparagraph 3, be amended by striking the words 'and not withhold payment pending resolution of the disputed coverage by hearing.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 130**—"Disability Insurance for Public Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 357**—"Disability Insurance Benefits for Pregnancy."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 33**—"Workmen's Compensation"; **Resolution No. 56**—"Rate of Workmen's Compensation"; **Resolution No. 233**—"Liberalization of Workmen's Compensation and Disability Laws"; **Resolution No. 311**—"Increase Workmen's Compensation Rates"; **Resolution No. 315**—"Extend Benefit Schedules in Workmen's Compensation Law."

The committee report:

"The subject matter of these resolutions is similar: namely, the liberalization of the workmen's compensation program.

"Your committee directs the attention of the delegates to **Policy Statement VII—Workmen's Compensation, (a)**: 'The weekly benefit amount for both temporary and permanent disability should be increased to a minimum of \$20 and a maximum of \$70, so that a substantial majority of workers who suffer industrial injury will receive a benefit which conforms to the wage-loss compensation standard prescribed by the law itself, as intended by the framers of California's compulsory workmen's compensation program.'

"Your committee accordingly, while firmly believing that liberalizations, such as those mentioned in **Resolution No. 233**, are highly desirable, believes that the recommendations contained in the statement of policy are more capable of actual accomplishment at the coming session of the legislature.

"Your committee accordingly, while concurring in the intent for full liberalization of this program, believes that the statement of policy at the present time covers the matter in a more feasible manner, and accordingly recommends that **Resolutions Nos. 33, 56, 233, 311 and 315** be filed."

The committee's recommendation was adopted.

## Greetings to Convention

Secretary Haggerty read the following telegram:

Los Angeles, California  
December 8 1958  
Peter M. McGavin, Presiding Officer  
AFL-CIO

Congratulations on merger. Unity means strength, as Democrats and labor found out last month all over California. Let's keep working together.

Joe Wyatt, President,  
California Democratic Council.

## Committee on Legislation Commended

Delegate James H. Reed, Steelworkers No. 4670, then spoke, as follows.

"I think I would be a little remiss in my duties as servicing compensation disability and unemployment insurance for our Steelworkers in the south if I missed this chance to commend the locals and the action of this Committee on Legislation for their broadminded consideration of these benefits back to what the intent and purpose were at the outset for the unfortunate who need the benefits at a time when they are injured or in the time of unemployment.

"I would like at this time to express my appreciation, and I am sure I am speaking for the Steelworkers as a whole, for the action of the locals and the committee."

## Hal Dunleavy

President Pitts introduced Hal Dunleavy to present a post-election analysis:

"I am now going to introduce a gentleman to you whom I think you will enjoy hearing. He is going to present to you somewhat of a post-election analysis. Early in the game, this man was engaged by the officers of the California State Federation of Labor to do a lot of research and study, prior to the campaign period and as we began to move into the campaign. I believe that he will probably relate to you and show to you the things that he produced which were passed on to us in the way of information that supplied a good bit of guidance in the work necessary in the campaign. His record stands well, and I am sure that you will enjoy every minute of the program that he will present to you.

"It is my pleasure to present Mr. Hal Dunleavy."

Hal Dunleavy spoke as follows:

"The report I am about to make is more or less a brief resume of the highlights of what happened. I think it will come to you as news because, as you know, we still do not have an official report of the November 4th elections in California. Our creeping reporting machinery will finally grind out a final official report in about three more weeks.

#### 1957 Poll—1958 Results

"Slightly over one year ago, in September 1957, a California political poll at that time matched Senator William Knowland with Attorney General Brown for the governorship. Knowland led Brown slightly over a year ago in that poll, 58 per cent to 42 per cent. In the same poll, at the same time—a year ago last September—'right to work,' or so-called 'right to work' was tested with the voters, and 55 per cent in the poll voted in favor of it. That is where it all began.

"On November 4, 1958, slightly more than a year later,—a very, very short time in political events—both Knowland and his 'right to work' platform were defeated by almost the same number of votes. Brown beat Knowland by slightly more than one million votes. Organized labor beat Knowland's sure-fire campaign creation, Proposition 18, by slightly less than one million votes.

"The final official figures when we get them will show that the No vote on Proposition 18 came to 59.5 per cent and Brown's percentage was about the same, and the majority against Proposition 18 will wind up 985,000, give or take 5,000 either way.

"As you can see, a tremendous job must have been done in the short length of time to change the events of the previous year. And of course, as you know, the November 4th defeat was not limited to Knowland and Proposition 18, but swept entirely through the Republican ranks and brought into power in California the first top-to-bottom Democratic administration in the state's history. All statewide Democratic candidates except for the office of Secretary of State were elected. And I find that I do not consider the Secretary of State's office a part of the administration. Forty-eight Democratic assemblymen won seats, and we now have 27 state senators.

"You political educators and political actionists should take particular note that the composition of the Assembly is now such that unless there is a major revolu-

tion Republicanwise to turn the tide, Democrats cannot lose control of the legislature two years from now and will be sitting there to reapportion the state. Which might mean, assuming again that they do not lose their electorate, especially their labor support, that they will be there for many years to come, as a result partly of reapportionment.

#### What Happened? Labor Voted

"What happened in this period of about a year to completely destroy the seeming certain victory for Knowland and Proposition 18? Was it the Democratic landslide throughout the country? And there was a Democratic landslide. No, not in my opinion, it was not.

"I am sure that you will recall that victory elsewhere for the Democrats has not in the past meant victory here in state elections for Democrats, and certainly has not meant victory of the overwhelming proportions of this Democratic sweep in California.

"More than that. In New York and in Oregon, Republican candidates for governor and in New York for United States senator won easily this year.

"What happened, then, in California? It was not the national Democratic sweep. But it was a state landslide of voters brought to the polls by organized labor to defeat Proposition 18—voters who then remained in the polling booth to elect Democrats.

"Whenever labor votes its full strength in California, the additional votes go almost entirely to Democratic candidates. This has been so since 1932; it was so this year.

"The full strength of labor this year in California produced about one million more votes than normal in off-year, non-presidential elections.

"I know that that is a startling statement. I know that a great many of my Democratic friends would not be quite as happy as they might be with that. It is a very big claim. But I am going to try to back it up with just a few historical facts here.

#### Labor's Latent Political Strength

"I think it is important for you to know the latent strength you have. I hope it is not necessary that we always have to have a measure of the nature of Proposition 18 to pull this vote into the ranks of the registered voters and to put it out at the polls. But in any case, in a normal

off-year election, that is, a nonpresidential year, your registration in California would have been about a hundred thousand less than in the previous presidential election. This year it was about 350,000 more than in the 1956 presidential election.

"In a normal off-year a turnout of 70 per cent of the voters in November was the best that we could expect and the best we had had for 26 years, except for 1938, when it was less than this year. In fact, 70 per cent is what Secretary of State Jordan predicted about two weeks before the election. But the turnout was just under 80 per cent this year. This is just under a presidential voting turnout. I am pleased to tell you that we predicted in our work for the State Federation an 80 per cent turnout.

"Now stay with me for just a moment and for a few mild statistics, and I shall try to back up my statement that about one million more votes were cast than in a normal off-year.

"If the political situation had been normal, we would have had about 6,300,000 registered voters and 70 per cent of them voting. That is 4,400,000 votes cast. Instead we had 6,750,000 and 80 per cent voting. That is 5,400,000, or one million more votes cast than normal.

#### Role of Proposition 18

"The difference between this election year and what had been normal for many elections past was Proposition 18. The difference was organized labor's organized fight against '18'.

"As a direct result of the introduction into California of the so-called 'right to work' issue, and for the first time, the total force of organized labor was brought totally into a statewide election campaign—at the state level, at the county level, and, most important, at the precinct level.

"As a direct result of labor's campaign, in 1958 we had the highest voter registration ever, including presidential election years; in 1958 we had the highest turnout of voters for any off-year statewide election. Just under, as I told you, 80 per cent.

"But perhaps the most striking measurement of the effectiveness of labor's campaign was the voter 'drop-off' on Proposition 18. On the history of voter 'drop-off' in this state, some studies that we made and put before our clients, the State Federation of Labor, were enough to frighten you to death. There were 'drop-offs' as high as 20 per cent, 25 per cent. Many political commentators felt

and said that the 'drop-off,' that is, those who go to the polls and do not vote on a candidate or issue, would be 15 per cent at least on Proposition 18. We had to make estimates on this, and we estimated finally that 10 per cent of the Democrats would not vote on 18 and about 7 per cent of the Republicans would not vote on 18, and therefore concluded that 8 per cent of the over-all turnout would not vote on 18.

"A fantastic event occurred. The 'drop-off' on Proposition 18 was held to 4 per cent.

"There are some indications in the studies I have been able to make to date, without all the data yet available, that most of the 'drop-off' (a further fantastic event) came from a potential Yes vote. And I shall show you a little further along what happened in Los Angeles. It did not come from the potential No vote. In short, the 'drop-off' this time was held to the lowest level for any proposition ever on the ballot. As you probably know, there is a 'drop-off' on the governor's race and presidential race always of about 2 per cent.

#### Effectiveness of "Vote NO on 18 First..."

"Thus, not only did labor's organized campaign at the local level produce, in my estimates, a million extra voters through highest registration and highest turnout ever, but the tremendously successful reduction of 'drop-off' produced from 200,000 to 300,000 more votes on Proposition 18. And that I believe was because in many, many areas the program of 'Vote NO on 18 first and then vote your ticket' was effectively carried out. In my opinion, almost all of the votes added by cutting 'drop-off' were added to the No vote. And remember that Proposition 18 was at the tail end of one of the longest ballots ever presented to California voters.

"More votes were cast in toto on Proposition 18 on the Yes and No side than on any issue or candidate except the governor's race and the United States senator contest. In the case of the senatorial contest Proposition 18 totaled about 1,000 less votes out of a total of five million. Only in the Brown and Knowland race were about fifty or sixty thousand more votes cast in the entire state than on Proposition 18.

"This is far more significant in many ways than almost any other element of the campaign, because it was the element



most dreaded. We might be in a close race and we might lose because of the 'drop-off.'

#### **Proposition 18 Defeated In 52 Counties**

"Proposition 18 was defeated in 52 of the 58 counties. The six counties where the Yes vote prevailed contain about 2 per cent of the total vote. These were: Orange; Imperial; Lake; Sutter; Mono; and Alpine. Alpine has about 200 registered voters. And even here, except for Mono County, the Yes vote was marginal, from 50.5 in Lake and Imperial to 53 per cent in Sutter and Orange Counties.

"Proposition 18 was defeated by a substantial majority, 54 per cent or better, in 44 of the 58 counties; 60 per cent or better in 25 counties; by more than two-thirds of the vote in 11 counties, including San Francisco and Solano counties in the Bay Area, Sacramento and San Joaquin counties in the Valley. The other counties voting two-thirds or better against Proposition 18 were northern California mountain counties.

"I hasten to add for those here from southern California that Proposition 18 was not only defeated in southern California as a whole, in its entirety, by about 58 per cent and by a 450,000-vote majority, but also the No vote in Los Angeles County was 59.5 per cent, matching the statewide percentage. One of the top jobs in the entire state was without question done in Los Angeles County.

"You might give a hand to San Diego County, where a month before election we were sure we were going to lose and it was won by 53.5 per cent.

"What is more: In southern California, in 14 counties of the state the percentage of vote against Proposition 18 exceeded the percentage of vote cast for Pat Brown; in 6 of those 14 counties the number of votes against Proposition 18 exceeded the number of votes for Pat Brown; and 4 of those 6 counties where Proposition 18 did better in No votes than Brown in Yes votes, you might say, were southern California counties.

#### **Southern California Comes Through**

"In Los Angeles County, 10,000 more votes were cast against Proposition 18 than for Governor Brown and 52,000 less votes were cast for Proposition 18 than for Knowland. Bill Bassett, John Despol and their brothers and sisters produced a vote against '18' in Los Angeles County

almost 2 per cent higher than Pat Brown's Los Angeles County percentage.

"San Diego County, as I told you, came through. That is where a No vote percentage on '18' not only exceeded Pat Brown's, but the number of votes cast against '18' exceeded his vote. The margin was smaller—41 votes—but nevertheless more than Brown's.

"Orange County, to your great surprise, I am sure, although lost both by labor and by Pat Brown, in that county the No vote on '18' in number and percentage was larger than Governor Brown's total vote.

"And lastly in Southern California, the other county there, whereas Pat Brown lost Santa Barbara County, '18' was defeated there by what we have to consider a healthy majority for that county: slightly more than 1 per cent.

"Two other counties where the No vote on '18' ran ahead of Pat Brown in numbers of votes were Butte and Calaveras Counties.

"'18' was defeated in all but one of the 25 counties, which, combined, contain 95 per cent of the state's population. That one exception was Orange County.

"Such good, old conservative Republican standbys of the past as San Diego, Santa Barbara, Marin and Santa Cruz voted a majority No.

"As an area, the Valley produced the strongest No vote—over 63 per cent—with the Bay Area next, with just under 63 per cent. Los Angeles County, as I told you, was just a step behind at slightly under 60 per cent.

"This election, then, was a real tribute to organized labor in its ability to plan and conduct an effective and successful election campaign.

#### **Tribute to Labor Public Relations**

"But more than that, the vote on November 4th was an overwhelming acknowledgment by California's people of the good public conduct of organized labor in California over the past many years. Without the long history of good public relations in the communities, labor's case against '18' would have fallen on deaf ears.

"But overwhelmingly successful as it was, this year's campaign must be considered as only the opening battle in the current war that goes on against organized labor. Your enemies took one shocked look at the election returns here and throughout the country and opened fire on a new front.

"In closing I want to read to you a short statement by a member of the Eisenhower Administration. I think you probably missed it in your business in the last few days. It indicates the new front on which the battle (or at least they intend to wage it) against organized labor is to be fought.

#### Anti-Labor Attacks Renewed

"This piece comes from the San Francisco News, a dispatch by Jack Steele, press reporter, and says that:

The nation's businessmen had a warning from an Eisenhower Administration spokesman that the United States is on the brink of having a "labor-bossed" administration.

The warning came from Postmaster General Arthur E. Summerfield in a speech to the Congress of American Industry in New York.

Summerfield, a former Republican national chairman, delivered the most direct and scathing attack on labor's political activities ever made by a member of the Eisenhower cabinet.

He declared that last month's congressional election was a victory for "union bosses" rather than the Democratic Party.

"The bald truth is that America today teeters on the precipice of a labor-bossed Congress," he said.

He added that, unless labor's political powers are curbed, a candidate hand-picked and elected by union bosses will be installed in the White House "eventually."

Calling upon Congress to outlaw the use of union dues for political purposes, he noted that neither the Republican nor Democratic parties has full-time precinct workers and political organizers or multi-million dollar "slush funds" extracted from compulsory dues of their members.

"But union bosses have these weapons," he said, "and it is these union bosses with the help of the Democrat Party" (as he calls it) "which won that fateful Tuesday a month ago—not the Democrat Party with the help of labor."

Citing reports that more than half of the members of Congress elected in November had financial and other aid from organized labor, he said:

"Americans will watch with fascinated interest these next two years as

the minions of this rampaging political combine move to reward their masters."

Summerfield insisted that his proposals to curb labor "abuses" in the political field were neither anti-labor nor anti-union.

At the same time he urged businessmen to devote more time and effort—as well as money—to "unselfish politics directed to the greatest common good."

"I know of no time in our country's history when the forces of intelligent conservatism have been in greater danger of obliteration," he said.

"End of Mr. Summerfield." Mr. Dunleavy resumed. "I mean, End of quote. You have to wait two years for that!

"As you 'union bosses' can see, with your 'multi-million-dollar slush fund,' political action and political education, which you waged so successfully this year, especially the 'action,' must be considered as a full-time occupation, and I think for some time in the future!"

#### Appointment of Escort Committee

President Pitts announced the appointment of the following committee to escort the Department Commander of the American Legion, John J. Flynn, and the State Commander of the Veterans of Foreign Wars, B. C. Hesser, to the platform on Thursday morning and Thursday afternoon, respectively:

C. J. Hyans, chairman, E. A. King, Emmet P. O'Malley, Henry E. Clemens, George Bronner, and Charles H. Lang.

#### 1959 Convention City

Secretary Haggerty spoke as follows on the question of the choice of a city for the 1959 convention:

"The newly-adopted Constitution of this Labor Federation provides that the nominations for officers and convention city will take place on Wednesday of each convention. The day being Wednesday, this is the time for nominations for convention city. As you know, we have no nomination for election of officers.

"It is the one thing we must do here. There are, however, a number of problems attendant upon a convention in arranging the convention city, as you probably realize. Some informal invitations have been extended for the next convention year, but they are strictly informal to date. It requires investigation as to accommodations for meeting places, and accommodations

for living quarters, committee rooms, and so forth.

"In view of the fact that we are not prepared at the present time to really analyze all the problems attendant upon setting a convention city, I am going to move that the matter of choosing the next convention city be referred to the Executive Council with full power to act."

The motion was duly seconded and adopted.

## Adjournment

In view of the lateness of the hour and the fact that the convention ball was to be held that evening, a motion by Secretary Haggerty to suspend Rule No. 4 of the convention's rules was adopted and the convention was adjourned at 4:45 p.m., to reconvene at 9:30 a.m. on Thursday, December 11, 1958.

## THIRD DAY

Thursday, December 11, 1958

## MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

### Invocation

Rabbi Saul White, Congregation Beth Sholom, San Francisco, gave the following invocation:

"Our God and God of our fathers, at this hour when we are gathered together, men and women who guide the destiny of countless numbers of Thy children and strive day by day to advance the welfare and the dignity and the security of the men and women who create the wealth and prosperity of this great land, we ask Thy blessing upon them and the cause to which they are dedicated.

"May the deliberations of this convention strengthen and inspire all who are here assembled, to go forth with greater vigor and enthusiasm, to champion the cause of the working men and women of our country, to strive to secure for each of them a greater measure of well-being, security and freedom.

"Bless our country, that it may continue to be a land of promise and of hope, striving continually for the more abundant and purposeful life for the greatest number in our midst. May the day be not distant when the prosperity and freedom which we enjoy shall become the birthright and possession of all Thy children in all parts of the world. Amen."

### Report of Committee on Legislation

Co-Chairman George Kelty of the Committee on Legislation reported for the committee:

**Resolution No. 322**—"Rewrite and Bring Up-to-Date Workmen's Compensation Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 52**—"State Supervision of Industrial Accident Claims"; **Resolution No. 109**—"Liberalize Workmen's Compensation Act"; **Resolution No. 293**—"State Supervision of Industrial Accident Claims."

The committee report:

"The subject matter of these resolutions is similar; namely, the improvement in the administration of the workmen's compensation program.

"Your committee recommends concurrence in **Resolution No. 52**, and further recommends that **Resolutions No. 109** and **293** be filed."

The committee's recommendation was adopted.

**Resolution No. 54**—"Practices of Workmen's Compensation Insurance Carriers"; **Resolution No. 235**—"Penalty for Failure of Workmen's Compensation Insurance Carriers to Pay Claims"; **Resolution No. 292**—"Practices of Workmen's Compensation Insurance Carriers."

The committee report:

"Again the subject matter of these resolutions is similar; namely, the imposition of a penalty of 15 per cent on carriers who do not pay their claims promptly.

"The committee recommends concurrence in **Resolutions 54** and **235**, and fur-

ther recommends that **Resolution No. 292** be filed."

The committee's recommendation was adopted.

**Resolution No. 204**—"Speed Up Payment of Accident Compensation to Injured Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 48**—"Reduce Seven-Day Waiting Period for Workmen's Compensation"; **Resolution No. 190**—"Workmen's Compensation From First Day When Disability Duration Lasts One Week or More"; **Resolution No. 203**—"Waive Waiting Period When Industrial Injury Causes Hospitalization"; **Resolution No. 297**—"Reduce Seven-Day Waiting Period for Workmen's Compensation."

The committee report:

"The subject matter of these resolutions is similar; namely, the compensation for the waiting period in the workmen's compensation law.

"Your committee notes **Statement of Policy VII** in this respect and believes that **Resolution No. 190** is more consistent with such statement.

"Accordingly, the committee recommends concurrence in **Resolution No. 190**, and further recommends that **Resolutions Nos. 48, 203 and 297** be filed."

The committee's recommendation was adopted.

**Resolution No. 50**—"Rehabilitation of Injured Workers"; **Resolution No. 298**—"Rehabilitation of Injured Workers"; **Resolution No. 317**—"Vocational Rehabilitation of Injured Workers."

The committee report:

"The subject of these resolutions is identical; namely, the establishment of a rehabilitation program under the Workmen's Compensation Act.

"Your committee recommends concurrence in **Resolution No. 50**, and further recommends that **Resolutions Nos. 298 and 317** be filed."

The committee's recommendation was adopted.

**Resolution No. 55**—"Medical Care Under California Workmen's Compensation Act"; **Resolution No. 200**—"Set Time Limit for Appointment of New Physician"; **Resolution No. 236**—"Free Choice of Physician by Injured Workers."

The committee report:

"The subject matter of these resolutions is similar; namely, the problem of medical care under the Workmen's Compensation Act. Your committee recommends concurrence in both **Resolutions Nos. 55 and 236**, which are identical, but in the event that the objective called for by such resolutions cannot be accomplished, your committee believes it is feasible and desirable to at least attempt to acquire the gain intended in **Resolution No. 200**. The committee, however, notes that **Resolution No. 200** erroneously fails to provide that the change of physician in fact involves a panel of three rather than an individual, and accordingly recommends that the Resolved be amended by striking it in its entirety and inserting the following:

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that Section 4601 of the California Labor Code be amended to read: "Upon request of the employee for a change of physician, ten days shall be the maximum amount of time permitted by law for the employer or insurance carrier to advise the employee of the physicians selected from whom the employee is to choose. In the event the employee is not so notified, the employee may select a physician of his choice and the employer or insurance carrier shall be liable to pay the reasonable cost of treatment."

"As so amended, your committee recommends concurrence in **Resolution No. 200**.

"Your committee accordingly finally moves for concurrence in **Resolutions Nos. 55 and 236**, and concurrence in **Resolution No. 200**, as amended."

The committee's recommendation was adopted."

**Resolution No. 207**—"Injured Worker May Request Osteopath."

The committee report:

"It is the feeling of your committee that with respect to this resolution dealing with the inclusion of osteopaths in the definition of physicians, the intent of such expansion is desirable and that the Federation should cooperate in attempting to obtain this liberalization, but that the responsibility of initiating and introducing such legislation should rest primarily with the professional groups of osteopaths themselves.

"Your committee accordingly, while concurring in the intent to liberalize the law, recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 187**—"Adequate Medical Facilities and Qualified Medical Personnel at Certain Job Sites."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 202**—"Increase Amount Provided for Burial Expenses"; **Resolution No. 339**—"Increase Burial Benefit in Workmen's Compensation Act."

The committee report:

"The subject matter of these two resolutions is identical; namely, the increase of the burial expense to \$600.00.

"Your committee recommends concurrence in **Resolution No. 202**, and further recommends that **Resolution No. 339** be filed."

The committee's recommendation was adopted.

**Resolution No. 201**—"Extend Period for Reinstating Proceedings for Compensation on an Old Injury."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 37**—"Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 38**—"Workmen's Compensation."

The committee report:

"The subject matter of this resolution is concerned with the rehabilitation program.

"Your committee notes that **Statement of Policy VII, Workmen's Compensation** (f) more completely and more adequately covers this subject matter.

"Your committee accordingly, while concurring in the intent of the resolution, recommends that the resolution be filed because it is more adequately covered by the statement of policy."

The committee's recommendation was adopted.

**Resolution No. 105**—"Proof of Claims by Injured Workers"; **Resolution No. 193**—"Provide for Applicant's Recovery of

Costs Incurred to Successfully Establish Claim."

The committee report:

"The subject matter of these resolutions is similar; namely, the liberalization of the provision of the Workmen's Compensation Act dealing with the reimbursement of expenses in litigated cases.

"Your committee recommends concurrence in **Resolution No. 105**, and further recommends that **Resolution No. 193** be filed."

The committee's recommendation was adopted.

**Resolution No. 310**—"Medical Care Under California Workmen's Compensation Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 314**—"Audit All Workmen's Compensation Claims."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 316**—"Compulsory Workmen's Compensation Coverage for Agricultural Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 318**—"Benefits for Dependents of Injured Workers."

The committee report:

"The subject matter of this resolution is concerned with the providing of benefits for the dependents of injured workmen.

"Your committee notes that **Statement of Policy VII, Workmen's Compensation** (b) more adequately covers this item in that there is no limitation of the maximum.

"Accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 319**—"Duration of Death Benefits for Dependent Spouse and Children"; **Resolution No. 320**—"Disposition of Death Benefits Where There Are No Dependents."

The committee report:

"The subject matter of these two reso-

lutions is similar; namely, the duration of death benefits.

"Your committee believes that the objectives of **Resolution No. 319** are desirable and feasible, but believes that it is undesirable that the payments mentioned in **Resolution No. 320** should be diverted to the Subsequent Injuries Fund, because ultimately it will affect liberalization of this part of the program.

"Your committee accordingly recommends concurrence in **Resolution No. 319**, and further recommends that **Resolution No. 320** be filed."

The committee's recommendation was adopted.

**Resolution No. 321**—"Compensation for Time Spent Getting Medical Treatment or Physical Examinations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 325**—"Workmen's Compensation Coverage for Domestic Service Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 312**—"Compensation for Workers Restricted to Light Work After Industrial Injury."

The committee report:

"The subject matter of this resolution is to provide for a clarification in the law to remove any uncertainty that an individual is entitled to continue his benefits in the absence of being afforded light work.

"Your committee is convinced that such is the situation currently existing under the law, and that accordingly added legislation is not only not necessary but might lead to a possible construction that the present law does not provide the benefits required under its express language.

"Accordingly, your committee recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 53**—"Industrial Accident Commission's Use of Independent Medical Examiners."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on

Wednesday evening, at which time it developed that the allegations contained in the second and third Whereas were proved as submitted.

"Your committee accordingly recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 342**—"Amend Section 4453 of Workmen's Compensation Law Re: Computation of Average Weekly Earnings."

The committee report:

"Your committee, although it on several occasions requested the sponsors to appear before it in order to answer the questions of the committee, notes that the sponsors did not appear.

"In the absence of an appearance by the sponsors of this resolution and upon the advice received by the committee that the insurance carriers have agreed to stop the practice of discrimination against building trades workers on the grounds they were seasonal employees, your committee recommends that the resolution be filed.

"However, if the carriers should revert to their original practice, your committee assumes that the Federation will immediately take prompt steps to eliminate such practice.

"Your committee recommends concurrence with the report."

The committee's recommendation was adopted.

**Resolution No. 133**—"Unemployment Insurance for Public Employees."

The committee report:

"Your committee, although it on several occasions requested the sponsors to appear before it in order to answer the questions of the committee, notes that the sponsors did not appear.

"Your committee believes that this resolution is inconsistent with **Statement of Policy V**. In the absence of any clarification by the sponsors, the committee accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 242**—"Unemployment Insurance or Severance Pay for State Employees."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution

appeared before it at its meeting on Wednesday evening.

"With the consent of the sponsors of the resolution, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 283**—"Inequities of the Unemployment Insurance Code."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening. At that time they stated their willingness to agree that the legislation desired would be that comparable to the so-called freeze legislation currently applicable to veterans; that the maximum period could be limited to two years and that the minimum period would be limited to one month.

"As so construed, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 334**—"Tips Not To Be Reported for Purposes of Unemployment Insurance."

The committee report:

"Your committee, although it on several occasions requested the sponsors to appear before it in order to answer the questions of the committee, notes that the sponsors did not appear.

"Your committee, however, did receive objections from the Culinary affiliates to this resolution, and accordingly recommends this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 35**—"Vocational Rehabilitation of Disabled Persons."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 34**—"Support of Workshops for Disabled Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 36**—"Rehabilitation Facilities."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 51**—"25 Lb. Weight Lifting Limitation on Women."

The committee report:

"The subject matter of this resolution is concerned with the removal of the limitation of weight lifting presently fixed at 25 pounds insofar as women are concerned.

"Your committee condemns completely the practice of any employer of attempting to discriminate against a woman in her employment or promotion solely because of the weight limitation provision.

"Your committee believes, however, that the solution is not in the elimination or extension of the weight limitation, but in the more equitable enforcement of the present law. Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

### Message from Lieutenant Governor-Elect

Secretary Haggerty read the following letter, addressed to President Pitts, from Glenn M. Anderson, Lieutenant Governor-Elect:

"Dear Tommy,

"Please accept my best wishes to you, your fellow officers and all of your brothers, for achieving in this convention a new milestone in unity and harmony in America's trade union movement.

"California's progress and the benefits which all of our citizens are enjoying are in a large measure due to labor's magnificent contribution to our economic and social structure.

"The fantastic strides being made in science, medicine and industry calls for leadership like yours; leadership which is ever mindful of the supremacy of human rights. We must continue together the struggle to abolish second-class citizenship wherever and whenever it exists. The passage of a fair employment practice law in this session of the legislature must and will get priority attention.

"As the next Lieutenant Governor of our great state, I pledge to you to continue to give all of my strength to the maintenance of the free trade union movement and to do battle with any and all who for purposes of greed would

whittle away labor's freedom to bargain collectively in an atmosphere of equality.

/s/Glenn M. Anderson,  
Lt. Governor-Elect."

### **Motion on Free Trade Union Movement**

Delegate V. Jabson, Carpenters No. 25, Los Angeles, offered the following motion from the floor:

"Last Sunday the labor movement of the city of West Berlin won a smashing victory.

"This victory was heralded throughout the free world as such, but it is a fact at the same time the people of West Berlin entrusted the administration of their city to the free trade union movement, and that was not brought to light.

"As a former delegate to the Central Labor Council of the city of Berlin in pre-Hitler days, I know it would be a nice gesture to send a congratulatory message to the Trade Union Council of West Berlin showing our solidarity with them, and I move the session be instructed to do so."

The motion was unanimously adopted.

### **"Earthquake" Resolution**

Vice President Robert Ash submitted the following resolution from the floor:

Whereas, During the month of March, 1957 the AFL and CIO unions of Alameda County were among the first in the nation to merge into a single central labor council; and

Whereas, On December 9, 1958, the AFL and CIO unions of California merged into a single State Federation; and

"Whereas, This epoch-making event was expected to bring forth expressions of approbation from such high and harassed labor leaders as George Meany and William Schnitzler and, in addition, to bring forth pronouncements of horror from such public fixtures as Senator McClellan and Congressman Barden; and

"Whereas, Many of the California union officers and delegates, who gave of their time and energy to bring about this pioneering step forward in labor's progress, knew that surely the gods looked down with favor upon their efforts; but

"Nevertheless, There was none among us who expected that the first meeting of the newly elected Executive Committee of the Alameda County Council on

Friday, March 22, nor the second session of the California Labor Federation, AFL-CIO, should cause the earth to shake and tall buildings to sway and great mountains to crash down into the sea; therefore be it

"Resolved, That this body go on record as offering thanks to the gods for recognizing these as earth-shaking events and as offering our apologies to the general citizenry for any resulting emotional and physical damage; and further be it

"Resolved, That a special committee be appointed to search the record to discover what in the hell could have possibly been more important in 1906 to make the earth shake even harder."

Vice President Ash requested and was granted unanimous consent to introduce this resolution.

President Pitts then recognized "Special Chairman" Bill Bassett of the "Committee on Earthquakes," who reported that the committee had received the resolution and recommended unanimous concurrence.

The committee's recommendation was thereupon unanimously adopted.

### **Chemical Workers' Dispute**

Delegate Fred V. Adam, Carpet, Linoleum and Soft Tile Layers No. 1247, Los Angeles, spoke as follows:

"I should like to comment in a few words on this leaflet that was left on our tables by our brothers from the Chemical Workers.

"As you well know, brothers, due to secondary boycott and such restrictions, the support that those of us in the building trades can give on this matter is somewhat limited. Local 1247 has sent a letter to all of their employers requesting them not to use this nonunion tile and have given all the support we could in a legal manner.

"Without making a formal motion, I wish to urge all of my brothers in the building trades and all of the rest of you to publicize this dispute and help all you can to see to it that this subnormal and sweat-shop condition in the Long Beach factory be eliminated, and the Chemical Workers be supported in their fight for a decent contract."

### **20% Amusement Tax**

Delegate Charles H. Kennedy, Musicians No. 6, San Francisco, spoke as follows:

"I would like to know if the former



position of the State Federation is the same today as when in San Diego we introduced a resolution on the 20 per cent tax.

"The reason I bring this out is that, as you know, the 20 per cent amusement tax took a beating this year by reactionary southern senators. I would like to bring to the attention of the convention how our two senators, one an 'ex' but still a senator, voted. The 'Senator from Formosa' joined with the delegates in the Senate and gave us no reduction whatsoever. Senator Kuchel voted to give us a reduction. The vote was 51 to 39.

"With some new people coming into the field, it is conceivable that at the next run we might get a reduction.

"I know that the culinary and the entertainment delegates here join with me in asking if the California Labor Federation's kind offices will again be in the same position to help us with our local congressmen, state assemblymen and senators in assisting an industry which has the only tax to keep people from being employed. When I say that, I don't just say the musicians, because it is a very selfish thing if we say it is the musicians. You delegates must understand that the culinary crafts are as vitally interested in this as we. But analyses have shown that for every musician that conceivably could go to work, there would be five of the culinary and the actor's vocation. So we are not saying selfishly that it is the musicians' fight, but I do say in all reverence that this discriminatory, nefarious 20 per cent tax is keeping people of our particular profession as well as the people in the culinary crafts out of employment.

"You have always been with us, and I hope that when we call upon you again you can give us support in the fight to rid this country of the 20 per cent tax."

In reply to Delegate Kennedy, President Pitts stated:

"I would like to advise you that that policy has been adopted by this convention. It is the same that has previously existed in the old State Federation of Labor."

### Foreign Sound Tracks

Delegate Marl Young, Musicians No. 47, Los Angeles, asked for and was granted the privilege of making a few remarks and offering a motion. He then spoke as follows:

"It is my understanding that at the

convention last year the convention went on record as being in favor of asking the various unions to protest to the various radio and television programs the use of foreign sound tracks in the various dramatic programs and other programs on television.

"The use of this cheap foreign sound track is keeping our American musicians out of work. We have situations where as many as 15,000 to 16,000 people are members of a local and only two to three thousand are actually making a living out of music. With the 20 per cent tax that is killing us in the night clubs, and now with the use of foreign track in television, which is the most remunerative medium now in the entertainment field, we feel that if the American producers are going to sell their products to the American people they should use American music in order to furnish the musical background that is so necessary to the success of these programs.

"Therefore, I should like to move that this convention reaffirm the position that it took in relation to this matter of the use of cheap foreign sound track on television and radio which keeps our American musicians out of work; and I should like at this time to move that this convention reaffirm that position."

President Pitts replied: "For the information of the delegate and other delegates in the convention, your motion refers to the past policy developed in the California State Federation of Labor's convention, which occurred in the 55th convention. I shall read to you the Resolved at that time:

That the convention authorize the secretary-treasurer to cooperate with Local 47, A. F. & M. in publicizing the use of non-union and foreign-recorded music.

"This was an amended resolution and as so amended it was concurred in.

"That is the policy that you seek to have adopted?"

This being so, the motion to reaffirm this policy was duly seconded and adopted.

### John J. Flynn

Department Commander, The American Legion

President Pitts introduced John J. Flynn, Department Commander of the American Legion, with the following words:

"This morning in our convention hall

we have a gentleman whose organization has much in common with our own. For many years in the old California State Federation, we have annually exchanged fraternal greetings with them, and they have often brought good messages to us.

"In this instance we have a trade unionist who is the Department Commander of the American Legion in California. It is a pleasure for me to present to you this morning the Commander from this Department, and a brother from Teamsters Local No. 96 on the east side of the Bay, for remarks and a message that will be very interesting, I am sure, to all of you.

"I present now Department Commander J. Flynn."

Department Commander Flynn addressed the convention, as follows:

"To you, my brothers and sisters of the labor movement, and to you, my comrades of the American Legion, I bring you the greetings of the organization and the congratulations of the organization on your happy merger, and the praise and hopes of our organization, where we have so much in common, that you will have a successful and a happy merger in the years to come in behalf of all of us having a better and a happier and a more peaceful country.

"I bring you also the thanks of the American Legion, and in giving you the thanks of the American Legion I give you the thanks of all veterans, for the cooperation we have at all times received from organized labor on our legislation and on our programs in regard to veterans' benefits.

"We have had in the recent election the cooperation of all segments of labor in the support of Proposition No. 1, the once again \$300 million bond issue on the California Veterans Home Program. It was the happy privilege of many of the members of our organization to serve side by side with you in this last election under the leadership of Roger Jessup and Neil Gainey from southern California on the Veterans' Committee against Proposition 18. They did a very successful job, and you are to be congratulated on that.

#### **Veteran and Labor Organizations Have Much in Common**

"I would like to mention one thing to you, my brothers of organized labor, more as a brother member of your organization than as the Department Commander of the American Legion. I would like to leave you with one message to-

day, and that is that sometimes many of us forget—in organized labor and in organized veterans' movements—that we have much in common; that when we talk about veterans' rights and veterans' benefits, we are truthfully talking about the rights and benefits of the working man. The working man is the veteran that is enjoying the thousand-dollar tax exemption in California. The working man is the veteran who is enjoying civil service preference because of his service to his country, and the working man and not management is the man and woman we are fighting for to maintain V.A. hospitals so we will have the proper hospitalization.

"Today, we in the veterans' movements are faced with probably a greater fight than we have had in the forty-year history of our organization. We are challenged here in the state of California with the taking away of the thousand dollar tax exemption enjoyed by 1,175,000 veterans, and I would say without fear of contradiction that better than 80 per cent of those 1,175,000 veterans are members of organized labor.

"We are challenged with taking away once again the veterans' preference in civil service, and it goes without saying that it is only a working man that enjoys that preference.

#### **Proposed V.A. Budget Cuts**

"As we move back to our national legislation, we see today where we read in the newspapers about the proposed budget cuts of five to ten per cent in the Veterans Administration budget, and whether we realize it or not, that is a 25 or even a 50 per cent cut in the Veterans Administration hospitals as we know them today. Once again, those people in Veterans Administration hospitals are our brothers, our kind of people, working people. We in the veterans' movement must appeal to you in organized labor to join with us in the fight. We have been able to count on your legislative representatives; we have been able to count on many of you as members of our organizations, and we must give to you the appeal and ask you to take it home to your local. We need a veterans' organization to give us the strength and power we need as organized veterans' groups to legislate in favor of those working veterans who need these benefits, to legislate to maintain these benefits.

"And if nothing else comes out of my message to you as Department Commander of the American Legion, it is the

fact that we need your help, and we will promise ours whenever we can, if you will take the message home and give it to your brothers and ask them to join with us and continue to be with us, in your fight against Communism; in your child welfare programs; in your Americanism programs; and then in another four years we can say we have had a happy merger of our talent, we have had happy days of working side by side for the benefit of working men and the benefit of veterans.

"Once again, it is my pleasure to appear before you as Department Commander of the American Legion and as one of your brother trade unionists. Once again my congratulations to each of you.

"To you, Tommy, on your new term as President of this unified organization, and to each and every one of you, may God bless you in the years to come; may your deliberations be happy; and may your success be great!"

### Report of Committee on Legislation

Co-Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

**Resolution No. 185**—"Private Employment Agencies."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 358**—"Private Employment Agencies."

The committee report:

"Your committee recommends the deletion of the last Resolved, in view of the fact there is another resolution calling for a limitation on the fees charged by employment agencies which will be before this convention for action, and would more adequately cover the matter because of the questioned constitutionality of such a provision.

"As so amended, however, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 167**—"Payroll Stub to Show Straight Time and Overtime Hours"; **Resolution No. 284**—"Establish Pay Roll Stub to Designate Straight Time and Overtime Hours."

The committee report:

"The subject matter of these resolu-

tions is similar; namely, the requirement of providing information as to straight time and overtime hours on payroll checks.

"Your committee recommends that **Resolution No. 167** be amended by inserting on line 5 of the Resolved, before the word 'payroll,' the words 'a separate statement or,' and as so amended, your committee recommends concurrence in **Resolution No. 167** and further recommends that **Resolution No. 284** be filed."

The committee's recommendation was adopted.

**Resolution No. 168**—"Payroll Stub to Show Deductions for Fringe Benefits."

The committee report:

"Your committee recommends the Resolved be amended by inserting in line 5, before the word 'payroll,' the words 'a separate statement or,' and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 194**—"Strengthen Law for Collecting Wages Due and Unpaid."

The committee report:

"The subject matter of this resolution is concerned with a substantial amendment of the present provisions of the Labor Code dealing with the payment of wages insofar as seasonal workers are concerned.

"The proposed amendments, however, instead of limiting the application of the law to seasonal workers, would make it applicable to all employees.

"It is the opinion of your committee that the proposal is not only impractical, but that it would have absolutely no possibility of favorable consideration by the legislature because of the extremes to which the proposed legislation would go.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 165**—"Payment by Certified Check or Cash When Requesting Lien Release"; **Resolution No. 208**—"Protect Workers' Pay When Labor Releases Must Be Signed."

The committee report:

"The subject matter of these resolutions is similar; namely, the practice of requesting releases from employees as a condition of payment of wages.

"Your committee recommends that

**Resolution No. 208** be amended in the third Whereas, by inserting a period after the word 'employers' in line 6, and striking the balance of the sentence.

"The committee recommends concurrence as amended, but further believes it desirable to recommend concurrence in **Resolution No. 165**, in the event that the legislation called for in **Resolution No. 208** cannot be obtained. Your committee recommends concurrence in **Resolution No. 208** as amended, and further recommends concurrence in **Resolution No. 165** with the limitations recommended in this report."

The committee's recommendation was adopted.

**Resolution No. 213**—"Delete Jurisdictional Strike Act from Labor Code"; **Resolution No. 356**—"Repeal Jurisdictional Strike Act."

The committee report:

"The subject matter of these two resolutions is similar; namely, the repeal of the so-called state Jurisdictional Strike Act.

"The committee recommends concurrence in **Resolution No. 213**, and further recommends that **Resolution No. 365** be filed."

The committee's recommendation was adopted.

**Resolution No. 166**—"Increase Penalty for Failure to Pay Wages When Due at Time of Quit"; **Resolution No. 307**—"Increase Penalty for Failure to Pay Wages When Due at Time of Quit."

The committee report:

"The subject matter of these resolutions appears to be substantially the same.

"Your committee recommends concurrence in **Resolution No. 166**, and further recommends that **Resolution No. 307** be filed."

The committee's recommendation was adopted.

**Resolution No. 269**—"Extend Minimum Wage and Maximum Hours Laws to Women and Minors in Agriculture."

The committee report:

"Your committee notes that it has been advised the Attorney General of the State of California has issued an opinion that under the present law, the Commission has adequate authority to apply the protection requested to women and minors in agriculture.

"Your committee notes, however, that as pointed out in **Policy Statement III**, the

Commission, instead of conducting hearings to determine the standards to be applied, is merely conducting hearings to determine whether or not it will act in this matter.

"Your committee accordingly concurs completely in the statement in **Policy Statement III** that the Commission should comply with its duty, but believes that the ability to act is already fully covered by law and no legislation is necessary.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 192**—"Uniform Meal Periods in the Lumber Industry."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 278**—"Protect Collective Agreements When New Corporations Are Formed."

The committee report:

"It is the conviction of your committee that the items discussed in this resolution are more properly to be derived through the process of collective bargaining, rather than being submitted to statutory control by legislation.

"Your committee accordingly recommends this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 290**—"Anti-Union Employer Activities."

The committee report:

"Your committee, while condemning the conduct of employers discriminating against employees because of their union membership, believes that it is not desirable to create so-called statutory unfair labor practices, but that preferably this should be covered by appropriate provisions in the collective bargaining agreement.

"Accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 295** — "Garmon Decision"; **Resolution No. 359**—"Garmon Decision."

The committee report:

"The subject matter of these resolutions is the introduction of whatever leg-

isolation may be necessary with respect to the so-called Garmon decision.

"Your committee has been advised that the decision is currently pending before the United States Supreme Court, and that it is not clear what the final outcome of the decision may be, although it will be argued during the early part of this coming year.

"Your committee further wishes to stress that, in its opinion, the decision cannot in any way be construed as limiting the right of labor to engage in peaceful, organizational picketing.

"Accordingly, your committee believes that it is desirable to concur in **Resolution No. 295**, and that **Resolution No. 359** be filed."

The committee's recommendation was adopted.

**Resolution No. 146** — "Oppose Display of Prices Outside of Barber Shops."

The committee report:

"The subject matter of this resolution is concerned with the prohibition of advertising prices for barber services so that the patrons are in a position to see the cost of the charge.

"Your committee is convinced that this type of legislation is not warranted and that it would be an imposition upon this Federation to impose the duty of drafting, introducing and processing such legislation.

"Your committee accordingly recommends it be filed."

The committee's recommendation was adopted.

**Resolution No. 147** — "Prohibit Advertising of Prices by Barber Colleges."

The committee report:

"The subject matter of this resolution is comparable to **Resolution No. 146**, except that it applies to barber colleges rather than to barber shops.

"Your committee believes the same reasons are applicable and recommends the resolution be filed."

Debate followed.

**Delegate Anthony Agrillo**, Barbers No. 252, San Jose: "I would like to speak against the recommendation of the committee with regard to this resolution dealing with the advertising of prices in barber colleges for the reason that barber colleges are supposed to be schools of learning.

"In the past years in California, instead of using barber colleges as their school of

learning a trade, the trade of the barber, they are using them as a cut-rate, racketeering barber shop. And I believe that if we have the opportunity to present our argument to the legislators in Sacramento, they will be able to see the existing fallacies in the barber colleges and I believe that they will go along with our arguments.

"I believe if the committee will give us the opportunity or if this Labor Federation will give us the opportunity, to present this bill to the legislators, we will come out with some benefit and rid ourselves of many of the existing barber colleges in California.

"A few years back we only had nine barber colleges in the state. Now we have approximately 23. And unless we take the profit out of these racketeering barber colleges we will wind up with a barber college in every city in the state of California.

"I therefore appeal to the delegates to this convention to vote down the recommendation of the committee."

**Delegate Alvin L. Holt**, Barbers No. 295, Los Angeles: "A point of information, Mr. President. I am wondering if it would be in order to make a motion to have this resolution referred back to the maker, to the Barbers State Council, in this case."

**President Pitts**: "Your question is whether it would be in order to make a motion to have this resolution referred to the State Council of Barbers?"

**Delegate Holt**: "Right."

**President Pitts**: "You are asking that it be withdrawn. Are you doing that on behalf of the people who sponsored the resolution?"

**Delegate Holt**: "That's right, Mr. Chairman. May I have a word of explanation?"

**President Pitts**: "Go ahead and make your explanation."

**Delegate Holt**: "The reason, Mr. Chairman, for the Council wanting to withdraw it, if that is the way you would prefer it, is that there has been no opportunity for the representatives of our State Association to appear before the committee to explain the reasons for wanting the legislation approved by the Federation. Therefore, rather than to have any action taken by the Federation that would not be favorable, we would rather have no action at all upon it on the part of the Federation, and let our own legislative representatives use their own judgment with it.

"Perhaps my colleague and co-worker

here has a different view on it, but that is just what I understood now. So if you would permit that, Mr. Chairman, maybe Brother Olsen would throw another light on the matter."

**President Pitts:** "Do you want to make a motion to withdraw the matter?"

**Delegate Holt:** "Not at the moment."

**President Pitts:** "The Chair recognizes Delegate Olsen."

**Delegate S. J. Olsen, Barbers and Beauticians, California State Association:** "I think the proper motion, and I would like to make it, would be to refer the resolution to the incoming legislative committee of the California Labor Federation.

"I will make that as a motion."

**President Pitts:** "Delegate Olsen, your proposed motion is contrary to that of the report of the committee. The Chair cannot accept that type of motion, unless you want to defeat the committee's report first and then proceed to reference of it."

**Delegate Olsen:** "I would ask that, but in defeating the committee's report I would like to say that on none of the bills presented by the California State Association were we consulted, were we asked to come or appear before the committee. There was no time set, there was no hearing, and there was no explanation asked. We have consulted and convened in our own convention. We know what we want; we know what we are after. All these things are part of the state law and can only be amended through the legislature.

"I ask for a No vote on the committee's report."

**Delegate Agrillo:** "I can't emphasize enough how important this resolution is to the barbers of the state of California. We have been suffering headache after headache. We in the San Jose area are now just completing a seven-months' fight against the cut-raters and scabs; and those scabs and cut-raters have come right out of these barber colleges that we are speaking about now in dealing with this resolution. At least give us the opportunity to present our picture to the legislators in Sacramento. I feel reasonably sure that if we were to have the opportunity to present our arguments before the legislators at Sacramento, as we hope and intend to do, they will see our way.

"Again I urge you to vote against the recommendation of the committee."

Co-Chairman Basset closed for the com-

mittee: "This resolution and the one that the convention just adopted a few moments ago would mandate the Federation to introduce legislation. There is nothing in the procedures of the Federation that could prohibit the barbers or their state organization from introducing their own bill if they wanted to, but this one is asking that the officers of the Federation be mandated into introducing the legislation.

"With respect to the barbers appearing before the committee, I would like to explain to the delegates that this is not a new resolution. It has been in previous conventions and it has been rejected on previous occasions, the barbers appeared and they gave their arguments. They were unable to convince the committee.

"The committee just can't understand how you can select a business like a barber shop that is open to the public and say, 'You can't put prices in windows,' when next door there will be maybe a hardware store with thousands of prices in the window, on the other side a drugstore with prices in the windows, and down the street a clothing store with prices in the windows. And how you can expect the Federation to go before the legislature and say, 'We're singling out one single business and asking you to prohibit them from putting prices up' is something that your committee cannot understand. Incidentally, if my information is correct, there are some industries that require the posting of prices. So this would be absolutely contrary to the general policy. It would be conflicting with their existing privileges.

"We see that the barbers have a problem, but we can't see where the convention can put the officers in the ridiculous position of asking the legislature to single out one industry and say, 'You alone cannot advertise prices.'

"I urge the delegates to support the committee's recommendation."

The question was then put, and the committee's recommendation on **Resolution No. 147** was defeated.

Delegate Olsen then offered a motion to re-refer this resolution to the incoming legislative committee of the California Labor Federation.

This motion was adopted.

The report of the Committee on Legislation was continued.

**Resolution No. 148**—"Barber Examiners Board to Regulate Prices in Barber Schools and Colleges."

The committee report:

"The committee recommends that the third *Whereas* be stricken in its entirety, and recommends concurrence as amended."

The committee's recommendation was adopted.

### Communication

Secretary Haggerty read the following letter to the convention:

"November 28, 1958

"Dear Mr. Haggerty:

"In Congressman Engle's absence, I wish to acknowledge and thank you for your invitation for him to address the AFL-CIO convention in San Francisco on December 9.

"Since he will not return until mid-December he will be unable to attend the convention.

"Thank you very much for your personal expression, and the invitation, of course, will be brought to Mr. Engle's attention as soon as he returns.

"Sincerely yours,

(signed)

Philip F. Dickinson"

**Daniel V. Flanagan**

**Regional Director of Organization,  
AFL-CIO**

President Pitts introduced Daniel V. Flanagan, regional director of organization for the AFL-CIO, who addressed the convention, as follows:

"I am very pleased and privileged to be here on this historic occasion. I feel completely confident that the bringing together of the State AFL and the State CIO into one organization will resound to the full benefit of the working men and women of California.

"As the personal representative of President George Meany for the state of California, I wish to offer my official and personal congratulations to the success of the California Labor Federation in the many years ahead. Also, I would like to refer to the splendid election victory on last November 4 to which our labor movement of California made such a very fine contribution.

"Of course, the two main victories that I think we all agree were the real McCoy were the overwhelming defeat of Proposition 18, and the overwhelming defeat of

Senator Knowland for the position of Governor of our great state of California.

"It seems to me that with those two fine achievements behind us—Number 1, the November 4th election results, and Number 2, the merger of the two bodies into one for our labor movement of California—we should be able to look ahead to 1959 and the years thereafter with additional confidence that we will be able to better take care of the problems of the working men and women.

"It seems to me, too, that this being the season for New Year's resolutions, that it would be well if our trade union leadership here adds to their list—which is to me a very essential item—that when you go back to your home districts you urge your respective local unions to affiliate in full measure with your local central bodies, as well as your California Labor Federation.

### Affiliate! Don't Be Free Riders

"Now, all of us will remember that in the campaign on 'right to work' we made a great to-do about the free riders that would be allowed to come into union plants under Proposition 18 and get the benefits of our trade union movement without paying toward the organization that made those benefits possible. To me, I think it is a pretty similar situation when we have AFL-CIO local unions in California who are either not affiliated at all with our local central bodies or with our California Labor Federation—or if they are affiliated, they pay only on part of their membership.

"Speaking bluntly, brothers and sisters, ladies and gentlemen, it seems to me that we had better look over that argument of the free rider within our own labor movement. I feel it's basic for the continued strength of our labor movement that we affiliate in full membership with the basic organizations of our labor movement.

"When the trade union movement was first formed—and I refer particularly in this case to the AFL in 1881—the pioneers that made up our labor movement at that time set up within our national structure, the state council and the local council, for the particular purposes of co-ordinating the strength of our local unions on the county level and on the state level, in order that we could go forward together with strength and with effectiveness to do the job we are supposed to do for the membership that we represent.

**California Unionists Total 1,750,000**

"I do not think it is any trade secret to know that while we boast of 1,750,000 members of the AFL-CIO in California, I am sure that if we add up the membership roster of the California Labor Federation, and if we add up the membership rosters of the local councils in California, it will not add up to 1,750,000—and that is because too many of our organizations are not paying their full way. I feel that that is contrary to the basic objectives of our labor movement.

"When members join an organization and when they pay their dues into their local organization, they pay their dues to get service out of the local union, and the local union in turn gets service from local central bodies and the California Labor Federation, and they should pay their per capita tax into those respective organizations.

"Now, while we are happy about the November 4th election results, and while we are happy about the merger of the two organizations into the California Labor Federation, let us do another job, as I have just said, and starting at least with January 1st of 1959 let us urge ourselves, as the leadership of our respective local unions, to bring about full affiliation on full membership to our local councils and to our California Labor Federation. I feel that by doing that we can then move right along and continue to do the job that the California labor movement is recognized for as being one of the outstanding trade union movements in these United States.

"Let us have no free riders in our labor movement, any more than we wanted any free riders under a 'right to work' law. Let us be consistent. That was the big argument we made against Proposition 18—we did not want free riders to be riding on the backs of labor unions and enjoying our benefits and not paying their way.

"So let us bring that right into our own ranks and have no free riders within

our labor movement. Let us pay on our 1,750,000 members into our fine California Labor Federation, and into our local councils of the AFL-CIO.

"I am sure that when we do, that we will be able to go forward and carry on for the general welfare of this great state of California."

**Knott's Berry Farm**

Delegate Thomas W. Mathew, Building and Construction Trades Council, Santa Ana, spoke as follows:

"I would like to speak on a point of information, if it is the proper order, about Knott's Berry Farm, which is on the unfair list but is being patronized by union members. They and their associates promoted and were the biggest donors to the 'right to work' campaign.

"We checked the area, and we find cars from all over the state and locally—especially when there are the various conventions at Disneyland and Long Beach. And the delegates still are patronizing Knott's Berry Farm—they are doing a land-office business. They are crowded every day, and they are not Cadillacs and Lincoln people, they are working people.

"If it is possible in any way to put this in the form of a motion, or if it may be placed on the record of the convention, that we publicize one of our worst enemies in Orange County, I would like to do so."

President Pitts replied: "I believe this is a question of your devising the proper kind of advertising and bringing to the attention of the people the facts. It is something that really belongs primarily to the local area in carrying on a boycott there."

**Recess**

The convention was then recessed at 12:05 p.m. until 2:00 p.m.

**THURSDAY AFTERNOON SESSION**

The convention was called to order by President Pitts at 2:10 p.m.

**Report of Committee on Resolutions**

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

**Resolution No. 361**—"Assist Campaign

for FEP Legislation"; **Resolution No. 363**—"Civil Rights"; **Resolution No. 364**—"Support AFL-CIO Condemnation of Bombings of Places of Worship, Schools, etc."

The committee report:

"These resolutions are concerned with the campaign to eliminate existing discrimination, with the condemnation of all



existing discriminatory practices and with the establishment of FEPC legislation.

"Your committee notes that this convention, during the first day of its proceedings, namely, Tuesday, December 9, 1958, has already concurred in resolutions which are duplicates of each of these resolutions.

"Your committee accordingly recommends that these duplicate resolutions be filed."

The committee's recommendation was adopted.

**Resolution No. 365**—"Establish Full-Time Public Relations Department."

The committee report:

"The subject matter of this resolution is concerned with the establishment by the California Labor Federation of a full-time public relations department, staffed by experienced professional public relations personnel. Your committee directs the attention of the delegates to the fact that this convention has previously approved **Resolution No. 157**, as amended, and that as a result of such action, this Federation is to recommend to the national Federation the establishment of a national program.

"While your committee concurs in the desirability of such a program, it is concerned with the fact that a serious doubt exists as to whether this Federation, acting alone on a state basis, could either financially or effectively establish its separate program.

"Accordingly, in view of the action of the convention in approving **Resolution No. 157**, we recommend that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 351**—"Finance COPE."

The committee report:

"The subject matter of this resolution, in the opinion of your committee, is more properly a matter for consideration for California Labor COPE.

"Your committee accordingly recommends that this resolution be filed, and that the subject matter of the resolution be referred to the incoming Executive Council of California Labor COPE for action."

The committee's recommendation was adopted.

**Resolution No. 58**—"AFL-CIO Legislative Mobilization."

The committee report:

"The subject matter of this resolution is concerned with the holding of legislative mobilization meetings in order that the affiliated organizations and their members may have a full explanation of legislation pending before the state legislature and have the opportunity to discuss the matters with their respective legislative representatives, in Sacramento.

"Your committee notes that both the former State Federation of Labor and the former California Industrial Union Council have conducted such meetings, although they have been somewhat different in character. These meetings, however, were held when the State Constitution provided for bifurcated sessions.

"As a result of the recent adoption of a constitutional amendment, bifurcated sessions have been abolished and so there will no longer be any recess.

"Your committee wholeheartedly approves of the intent of the resolution, but in view of the fact that legislation under the new constitutional amendment can be introduced continuously day after day, there will be no point at which all of the pertinent legislation can be summarized and presented to the affiliates, except during the last days of the session. Your committee believes it desirable that the information on such legislation be available much sooner than this, but very frankly, was not in a position to recommend what specific method should be used.

"Your committee assumes that this will be one of the first items to be discussed by the incoming Executive Council, and accordingly, your committee, while concurring in the intent of the resolution and earnestly recommending to the Executive Council the establishment of a procedure which will be most effective and desirable, believes that this resolution should be filed, and the subject matter be referred to the incoming Executive Council."

The committee's recommendation was adopted.

**Resolution No. 175**—"Corrective Measures in C-61 Licenses."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 313**—"Urge New Governor to Appoint Edward P. Park, Director of Industrial Relations"; **Resolution No.**

**352**—"Urge New Governor to Appoint Edward P. Park Director of Industrial Relations."

The committee report:

"The subject matter of these resolutions is identical with the resolution already approved by this convention recommending the reappointment of Director of Industrial Relations, Edward P. Park.

"Your committee accordingly recommends these resolutions be filed."

The committee's recommendation was adopted.

**Resolution No. 177**—"Retirement Liberalization and Longevity Grade Increases."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 178**—"Hospitalization Benefits."

The committee report:

"Your committee was convinced that this resolution was confined to postal employees, and so recommends the resolution be amended by adding on line 5, after the word 'benefits,' the words 'for postal employees'; and as so amended, recommends concurrence."

Delegate Marvin Arbuckle, California Federation of Postal Clerks, Huntington Park, pointed out that this resolution should include all other government employees, but decided against offering an amendment to that effect, since the wider application was clearly understood. President Pitts assured him that Federation support of all measures to assist government employees with their problems was automatic.

The committee's recommendation was adopted.

**Resolution No. 179**—"Overtime Pay for Substitutes."

The committee recommended concurrence.

Delegate Arbuckle spoke briefly to clarify the subject matter of the resolution:

"What we call 'substitutes' here would amount to apprentices in most lines of trade, and what we call 'regulars' would amount to a journeymen in most lines of trade. I am sure that no apprentices anywhere ever work more than 8 hours a day or 40 hours a week without getting paid overtime. The Post Office Department to the best of my knowledge is the

only place in the United States where that happens."

The committee's recommendation was then adopted.

**Resolution No. 180**—"Merit Promotion by Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 181**—"Seniority by Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 182**—"Abolishment of Works Production System"; **Resolution No. 258**—"Elimination of Work Performance Standards Program and 'Speed Ups' Within the Postal Service."

The committee report:

"The subject matter of these resolutions is concerned with the elimination of work production systems insofar as postal employees are concerned.

"Your committee recommends concurrence in **Resolution No. 182**, and further recommends that **Resolution No. 258** be filed."

The committee's recommendation was adopted.

**Resolution No. 183**—"Abolishment of Regional Offices."

The committee report:

"The subject matter of this resolution is concerned with the abolishment of regional offices of the Postal Department.

"Your committee does not have sufficient time available to it in order to fully investigate and study this matter. Your committee is concerned that the suggested objective might not only seriously affect necessary services but adversely affect existing employees of the Department.

"Your committee accordingly recommends that the resolution be filed, and that the subject matter be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

**Resolution No. 184**—"Improved Sanitation and Cleanliness in Post Offices."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 257**—"Union Recognition by Law.

The committee recommended concurrence.

Delegate Thomas Monroe, San Francisco Central Labor Council, spoke in support of the resolution, describing in some detail the situation in the Post Office Department in regard to union recognition.

The committee's recommendation was thereupon adopted.

**Resolution No. 259**—"Aid Postal Unions in Combatting Anti-Union Policies of the Post Office Department."

The committee report:

"The subject matter of this resolution is concerned with the abolishment of certain provisions of the Postal Manual.

"Such provisions were not available to the committee for its study and the committee did not have the opportunity or time for any independent research.

"Accordingly, the committee recommends that this resolution be filed and that the subject matter of this resolution be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

### **Clinton High School Building Fund**

Secretary Haggerty made the following announcement:

"I have been asked to remind the delegates that they and their unions can contribute to the rebuilding of the high school in Clinton, Tennessee, which was blown up by race hatred, by sending their checks to Clinton High School Building Fund, Clinton, Tennessee."

### **Franklin Williams**

**Secretary-Treasurer, NAACP**

President Pitts introduced Franklin Williams, secretary-treasurer of the National Association for the Advancement of Colored People, who had been escorted to the platform by Delegates Sam Flood and William E. Pollard.

Franklin Williams addressed the convention, as follows:

"First, let me bring greetings to all of you assembled here in 'Bagdad by the Bay' from the membership and leadership of the National Association for the

Advancement of Colored People, not just through the 91 communities in which we are organized in this great state, but throughout the nation.

"Second, let me thank those of you who have taken the time to sign our petition to the President of the United States, which is outside the meeting hall in the lobby, calling upon him to take all of the action necessary within the powers of his office to bring to an end the reign of resistance and terror which presently exists in the southland.

"And third, let me congratulate you and your Resolutions Committee and your leadership on the very dramatic and very complete resolutions in the extremely sensitive area of civil rights which you have already enacted and passed at this convention.

"It is an extreme pleasure and a privilege for me to have the opportunity of addressing this historic convention of the newly-organized California AFL-CIO, the California Labor Federation. These sessions mark a great step in labor's continuing struggle for unity, strength and an effective voice in California government. Without an active labor movement in this state the forces of greed long ago would have insured a status for the California workingman little better than that of a second-class citizen. Now, with an even more powerful movement, labor's program—the program of the people—may be closer to legislative reality.

### **Common Struggle of Labor and NAACP**

"Down through the years the leadership and membership of the National Association for the Advancement of Colored People have identified with and supported organized labor in their efforts to gain recognition and to improve the lot of the little man. More than that, much of our membership are at one and the same time members and leaders in the ranks of labor unions. Throughout the nation we have assumed the obligation and the privilege of assisting in the defeat, if not the complete rout, of those forces and ideas which would stifle and destroy organized labor. Here in the state of California we have worked closely with your leadership in doing this. Over the past year it was encouraging to observe the cooperation between the NAACP and organized labor extending beyond the leadership level and firmly establishing itself on the local community level of operation. This trend is a healthy one and should be encouraged by all of us.

"Few of your goals are not shared by us and few of the purposes for which our association exists are not supported vigorously by you. This unity of concern must be translated even more frequently into a unity of action. When you fight against oppressive, unfair taxes levied upon the workingman and the consumer, you may have the security of knowing that we are fighting with you. When you unleash your forces to oppose legislation designed to restrict and hamper your ability to organize, you may know that we stand with you. When you struggle for the greater security of the laboring man in California and the nation, the NAACP struggles with you. And similarly, as the Association aspires to have written into our statute books principles of law to wipe out racial prejudice and discrimination in the effort to earn a living, we know that you aspire and struggle with us.

#### **California Must Meet Discrimination Issue**

"For many years now our great state has moved steadily in the direction of increasing national recognition and prestige. Population, industry and an increasingly powerful voice in national politics have moved west. Nevertheless, our state has failed disgracefully to assume the responsibilities of such increasing leadership and influence. Other states of equal or less national importance have long since come to grips with the festering sores of discrimination in employment, education, housing and public accommodations. This is the responsibility of a state which assumes or has placed upon it a mantle of national political leadership. Our sister states in the west, Oregon and Washington, have seen to their knitting and have guaranteed their citizens the equality of opportunity, which in a real sense is the strength of America.

"Ours is the second state of the union in size and strength. Yet we have failed to keep pace with the industrial states of New York, New Jersey, Michigan, Massachusetts and Connecticut.

"Past legislatures have tolerated racial and religious discrimination by tax-exempt educational institutions. Some school doors in our state remain closed to minority use at a time that the nation is hardpressed for as much trained manpower as it can produce. It is the worst kind of duplicity to condemn Little Rock while winking at similar educational exclusions at home. Fair educational practices must be guaranteed by law, and

we charge the incoming administration with the responsibility of doing this.

"Past administrations have been terribly remiss in forbidding racial or religious discrimination in publicly assisted housing and urban redevelopment. As a result slums and racial ghettos have become commonplace throughout the state, and the resultant school and other community segregation is as evil and damaging as that enforced by law in Mississippi or Louisiana.

"Our press this week condemned Nevada for the application of their racist miscegenation statute when two citizens of this state attempted to marry in Reno. Yet remaining on the statute books of California is the same law. Though unenforceable by court edict, nevertheless there is a reminder of the racist motivated refusal of our legislature to repeal it.

"Our public accommodations law is weak and ineffective. Cemeteries may refuse to inter the body of a black or yellow man just because of the accident of his race or the color of his skin. Health facilities and practitioners are free to deny assistance to a sick or ailing child solely because of race. This gap in our civil rights statute must be closed, and we shall hold the incoming legislature responsible for closing it.

#### **FEPC Must Become Law**

"Finally, and perhaps most important, other than in San Francisco or Bakersfield, our state offers no redress to a person arbitrarily denied the opportunity to earn a living solely because of his race, creed or color. FEPC is the law in more than 15 states in the nation. FEPC must and will be the law in this state.

"Many of you here, as others throughout our state, may feel that such failures to progress with the times are traceable to the partisan political complexion which dominated our state government for so many years. Some are encouraged that with the election just concluded we may simply assume that human decency and equality of opportunity will be written into our laws. Such an assumption, while not without some foundation, can be extremely dangerous. If we are not careful it could lead us into a state of organizational lethargy or political inaction. Of course we hope that the incoming administration will fulfill their individual and party pledges. But let them know now that in civil rights we shall neither

welcome nor applaud half-hearted legislative gestures, nor token enactments designed to lull us into a sense of false accomplishment. Nor shall we settle for less than legislation designed thoroughly to root out and destroy discrimination on the basis of race or religion or national origin in the major areas of community life. One election has just concluded, but others are yet to come. And with such future elections could very well come a day of reckoning for false friends with false promises and phony liberal tags on their campaign literature and on their campaign buttons.

"This is no idle statement. And those who assume that the Negro or his friends throughout California shall blindly support individuals or parties on the basis of pledges subsequently unfulfilled or promises subsequently broken may learn to their sorrow the validity of this statement and the sincerity of its utterance. Nevertheless, we have reason to hope. We are confident that we shall succeed, but we shall not forget if when the legislative session ends we find we have been deluded and misled.

"That period during which our people have been deprived of those things which we tell the world are the glories of America must be ended. If this newly-elected administration does not speed the end of discrimination, deprivation, oppression, rejection and racism, then on another day but in the same polling places they will be replaced, rejected and referred to the limbo of political impotence.

#### **Labor Must Conform to AFL - CIO Ideals**

"At the same time that we charge our government, we cannot afford to close our eyes to those within our own ranks who greedily or blindly follow practices long since damned and condemned by responsible labor leadership. There are yet members of labor and organizations in labor that refuse to conform to the highest ideals of national and state AFL-CIO. Empty resolves in high-sounding resolutions are not to be tolerated by those who have the responsibility to represent the welfare and aspirations of all working men and women. Discriminating locals or prejudiced local leaders must be identified, condemned and forced to toe the line of AFL-CIO policy. While cleaning the governmental house, let us not be guilty of permitting the disease-spreading dirt of prejudice and racism to gather in the dark corners of labor's house. When we join hands in those causes which

continually reflect our mutual concerns, let us do so as brothers in the fraternity of true democracy with the mutual pledge that we shall stand together and fight together until we win together. As leaders of this great labor movement and the NAACP, we must do so until that day comes when every man shall be judged as an individual without the handicap of arbitrary discrimination, whether he be Jew or Gentile, Protestant or Catholic, black or white. In this cause, we of the NAACP pledge to you our unrelenting energies and effort. We are confident, we know, at least we pray, that we can count on you."

#### **Procedure for Reporting Resolutions**

Delegate Frank R. Sauliere, Newspaper Guild No. 98, San Jose, spoke as follows:

"I would like to make a motion and give a few words of explanation before making it.

"The Chair on various occasions has urged us to speak up in our vote loud and strong so that it could know what the vote was. I suspect that some of you are in the same position that I am, that I do not know sometimes just how to vote, seeing these resolutions for the first time a few minutes before being voted on.

"Personally, I would like to know a little more about what I am voting on. Now, with that preface, I wish to make this motion:

"I move, first, that it is the sense of this convention that we commend the officers and committees of the convention for the efficient processing of resolutions.

"Second, that we recognize that the merging of the two state AFL and CIO organizations has substantially increased the number of resolutions and the complexity of processing resolutions.

"Third, that the multiplicity of resolutions, and the lack of knowledge by the delegates of when any resolution is coming up, makes it difficult for the delegates to be sure of the content of the resolution before it is acted on by the convention.

"Fourth, that this change brought about by the merger makes it difficult for individual delegates to be ready and prepared to discuss the particular subject a delegate may desire to develop for information of the convention.

"Fifth, that it is, therefore, the sense of the convention that we request the Executive Council to consider this problem with a view to adopting procedures which will

make possible the consolidation of resolutions into a fewer number by subject matter.

"Sixth, and that a procedure be worked out that will permit the delegates to know in advance what resolutions are coming up for disposition by the convention at each session.

"I so move, Mr. President."

Discussion followed:

**Delegate Leonard Levy, Amalgamated Clothing Workers No. 55D:** "I rise in support of the motion, because I think that this is an important proposal being made to this convention.

"We are sitting in a convention examining a great many resolutions, and I am not certain that the Chairman is aware of this fact, but quite frequently by the time we have found the resolution indicated by the chairman of the committee, the Chairman, confronting no debate or discussion on the resolution, calls for the question, and we have not yet found the resolution.

"It seems to me that our process here is a very serious and important one, and it must be the intention of the officers of this convention to desire everyone to participate in the discussions of these resolutions now before us. It is important that the interests of these delegates be maintained as these resolutions are presented to us.

"This interest can lag very quickly if we are unable to find these resolutions on time. Secondly, the Secretary of our great organization indicated yesterday that we are a delegated body. Consequently, we have the very serious responsibility of taking back to our local organizations the intent and purposes of these many resolutions presently before us; and consequently—and lastly, of course—there must be, if we are going to derive the greatest amount of good from these resolutions, the opportunity to discuss these resolutions even if we are heartily in favor of them, so that this delegated body may get the best thinking out of this convention. I think that this is a good motion, a sound motion. I am very hopeful that the intent of this motion will be supported by this delegated body so that at our next convention, some procedural method will be established that will give us a greater opportunity to deal with these resolutions at greater length and with greater participation.

"I support this motion."

**General Vice President John A. Despol, Steelworkers No. 2018:** "I rise to support

the motion, but I want to first say that in regard to Brother Levy, I do not think his first point is proper at all. I do think the problem was set forth in the motion, in the sense that I have had quite a number of delegates speak to me in the last couple of days saying that they wanted to know when their particular resolutions which they were interested in were coming up. That, of course, is a difficult thing to handle in that no one can tell how long it is going to take for discussion in any given period on a number of resolutions. So about the best you can say is, 'It is going to come up this afternoon,' or 'at tomorrow morning's session,' or 'the following day.' But that at least would be helpful for those who want to discuss some particular resolution.

"I think this applies to noncontroversial resolutions. I think, on the controversial ones, that those who are looking for them are sitting there, ready, and are following the numbers.

"Where you are trying to follow the general content of the resolutions, I must say that the committee chairman must read off 'Resolution No. 21,' 'Resolution No. 42,' 'Resolution No. 64,' like a quarter-back calling signals, in order to expedite the business of this convention. He has to move fairly fast. Otherwise we cannot process the resolutions.

"You also heard Secretary Haggerty say we may have to have a night session when you have this many resolutions. So, obviously, this is a continuing problem because in effect we have increased the number of resolutions by virtue of the merger of the two organizations.

"I happen to come from an organization—the United Steelworkers—which sometimes has as many as seven or eight hundred resolutions introduced, and obviously you couldn't begin to process in one week's time that many resolutions if you handled them individually. They have worked out procedures to deal with that problem and still get the sense of the resolutions that are introduced by their local unions. It seems to me that consideration by the Executive Council—as I understand the motion—may be able to work out some method whereby those who want to develop discussion will know in advance at least at what session the resolution will come up; secondly, they will have a chance to look at the content of the resolutions at the time the number is read if the numbers of resolutions can be reduced by some kind of consolidation. This will make, I think, a better chance and opportunity for discussion.

"I know a number of delegates have wanted to discuss certain resolutions but have missed them when the number was read because it was read with a group of other similar resolutions, and by the time they looked up the numbers, the motion was already acted on.

"I do not think that can be helped in view of the number of resolutions we have. I see no way that that could be cured now. But I do believe—as I understand the maker of the motion—that that is something the Executive Council should consider if it is the sense of this convention. If it is not the sense of the convention, if not very many delegations are having the problem described to me, we should not put through the motion. But I do believe it is the sense.

"I personally have been able to follow the numbers and have read the resolutions ahead of time, but I think I had some advantage that some of you did not. I read my own resolutions prior to going to the printer, which at least cut down my reading problem. This I realize is part of the problem. The assumption is that every delegate looks over all the resolutions in the first day or two after he arrives, and that particular point I do not think was well taken by one of the previous speakers. But I do urge you, if you feel this is a problem, to adopt the motion, and perhaps in the Executive Council between now and the next convention, we can find some way whereby we can have a smaller number of consolidated resolutions before us."

**Delegate W. Loyd Leiby**, Laborers District Council of Southern California: "I am against the motion. We gave these resolutions out to these delegates when they first came here. They could have appeared before the committee for any of them that they are against. I did for the ones I did not like. I am surprised to see these young people—I am 70 years old, half blind and half deaf—and these young fellows who are apparently college graduates, coming in and talking about somebody rushing something through or something they don't understand. If they'd stay in the hotels in the evenings or wherever they are and read these things, they wouldn't have any difficulty.

"I don't have any, and I am pretty well satisfied.

"Clean out the ears and open up the eyes!"

**Delegate Arthur C. Keefe**, Communication Workers, Local 9430: "May I ask a point of information? In the original mo-

tion, was it the intent of the maker of the motion to send the list of resolutions out to the delegates at some time prior, say a week or something like that, to the call of the convention?"

**President Pitts**: "I cannot answer the intent of the maker of the motion in this instance, because it does not appear to be expressed in that fashion in the motion. But if he will make himself available at any mike, the maker of the motion will give his intent."

**Delegate Sauliere**: "My intent was to leave it up to the Executive Council. Being one of these college guys, I appreciate that experience counts for something, and I am willing to accede to higher authority. That is one of the things you learn in college.

"My intent merely was to leave it up to the Executive Council. Now, in answer to the specific question, I will admit that I had in my own mind that perhaps where there is a deadline on resolutions—I think it was November 24th—that maybe the Executive Council might consider 30 days before the convention, and then send copies to the individual unions so that some of us in our unions who have members who can read and write might instruct us as to what to do."

**Delegate J. L. Childers**, Alameda County Building and Construction Trades Council: "I have been interested in many of the resolutions which have been presented here before the committees and was fortunate in being notified from the rostrum of a question on at least several of them, and I appeared before one of the committees.

"In looking over the number of resolutions, I am sure that any delegate here can realize the present job which faces the committees during the short space of time during which these things must be considered. There is, I believe, a real problem in this direction.

"I do not make any claim or dispose that these resolutions are being railroaded through and people are not being given an opportunity, but there is such a thing as time, and there just isn't enough time in the way that things are presently being handled for everybody to have his say on every resolution which is being introduced here.

"We would be here from now until after Christmas if this were the case. So there is a question of just minutes and hours to be considered. I believe that some better method of handling the situation could be devised by the Executive

Council; so I rise in support of the idea as expressed by the maker of the motion."

**Delegate Leo Focha**, General Board of CIUC, moved the previous question, which carried and debate was closed.

The motion introduced by **Delegate Sauliere** was then adopted.

**President Pitts** then said:

"The Chair would like to make one comment for the benefit of the delegates. I, too, have been following, as you have probably noted, here on the side each and every one of these resolutions as they are reported upon by the committee co-chairmen, and I keep my little scoreboard here. I have to in order to know what is going on in this convention. Sometimes I have touched a chairman to slow him down a little bit when he is not giving enough time for me to get there, because I want to get there to study the resolutions the same as you do, and follow the resolutions the same as you do. I would say if there is a delegate who is having some difficulty, all you need to do is stick up your hand and call it to the attention of the Chair, and we will see there is ample opportunity to find the Resolveds and follow the chairman along in the reading of them.

"All you need do is make a simple request, and I am not going to say you have to run to a microphone to do it either."

**Secretary Haggerty** then stated as follows:

"I just want to point out that this has been an extremely difficult convention to organize. We had six conventions in the one week, as you know. In order to make it as convenient as possible for the delegates, we have done a triple printing job. When you see the bill that comes from the printer after this convention is over, I hope you will increase your tax and make a bonus payment to the Federation!

"If we had gone through with five different documents of resolutions and policy statements, you would be fumbling for every possible report being made to you. We decided to go to this expense to give you two documents to which the Chairman would refer in reporting the page and number of the resolution. Now, we have had this system in the old federation, I would say, ever since I have been an officer since 1936, and we have had one or two complaints, but generally it was a delegate who was not paying attention, or was diverted to some other subject matter or conversation around him. But I do point out that this is an unusual conven-

tion and we probably should have taken two weeks to hold this convention or stretch it out to ten days or two weeks as the old International bodies used to do, and some still do. When I talked to Vice President Despol about this triple printing job, he was a little shocked, and I said, 'We have to do it, John. We have no choice. I can just visualize 2,000 delegates scrambling with five different books trying to find the book to which the chairman refers in reporting!'

"Now, for what you are talking about here, I have seen many systems work. If you want to use the European system, then we set the deadline for receipt of resolutions 30 or 60 days prior to the convention. They are then referred to a committee which is called the 'all-purpose committee.' The committee has all power to make 'composite' as they call it, and consolidate resolutions into one, as mentioned by the maker of the motion. That could be done. In order to do that, of course, you will have to have tighter rules with respect to the introduction of resolutions after the deadline.

"We discussed that at some length in our merger meetings, about the deadline and about the method of introduction of late resolutions. You probably know we do have a number of state bodies who meet just prior to our old Federation convention. They meet three and four and five days prior to our convention for the purpose of bringing into our convention—the statewide convention on the state level—their resolutions. Up to 9:00 o'clock on Sunday night we take those resolutions. (They sometimes come in pretty bad shape.) We get them in the printer's hands at that time and they work all night and get them in your hands when you come to the convention on Monday morning. You got them in the consolidated book with all the resolutions for this convention.

"What you are talking about is not a simple matter. I am not going to argue pro or con on the motion. It has passed and that business is done. But you are talking about a matter which you are going to have to give somebody some power for and thereby lose it in the hands of the delegates when you give it to a committee for the purpose of making this composite system, which we can do. It is just a matter of getting the system down to doing it. But our purpose here was to handle the 320-odd resolutions, plus the 18 policy statements in this convention, and not keep you too long. If we have been too fast, I have only seen one hand



raised since Tuesday asking the reporting chairman to slow down. Now, I assume from that that they were following very well.

"One delegate caught the chairman missing a Resolved he had not read. That delegate was watching his book and following the report.

"So this is a little problem we just have to consider and bring back to our next convention. We will have to see whether we can or cannot do the things you are asking for when the Council looks it over."

### **Report of Committee on Resolutions**

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

**Resolution No. 254**—"Recognition of Federal Government Employees' Unions by All Government Agencies."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 255**—"Dues Check-Off System for Federal Government Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 256**—"Political Rights for Federal and Postal Employees."

The committee recommended concurrence.

Delegate Thomas Monroe, San Francisco County Council, spoke on the subject matter of the resolution and urged its adoption.

The committee's recommendation was thereupon adopted.

### **B. C. Hesser**

#### **State Commander, Veterans of Foreign Wars**

President Pitts then presented B. C. Hesser, State Commander of the Veterans of Foreign Wars, who addressed the convention, as follows:

"Greetings and best wishes on this happy occasion of the merger of the two great labor organizations!

"I was certainly happy as I came in here to see many of my own organization and see so many dues-paying members in here.

It is certainly a pleasure to see them here with us today.

"In reviewing the history of our great organization, the Veterans of Foreign Wars, and your two great organizations, I find that we have much in common. The Veterans of Foreign Wars is striving at all times for the betterment of the veteran, the veteran's widow and orphans, while your two great organizations are striving at all times for better working and living conditions for all your members.

"I understand that your delegates represent 1,400,000 working men and women in this state. We salute this organizing ability and we wish we could borrow a few of your organizers. In California there are 2,100,000 veterans, with over one million veterans enjoying property tax exemption alone. Yet I am sorry to say that the Veterans of Foreign Wars has a membership of only 50,000, and the total number of veterans in all veteran organizations in this state is less than 200,000.

"You see, we are victims of 'voluntary veteranism.' Maybe we should have the union shop and check-off. Then the backs of the hard-working veterans would not be broken by the free-loaders and free-riders who are first in the chow line for benefits but give nothing to veteranism in return.

### **VFW Does More than Flag-Waving**

"Many of your delegates from labor unions identify a veterans' organization with flag-waving. Well, we don't spend all of our time waving the flag. A lot of it is spent fighting off the sinister attacks of the N.A.M., the A.M.A., the C. of C., and the B-B. The latter, in case you didn't know, is the Budget Bureau.

"Why? These organizations are forever trying to cut the appropriations for the Veterans' Administration, from whom all blessings flow. They want to cut out hospital beds in V. A. hospitals; to cut off 100,000 veterans from disability compensation; to reduce pensions; to raise interest rates on your mortgages. B-B also means 'busy beavers' gnawing away at the foundations of veterans' rehabilitation programs for you, your brother, or your father or your son.

"Yes, brothers, we in the V.F.W. don't wave the flag nearly as much as we would like to, because there are too few of us fighting for something for the guy who bore the brunt of the battle, his widow and his orphan. Those who fell under the

flag cannot wave it. We feel that we honor them most by helping the living.

"Year after year we are called upon to oppose the rich, powerful lobbies who put profits before patriotism. One example of this happened here in San Francisco recently when the allegedly distinguished Commonwealth Club provided a forum for members of the San Francisco medical profession to condemn hospitalization for disabled veterans as socialized medicine. I do not know if anybody knows what this so-called 'socialized medicine' is, since I believe it is a Madison Avenue coinage. But if giving a hospital bed to a disabled or needy veteran of overseas wars is socialized medicine, then I say the V.F.W. is for socialized medicine.

"You delegates in the AFL-CIO know that the paid medical lobbyists are not truly representative of the healers of mankind. They are, rather, the successors to the Fishbeins, more expert with the hatchet than with the scalpel.

"Last week's Los Angeles Times carried the story that the veterans' property tax exemption in California is to be cut out for three-fourths of the now-exempt veterans. It stated that Senator Gibson, as chairman of the subcommittee, will propose a constitutional amendment in 1959 to kill the veterans' tax exemption for all veterans who own a house worth more than \$5,000.

"That is not appraised value. That is the retail price. You can't buy more than a garage for \$5,000 nowadays. So that would pretty much take care of your veterans' tax exemption.

"Mr. Eisenhower's budget director stated last week that the new budget would propose drastic cuts in the following programs:

1. Veterans' benefits;
2. Rural electrification.

"Old MacDonald and his neighbors will doubtless have something to say about one of those items of economy, and V.F.W. will vigorously oppose the other.

### **Beginnings of VFW**

"In 1955, the V.F.W. begins its sixtieth year of work on behalf of veterans. It was founded in a tailor shop in Columbus, Ohio, in 1899, by a dozen men who had fought in the Spanish-American war and who worked for a living. I don't know whose union they were members of, if any, but they started a movement which now reflects in its membership every union in this hall, every race, color, creed,

and every war since 1898. No other veterans' organization can make that statement.

"This group in the tailor shop started something which now has 1,300,000 members all over the world in more than 10,000 posts. All of these men have served their country during time of war on foreign soil or hostile waters. Our by-laws do not yet provide for foreign planets!

"Last year these V.F.W. posts and their auxiliaries sponsored more than 600,000 community service projects, and in California the V.F.W. sponsored and carried out more than 57,000 community service projects in our 58 counties.

"Our first duty as a veterans' organization has been, is, and always will be to take care of the veteran disabled in wartime, and the widow and the orphan of the war veteran. The aged and needy veteran has next claim on our service.

### **VFW National Home**

"I don't know how many of you know, but the Veterans of Foreign Wars is the only veterans' organization in existence that maintains what we call a 'national home.' Ordinarily it is spoken of as an 'orphan's home.' We have a home at Eaton Rapids, Michigan, where we take care of the orphans and the widows of our members who have passed to the Great Beyond. The children are placed in cottages, eight in a home, and they are in various age groups. The mothers are there to bring up their own children. We are mighty proud of this wonderful institution that we own and maintain at Eaton Rapids, Michigan; and I am sure that if all the people of the entire United States could see this home, they would be just as proud of it as we are.

"More than two-thirds of our membership belong to various labor unions. They, like all of the other workers, have benefited from the great gains in wages, hours and conditions of employment in the past 25 years.

"Many workers, due to disabilities incurred in war service, are unable to keep up the pace or are forced to retire as permanently disabled, either partially or totally, in their early years. These men are entitled to compensation for their proved disabilities. The V.F.W. in California makes available to all veterans a claim service without charge. If an appeal is necessary, the claim is processed all the way to Washington, D. C., without any charge to the veteran.

"Many of our older veterans find them-

selves with little or no social security benefits or pensions. The V.F.W. has and will continue to obtain for these older unemployable veterans the modest pension that is their right. The federal pension of \$78.75 a month does not finance any vacations to Palm Springs or Carmel, but it keeps a lot of our superannuated workers out of the poorhouse.

#### **"G. I. Bill of Rights"**

"In 1944 the V.F.W. sponsored and saw enacted the Veterans Readjustment Act—the 'G.I. Bill of Rights,' as it was then called. This law provided housing and training for the World War II veteran, and later the veteran of the Korean conflict. Training and education have generally ended for all but the Korean War veteran. The housing program, that is, the V.A.-G.I. Home Loan Guarantee Program, has just about dried up. The bankers do not like the present interest rate. The California Veterans Farm and Home program, however, is flourishing on a 3½ per cent rate, and the last election provided another \$200 million for loans to eligible California veterans.

"We oppose any increase in the G.I. interest rate and we favor direct loans by the government where private capital is not available to do the job.

#### **Property Tax Exemption Threatened**

"The next session of our legislature in Sacramento will see an attempt to cut out the present veterans' property tax exemption. If that is done, you will have added to your tax bill about \$60 per year. Your house payments will go up \$5 or \$6 per month. Needless to say, we are working on that right now and will vigorously oppose the elimination of the veterans' tax exemption.

"These things that were made available for your members and mine didn't just happen. We in the veterans' organizations, like you in the labor movement, now enjoy the fruits of the labors of men who have really had to cut the brush and make the path. We intend to carry on the battle which is never won. It is a continuing struggle with an occasional armistice. We welcome your support. We have many of the same members. We are striving for many of the same objectives.

"Now that you are unified, you men who belong to our organization will have more time to get to your V.F.W. Post meetings, and I hope to see all of you there.

"In closing, I wish to extend to all of you my best wishes from the Department of California for a happy holiday season and a happy, healthy and prosperous 1959!"

Following Commander Hesser's speech, Past Commander Thomas J. Murray briefly congratulated the convention on the merger of the two labor federations: "Best wishes on your very happy marriage. May all of your problems be little ones!"

### **Report of Committee on Resolutions**

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee:

**Resolution No. 9**—"Maritime Program";  
**Resolution No. 126**—"Support Seafarers' Merchant Marine Policy."

The committee report:

"In response to the request of your committee, the proponents of these resolutions and other interested parties appeared before it and advised them that they had reached unanimous agreement that **Resolution No. 9** should be amended by changing the sentence in the first paragraph on the right-hand column on the top of page 12, to insert a period after the word 'flag,' and to delete the balance of the sentence.

"It would then read: To stop transfer of any American flagship to foreign flag.

"Your committee accordingly recommends that **Resolution No. 9** be amended as above-indicated, and further recommends that **Resolution No. 9** be concurred in as amended, and finally recommends concurrence in **Resolution No. 126.**"

The committee's recommendation was adopted.

**Resolution No. 245**—"Establish Training System for Advancement of State Employees."

The committee report:

"The subject matter of this resolution is concerned with the establishment of new systems for 'in-training.'

"A study of the resolution by your committee, however, indicated an apparent direct conflict with existing apprentice training programs already established, particularly in the building trades. Because of this conflict, your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 260**—"Rescind the Fed-

eral Fund Raising Program Within Governmental Agencies."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 132**—"Los Angeles Salary Standardization Ordinance."

The committee report:

"A review of this resolution, in the opinion of your committee, established that it was primarily and fundamentally a local matter.

"Your committee was convinced that it would be more appropriate for the central labor council in the area to investigate and determine that there was no conflict in objectives among all of the interested affiliates, and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 11**—"Safety and Health in Shipyards."

The committee report:

"The subject matter of this resolution is concerned with safety and health in shipyards.

"Your committee is aware of the fact that there have been rather extensive public hearings by various governmental agencies involving this problem, but did not believe that it had sufficient time to investigate and determine that the objectives suggested in this resolution were the most desirable.

"Your committee accordingly recommends that this resolution be filed, and that the subject matter of this resolution be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

**Resolution No. 196**—"Allocate New Ship Contracts to West Coast Shipyards."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 162**—"Oppose Attempts to Outlaw Outdoor Advertising."

The committee recommended concurrence.

Debate followed:

**Delegate Robert Rose**, Carpenters No. 36, Oakland: "Speaking against the resolution: I think that one of our main strengths is in the fact that the legislation we press for

is legislation in the public interest. That goes for workmen's compensation, unemployment insurance, first-class education, full employment, and so on. And I don't believe that this resolution would fall in that category.

"As I understand it, safety engineers, highway people, conservationists, landscape architects, all take a very dim view of this idea of billboards along highways. It is true that occasionally a billboard has something to say about the Red Cross or the United Crusade, but by and large the majority of the copy on these billboards has to do with the merits of the automobile, the cigarette or the Martini. And the demand for all three of these products is going to remain at a high level, depending upon purchasing power and regardless of the billboards.

"I am not in sympathy with the resolution, but I am very much in sympathy with the men behind it. However, I think the answer to their problem lies, as Mr. Park pointed out yesterday, in the retraining for other jobs, just as those of us who are going to be displaced by automation must be retrained. And therefore I am opposed to it."

**Delegate Fred V. Adam**, Carpet, Linoleum & Soft Tile Layers No. 1247, Los Angeles: "Speaking against the resolution: I concur in what the brother has just said. We have gone to some effort over a period of years to earn vacations for our members, for ourselves. When we go on our vacation trips, I think, as citizens, we don't want to have a billboard instead of the wonderful scenery the good Lord has put there when we are out in the country.

"I speak against the resolution."

**Delegate Loyal H. Gilmour**, Bill Posters and Billers No. 44, San Francisco: "I am speaking for the International as well as my local union, Bill Posters No. 44, San Francisco.

"I am just a little bit surprised that we haven't got the sponsor of the resolution here. We have a similar resolution, not naming specifically the details in Brother Wendelt's resolution. But, as a bill poster and as a delegate to this convention for a good many years, and feeling that we bill posters are a part of the labor movement and have been good, loyal, card-carrying members, I can't understand anybody who would be against a resolution like this. We are fighting for our lives against a bunch of flower growers and garden clubs and such things as we have heard in the past two weeks before the

hearings that have been held by Senator McCarthy from Marin County.

"We are greatly concerned. They do not attempt to regulate us. They want to eliminate us and to eliminate us from our jobs. It all ties in with our federal aid bill that went through Congress attached to a very necessary bill at the time by Senator Neuberger, who threatened to do this, and we thought we had a good friend in Senator Kuchel, who reversed himself from previous positions and put this thing through.

"It is true that they are offering compromise legislation on matters pertaining to this bill. One such item is the so-called elimination of billboards on what will be scenic or federal highways.

"We have seen in the newspapers this past week what they are attempting to do in San Francisco: namely, call Van Ness Avenue from the Bay to Army Street a scenic and a necessary highway through the San Francisco area, whereas three-fourths of it runs through industrial and commercial areas.

"We only want to stay in the industrial and commercial areas to make our living, and I cannot for one minute conceive of any people gathered together as union members going against a resolution pertaining to our livelihood. We have a resolution concurred in by the State Theatrical Federation here and we want to see that endorsed by the state body.

"We are fighting for our lives here and we intend to make a last-ditch fight on it!"

**Delegate M. A. Schlaff**, Local No. 9590, Communication Workers: "I have nothing but sympathy for the brother's problem about work for his members. I just have a little sympathy for the rest of us who must drive the highways. I would like to recall to the minds of the delegates Ogden Nash's poem on this subject, which goes:

I think that I shall never see  
A billboard lovely as a tree  
Indeed, unless the billboards fall  
I will never see a tree at all.

"Thank you."

**Delegate Jack Kopke**, Paint Makers No. 1101, Oakland: "This particular problem has been one that has been facing many members of craft unions in the American Federation of Labor for the last several years. It affects the Sheetmetal Workers, the Electrical Workers, the Sign Painters and others. I believe that no organization is more cognizant of the problem of unsightly signs or misplaced signs as it affects

the motoring public or other people interested in beautification of our highways than the sign painters themselves. I believe an exemplification of the position that the bona fide sign-painting industry is following here today is expressed in this convention. Those of you who have gone to our State Federation of Labor conventions for the past many years recall that we had placards on long posts indicating where the Teamsters or the Painters or the Carpenters or the Laborers, or whoever it might be, were to sit. You couldn't see the rostrum and you couldn't see the people who were speaking. Our own Federation has seen fit to adjust the situation by having signs that are appropriate and still necessary.

"This same position is that adopted by the sign-painting industry and by the labor unions that are connected therewith. I certainly believe that it is incumbent upon the labor movement to back up these unions that are fighting for the livelihood of their members. They are not trying to ruin our highways; they are cooperating with all governmental agencies in making sure that the job is done correctly."

**Delegate Charles J. Garoni**, Carpet, Linoleum and Soft Tile Workers No. 1290, Oakland: "I rise to support the resolution. It is a little strange that in this day of automation, when workmen are being displaced constantly, we find a labor organization suddenly wanting to put men on the street.

"The other problem is very simple. The people who are driving should look at the highway and not the signs. This is where they get into accidents.

"This is the point: As far as I am concerned, we have now to make the fight for our people. We have to get them employment. You can go across the street and see a lawn being torn up by a machine with one man, who did it in one day, whereas there used to be 20 laborers taking three days. This happened yesterday.

"That is the reason I am going to support the resolution."

**Delegate J. J. Christian**, Building and Construction Trades Council, Los Angeles: "I am speaking in behalf of the motion because I am looking at and thinking of the employment for thousands of building trades workmen in this state and probably other states who need employment of this kind. I would hate to think that this convention would pass a resolution which would deprive our people of work.

"I want to support the resolution on that basis."

**Delegate Charles H. Kennedy, Musicians No. 6, San Francisco:** "I rise to support the committee's report.

"You are looking at the representative of a craft who can tell you more about automation than anybody in this room. In 1928, talking pictures came in, and in one stroke they threw out stage bands and bands in the pits to the tune of 22,000 people. Some of the people we called upon at that time for a little support were looking out the window. 'You are in a dying industry, boys. Get into another one.'

"How can you be in an organization and know a trade for so many years and so well, and then somebody tells you to get out of it? How can you do it?

"I would like at any time to support any group which is faced with the same thing we were faced with in 1928, and still are. But we are proud people. We will continue to fight, to come back and get as much employment as we can when and wherever it presents itself.

"So please, when a word like 'automation' comes up and somebody tells you 'Get into another business,' believe me, I don't have any sympathy for that kind of people. Please vote for the committee's report."

**Delegate Mildred C. Lender, Communications Workers No. 9503:** "I am rising, Mr. Chairman, to speak against this for the simple reason that I see advertising on television, I hear advertising on radio, I see advertisements on buildings. I open my front door; I have a carefully-kept lawn, and I have advertising material all over my front lawn. When I take a drive I watch the highways, but at the same time I want to stop and be able to enjoy something. With billboards all over the highway I am unable to do so."

**Delegate Charles J. Foehn, Electrical Workers No. 6, San Francisco:** "Charles Foehn, Electrical Workers of San Francisco, and one who is vitally affected by this resolution.

"I would say there are at least over 5,000 employees in the electrical sign industry in the state of California. This will affect the sign hangers, carpenters, sheet-metal workers, neon tube benders, and many other crafts such as laborers, truck drivers, who are now working in the electrical sign industry in the whole state of California.

"For that reason, with the situation as far as unemployment is concerned in that industry already, I am hoping that we get

the support of the delegates in this convention to support the resolution."

**Delegate Fred Lampe, Painters No. 92, Pasadena:** "As a painter, I should be against this bill, because it creates work; but as a nature lover, I am for it.

"I drive along a highway, with lakes and beautiful scenery nearby, and all of a sudden this sign comes into view: A beautiful female built like Marilyn Monroe; she is holding a roll of toilet paper against her cheek. It is 'so soft.' And she tears up a few sheets and says how 'strong' it is. That is spoiling my love of nature.

"I sit down by a beautiful lake and I have a delicious lunch in front of me, and there is a sign which says 'Nasal Spray loosens the mucus,' that will spoil my appetite.

"Like oil and water, nature and industry do not mix!"

**Delegate Lorenzo Gill, Utility Workers No. 132:** "I think this is a very serious resolution on the floor. It is no time for mockery. There is no one who enjoys a good joke as much as I. But when our union brothers' lives and their security, their means of support for their families are at stake, we have to stop and think back about a month ago when we were fighting Proposition 18. We had sign people, we had electrical workers, working for us when we had our backs against the wall. We had other groups which would be adversely affected by this supporting us. And with automation coming up, I think the best thing we can do is to pass resolutions that will provide jobs rather than pass resolutions that do away with jobs of our union brothers. I stand here today to tell you that whenever it comes to the point where we, as a bunch of trade unionists, will get up here and advocate to drop our union brothers and throw them out of work, that will be a sorry day. You can get up in the national forests and see all the trees you want to see. If you get out like that you don't have to ride along the highways to see them. If you are going from one place to another, you don't have time to look and watch nature and beauty. If you get up in the national forests like I do, you can see all of it. It is all around you."

**Delegate Lew C. G. Blix, Dental Technician No. 99, San Francisco:** "I intended to say something about the construction of signs. Some people say that they are an obstruction as far as scenic beauty is concerned. I wonder if these people know how many crafts are involved in putting these signs on the highway.

"Much has been said here, too, about the obstruction of scenic beauty along the highways. Have any of you been driving along through the long stretches of barren land in Texas, Oklahoma, Nevada, Arizona, New Mexico, Colorado, and other states of the Union, and in California, when a sign would be the most welcome thing that a person could possibly see? I know I have had that experience, and I have wondered how far it was to a motel or to a city or to some other place where I could rest for the evening instead of continuing on my weary way."

Delegate Charles E. Armin, Oil, Chemical and Atomic Workers No. 1-128, moved the previous question. The motion was adopted, and Co-Chairman Small closed for the committee:

"I am not going to take up more than two minutes of your time. I only want to tell you that when your committee considered this resolution, we didn't have the benefit of television sets, we didn't have any highway signs to look at, we didn't have any toilet paper to run on our cheeks; we had only one thing to consider. And that was that there was a group of trade unionists who were asking that they be given the protection that they thought that they were deserving of from an organization of this size.

"On that basis we recommend concurrence."

The committee's recommendation was thereupon adopted.

**Resolution No. 353—"Outdoor Advertising."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 281—"Facilitate Recreational Opportunities."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 1—"Recreation."**

The committee report:

"The subject matter of this resolution is concerned with the establishment of a special department in the Federation concerned with the problem of recreation and with the diversion of one cent per capita payment to this function.

"Your committee was convinced that this subject matter would require much

more extensive investigation before it could be intelligently acted upon, since it involved the establishment of separate staff and the expenditure of substantial funds.

"Your committee accordingly recommends that this resolution be filed and that the subject matter be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

**Resolution No. 21—"Organize the Unorganized."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 344—"Tunnel Safety Orders: Moving Powder Car."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 345—"Tunnel Safety Orders: Internal Combustion Engines."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 346—"Tunnel Safety Orders: Outlaw Underground Trolley Powered Locomotives."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 349—"Federation to Conduct and/or Aid Teachers' Organizational Drive."**

The committee report:

"Your committee recommends that the Resolved be stricken, and that a new Resolved be inserted reading as follows:

Resolved, That the California Labor Federation, AFL-CIO, aid all affiliated teacher unions in an organizational drive.

"As so amended, your committee recommends concurrence."

The following delegates spoke in support of the resolution: Dan D. Jackson, Teachers No. 61, San Francisco; Morton E. McGear, Electrical Workers No. 569, San Diego; Henry Clark, Teachers No. 866, El Cerrito; Del Coffey, Steelworkers No. 1981.

Delegate Fred L. Morris, Street, Elec-

tric Railway and Motor Coach Employees, Los Angeles, moved the previous question, which was carried.

The committee's recommendation was thereupon adopted.

**Resolution No. 355**—"Statehood for Hawaii."

The committee recommended concurrence.

Delegate Marl Young, Musicians No. 47, Los Angeles, spoke in support of the resolution.

The committee's recommendation was thereupon adopted.

**Resolution No. 360**—"Compensation for Jury Duty."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Report of Committee on Legislation

Co-Secretary Everett Matzen of the Committee on Legislation reported for the committee:

**Resolution No. 43**—"Civil Rights"; **Resolution No. 199**—"Fair Employment Practices Act."

The committee report:

"The subject matter of these resolutions is similar, namely, the creation of a Fair Employment Practices Act.

"Your committee recommends concurrence in **Resolution No. 43**, and further recommends that **Resolution No. 199** be filed."

The committee's recommendation was adopted.

**Resolution No. 114**—"Right of Fire Fighters to Organize."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 115**—"Protection of Fire Fighters in Event of Jurisdictional Changes in Fire Department."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 112**—"Raise Fire Protection Tax Limit Under California Health and Safety Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 116**—"Allowance of Earnings of Member on Disability Retirement."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 123**—"Ten-Year Conclusive Presumption, Section 3212—State Labor Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 124**—"Prohibit Apportionment of Disability Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 120**—"Arbitration Procedure for Fire Fighters."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"Your committee recommends that the Resolved be stricken, and the following be inserted:

Resolved, That the California Labor Federation, AFL-CIO, assist the sponsors of this resolution in the passage of appropriate legislation to establish a desirable procedure for fire fighters.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 57**—"Attachments and Garnishments on Wages."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 237**—"Prohibit Attachments and Garnishments of Wages Before Judgment Is Secured."

The committee recommended concurrence.

The committee's recommendation was adopted.



**Resolution No. 169**—"Discharges for Garnishment"; **Resolution No. 303**—"Discharges for Garnishment."

The committee report:

"The subject matter of these resolutions is similar; namely, discharges for garnishment.

"Your committee recommends concurrence in **Resolution No. 169**, and further

recommends that **Resolution No. 303** be filed."

The committee's recommendation was adopted.

### Adjournment

The convention was thereupon adjourned at 5:00 p.m., to reconvene at 9:30 a.m. on Friday, December 12, 1958.

## FOURTH DAY

Friday, December 12, 1958

### MORNING SESSION

The convention was called to order by President Pitts at 9:35 a.m.

#### Invocation

Right Reverend James A. Pike, Bishop of the Episcopal Diocese of California, gave the following invocation:

"Almighty God, who has given us this good land for our heritage, we humbly beseech Thee that we may always prove ourselves a people mindful of our favor and glad to do Thy will.

"Bless our land with honorable industry, sound learning and pure manners. Save us from violence, discord and confusion, from pride and arrogance and from every evil way. Defend our liberties, and fashion into one united people the multitude brought hither out of many kindreds and tongues.

"May there reign through thee justice and peace at home, and through obedience to Thy will, may we go forth in praise among the nations of the earth. In times of prosperity, fill our hearts with thankfulness; and in days of trouble may our trust in Thee show us Thy way. Deliver us, we beseech Thee, in our several callings from the service of Mammon, that we may do the work which Thou giveth us to do in truth, in beauty and in righteousness, with singleness of heart as Thy servants, and to the benefit of our fellow men.

"Guide with Thy Holy Spirit especially those who deliberate here in these organizations brought together in united strength for the service of all.

"For the sake of Him Who came among us as one who serveth, Thy Son, Jesus Christ, Our Lord. Amen."

#### Report of Committee on Legislation

Co-Chairman George Kelty of the Committee on Legislation reported for the committee:

**Resolution No. 163**—"Owner-Builders to Have Contractors' License."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 164**—"Contractors and Subcontractors to Have \$2500 Bond."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 309**—"Require Contractors' License for Public Works."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 154**—"Licensing of Carpet, Linoleum and Resilient Floor Covering Contractors"; **Resolution No. 174**—"C' License for Floor Covering Contractors"; **Resolution No. 287**—"Floor Covering Contractors' License."

The committee report:

"The subject matter of these resolutions is identical; namely, the establishment of a license for so-called floor covering contractors.

"Your committee recommends concurrence in **Resolution No. 287**, and further recommends that **Resolutions Nos. 154 and 174** be filed."

The committee's recommendation was adopted.

**Resolution No. 152**—"Use of Term 'Cosmetologist'."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 153**—"Eliminate Shop Training of Junior Cosmetology Operators."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 150**—"Examination Qualification for Hairdresser Cosmetologist Instructor."

The committee report:

"A review of the proposed legislation contained in this resolution, in the opinion of your committee, deals with the imposition of the requirement of a high school education as a condition of eligibility to obtain the classification of work in question.

"Your committee was also informed that a similar resolution has historically been rejected by the State Federation of Labor when previously introduced at its convention and is convinced that the same reasons for rejection exist now.

"Your committee accordingly recommends that this resolution be filed."

Delegate Esther Bills, Beauticians No. 295-A, Los Angeles, and Delegate Alvin L. Holt, Barbers No. 295, Los Angeles, spoke in opposition to the committee's recommendation.

The committee's recommendation was thereupon adopted.

**Resolution No. 151**—"Exemptions from Section 7324 of Cosmetology Act."

The committee report:

"The subject matter of this resolution is to extend the exemption presently existing in the Cosmetology Act to additional individuals.

"Your committee is not convinced that there is any convincing reason for this extension of the exemption and therefore recommends the resolution be filed."

Delegate Bills, Beauticians No. 295-A, Los Angeles, moved that the subject matter of this resolution be referred to the incoming Executive Council. Delegate Franklin K. Hull, Oil, Chemical and Atomic Workers No. 1-128, sought a point of information.

The motion to refer the matter to the Executive Council was then adopted.

**Resolution No. 149**—"Forty-Hour Week in Barber Schools and Colleges."

The committee report:

"The subject matter of this resolution is concerned with establishing as a matter of law the requirement of a forty-hour week in barber schools and colleges.

"Your committee is convinced that this is not the type of legislation concerning which this Federation should have the obligation of drafting, introducing and processing at the next session of the legislature. Your committee accordingly recommends that this resolution be filed."

Debate followed:

**Delegate Anthony Agrillo**, Barbers No. 252, San Jose: "Again I rise and ask you to vote against the recommendation of the committee. This resolution dealing with barber colleges and the forty-hour week, simply is this: It's part of the story I told you yesterday dealing with barber colleges. The barber colleges are actually nothing but a racketeering cut-rate barber shop working long hours, turning out students that there is no place to place them.

"Now, these colleges get in the field here, advertise their prices, work long hours, and actually the type of students that they turn out sometimes it is just impossible to place them. All the colleges are interested in is to get money from these poor students.

"I am not speaking against barber colleges, that we should not have them. I am merely speaking about the fact that these barber colleges should be supervised a whole lot more than they are at the present time. Now, you will find in any school of learning, in public schools or in trade schools, that they do not work 60, 70 hours a week; but the fact is that these barber colleges are allowed to operate these long hours, and as long as they can get the public in there on cheap prices, they are going to get worse and worse.

"I am sure that if we are given the opportunity to present this type of bill to the legislators in Sacramento, I feel certain that we can show the legislators that the schools are actually not operating as schools teaching the barber trade. They are more or less operating on a basis of getting as much money as they can from the poor student. He spends three or four hundred dollars for a course and then he works for free on that chair at cut-rate

prices, and in competition with the union barber. Now, if that is a school, I would like to know what a 'school' is.

"I feel certain that if we are given the opportunity of presenting this problem to the legislators, showing them the inequities and the bad things that these schools are doing, I am sure that the legislators will give us some relief. As I said before, if these schools are not taken care of, or brought up on a higher level, we are going to have a barber school in every major or minor city in the state of California.

"So I would appreciate very much if the delegates will vote against the recommendation of the committee."

**Delegate Conrad C. Haug**, Typographical No. 46, Sacramento: "I feel like if the barbers want to control these colleges, why don't they set up their own schools and have a training program similar to the apprenticeships of the other unions? If they had their own schools, they could control them to suit themselves."

**Delegate Jack L. Morris**, Steelworkers No. 5525: "I rise in support of the Barbers who oppose the recommendations. Yesterday we voted down the barber colleges posting the prices of their haircuts in their windows. I voted against it because I do not think it is right that they should do something like this. They charge something in the neighborhood of \$265 to train a student for a six months period. Also they make money off these students doing the haircuts in the shops. To me, it's the same as a specialist doing a journeyman's job in a fabrication shop. I do not feel that a specialist should be doing a journeyman's job and then the head of the barber college raking off the top. If they are going to charge the men \$265 to train them, let them do it in that manner, but I don't think they should charge and then charge for haircuts and undercut our journeymen barbers that have gone through the trade and that have been in the trade for years."

**Delegate Sigvald J. Olsen**, Barbers No. 134, Oakland: "Some time ago, in the last session, we had a law passed that prohibited the opening of any more barber colleges in the state of California unless there was a necessity. The money-grabbing boys in the barber colleges seized upon the monopoly of that law, and instead of having a straight shift for students, they are now operating three shifts a day. They are keeping barber colleges open from 12 to 14 and 16 hours a day, open to the public, and collecting that 75

cents per haircut off each student. It is a fact that each student that goes into the barber college is worth \$2500 to that school. He doesn't get any pay. He cannot get any pay. He pays anywhere, as it has been said, from \$265 to \$330 to take the course. They keep him there over a period of a year. They do not train him. When he comes out in the shop he isn't trained.

"In the last 12 years there have been 24,000 people licensed by the Barber's Board in the state of California to practice barbering, and there are only 23,000 licenses in effect. It shows that there is somewhere in the neighborhood of fifteen and twenty thousand do-it-yourself kits running around in the state of California. I think it is about time we put a little curb on it. I think we should do something about it. I ask for a No vote on the committee's report."

**Co-Chairman Bassett** closed for the committee: "In studying this resolution, it occurred first to the committee that the Barbers Union is conceding that the barber colleges are legitimate competition. They are recognizing these colleges as business institutions. On the other hand, they are trying to classify them as schools. We have day and night schools in all other occupations in California, but they are asking that this particular industry be set aside and confined only to forty hours, and do away with the night session. Now, the committee feels that if colleges are illegitimate businesses, the Barbers Union should try to lobby laws to stop them from charging any of their customers, instead of recognizing them as cut-rate competition, and only trying to confine them to forty hours a week. We do not believe the legislation could go over by isolating one particular type of school.

"We think it is ill-advised for a union to recognize a school as a legitimate competitive business. We ask you to support the committee's recommendation on this so that the Barbers can take another course on it."

The committee's recommendation to file the resolution was thereupon rejected.

Delegate Olsen then moved that **Resolution No. 149** be adopted. This motion carried.

**Resolution No. 111**—"State License for Sprinkler Fitters."

The committee report:

"The committee requested all those interested in this resolution to appear be-

fore your committee at its meeting on Wednesday, December 10, 1958.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the California Labor Federation, AFL-CIO is without authority to act on this matter, and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

The committee's recommendation was adopted.

**Resolution No. 302**—"License Construction Equipment Operators."

The committee report:

"The committee requested all those interested in this resolution to appear before your committee at its meeting on Wednesday, December 10, 1958.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the California Labor Federation is without authority to act on this matter and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

The committee's recommendation was adopted.

**Resolution No. 343**—"Equipment Operators' License."

The committee report:

"This is the same type of resolution that we have just acted upon and the same thing applies: that there is a claimed jurisdiction. The committee recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 103**—"State Heating and Piping Industry Code."

The committee report:

"Your committee requested all those in-

terested in this resolution to appear before your committee at its meeting on Wednesday.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the Federation is without authority to act on this matter and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

The committee's recommendation was adopted.

**Resolution No. 104**—"State Plumbing Code."

The committee report:

"The committee requested all those interested in this resolution to appear before your committee at its meeting on Wednesday.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the Federation is without authority to act on this matter and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

Delegate Fred Weeks, Plumbers No. 761, Burbank, spoke against the committee's recommendation.

At the request of Co-Chairman Kelty, the California Labor Federation's chief counsel, Charles P. Scully, gave the following information:

"I was requested by the committee to be present during the hearing on this resolution. Affiliates appeared and asserted there were jurisdictional claims. At the request of the committee, I advised the committee that, a claim of jurisdiction having been asserted, under the national constitution and rules the Federation is without authority to act; and if requested at this time by the presiding officer, I would so advise the convention.

In my opinion, accordingly, the convention has no authority except to file the resolution."

The committee's recommendation thereupon was adopted.

**Resolution No. 300**—"Electrical and Plumbing Installations."

The committee report:

"The committee requested all those interested in this resolution to appear before your committee at its meeting on Wednesday.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the Federation is without authority to act on this matter and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

The committee's recommendation was adopted.

**Resolution No. 135**—"Allowances for Uniforms and Special Clothing."

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Badges to Commemorate Convention**

Delegate Richard Cartwright, Automobile Workers No. 887, rose to make a few remarks followed by a privileged motion:

"We have had, to commemorate this first meeting of the California Labor Federation, not one but now several earthquakes. We have had, I think, up to this point, and I am sure will have continuing until closing, a fine convention, with a minimum amount of disagreement. And I think that this is all fine, but I think that one thing further is needed.

"I believe, and I would like to move, Mr. Chairman, that there be struck by the California Labor Federation a badge commemorating this first meeting of the California Labor Federation, and that these badges be mailed to each local union for distribution to their respective delegates.

"I recognize that there are problems

in this and that it will take time. I have talked to Brother Haggerty. He tells me that it will take at least two months to get this done. But I know that the people who attended the first convention of the joint AFL-CIO in New York point with great pride to the badges that they received there in commemoration of that first event.

"Therefore, Mr. Chairman, I would like to move that these badges be struck and be mailed to the delegates."

Delegate Cartwright's motion was unanimously adopted.

### **Report of Committee on Legislation**

Co-Chairman Kelty resumed the report of the Committee on Legislation:

**Resolution No. 279**—"Reduce Hours Per Day Requirement."

The committee report:

"The subject matter of this resolution is calling for legislation to provide for shorter hours per day in various public agencies.

"Your committee concurs wholeheartedly with the intent of the resolution, and refers to the statement of policy in which it is specifically provided that the Federation is on record in support of shorter work days without reduction of pay.

"Your committee believes, however, that it is not feasible to introduce general legislation applicable to all crafts, but that each craft should be in a position to determine what hours per day it believes is most desirable consistent with the policy of the Federation.

"Accordingly, it is recommended that the resolution be filed, although it is clearly understood that the Federation will support any such legislation introduced by the specific crafts consistent with the policy of the Federation."

The committee's recommendation was adopted.

**Resolution No. 101**—"State Employees Salary Adjustments."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 246**—"Twenty-Six Equal Pay Days a Year for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 249**—"Proposed Revision of Personnel Board's 'Laws and Rules'."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 250**—"Cash Payment for Accumulated Overtime Upon Retirement."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 239**—"Public Employees and State Compensation Insurance Fund."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 251**—"Retirement After 25 Years in State Service."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 119**—"Remove Limitation of Earnings from State Employees' Retirement System."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 125**—"Vote of Alternate Member of Retirement System."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"At that time it developed that the alternates referred to in the Resolved were lay members.

"Your committee accordingly recommends concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 243**—"State Employees Retirement Benefits."

The committee report:

"At the request of the committee, the sponsors of this resolution appeared before your committee at the meeting on Wednesday evening and conceded that a dispute existed among affiliates of this organization with respect to the manner in which the OASI implementation should be voted upon.

"In view of the conceded dispute, your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 247**—"Change Promotional Examination Procedure for State Employees."

The committee report:

"In accordance with the request of this committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"They explained that the purpose of the resolution was to eliminate the so-called 'one-in-three' rule and to confine promotional examinations to a written test.

"Your committee accordingly recommends that the resolution be amended by striking the Resolved and inserting the following:

Resolved, That the California Labor Federation, AFL-CIO go on record in favor of repealing the one in three selection procedure and confining the promotional examinations exclusively to written examinations.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 216**—"Public Policy on Collective Bargaining Relations of Hospital and Institutional Workers."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"The sponsors of the resolution agreed that the resolution be amended by striking all of the Resolved and inserting the following:

Resolved, That the California Labor Federation, AFL-CIO, shall assist through its legislative representatives the sponsors of this resolution in the passage of appropriate legislation to accomplish the purposes of this resolution.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 273**—"Collective Bargaining for Public Employees."

The committee report:

"In accordance with the request of your

committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"At that time the sponsors of the resolution requested that it be withdrawn. Your committee recommends concurrence in the request that this resolution be withdrawn."

The committee's recommendation was adopted.

**Resolution No. 308**—"Right of Association, Collective Bargaining, etc., for Employees of All Public Bodies."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"At that time the sponsors of the resolution agreed that the first sub-paragraph of the Resolved be amended by striking the words 'and to engage in concerted peaceful activities'.

"Your committee accordingly recommends the Resolved be so amended and further recommends concurrence in the resolution as so amended."

The committee's recommendation was adopted.

**Resolution No. 244**—"Establish Labor-Management Conference Table System for State Employees."

The committee report:

"In accordance with the request of this committee, the sponsors of this resolution appeared before the committee on Wednesday evening.

"The sponsors agreed that the first Resolved be amended in line 8 by inserting before the word 'unions', the words 'AFL-CIO', and by amending the second Resolved by inserting in line 2, before 'unions', the words 'AFL-CIO'.

"Your committee recommends such Resolved be so amended, and as so amended recommends concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 215**—"Collective Bargaining for Public Employees at Local Levels."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 241**—"Amend Los An-

geles Metropolitan Transit Authority Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 238**—"Increase County Employees' Vacation Time."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 107**—"Public Employees' Retirement Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 113**—"Straight 25-Year Service Retirement in 1937 County Retirement Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 252**—"Pro-Rate County Employees' Retirement Contribution to Fit Monthly or Semi-Monthly Pay Periods."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 348**—"Union Security for Employees of Municipal Utility Districts."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 224**—"Higher Taxes on Utility Companies and Corporations to Meet State Budget Deficit."

The committee report:

"The subject matter of this resolution is concerned with the object of imposing the entire burden of meeting the deficit of the next fiscal year by imposing a tax on public utilities.

"Your committee is convinced that **Statement of Policy II, Taxes**, more completely and satisfactorily directs the attention of the delegates to the problem and is a more desirable and feasible approach.

"Your committee recommends that **Resolution No. 224** be filed."

The committee's recommendation was adopted.

**Resolution No. 45—"Safety Legislation."**

The committee report:

"The discussion of the subject matter of this resolution by your committee resulted in the committee being advised that the intent of the resolution was not to call for either a federal or a state act as such, but instead that the best provisions applicable to safety in all laws would be consolidated and compiled in one code.

"The committee wishes to stress its understanding of the resolution as indicated above because it is recommending concurrence in this resolution based only on such understanding, since otherwise the best interests of the workman might not be adequately protected.

"With such limitation, accordingly, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 366—"Expenditure of Corporation Funds to Influence Voters."**

The committee report:

"The subject matter of this resolution is concerned with the introduction of legislation dealing with the restriction or prohibition of contributions with respect to the influence of voters.

"Your committee did not have the time available to it to fully explore all the ramifications of this proposal, and believes that, because of its overwhelming importance to everyone concerned, it was worthy of more extensive study.

"Accordingly, your committee recommends that this resolution be filed, and that the subject matter be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

**Resolution No. 272—"Eliminate New Discovery Procedure Law."**

The committee report:

"The proponents of this resolution appeared before your committee to speak in support of the resolution, at which time it developed that they were concerned primarily with the right of an individual to continue to file amended complaints after a demurrer had been sustained.

"The committee was advised that this problem was in no way related to the so-called 'Discovery Law' and that it was a renewal of a precedent of long standing that a court could not deny the right of

an individual to amend a complaint until he had a reasonable opportunity to amend it. The committee was advised that, accordingly, it is not unusual for several amended complaints to be permitted.

"Your committee was also advised that, prior to the adoption of the 'Discovery Law', it was permissible for an individual to require the perpetuation of testimony of someone whose testimony he indicated he might desire to use either in pending litigation or contemplated litigation.

"Accordingly, your committee is convinced that the 'Discovery Law' is not properly referred to in this resolution and that the proponents are discussing an entirely separate matter, namely, what procedures should be permitted insofar as the amendment of complaints after a defect in the pleading has been objected to and the objection has been sustained by the courts. Insofar as this procedural problem is concerned, your committee is convinced that any suggestion that amendments to remove procedural defects should not be permitted; this would actually, in many cases, work to the disadvantage of the affiliates and their members. We believe the underlying principle should continue to be that trial should be permitted on merits, and that an individual should not be denied such a trial merely because the complaint setting forth his cause of action is subject to certain procedural defects. We believe a reasonable opportunity to correct such defects should continue to be permitted. For example, a union may have a clearly meritorious cause of action against an employer for a breach of contract; the complaint filed might refer to a copy of the contract attached, but by oversight, no copy was in fact attached. If the possibility of amending the complaint were removed, then the cause of action would be destroyed, even though a minor procedural correction could establish a proper complaint.

"Accordingly, your committee recommends that, for the reasons noted in this report, this Resolution No. 272 be filed."

The committee's recommendation was adopted.

**Resolution No. 172—"Authorize State and Political Subdivisions to Contribute to Pension Funds"; Resolution No. 305—"Political Subdivisions to Contribute to Pension Funds."**

The committee report:

"The subject matter of these resolutions is similar: namely, the authorization



of the state to contribute to existing pension funds.

"The committee recommends concurrence in **Resolution No. 172**, and further recommends that **Resolution No. 305** be filed."

The committee's recommendation was adopted.

**Resolution No. 131**—"Health and Welfare Master Plan for Public Employees"; **Resolution No. 195**—"Employer-Paid Health and Welfare Programs for Public Employees"; **Resolution No. 248**—"Full Health and Welfare Coverage for State Employees."

The committee report:

"The subject matter of these resolutions is similar: namely, the protection of health and welfare programs for public employees.

"Your committee recommends concurrence in **Resolution No. 248** and further recommends that **Resolution No. 131** and **Resolution No. 195** be filed."

The committee's recommendation was adopted.

**Resolution No. 209**—"Extend Prevailing Construction Wage to Prefabrication Work."

The committee report:

"The committee requested all those interested in this resolution to appear before your committee at its meeting on Wednesday, December 10, 1958.

"As a result of such meeting, it developed that delegates of affiliated organizations asserted that the implementation of this resolution would involve the invasion of claimed jurisdiction of certain affiliates.

"Your committee accordingly recommends that, in view of the jurisdictional claims, the California Labor Federation, AFL-CIO is without authority to act on this matter, and accordingly recommends the resolution be filed.

"If, however, all affiliates can agree on specific legislation, the Federation shall assist in the passage of the agreed proposed legislation."

Delegate Dave Williams, Pile Drivers No. 34, San Francisco, spoke in opposition to the committee's recommendation.

The committee's recommendation was thereupon rejected.

Delegate Williams made a motion, which was duly seconded, to adopt **Resolution No. 209**.

At the request of President Pitts, General Counsel Scully repeated the advice he had given the committee upon this resolution.

The vote was taken, and the motion to adopt the resolution was defeated.

**Resolution No. 108**—"Prevailing Wage Rates in State Construction"; **Resolution No. 282**—"Restore Prevailing Wage Rate to State Construction Employees"; **Resolution No. 288**—"Prevailing Rates and Other Benefits in State Construction"; **Resolution No. 350**—"Restore Prevailing Pay for Construction Employees on Public Works."

The committee report:

"The subject matter of these resolutions is concerned with a similar matter, namely, prevailing wage rates in state construction.

"Your committee recommends concurrence in **Resolution No. 108**, and further recommends that **Resolutions Nos. 282, 288 and 350** be filed."

The committee's recommendation was adopted.

**Resolution No. 171**—"Director of Industrial Relations to Receive Classifications and Rates List Prior to Advertisement for Bids."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 173**—"Per Diem Wages Under Public Contracts to Include All Fringe Benefits"; **Resolution No. 211**—"Include Fringe Benefits in Determination of Prevailing Wage."

The committee report:

"The subject matter of these resolutions is similar: namely, the requirement that all so-called fringe benefits shall be included as part of the per diem wages.

"Your committee recommends concurrence in **Resolution No. 173**, and further recommends that **Resolution No. 211** be filed."

Delegate Dave Williams, Pile Drivers No. 34, San Francisco, spoke in favor of also adopting **Resolution No. 211**.

The co-chairman and co-secretary of the committee agreed to amend the report and include **Resolution No. 211** in its recommendation for adoption.

The committee's recommendation was adopted.

**Resolution No. 286**—"Published Per Diem Wages to Include Fringe Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 280**—"Require All Public Bodies to Pay Prevailing Wage Scales."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 285**—"Contractors' License Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 304**—"Penalties for Violation of Contractors' License Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 289**—"Wilful Departure from Plans, etc., Without Consent."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 291**—"Bids on Public Works."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 296**—"Suede Shoe' Operations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 301**—"Amend Section 3800, Labor Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 24**—"Emergency Hospital Admissions."

The committee report:

"In accordance with the request of your committee, the sponsors of this resolution appeared before the committee on Wednesday evening, and consented to such resolution being filed and the subject matter of the resolution being referred to the incoming Executive Board for action

in order that the Executive Board could devote additional time to investigation and study as to what type of legislation could be devised to correct the abuse in question.

"Your committee accordingly recommends that the resolution be filed and the subject matter be referred to the incoming Executive Council."

The committee's recommendation was adopted.

**Resolution No. 32**—"Special Education for Handicapped Children."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 102**—"Hospital Service Plans Rates."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 106**—"Adequate Pay for Jury Duty"; **Resolution No. 294**—"Jury Duty Pay."

The committee report:

"The subject matter of these resolutions is similar: namely, that provision for payment in the event of jury duty be made.

"Your committee has reviewed both of these resolutions and believes the more desirable approach is that contained in **Resolution No. 106**.

"Your committee accordingly recommends concurrence in **Resolution No. 106**, and recommends non-concurrence in **Resolution No. 294**, since it is not convinced that the present employers are unable to meet their obligation as provided in **Resolution No. 106**."

Delegate J. L. Childers, Alameda County Building and Construction Trades Council, spoke in favor of **Resolution No. 294** and in opposition to the committee's report.

Co-Chairman Bassett closed for the committee.

The committee's recommendation was thereupon adopted.

**Resolution No. 129**—"Prevent Use of Labor Organization's Name by Outsiders Without Consent."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Motion to Suspend Rule No. 4

Secretary Haggerty's motion to suspend Rule No. 4 and continue without recess until the business of the convention was completed was duly seconded and adopted.

### Clinton High School Building Fund

Delegate Don Henry, Teachers No. 1078, Oakland, made the following motion, which was duly seconded and adopted:

"I would like to move that the proceedings of the day carry the column of Mr. Drew Pearson of this morning concerning the Clinton High School building fund and which recognizes the particular role of the building trades unions in reconstructing that school; and I move, further, that copies of the relevant portions be sent to Mr. Pearson and to other interested parties."

The portion of the column of Drew Pearson under dateline of Friday, December 12, 1958, as published in The San Francisco Chronicle, is as follows:

"In the entrance hall of the bombed-out Clinton (Tenn.) High School when I visited it last October was a placard which read: 'Welcome, freshmen! The Dragon's Tale! 10 cents.'

"Surrounded by broken glass, twisted lockers and shattered plaster, that sign still stood, announcing the beginning of the new year for the school paper. Publication of the Dragon's Tale was necessarily suspended after the October 5 explosion, but recently a new issue hit the newsstands of Oak Ridge and Clinton.

"That issue is symbolic—symbolic of the determination of youth, the teachers and the school board of Clinton not to be deterred by hate. The new Dragon's Tale is replete with cartoons, photos of sports events, and an editorial worth noting:

"'Once again our school and community have found themselves in the Nation's spotlight. . . . Two years ago, emotions and prejudices were so strong that this paper did not make any attempt to cover the story. Today's story is different.

"'Perhaps time will erase the initial feeling of loss, the feeling of physical sickness that one or several persons could have so much hate and venom that it would destroy reason and, therefore, valuable property. Out of evil does come good, strong school spirit, a feel-

ing of oneness. . . . Whoever we are or wherever we may be, as long as there are CHS students to remember, to reminisce and to carry on, the traditions, the spirit and the real Clinton High School will live forever.'

"So wrote the editor of The Dragon's Tale, describing the disaster on Oct. 5, 1958.

"There is another chapter to the Clinton School bombing which the Dragon's Tale hasn't had a chance to cover, but which will be concluded Sunday, when Billy Graham holds a big mass meeting in the only high school building left by the dynamiters—the gymnasium.

"This chapter is how thousands of other children in other schools throughout the country contributed nickels and dimes to help rebuild the Clinton schoolhouse.

"Thanks to this outpouring, and thanks especially to the generosity of the building trades unions which have given the largest contribution of all, and thanks in part to the fact that the government has finally been jogged into parting with some cash, the Clinton schoolhouse will now be rebuilt.

"And Americans may record that this American determination to continue education in a little town in the mountains of Tennessee was one of the great victories of the cold war. For whereas people cannot build satellites to compensate for a sputnik defeat of Oct. 4, 1957, they can and will build a school to compensate for the hate defeat of Oct. 5, 1958."

### Fire Fighters' Statement

Delegate Albert E. Albertoni, Fire Fighters No. 55, Oakland, stated as follows:

"My name is Al Albertoni. I am a vice president of the International Association of Fire Fighters; I am an accredited delegate from our state association, the Federated Fire Fighters of California, and a delegate from my own local, Oakland Local 55.

"As a result of the headlines in yesterday's paper and in today's paper, there has been considerable inquiry from the press and some of the delegates present as to our position with reference to the remarks made by Mr. Hoffa and his intention to organize public employees and specifically fire fighters and police.

"On behalf of the Fire Fighters, I want to make this statement:

"The professional fire fighters have been affiliated with labor since 1901, AFL. We have our own International organization dating back from 1918, AFL. We have a state association in California known as the Federated Fire Fighters of California, which has been chartered with the AFL and our International since 1938.

"For your information, brother and sister delegates, the professional fire fighters in Canada are 100 per cent organized. In the United States we are approximately 90 per cent organized. As a matter of policy, all of our locals affiliate with their respective central labor councils, their state association in California, the Federated Fire Fighters of California, and the State Federation of Labor. With the help of the delegates present and the organizations which they represent, we hope to make it 100 per cent in the United States, the same as it is in Canada, AFL-CIO."

### Death of Brother Mike Waters

Secretary Haggerty announced to the delegates the passing of Brother Mike Waters, chief officer of Lathers No. 300 in Los Angeles.

Delegate J. J. Christian, Building and Construction Trades Council, Los Angeles, then made the following motion, which was adopted:

"We of the Los Angeles Building and Construction Trades Council take with much regret and concern the passing of Brother Mike Waters. He was an outstanding member of Lathers No. 300 in Los Angeles; he was a good trade unionist, ever espousing the principles for which labor stands, and he cooperated with all the affiliates of the Los Angeles Building and Construction Trades Council and all other segments of organized labor.

"We have known of his illness for some time. I would like to move you that this convention, at the time it adjourns, adjourn in silence for a minute or a minute and a half in memory of Brother Mike Waters, and that we send a note of sympathy to the widow."

### Report of Committee on Legislation

Co-Chairman George Kelty of the Committee on Legislation reported for the committee:

**Resolution No. 205**—"Adequate Protection for Contractors, etc. When Bidding on Public Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 276**—"Sanitary Facilities on Construction Jobs."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 277**—"Sufficient State Personnel to Enforce Housing Laws."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 306**—"Contractors and Subcontractors To Have \$2500 Bond."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 347**—"Prohibit Wire-Tapping and 'Bugging.'"

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 362**—"Protest Ruling on Application of Rees-Doyle Act."

The committee recommended concurrence.

Delegate Elizabeth Kelley, Waitresses No. 48, San Francisco, spoke in support of the committee's recommendation.

The committee's recommendation was thereupon adopted.

Co-Chairman Bassett announced that the report of the Committee on Legislation was complete. His motion to adopt the report as a whole, as amended by the convention, was duly seconded and adopted.

The co-chairman continued:

"The Committee on Legislation was composed of: W. J. Bassett, Co-Chairman, Los Angeles Central Labor Council, Los Angeles; George Kelty, Co-Chairman, Oil, Chemical and Atomic Workers, No. 5, Martinez; Everett Matzen, Co-Secretary, Butchers No. 364, Petaluma; Walter McLogan, Co-Secretary, United Auto Workers of America, Local 809, Torrance; Chester Bartolini, Bay Counties District Council of Carpenters, San Francisco; George Buck, Communications Workers of America, Long Beach; Robert Callahan, Fire Fighters No. 798, San Francisco; Wil-

liam C. Carroll, Operating Engineers No. 12, Los Angeles; Robert Crimmins, International Woodworkers, District Council 13, Oroville; John Despol, United Steelworkers of America, Local 2018, Los Angeles; Harry Finks, Sacramento-Yolo Counties Central Labor Council, Sacramento; Web Green, Electrical Workers No. 477, San Bernardino; Jack Kopke, Paint Makers No. 1101, Oakland; Harold D. Lackey, Bakersfield Building and Construction Trades Council, Bakersfield; Charles Marsh, District Council of Painters No. 36, Los Angeles; Justin McCarthy, American Newspaper Guild, Local 69, Compton; Hazel O'Brien, Waitresses No. 48, San Francisco; Sam Otto, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Charles Robinson, Hod Carriers & Common Laborers No. 294, Fresno; Larry Vail, State Council of Retail Clerks, San Francisco; E. H. Vernon, Auto Machinists No. 1546, Oakland.

"On behalf of my co-chairman and myself, we want to extend our appreciation to the committee members for the hard work they did and for the long hours they put in. This is an exceptionally difficult year because of the large number of resolutions, and then there is the fact that, for one day and a half, the merger delayed the work of the committee considerably. The committee worked very hard and they all showed at every meeting, and we want to express our thanks to them."

President Pitts then discharged the committee with the thanks of the convention.

#### Introduction of Assemblyman Meyers

President Pitts introduced Charles W. Meyers, Assemblyman from the 19th District, who rose to acknowledge the introduction.

#### Report of Committee on Resolutions

Co-Chairman Thomas A. Small of the Committee on Resolutions reported for the committee:

##### **Resolution No. 18—"Histadrut."**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 19—"Coro Foundation"; Resolution No. 299—"Coro Foundation."**

The committee report:

"The subject matter of these resolutions is similar: namely, the endorsement of the Coro Foundation.

"Your committee recommends concurrence in **Resolution No. 19**, and further recommends that **Resolution No. 299** be filed."

The committee's recommendation was adopted.

##### **Resolution No. 140—"Support Urban League's Western Regional Office."**

The committee report:

"Your committee recommends that the resolution be amended by striking 'both morally and financially' in the last Resolved on lines 7 and 8, and as so amended, recommends concurrence."

The committee's recommendation was adopted.

##### **Resolution No. 263—"Reaffirm Endorsement of Community Service Organization."**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 264—"Reaffirm Endorsement of Jewish Labor Committee."**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 265—"Reaffirm Endorsement of NAACP."**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 275—"Murder of Business Agent."**

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Resolution No. 274—"In Memoriam—Joseph D. McManus."**

The committee report:

"The subject matter of this resolution is a memorial resolution with respect to Joseph D. McManus.

"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 your concurrence in this resolution, your committee respectfully requests that when this convention adjourns, it do so out of respect to all these deceased brothers and sisters.

"The committee recommends that, as amended, this resolution be passed."

The committee's recommendation was adopted.

### **Brother Roderick MacKenzie**

A statement concerning Brother Roderick MacKenzie (**Resolution No. 275**) was presented by Delegate John J. Huhn, Painters No. 5, Hollywood, and was read to the convention by Secretary Haggerty as follows:

"This statement is addressed to the President, Secretary, the Executive Council and delegates to the first convention of the California Labor Federation, AFL-CIO, and reads as follows:

'On behalf of the members of Hollywood Painters Local No. 5 and District Council No. 36, we commend the last session of the California State Federation of Labor and the first convention of the California Labor Federation for their actions in memoriam of Brother Roderick MacKenzie.

'Brother MacKenzie, in addition to being business agent of Painters District Council No. 36, was for over twenty years active in every organizing campaign in Los Angeles. At the time of his death he was serving Hollywood Painters Local No. 5 as president.

'While the murder of Brother MacKenzie has removed him from our active ranks, he has joined that company of union men and women who have given the ultimate in the cause of labor.

'The fine remarks of President Thomas Pitts which were delivered simultaneously with our funeral services in Los Angeles are especially appreciated.

'We express our sincere thanks.

Delegates: /s/ John J. Huhn  
/s/ Edward Homer  
/s/ I. Bill Hanna  
Hollywood Painters  
Local No. 5'

Co-Chairman Small then announced that the report of the Committee on Resolutions was completed. His motion to adopt the report of the committee as a whole, as amended by the convention, was duly seconded and adopted.

Co-Chairman Small then stated:

"I would like to thank the committee, and I also want to express the appreciation of Brother Lunceford as well as Brother Shedlock, who is in negotiations and was unable to attend this meeting this morning.

"The Committee on Resolutions is as follows:

"Thomas A. Small, Co-Chairman, Bartenders No. 340, San Mateo; A. T. Lunceford, Co-Chairman, Greater Los Angeles CIO Council; Albin J. Gruhn, Co-Secretary, Eureka Central Labor Council; Ed Shedlock, Co-Secretary, Utility Workers of America No. 259; Joseph Angelo, Central Labor Council of Alameda County; Percy F. Ball, Construction and General Laborers No. 185, Sacramento; Richard Cartwright, United Auto Workers of America, No. 887, Los Angeles; Joseph J. Christian, Los Angeles Building and Construction Trades Council; Phil Deredi, Elevator Operators No. 117, San Francisco; Sam Flood, Marine & Shipyard Workers, No. 9, San Pedro; Charles Foehn, Electricians No. 6, San Francisco; Armond L. Henderson, District Council of Carpenters, San Pedro; John Hogg, San Francisco Building and Construction Trades Council; E. A. King, Communications Workers of America, Local 9590, Los Angeles; Mary Olsen, Hotel, Restaurant, Cafeteria Employees No. 612, San Pedro; William E. Pollard, Dining Car Employees No. 582, Los Angeles; Howard Reed, Contra Costa County Building and Construction Trades Council, Martinez; William Sidell, Los Angeles District Council of Carpenters, Los Angeles; Fred C. Smith, Fire Fighters No. 1014, Los Angeles; George Wall, Federation of Post Office Clerks, North Hollywood; and Robert F. Willsey, Riverside Building and Construction Trades Council.

"I want to personally thank the committee—and for 'Blackie' Lunceford and Ed Shedlock as well—for the intensive manner in which they performed their work and for the wonderful cooperation that they have given us."

President Pitts then discharged the committee with the thanks of the convention.

### **Federation Scholarships**

Delegate Antonio Tovar, Cannery Work-

ers of the Pacific, Terminal Island, made the following suggestion:

"Since this is a historical moment in a historical convention, I believe we should increase the scholarships, since the CIO and AFL are combined now.

"I would suggest six, but if the Federation does not think we can afford six, at least we can increase it."

### **Appreciation of Work of Chief Counsel Scully and President Pitts**

Co-Chairman Thomas A. Small of the Committee on Resolutions, on behalf of the members of this committee and those of the Committee on Legislation, expressed appreciation of Chief Counsel Charles P. Scully's assistance to these two committees.

Delegate Robert R. Clark, Steelworkers No. 1414, proposed a round of applause for President Pitts for the excellence of his performance as presiding officer. The delegates responded generously.

### **Laundry and Dry Cleaning International Union, AFL-CIO**

Delegate Russell R. Crowell, Cleaning and Dye House Workers No. 3009, Oakland, made the following motion:

"I would like to move at this time that this convention go on record supporting the efforts of the newly-chartered AFL-CIO Laundry and Dry Cleaners International Union to organize those workers still shackled to membership in the old expelled Laundry Workers' International Union, and that this convention call upon all locals in this Federation to encourage and aid all organizing efforts of the AFL-CIO Laundry and Dry Cleaners International Union, and condemn any aid or support by locals of this convention to the expelled Laundry Workers' International Union."

Delegate Kenneth D. Steadman, Steelworkers No. 3367, spoke in support of this motion. The motion was then adopted unanimously.

### **Commending Carl V. May of Youth for Service**

Delegate Albert L. Jones, Theatrical Stage Employees No. 683, Hollywood, prefaced a motion with the following remarks:

"We have participated this week in a historical and thrilling event, the merger

of our two great labor organizations. I want to call attention to another merger that has taken place at its birth in this city this week, and one that can have a lasting effect on the community life of our host city.

"You all saw the glaring headlines in the paper earlier this week pertaining to the gang in juvenile trouble. Some of you may have also read that under the imaginative leadership of a Mr. Carl May of this city, 24 of these juvenile groups or clubs voluntarily come together next Tuesday. Please note the coincidence, and again, the planning of a need which would end their conflict and begin to channel their energies in a more constructive path.

"I therefore move that this convention offer its congratulations to these groups through Mr. May for continuing success, pointing out that although they may have difficulties and trying times, they have chosen a noble and worthwhile tested way of settling their disputes. And I further move this convention go on record as commending Mr. Carl V. May, of 1830 Sutter Street, San Francisco, who is Executive Secretary of the Youth for Service organization, for his positive, constructive and outstanding contribution to these community young people.

"I hope the convention will adopt this motion in the spirit of brotherhood, as a big brother to a younger brother."

The motion was duly seconded and unanimously adopted.

### **Commendation for Merger**

Delegate Peter Lallas, Waiters and Dairy Lunchmen No. 30, San Francisco, commended the convention on the merger in the following words:

"I came to this country many, many years ago, as many of you have, not knowing the language and the customs.

"I walked the streets, hungry. I lived on coffee and five cents a day. I worked 90 hours for one dollar a day. I slept on park benches, and I was kicked from pillar to post and had nobody to turn to for help or even a kindly word.

"It was mighty, mighty tough. I stand before you, ladies and gentlemen, and the Almighty, with all the sincerity that can be possessed by one human being, and say God bless the founder of the labor movement; God bless and protect our leadership, and thank God we are finally united!

"I came to San Francisco 42 years ago

and joined the Waiters' Union, when service was service and a waiter had to be a waiter, and the customer was never wrong. Our hours were reduced to 84 hours a week—a great improvement. We got two dollars a day, and the attitude of the employer was this: 'Two dollars a day for dumb waiters? Too much money.'

"We were dumb all right. We had to make a living. And may I confess to you we were so dumb that very often we presented the customer the wrong check. That is not a nice thing to say, but those things happened.

"I was elected in the office 17 years ago, and I couldn't understand, being green. I didn't know much about the labor movement; I didn't understand why there should be so much friction, discord, and conflict between working people and working organizations.

"I always believed that work is stiff. Work is stiff in any man's language, and I still believe that.

"I appreciate the opportunity of President Pitts to speak and address this wonderful joint convention on behalf of the union I represent, to make some comments and observations.

"I would like to make some comments on the merger and express the sentiments of my co-delegates and the membership we represent in this convention.

"This is a memorable convention. I say it is memorable because I believe this convention will and should remain memorable to the members and delegates attending it, for a long, long time, because labor's dreams and labor's groups have become a reality.

"As I look at this wonderful audience, I miss many, many familiar faces—familiar faces of delegates, of some wonderful people and some wonderful friends to all of us. It is very unfortunate that delegates from one of the largest segments of the labor movement are not with us today. It is very unfortunate. Of course, those are circumstances beyond our control, but we should hope and pray that time is not very far off when the wrong will be corrected and the Teamsters once again take their places among us, where they belong.

"In a merger such as this, we are bound to have some rough edges, differences, which have to be ironed out—and they will. But keep in mind that Rome wasn't built in one day.

"We must have patience and we must have faith in our leadership. If we take

a little time and review past history, we will find that time has solved all problems; time, however, fluctuates in doing so. Some problems stay longer than others.

"This merger is a perfect example. It precisely proves the point I am making, or trying to make.

"We must make every effort to secure this unity. We can do that by refraining from practicing hypocrisy and stop being hypocrites. Unity in thinking, unity in believing, unity in feeling, and preach unity in the affirmative. It will pay dividends and cost you nothing. Thus we can assure unity and achieve our objectives, by continuing to act as we should for a better tomorrow.

"May I say to the former CIO Industrial Union Council delegates at this convention, on behalf of my union and the members I represent, working brothers and sisters, God bless you, and welcome, again. Join with us and be a part in what we hope this merger will turn out to be. Jointly, we have the leadership to make it so. This is the best AFL-CIO Labor Federation in the country, if not in the world!"

### **Commendation of Secretary Haggerty**

Delegate Leo Focha, General Board of CIUC, expressed commendation of Secretary Haggerty for the assembling of all the resolutions in one book.

### **President Pitts**

President Pitts addressed the delegates, as follows:

"Delegates, this has been a very fine, outstanding convention. To all of you I owe a great deal of gratitude and appreciation, and I want to express it to you now for the conduct of the individual delegates in this convention.

"I know and recognize that this hall and its facilities—the P.A. system here and the acoustics in this building—are among the best in the state from the standpoint of convention halls. It has only been on one or two occasions that I have had to call attention to delegates gathering here or there, and this morning, becoming a little too noisy. That does not prevail in many conventions, where you get into auditoriums without the good facilities you have here, and it is more difficult to work from the Chair and to



keep the delegates happy and satisfied in the convention.

"I just wanted to pass those few remarks on to you and say now, as we are drawing near the close of this convention, that you have cut out a great lot of work to be done—a lot of work to be done by the people charged with the responsibility of leading this Federation. That will have to be done as it has been set forth in the resolutions and in the statements of policy.

"You have cut out a lot of work and designed a lot of program here that should not be lost sight of just because this convention adjourns this week in San Francisco. That should be work that goes back into your community level throughout this entire state, to continue to build this labor organization and every other labor organization in this state to the end that it can develop sufficient strength and serve its people in the best possible fashion, and bring to them the greatest possible benefits.

"If we ever cease to struggle towards goals that are a little higher on the horizon than those we see immediately in front of us, then we will begin to become a stagnant organization; and when you become stagnant, it's not going to be long until you start going back down the hill instead of up the hill.

"The Federations in this state have always been ever-rising organizations, and I know that by putting this one together here in the first convention of the California Labor Federation, we are now going to have a more rapidly rising organization in the state of California.

"It has been a great job, well done by all of you delegates in this convention, and I sincerely appreciate the contribution made on your behalf in maintaining a fine, orderly convention, productive of a lot of good.

"I want to say that we owe, I think, to

the staff and personnel of both organizations—the old organizations—who worked hard and long for some of these documents and some of these things necessary for the operation and functions of this convention, a great thanks.

"Oftentimes some of our delegates do not know how much work is actually entailed in developing a convention of the magnitude and size of this one here in San Francisco today.

"There is a great deal to be done, a long number of hours to be worked by a lot of staff people and personnel of the organization. To them we owe a debt of gratitude and thanks, too, for the fine work they have done.

"I believe there is no more business to come before this convention other than the recognition of the memorials that are here.

"If there is no one approaching a microphone for the purpose of any other business that may legally come before this convention, the Chair will now call upon you to rise and give recognition to the great ones who have served us. I am talking about Brothers Jack T. Arnold, Roe H. Baker, Joseph D. McManus, Harry W. Metz, former officers of the California State Federation of Labor, and Mike Waters, Rod MacKenzie, and all the countless others as outlined in the resolution."

The convention stood in a moment of silence in memory of those deceased who had served the Federation.

### Adjournment

There being no further business to come before the first convention of the California Labor Federation, AFL-CIO, President Pitts declared the convention adjourned, *sine die*, at the hour of 12:55 p.m. on Friday, December 12, 1958.

# STATEMENTS OF POLICY

Submitted by the Executive Council of the California State Federation of Labor and the General Board of the California Industrial Union Council, and referred by the separate conventions of each organization to the first convention of the California Labor Federation, AFL-CIO.

*Labor actions are founded on membership attitudes and principles.*

*To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1958 convention.*

## DIGEST OF POLICY STATEMENTS I-XIII

### I FULL EMPLOYMENT AND THE ECONOMY

- (a) Lingering high rates of unemployment at near peak recession rates, in the face of a general pick-up in production and increasing profits, threaten to halt the slow economic upturn in the months ahead.
- (b) Sharing the benefits of rising productivity remains a key economic issue in the reestablishment of full employment in an expanding economy.
- (c) Automation intensifies the problem of keeping purchasing power abreast of productivity advancement, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

Adopted, p. 14.

### II TAXATION

- (a) Consistent with the needs of the economy, organized labor in California will continue to press for federal tax relief for low income groups, and recoupment of revenues lost from such relief by elimination of the loopholes, erosions and leakages which have crept into our federal structure over the years.
- (b) Organized labor in California formally announces that it will do everything within its power to block the efforts of political leaders and the special interests in the state to bridge the substantial budgetary gap facing the 1959 general session of the legislature by the imposition of any additional sales taxes, whether selective or otherwise, on workers and consumers of this state who are already carrying a staggering, disproportionate share of the state tax burden because of the dominance of consumer taxes in our present state tax structure.

Section (a) adopted as amended, p. 14; Section (b) adopted, p. 15.

### III LABOR LEGISLATION

- (a) California labor applauds the determination of the national AFL-CIO to seek Congressional enactment of sound, constructive, necessary legislation which will eliminate opportunities for corruption in the field of labor-management relations, and pledges support of similar legislation at the 1959 session of the California legislature.
- (b) So-called "right to work" legislation has its roots in Taft-Hartley's infamous section 14b, which must be repealed by the 86th Congress in an overall revision of the Act to remove and replace its numerous, unfair, anti-union provisions with a sound labor relations law which would be fair to unions, management and the public alike.
- (c) Establishment of state procedures and machinery for the democratic determination of bargaining rights for employees in intrastate commerce ranks high among the goals of California labor at the 1959 general session of the legislature.

- (d) California labor extends full support to the AFL-CIO in pressing for a federal minimum wage of \$1.25 per hour, and the extension of the Fair Labor Standards Act to the millions of low-paid Americans who are clearly engaged in employment falling within the scope of interstate commerce, but who are currently without any protection under the federal law.
- (e) The present archaic minimum wage procedures in California should be replaced by a state fair labor standards act patterned after the federal law, providing for a statutory minimum wage of \$1.25 per hour, with coverage for men as well as women and minors.

Sections (a), (b) and (c) adopted, pp. 15-21; Sections (d) and (e) adopted as amended, pp. 21-22.

#### IV AGRICULTURAL LABOR

- (a) The plight of the agricultural worker is a moral, economic and social scandal requiring a fundamental re-evaluation of all state and federal socio-economic legislation enacted in the past two and a half decades, which, by exclusion, has reduced the agricultural worker to the level of a second class citizen.
- (b) Organized labor will continue 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.

Adopted, p. 22.

#### V UNEMPLOYMENT INSURANCE

- (a) The gross inadequacy of the nation's joint federal-state unemployment insurance program, so dramatically and appallingly demonstrated at the peak of the current recession earlier this year, demands the enactment of adequate federal minimum standards for state programs, so that every American, regardless of his state of residence, may realize a measure of protection against the hazards of unemployment.
- (b) Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:
  - (1) Increase the maximum weekly benefit amount from \$40 to at least \$65.
  - (2) Provide dependency benefits, in addition to the weekly basic benefit, at the rate of \$5.00 per 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 workers who are unemployed more than one week.
  - (4) Increase benefit duration period from a maximum of 26 to 39 weeks.
  - (5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations and of city, county and state government.
  - (6) Abolish California's "merit rating" system.

Adopted, p. 22.

#### VI UNEMPLOYMENT DISABILITY INSURANCE

- (a) The maximum weekly benefit amount should be increased to \$65, with additional benefits for dependents, as recommended for unemployment insurance.
- (b) The waiting period for all disability spells lasting more than one week should be compensated.
- (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.  
Adopted, p. 23.

## VII WORKMEN'S COMPENSATION

- (a) The weekly benefit amount for both temporary and permanent disability should be increased to a minimum of \$20 and a maximum of \$70, so that a substantial majority of workers who suffer industrial injury will receive a benefit which conforms to the wage-loss compensation standard prescribed by the law itself, as intended by the framers of California's compulsory workmen's compensation program.
- (b) The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at a rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.
- (c) The so-called waiting period should be compensated in all cases lasting more than one week, and should be eliminated entirely in cases involving hospitalization.
- (d) Coverage should be made mandatory for employment in agriculture and domestic service.
- (e) The present inadequate and arbitrary limitation on the duration of death benefit payments should be removed so as to permit the continuation of payments to a dependent's spouse until death or remarriage, with additional benefits for other dependents.
- (f) California's workmen's compensation law should be amended to provide for a long overdue 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.

Adopted, pp. 23-24.

## VIII SOCIAL SECURITY AND WELFARE

- (a) California labor applauds the improvements in the federal Old Age and Survivors' Insurance Program enacted by the 85th Congress, and calls upon the 86th Congress to continue along the road of substantial improvements in this program.
- (b) Organized labor in California, in the development of union health and welfare programs through collective bargaining, has not lost sight of the over-riding need for a comprehensive prepaid medical care program designed to provide qualitative medical care for all, regardless of income.
- (c) Organized labor will continue to give active support to the liberalization of the so-called "categorical aid" public assistance programs in the state for the needy aged, children, blind and totally and permanently disabled.

Section (a) adopted as amended, p. 24; Sections (b) and (c) adopted, pp. 24-25.

## IX CIVIL RIGHTS

- (a) Organized labor in California, working in cooperation with the national AFL-CIO Committee on Civil Rights, solemnly dedicates itself to the vital and historic task of extending equal rights and equal opportunity to every aspect of American life.
- (b) The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices to secure the enactment of FEP legislation with enforcement powers at the 1959 general session of the California legislature.
- (c) Organized labor in California calls for intensified action to remove the blight of discrimination in the pattern of home ownership and occupation in America.

Adopted, p. 25.

**X HOUSING**

- (a) Current housing construction, based on Eisenhower-supported programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs, both in terms of construction volume and in providing housing at a cost most families can afford.
- (b) A national program designed to meet the housing needs of the nation requires the construction of a minimum of two million units a year, with provision for (1) an adequate low-rent public housing program of at least 200 thousand units per year to provide decent housing for low income groups, (2) an effective middle income housing program, and (3) such other features as are necessary to round out a comprehensive housing program.

Adopted, p. 34.

**XI EDUCATION**

- (a) The nation's school crisis cannot be met without a comprehensive, balanced program of federal aid to public schools.
  - (b) California labor pledges its continued active support of the public school system of the state, and full cooperation in all efforts to meet the expanding needs of the system.
  - (c) The importance of labor education, demonstrated in the recent campaign against Proposition 18, demands the continuation of existing, established programs and the broadening of the scope of labor education to include consumer-oriented programs undertaken in cooperation with other dedicated consumer groups.
- Section (a) adopted, p. 34; Section (b) adopted as amended, pp. 34-35; Section (c) adopted, p. 35.

**XII WATER AND POWER**

Organized labor will continue to press for full and integrated development of California's limited water and power resources, pledges opposition to any and all attempts to inject the state into the field of water and power development as a means of escaping the anti-monopoly protections of federal reclamation law, and further urges that such protections be enacted into California law as a prerequisite to any state undertaking in the field of water and power development.

Adopted, p. 38.

**XIII INTERNATIONAL AFFAIRS**

California labor is dedicated to the advancement of world peace and freedom, and vigorously supports the AFL-CIO in its consistent advocacy of a foreign policy for free peoples.

Adopted as amended, p. 38.

## I

**FULL EMPLOYMENT  
AND THE ECONOMY**

**(a) Lingering high rates of unemployment at near peak recession rates, in the face of a general pick-up in production, and increasing profits, threaten to halt the slow economic upturn in the months ahead.**

As the national AFL-CIO pointed out recently, "There may be prosperity again on Wall Street, but for the millions who are unemployed, the recession remains a continuing stark reality."

Although activity has begun to pick up at the production end of the economy, with favorable effects on profits, this pick-up in economic activity has not been manifested at the employment end of the economy. Indeed, with the seasonally adjusted rate of unemployment continuing virtually at the peak levels reached earlier this year, it is anticipated that 6 per cent or more of the labor force will still be jobless 12 to 18 months from now. This bleak outlook for job opportunities is borne out by the forecast of most economists and business leaders that the pre-slump volume of economic activities will not be reached before the second half of 1959, assuming that the continued high rate of unemployment does not put a halt to the upturn in the economy at the production end. It would mean a higher level of unemployment a year or more from now than anytime in the postwar period, except perhaps during peak recession periods. Closer analysis of the recession shows the following:

The drop in industrial production during the recession started in September, 1957, and continued for eight months into April, 1958. The output of factories and mines in this period fell 13 per cent—the sharpest economic decline of the postwar period.

This decline in industrial output was accompanied by a drop of 2.4 million non-farm jobs between August, 1957, and April, 1958. The decline was sharpest in manufacturing industries, where wage and salary jobs dropped 1.6 million. The remaining 800,000 decline in non-farm jobs was largely in construction, railroads and mining. In addition, working hours were cut back. Several million workers were on three- and four-day work-weeks.

Unemployment, which remained at a high level in 1955, 1956 and the first half

of 1957, moved up sharply as production and sales fell. The number of jobless rose from 4.3 per cent of the labor force (seasonally adjusted) in August, 1957, to 7.5 per cent in April, 1958. With an average of 75 jobless out of each 1,000 in the labor force, unemployment was higher than at any time in the postwar period, except for the months in 1949 during the coal strike.

This briefly outlines the depth of the recession reached earlier this year. Indications of an economic pickup started last April. Since then industrial production has increased approximately 9½ per cent as of October, 1958.

This rise in output means that 60 per cent of the sharp drop in industrial production that occurred between August, 1957, and April, 1958, has been recovered. The six-month pickup in output, however, has meant only small improvements in jobs.

Non-farm wage and salary jobs, which had dropped 2.4 million between August, 1957, and April, 1958, have increased less than 600,000 between last April and October, 1958. Only 25 per cent of the decline in non-farm jobs, thus far, has been recovered.

In manufacturing industries, which were hardest hit by the economic decline, the pickup in jobs has been particularly slow. Wage and salary jobs in manufacturing industries dropped 1.6 million between August, 1957, and April, 1958. They have picked up less than 300,000 since last April. Only 19 per cent of the drop in manufacturing jobs has been recovered.

Thus, while 60 per cent of the decline in industrial output has been recovered, only 19 per cent to 25 per cent of the drop in jobs has been regained.

Needless to say, unemployment has moved down slowly, thus far—from 7.5 per cent of the labor force in April to 7.1 per cent in October (seasonally adjusted). The reason that unemployment has remained so high is not only the slow pick-up in jobs, but also the growth of the labor force—with a net addition to the labor market of about 500,000 people in the past year.

We cannot be smug or complacent in the face of continuing large-scale unemployment. We cannot permit ourselves to be deceived into believing that the possibility of slowly increasing output and rapidly rising profits will quickly produce full employment. No rapid reduction in

the number of unemployed is expected on the basis of current trends.

The unemployed cannot live on graphs of slowly rising output that make Wall Street investors happy. Nor can increasing stock dividends or capital gains from rising stock prices pay the bills for maintaining their families.

Joblessness will not simply evaporate in an economy with a growing labor force and a more productive technology. Only with a rapid and general upturn in sales, production and employment can the objectives of the Full Employment Act of 1946 be attained.

Crisis after crisis in international affairs may temporarily add somewhat to the anticipated slow rise in sales and output. If we are fortunate enough to avoid international warfare, however, the impact of these crises on national trends in the coming year will be small indeed.

We must look instead to our national economic policies to achieve full employment as quickly as possible. With business investment in new plants and equipment continuing some \$6.7 billion below a year ago, the major impetus for rapid achievement of full employment must come from consumers and government.

Businessmen's sagging outlays for new plants and equipment will be stimulated when the demand for goods and services is once again established. Consumer buying power, which is less than it was 18 months ago, must be raised substantially. Government spending must be raised to meet the public welfare needs of a growing population. These increases in expenditure are essential for full employment, if production and purchasing power are to be restored. Our economy must grow and expand. It cannot remain stationary.

A further threat to recovery are the tight money policies of the Eisenhower Administration and the Federal Reserve Board, based on a short-sighted approach to the inflation problem in the current unsettled economic situation.

Price increases throughout the period of recession have continued unabated under the "administered price" programs of the corporate giants. For the 23rd time since World War II, for example, the steel industry again this year unjustifiably raised its prices. Operating at less than 55 per cent of capacity during the first six months of 1958, the leading steel companies made a rather handsome profit. If steel production continued to go up, these

profits would have increased substantially without any price change. Instead, the American public, because of the price increases this year, is being compelled to guarantee soaring profits for this industry as production levels rise.

As a result of higher steel prices, many of the 1959 model cars are carrying a higher price tag. Stock market prices generally have moved upward from the recession, establishing new 1958 highs. Interest rates on government and private bonds have also been rising. The consumer price index has been increasing, although at a slower rate, due mainly to the price of food and services.

With the federal budget deficit for the present fiscal year estimated to run as high as ten to twelve billion dollars, the Eisenhower Administration is again dwelling on the inflation problem. Eisenhower vetoed the Independent Offices Appropriation bill earlier this year as an "inflationary threat." Later, he signed a bill appropriating funds for federal impact areas, but announced that he did so reluctantly, because the inflationary threat of further adding to an unbalanced budget is great. Repeatedly, the President has urged labor and management, once again, to use restraint in their wage and price policies.

The Federal Reserve Board, in turn, fearful of "onrushing inflation," has again moved in the direction of high interest rates and tight money.

It should still be fresh in the memories of government officials, including those of the Federal Reserve Board, that the tight money policy up through August and even into November, 1957, was a major cause in bringing on the sharpest of the post-World War II recessions. The bottom of this recession may well have been touched, and, as indicated above, a pickup at the production end of the economy may be in progress. Close to 25 per cent of productive capacity, however, is still idle, and 7.1 per cent of the labor force is still unemployed. A majority of the major labor market areas of the country still report that they have a substantial labor surplus.

How, in the face of unused productive capacity and high levels of unemployment, can the actions of the Eisenhower Administration and the Federal Reserve Board to increase interest rates and tighten money supplies be justified? Inflation will not be stopped by short-sighted policies designed to make money tight, nor by personal pleading for labor and management to restrain their wage and price

policies, nor by worry and fear over an unbalanced federal budget of even ten to twelve billion dollars. Inflation can and will be constrained only by positive action designed to promote job opportunities, to increase incomes, to expand production, and to deal with "administered price" activities of large corporations in the basic American industries. Only in the context of a growing and expanding economy can inflation problems be dealt with adequately.

Restraining borrowing through a tight money policy will only curtail production, employment opportunities and make for a declining and contracted economy. Bold, forthright vision, combined with long range policies, on the other hand, will bring on an economy that will utilize all of our productive capacity, provide job opportunities for all able-bodied individuals and maintain relative price stability. Too many Federal Reserve Board and government officials confuse price stability and inflation controls with stabilized or even declining production and employment, when actually price inflation can best be contained within the framework of maintaining maximum employment, production and purchasing power.

Instead, the government must turn its sights to policies designed to promote jobs, expand production, and increase incomes. Inflation and price rises can be taken care of in an expanding and growing economy. What better proof is there of this than the four-year period between June, 1951, and June, 1955, when prices rose less than 1 per cent a year and wages were rising almost  $4\frac{1}{2}$  per cent a year. During this four-year period, gross national production expanded at a rate of almost 5 per cent a year and unemployment was held to  $3\frac{1}{2}$  per cent of the labor force. Let the experience of the 1951 to 1955 period serve as a lesson to government officials who are once again resorting to tight money policies.

Instead of raising interest rates to fight inflation, government officials should be encouraging a rapid upturn in employment, production and purchasing power.

Government officials, instead of hoping that a tight money supply will stop unwarranted price increases such as those in steel, aluminum and the administered price areas, should be focusing attention on the pricing policies of America's major corporations.

**(b) Sharing the benefits of rising productivity remains a key economic**

**issue in the reestablishment of full employment in an expanding economy.**

As indicated in section (a) of this statement, the central issue underlying the present problem of maintaining adequate consumer purchasing power is one of proper sharing of benefits of increased productivity.

Organized labor has long recognized and accepted the fact that increased productivity provides at once the basis and the limit for the improvement of living standards. Whether or not improvement in productive efficiency actually proves a blessing is dependent upon a wide sharing of its benefits among all groups of the population.

Rising productivity makes possible increases in total production, but goods are produced for consumers. When output rises faster than sales, production is cut and unemployment grows. Failure of markets to grow along with improving productive ability can twist industrial progress into mass unemployment and idle machines. Thus, only if markets expand along with the economy's increasing productive efficiency can our ability to produce be the blessing it should be.

These facts are particularly pertinent in light of the present continued high rates of unemployment in the face of economic indicators showing a pickup in the economy at the production end.

Government figures on output and jobs in manufacturing, between last April and September, indicate that output of the nation's factories rose almost 9 per cent, while the number of wage and salary jobs in manufacturing increased not quite 2 per cent. This was accomplished in the following manner:

(1) Employers have moved first to lengthen the work week before recalling or hiring any large number of employees. The average number of weekly hours worked in the nation's factories in October was 39.6 hours—almost  $1\frac{1}{2}$  hours longer than in April.

(2) Output per man-hour is rising rapidly. The average wage and salary earner in manufacturing industries is turning out considerably more goods in one hour of work than last year or the year before.

Similar developments have occurred before, as the economy was moving out of the 1949 and 1954 recessions. But this time there is a significant difference—output per man-hour appears to be rising



more sharply than in previous recoveries from postwar recessions.

In the past half year or so the productivity of all wage and salary employees in manufacturing, according to available government figures, has been rising at a yearly rate of some 7 per cent to 8 per cent or more—an extraordinarily sharp rate of increase in productivity.

In the early months of 1958 there was little change in productivity—then, it started to shoot up. When we compare productivity estimates for the same months of 1957 and 1958, we find a marked acceleration. In January, productivity of all wage and salary employees in manufacturing was about one-half of 1 per cent above January, 1957; output per man-hour of factory production and maintenance workers was about 4 per cent above the year before. By last summer, the productivity of all manufacturing employees was about 3 per cent above the same months of 1957; output per man-hour of factory production and maintenance workers was about 5 per cent above the previous year. If this trend continues, output per man-hour in manufacturing in the final months of 1958 may be about 5 to 7 per cent above the same months of last year.

For the year 1958, as a whole—continuing the small productivity gains of the early months as well as the sharp advances of the past half year—it is estimated that output per man-hour of all employees in manufacturing will be about 3½ per cent or more above 1957; output per man-hour of factory production and maintenance workers will probably be about 5 per cent or so greater than in 1957.

Of great economic importance, however, is the very sharp rate of advancing productivity in recent months. It is this extraordinary rise in output per man-hour that is holding down the improvement in jobs, reducing unit labor cost and raising profit margins. It is also this current, sharp rate of productivity that will possibly continue into 1959.

Although the present extraordinary rise in productivity cannot continue indefinitely, it will leave many job problems for some time to come. Indeed, the major economic problem facing the nation—the lingering high rate of unemployment in the face of production increases—is a problem of balancing purchasing power and production. If present unbalanced conditions are to be corrected and full employment achieved in the year ahead, there must be continuing improvements in

wages, salaries and fringe benefits—accompanied by reductions of some prices—as essential to increasing consumer buying power and consumer sales.

Also, as indicated in other statements of policy, government action is needed which will help increase purchasing power. These include: permanent improvement of the unemployment insurance system; overhauling of the federal and state and local tax structures to provide a more equitable basis for raising government revenue and to strengthen the buying power of low- and middle-income families; and raising the level of minimum wages in the nation. Further, as indicated in section (a) of this statement, the government's dangerous, tight money policy must be reversed to encourage economic growth, rather than the present effort that aims at discouraging a continuing rise of sales and output.

**(c) Automation intensifies the problem of keeping purchasing power abreast of productivity advancement, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.**

The revolutionary nature of automation rests on its tendency to displace the worker entirely from the direct operation of a machine, through the use of automatic devices. In distinguishing automation from mechanization, it is important to bear in mind that mechanization means replacement of human labor by machines, while automation is replacement of human control by machines.

Labor has stated repeatedly that the potential benefits of this new technology are fully recognized and accepted as a force for good. If only a fraction of what technologists promise for the future is true, within a few years automation can make possible a four-day work week, longer vacations and increased leisure, opportunities for early retirement, as well as vast increases in our material standards of living. Labor recognizes also that automation can bring freedom from the monotonous drudgery of many jobs in which the worker today is no more than a servant to the machine, and that it can give workers who toil at those tasks the opportunity of developing higher skills.

At the same time, organized labor cannot overlook or minimize the many prob-

lems which will inevitably arise in making the adjustment to the new technology.

From the standpoint of the national economy, the greatest problem posed by automation is the threat of violent fluctuations in employment and production, if markets do not grow fast enough or sufficiently to absorb the vastly expanded output potential of automated firms. With the spread of automation, instead of average annual productivity increases of from 3 to 5 per cent, the annual rate of rising manpower output in the national economy may reach 7 to 8 per cent or more. The existing problem of keeping purchasing power abreast of rising productivity is therefore intensified and magnified.

There are, however, many other areas in which automation presents problems. In regard to worker displacement, the problem is not merely one of finding a new job. By its very nature automation tends to eliminate unskilled and semi-skilled jobs while creating jobs at a much higher level of skill. Another aspect of the same problem is the displacement of skilled workers whose skill in operating a machine is replaced by the electronic "brain."

Where the introduction of automation is going to displace any substantial number of workers in either of these two ways, a carefully organized training program to give such workers the opportunity of acquiring the new skills becomes an absolute prerequisite to introduction. Such a training program must take into account the needs of the workers, the fact that most of them will be mature men and women to whom the learning of new skills may not come easily, and that they have to live and support their families while they are acquiring these skills. Such a program requires not merely training facilities and expert vocational guidance; it must also include provision for training allowances to replace lost wages during the training period.

Further, the growth of automated factories also creates problems of dislocation of whole communities as well as individual workers. Vice President Walter Reuther of the AFL-CIO made this clear in testimony on automation and technical change before the sub-committee on Economic Stabilization of the Joint Committee on the Economic Report a few years ago: "It is often cheaper to build a new plant from the ground up, so that the whole design of the building can be related to the industrial processes, than to attempt to remodel an existing plant. In

addition, corporations frequently seem to prefer to employ on automated processes workers who have had no experience with older methods. Thus, an employer whose only concern is his own plant may decide that it is to his advantage to build a new plant in a new location, perhaps hundreds of miles away—without any consideration for the old community.

"Automation is not the only technological change which may produce such shifts in industry. The large-scale conversion of atomic energy into electric power in quantities sufficient to supply the needs of industry is now an assured possibility which will become a reality within a relatively few years. A more far-reaching possibility exists in the direct conversion of energy from the sun, which has already been developed to the point of successful use in applications requiring small amounts of power. Such development can provide limitless new sources of power for industry, but they can also produce severe dislocations and shifts in the geographical distribution of industries.

"Many of the large industrial centers in our country today owe their location to ease of access to coal or other power resources. With the advent of new power sources the advantages of such locations may disappear and large-scale movements of industry to new areas may well take place."

Today there are scores of already distressed communities in the nation where hundreds of thousands of workers have been left stranded by shut-down plants, industry migration, closed coal mines and curtailed operations of railroad shops. The impact of automation, combined with new sources of power, will tend to create additional pockets of substantial unemployment, even if higher employment levels are maintained nationally.

Government assistance in solving problems of such magnitude must not be denied, especially as the new technology of automation becomes widespread and transcends the ability of employers to provide satisfactory solutions to the problems of adjustment. This, however, is not to free the employer of all responsibility in the introduction of automated processes, and permit the new technology to follow its own blind course, directed only by the selfish interest of those who would utilize it for their own immediate profit.

In regard to financing the cost of adjustments, if the result of automation is that a large number of workers in a plant have to learn new skills, it is just as reas-

onable to expect the employer to pay the cost of retraining, including the payment of wages during the retraining period, as it is that he should pay the cost of building the new plant or installing the new equipment. The financing of costs, however, is secondary to the over-riding responsibility to see to it that the economic and social changes produced by automation take place in an orderly and evolutionary manner—towards improved standards of living and social welfare, and extension of leisure and new horizons of individual opportunities for educational and cultural achievements. Such evolutionary changes in the years ahead will require forethought, planning and guidance, not by management separately, but by labor and management together, and in cooperation with an enlightened government which understands the problems as well as the goals of automation, and which accepts its responsibility for the achievement of the one and the prevention and mitigation of the other.

Adopted, p. 14.

## II

### TAXATION

**(a) Consistent with the needs of the economy, organized labor in California will continue to press for federal tax relief for low income groups, and recoupment of revenues lost from such relief by elimination of the loopholes, erosions and leakages which have crept into our federal structure over the years.**

The federal tax structure, in contrast with the state tax structure, has been built largely upon the principle that taxes should be levied according to the individual's ability to pay. Organized labor fully supports this basic principle, known as progressive taxation.

Ever since the end of World War II, however, changes in federal tax policy have tended to shift the burden of taxation away from high income groups to low and moderate income families with the result that the present U. S. tax system is working a serious hardship on all low and moderate income families, particularly families whose main source of income is wages. At the federal level specifically, there has been a steady erosion of the income tax base in favor of high income groups.

The present Eisenhower Administration

and the past several Congresses must share major responsibility for the serious current of events in federal tax policy. The tax concessions of the Eisenhower Administration to rampant wealth, together with other escape devices enacted over the years, are costing the federal government billions of dollars 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 in revenue elsewhere in the economy. Every discriminatory action in favor of wealthy taxpayers, therefore, eventually means discrimination against the other groups of taxpayers, namely, the low and middle income taxpayers who in the end are forced to make up the lost revenue.

Indeed, the revenue losses from tax concessions to the privileged have been made possible by the denial of long overdue relief to low and middle income groups by holding the individual income 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 an example of class legislation in the extreme, we point to the 1954 so-called "tax revision" bill strongly urged by the Eisenhower Administration, which was loaded in favor of special benefits for the wealthy. It created a special tax credit for dividend income, perpetuated and expanded the excessive depletion allowances in oil, gas and other natural resource industries, created a more favorable method of calculating depreciation for business, and developed many new tax escape devices to fit the needs of wealthy families and individuals who contributed to the election of President Eisenhower.

Other escape devices in our federal tax laws today include the adoption of income splitting (which benefits only families whose income is \$5,000 or over), the low rate of taxation on capital gains income (as well as various special interpretations that have extended the concept of capital gains to many types of income not originally included), and the special tax treatment granted to stock options and family trusts.

As pointed out above, the net result of these escape devices has been to drastically modify the progressive tax rate schedule applying to individual incomes. The fact is that the rates in the high income brackets are scarcely ever paid by any in-

dividuals. The U.S. Treasury Department's analysis of 1954 income tax returns, for example, show that only a couple of hundred individuals filed income tax returns with adjusted gross incomes of one million dollars or more. Instead of paying the tax rate of approximately 80 per cent which, on paper, applies to their incomes, the tax liability of these wealthy individuals amounted to only 55 per cent of their total adjusted gross income.

Today's effective federal tax structure is particularly inequitable to wage and salary earners because of the application of the withholding system only to wage income. This efficient tax collection machinery makes certain that workers pay the full taxes on their income, while failure to institute a withholding system for other types of income, particularly dividends and interest, permits millions of dollars to escape federal taxation. As a result of this double standard, a far larger proportion of taxes are wrung from each dollar of wages than from any other type of income.

In light of the above, organized labor cannot accept the current tight budget situation in Washington as a valid basis for a denial of long overdue tax relief to low and middle income groups. 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 better than eight billion dollars a year as tax payments that should be paid by the wealthy and the corporate 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 most 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 and production. In the present period of rapid increases in productivity efficiency, it is most essential that tax

policies, in addition to providing a just means of distributing the cost of government, also take into account the needs of the economy. Reductions in taxes aimed at stimulating purchasing power are 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.

In accordance with the above principles, we strongly support the immediate tax program of the AFL-CIO at the 86th Congress convening in January.

In regard to tax relief for low and moderate income families, there are several ways of accomplishing this purpose. The simplest and more preferable route would be, as a first step, to raise personal individual exemptions from \$600 to \$700, or more.

In regard to recapture of needed revenue by eliminating loopholes and tax escape clauses in the federal income tax, priority should be given to the following: (The approximate amount of revenue to be recaptured is shown in parentheses after each item.)

(A) Repeal the special tax relief granted to dividend income by the revenue act of 1954 (\$400,000,000).

(B) Require withholding taxes upon the payment of dividends and interest (\$300,000,000).

(C) Repeal excessive depletion allowances, as well as remove from such tax privilege many of the metals and minerals now covered (\$1,300,000,000).

(D) Tighten the capital gains tax structure by lengthening the holding period of long range gains and increasing considerably the 25 per cent tax rate. Remove from capital gains treatment the many types of incomes not originally included (\$1,000,000,000).

(E) Repeal the new rapid depreciation provision of the 1954 revenue act (\$1,000,300,000).

(F) Eliminate the advantage given upper income married couples and heads of households by the income splitting tax provision (\$3,500,000,000).

(G) Eliminate the family partnership provisions which are designed to reduce individual income taxes (\$100,000,000).

(H) Eliminate stock option privileges designed to circumvent the payment of taxes (\$100,000,000).

(I) Repeal the tax-exempt status of state and local bonds (\$100,000,000).

(J) Increase appropriations to permit stricter enforcement of our tax laws.

(K) Eliminate the carry-back, carry-forward provisions of the corporate income tax which grant special tax windfalls to purchasers of corporations with heavy losses (\$100,000,000).

Finally, to the extent that the closing of the above loopholes and repeal of tax escape clauses recapture more revenue than is necessary to offset the recommended increase in personal income tax exemptions, the additional revenues should be used to reduce inequitable excise taxes at the federal level which were imposed upon consumers during the war emergency as a means of curbing civilian purchasing power in a period of general shortages of goods. Today the situation is just the opposite. The economy needs desperately a shot in the arm at the consumption end of the economy.

The tax program of the AFL-CIO is geared both to correcting inequities that have developed in our federal tax structure and to meeting the needs of our uncertain economy, floundering on the brink of a serious long-term unemployment problem.

**(b) Organized labor in California formally announces that it will do everything within its power to block the efforts of political leaders and the special interests in the state to bridge the substantial budgetary gap facing the 1959 general session of the legislature by the imposition of any additional sales taxes, whether selective or otherwise, on workers and consumers of this state who are already carrying a staggering, disproportionate share of the state tax burden because of the dominance of consumer taxes in our present state tax structure.**

Whereas the federal tax structure is built largely upon the progressive principle of ability to pay, with tendencies toward erosion from the enactment of tax escape provisions for special interests, the state's tax structure, on the other hand, is built essentially on the principle of regression because of the dominance of the state sales tax and other consumer-type taxes.

Thus, in California today, almost two-thirds of state revenues come from the vicious sales tax and other consumer lev-

ies, which force low and middle income groups to pay an effective tax rate that is substantially higher than the rate paid by the upper income groups whose savings escape sales taxation. On the other hand, less than 9 per cent of California's revenues is derived from the personal income tax in accordance with the principle of taxation on "ability to pay," and only another 9 per cent from the bank and corporation franchise and income taxes.

It is precisely because the sales tax is a tax on consumption expenditures, without regard to the income of the individual, that its burden falls heaviest on those least able to pay. The struggling worker and other individuals of modest income who must spend all of their earnings to maintain an acceptable standard of living are forced by the state sales tax to actually pay a larger percentage of their income in taxes than persons of higher income who have enough income to save and invest part of it. The greater the income and savings of the individual, the lower the effective rate of sales taxation.

The effect of the dominance of the sales tax on California's tax structure is to force low and middle income groups to pay an effective tax rate at least 150 per cent higher than the upper income groups. Truly, the sales tax is the source of privilege for the wealthy and the special interests who have virtually dictated California's tax structure, and who thereby have succeeded in escaping their full share of the state tax burden through the enactment of more and more consumer taxes.

According to the studies of the Survey Research Center of the University of Michigan—the organization which conducts the annual consumer finance surveys for the U. S. Federal Reserve Board—this is the way the effective sales tax burden falls on various income groups:

Income	Effective Tax Rate
2,000 . . . . .	5.7%
\$2,000 - \$3,000 . . . . .	5.1%
\$3,000 - \$4,000 . . . . .	4.6%
\$4,000 - \$5,000 . . . . .	4.4%
\$5,000 - \$7,500 . . . . .	4.2%
\$7,500 - \$10,000 . . . . .	3.8%
Over \$10,000 . . . . .	2.2%

Apart from the inequity of the sales tax between income groups, it is also bad for the economy because its major impact is on the buying power of consumers, especially in the low and moderate income groups. The sales tax is, therefore, a drag on the ability of consumers to buy the products of industry, and this shortage of purchasing power, or imbalance

between consumption and production, is the major economic problem facing the nation, entering as we are upon the threshold of automation. Needless to say, our recurring recessions are caused by lagging buying power.

Of equal importance is the fact that our over-dependence on the sales tax as a source of revenue is virtually bankrupting the state. The California legislature convening in January will face a state deficit estimated between \$200,000,000 and \$250,000,000. This deficit is the product of our present unfair tax structure, dominated as it is by the consumer taxes. The reason is obvious. Sales taxes and other consumer levies cannot keep pace with revenue needs in a growing state like California, because these taxes are levied at a flat rate on consumption expenditures, thereby producing revenue increases only in proportion to the increase in consumer expenditures in an expanding economy. But revenue needs in an expanding economy increase at a proportionately faster rate than the expansion of the economy itself. The reason for this, of course, is that there are revenue needs for growth itself, in addition to the increased revenues needed to maintain existing programs for a growing population. The sales tax fails miserably to provide the added revenues necessary for growth itself. Thus, because of our over-dependence on sales taxes, revenues in the state have been slipping steadily in recent years behind needs to the point now that reserves have been exhausted and the legislature now faces a staggering deficit problem.

On the other hand, a tax structure based on the ability to pay, as in the case of personal income taxes, would produce proportionately larger revenues as the rate of taxation itself increases on rising incomes in our expanding California. The present budget problem could have been avoided if our tax structure had been based more on the principle of ability to pay.

Yet, in the face of all these facts, the political leaders in this state, Democrats and Republicans alike, are already talking about more consumer taxes to balance the budget. According to the press, it appears almost certain now that the new administration taking office in Sacramento in January, and leaders of both the Assembly and the Senate will be proposing a cigarette sales tax, one of the most vicious forms of consumer taxation.

We in organized labor cannot afford to

delude ourselves about partisan politics. It appears that both parties are committed to the special interests in taxation and to milking the consumer, who, unfortunately, is the least organized to make representation and to protect his interests in Sacramento. To date, the legislators of this state have failed miserably to give the consumer and the working man the consideration he is entitled to in the field of taxation.

Taxation will undoubtedly be one of the most important issues before the 1959 legislature. The Democrats are on trial. The test will be whether they will adhere to their platform which declares their position against consumer taxes, or whether they, too, will do the bidding of the special interests in this state.

Justice and logic in the present serious budget situation would appear to dictate that the 1959 session of the legislature is the time to execute a long overdue and basic revision of the California tax structure. In keeping with the progressive principle of ability to pay, the sales tax in such a revision should be completely removed, or drastically reduced, and the personal income and bank and corporation taxes progressively increased along with the imposition of other non-regressive forms of taxation in order to meet the expanding revenue needs of this state on a continuing basis.

It is apparent, however, that logic and justice are receiving little recognition in the present political situation, despite the clear mandate at the polls on the side of liberalism. Rather, it appears that the best that can be hoped for is that reason and logic be recognized at least to the point of precluding the enactment of any additional consumer taxes to balance the budget. Certainly, organized labor will bend every effort to block the enactment of such taxes.

The threat in Sacramento of more consumer taxes requires resolute action on the part of the entire labor movement in California. It requires, first of all, a full-scale educational program to acquaint the membership of organized labor and consumers generally with the viciousness of consumer taxation, and of the shocking tax schemes being developed in Sacramento to shift still more of the tax burden of the special interests on the shoulders of the consumer and the working man. But it requires more than just education. Our educational efforts must be backed up by a specific program to demonstrate

that there is no need whatsoever to resort to more consumer taxes to balance the budget. In this connection, we point to the following tax sources as the most desirable method of obtaining additional revenues:

(1) **Income Taxes.** Present state income tax rates, ranging from 1 per cent on taxable incomes below \$5,000 to 6 per cent on taxable incomes above \$25,000 are ridiculously low in that they produce less than 9 per cent of state revenues. The rates should be increased progressively at the top to at least the 15 per cent upper limit that existed prior to 1943, and preferably higher. The argument that an increase in personal income taxes will keep new industry out of the state is so shabby that it hardly warrants recognition. New York, one of the most prosperous industrial states in the nation, realizes more than 30 per cent of its revenues from the personal income tax. Further, in regard to increasing the state personal income tax, careful attention must be given to guarding against proposals to lower the personal exemptions or to increase the rate of personal income taxation at the lower income levels. So long as sales and other consumer taxes remain on the books, there can be no justification for attempting to extract more revenues from the pockets of the low and middle income groups through the income tax. The increases must be at the top of the tax rate schedule.

(2) **Severance Tax.** Although California is second among the states in the value of its mineral production, principally oil and gas, it obtains virtually no revenues from a tax on the severance of these limited resources from the land. Yet most of the other great oil- and gas-producing states have severance taxes which are a major source of revenue. These states include Texas, Louisiana and Oklahoma. The California severance tax, which is actually not a severance tax at all, but rather a token tax paid by the oil companies supposedly for conservation purposes, produces slightly more than half a million dollars in revenues. Such a yield does not even come close to paying the budget of the state agency that administers the conservation programs. A justifiable severance tax in California based on the average of the taxes levied in the three above-mentioned major oil-producing states would produce at least \$70,000,000 in added taxes a year. (It is to be noted that a severance tax has nothing to do with tideland royalties obtained for lease of state land for private exploitation.)

(3) **Corporation Taxes.** Our present franchise and corporation tax laws in the state, which produce only about 9 per cent of total revenues, apply flat rates without regard to corporate size. Without increasing the rate on small corporate businesses, it would be possible to obtain a substantial increase in revenues from the corporation taxes by imposing a progressive increase on large corporations, and at the same time at least partially offset some of the competitive disadvantages of small business concerns, thereby encouraging small business. Such an increase at the top could not possibly harm industry in California, not only because business taxes are low in California, but also because most of the increases would be deductible against federal corporate tax filings.

Further, with regard to business taxes, it should be noted that the corporation license tax in California is only nominal, bringing in less than \$1,000,000 a year in revenue, whereas in other states it is a substantial source of revenue. California could probably raise as much from its corporation license tax as Pennsylvania, a competitive industrial state, which derives a full \$142,000,000 from this tax source.

(4) **Documentary and Stock Transfer Tax.** While California levies no such tax, competitive industrial states such as New York and Pennsylvania obtain \$39,000,000 and \$20,000,000, respectively, from this tax source. Certainly, California could obtain at least \$15,000,000 by the imposition of this needed tax.

(5) **Inheritance Taxes.** Finally, there is substantial room for obtaining additional revenues from the state inheritance and gift tax. California realizes only 2.3 per cent of its revenues from this potentially lucrative source. The elimination of many excessively liberal exemptions and the application of an up-to-date, progressive rate structure, in place of the "depression" schedules enacted in 1935, would mean additional millions in state revenues.

The above tax sources would not only provide more than the additional revenues needed to balance the budget, but would also make possible a necessary downward adjustment in consumer taxes. At the 1959 legislature, California labor will seek to secure the introduction of tax measures along the lines enumerated above, and will press for their adoption as an equitable and economically sound alternative to inequitable and uneconomic consumer taxes.

Section (a) adopted as amended, p. 14; Section (b) adopted, p. 15.

### III

#### LABOR LEGISLATION

**(a) California labor applauds the determination of the national AFL-CIO to seek Congressional enactment of sound, constructive, necessary legislation which will eliminate opportunities for corruption in the field of labor-management relations, and pledges support of similar legislation at the 1959 session of the California legislature.**

The position of the AFL-CIO regarding the so-called corruption issue in the field of labor-management relations has been clear and straightforward. Two days following the general election, on November 6, the AFL-CIO Executive Council issued a statement on labor legislation which we here quote in part, as it relates to this issue:

"The voters of the United States have sharply and publicly rebuked those cynical politicians and big business reactionaries who sought to make political capital out of the isolated instances of corruption in labor's ranks, exposed by the McClellan Committee.

"These politicians, aided and abetted by the NAM and the Chamber of Commerce, killed the Kennedy-Ives bill on August 18, a bill which would have done much to meet the problem of corruption in the labor-management field. By so doing they thought they could beguile the American public into believing that the problem of corruption could be met only by legislation designed to destroy the trade union movement.

"The public did not swallow these political falsehoods. The voters placed the blame for the defeat of the Kennedy-Ives bill squarely upon the shoulders of those responsible—the Administration's Republican leadership and the big business lobbyists.

"The voters have made this clear by defeat of the leaders of this cynical bloc, and by the election of liberal and progressive congressmen and senators.

"However, the problem of beating corruption in the labor movement field remains.

"Although the AFL-CIO itself has taken major steps through the adoption and implementation of its Codes of Ethical Practices, it is clear that our anti-corruption campaign cannot reach

unions outside our ranks, nor be fully successful so long as unscrupulous employers are left free to support union leaders with bribes and gifts.

"The AFL-CIO reiterates its determination to seek an end to this situation through the adoption of sound, constructive, necessary legislation which will eliminate opportunities for corruption, while at the same time preserving the traditional and legitimate functions of trade unions.

"We will seek legislation in the first session of the 86th Congress, patterned along the lines of the Kennedy-Ives bill, but which will omit certain unduly restrictive and unworkable sections written in haste on the floor of the Senate in response to political pressure."

Organized labor in California is in full accord with the sound position taken by the national body. We recognize, however, that the same forces that killed the Kennedy-Ives bill at the last session of Congress will be at work in the 86th Congress to sidetrack any constructive legislation on the corruption issue that does not at the same time use this issue to strike at the body of the trade union movement and the legitimate functions of labor organizations. It is apparent that their primary concern is not over the existence of corruption in a few segments of labor-management relations, but the use of this issue as an anti-labor tool. Obviously, they are not about to relinquish a tool that would serve their destructive purposes.

In the face of this possibility, organized labor in California must be prepared to meet the corruption issue in the same forthright manner in which the national AFL-CIO has met it on the national level. We therefore give full support to the enactment by the California legislature at the 1959 general session of a measure similar to the Kennedy-Ives bill, which the AFL-CIO is supporting in Congress. Such a measure, if enacted, should, however, contain a provision which would render it ineffective upon enactment of legislation by Congress.

Governor-Elect Edmund G. Brown, has stated that his administration will propose specific legislation on the question. Organized labor extends full cooperation to the Governor-Elect in the development of a sound measure which will eliminate opportunities of corruption and at the same time preserve the traditional and legitimate functions of trade unions.



**(b) So-called "right to work" legislation has its roots in Taft-Hartley's infamous section 14b, which must be repealed by the 86th Congress in an overall revision of the Act to remove and replace its numerous, unfair, anti-union provisions with a sound labor relations law which would be fair to unions, management and the public alike.**

The defeat of Proposition 18 at the polls in November was a smashing victory for responsible unionism, and a strong reaffirmation of public support for our national, democratic system of collective bargaining. The voter in California, and in four other states where so-called "right to work" legislation was advanced, recognized the measure for what it was—a vicious attempt to weaken and destroy unions, and undermine collective bargaining by indirection, by denying workers the right to negotiate union security agreements for their majority-selected organizations.

In victory, however, we have not lost sight of the fact that the source of evil in these attacks against organized labor is none other than the Taft-Hartley Act. Indeed, the viciousness of "right to work" legislation lies in section 14B of the Taft-Hartley Act, which is an open invitation to the anti-labor forces to secure enactment of such legislation by the states.

One of the basic purposes of our national labor relations act is to remove labor relations matters affecting interstate commerce from the law of the jungle prevailing in various states, and to establish a uniform labor relations code which will promote peaceful and constructive relationships between labor and management. In this regard, section 14B makes the Taft-Hartley Act a model for hypocrisy. By permitting states to override public policy on the union shop, through the enactment of "right to work" legislation, section 14B, in effect, encourages the subversion of our national system of collective bargaining, which the Act itself pretends to promote as national policy. Further, 14B is the only section which gives states the power to override federal jurisdiction in interstate commerce, and then, only in the direction of more restrictive, anti-labor legislation, such as "right to work".

This one-sided invitation to the states to be anti-union must be repealed. The voters' current, emphatic repudiation of

"right to work" laws at the polls, especially in the two major industrial states of Ohio and California, is a clear mandate to the 86th Congress convening in January to immediately end this flank attack on organized labor.

Organized labor in California demands action, and pledges the mobilization of our movement behind the national AFL-CIO to secure this immediate goal.

At the same time, however, we recognize that section 14B only symbolizes the anti-labor character of the Taft-Hartley Act, and that there are many other hostile provisions requiring far-reaching revision of the entire law, if the declared purpose of our national labor relations act is to be realized.

Taft-Hartley has been on the statute books for more than a decade now. As indicated, the declaration of policy, which the Act carries over from the Wagner Act, states that it is the policy of the United States to protect the right of workers to organize unions, and to encourage collective bargaining. Many specific provisions besides Section 14B, however, contradict these purported objectives. Further, the National Labor Relations Board, now overwhelmingly staffed by appointees of the Eisenhower Administration, has repeatedly gone farther than the Act requires, and sometimes even farther that it permits, in sanctioning union-breaking, and in allowing employers to flout their obligation to bargain collectively.

As the national AFL-CIO has pointed out, "The Act, as written and as interpreted by the Board, has been repeatedly used to break unions, to block union organization, and to interfere with free collective bargaining."

Whereas, during the years of the Wagner Act, the percentage of organized workers in the labor force increased steadily, the decade since the enactment of the Taft-Hartley amendments has produced no further increase, with the result that the standards of union members stand in serious jeopardy as the labor force continues to grow.

It is an admitted fact, recognized even by President Eisenhower, that the machinery for breaking unions is built into the Taft-Hartley Act. For the statute provides that during an economic strike, the employer may have the NLRB conduct an election to see if the union still represents the employees, and that in the election, the strikers are not permitted to

vote. Only the strike-breakers are allowed to vote. Thus, an employer who wants to break a bona fide union has his course charted for him. First, he refuses to make any concessions to the union whatsoever, and the Act spells out specifically the employer's right to do this, so that the union is ultimately forced to strike as the alternative to complete capitulation. Then, the employer is free to hire scabs to operate the plant, and the Act accordingly gives him this right also. Finally, he need ask only for a Board election, and in this election only the scabs are permitted to vote. Obviously, under such circumstances, the vote will go against the union. This is precisely what has happened in numerous instances, as exemplified in the nationally publicized case of the O'Sullivan Rubber Corporation in Winchester, Virginia. The Taft-Hartley pattern for union-busting is all too commonly used by unscrupulous employers, especially in a loose labor market in a period of economic recession.

The labor injunction, previously barred from the federal courts by the Norris-LaGuardia Act, has been reintroduced by Taft-Hartley. Under provisions of the Act, the government may seek an injunction in any unfair labor practice case before hearings are held on the merits of the issue. Further, the statute requires the government to seek such injunctions against unions in certain types of cases, such as secondary boycotts. On the other hand, there is no parallel requirement for injunctions against the employers, no matter what they do.

While these and many other provisions of the Taft-Hartley Act do their destructive work well, the anti-labor interpretation put on them by the members of the current Labor Board have added to the annihilating impact of the Act. For ten years the language of Taft-Hartley has remained unchanged, except for the 1951 amendment abolishing the union shop authorization election. But the meaning given the Act by the NLRB has constantly changed. As appointees of the current Administration have come more and more to predominate on the NLRB, the Board's reading of the Act has reflected ever more strongly an anti-union bias. In fact, changes which Congress has repeatedly refused to make have been written into it by administrative fiat through the decisions of the Board.

Among the more serious anti-union amendments of the statute which the

Board has taken it upon itself to enact are the following:

**1. Jurisdiction.** The Board has sharply reduced the establishments over which it will assert jurisdiction, thereby depriving millions of workers of protection of the federal act. Such action was taken only after Congress had in 1954 refused to curtail jurisdiction of the NLRB. What Congress would not do, the Board did itself.

Among the workers thus deprived of federal law protection are the great majority of those employed in retail stores, power stations, TV and radio stations, daily and weekly newspapers, utilities, service companies, and all small business, even including some defense plants.

**2. New restrictions on picketing.** The present board has re-written the Act to place new and onerous restrictions on the right to picket—restrictions which Congress considered imposing in 1947 when Taft-Hartley was enacted, but decided were not warranted.

Up until recently it had been settled law that even though a union loses an election in a plant, such as the election in which only the scabs vote during a strike, the union is nevertheless free to continue to picket the plant. It might, for example, desire to picket for the purpose of trying to induce the new employees—the scabs—to join the union, or for the purpose of informing customers of the facts and of appealing to them not to trade with a union-busting employer. In 1947, Congress specifically considered this situation, and decided that unions should not be prohibited from peaceful picketing that is only free speech after loss of an election.

Now the Board has ruled that a union which loses an election may not continue to picket, on the theory that the picketing would cause economic loss to the employer, and thereby "coerce" the scabs to join the union. The Board has gone even further, and has on the same theory prohibited a union which has lost an election from placing the union-busting employer on an "unfair" list.

**3. Employer "free speech".** Under the guise of protecting free speech, the Eisenhower Board has sanctioned employer statements of plainly coercive character. For example, an employer pre-election statement that if the union won, the company "would be forced to move the plant" has been held not to warrant a setting

aside of the election. The Board has ruled that such a statement was merely a "prophecy", and not a "threat", and was in no way "coercive." Similarly, a statement by a company lawyer that the company would not recognize the union even if it won the election has been held to be simply a legitimate "expression of the employer's legal position".

**4. Captive audience.** It is no longer an unfair labor practice for an employer to force workers to listen to anti-union tirades on company time and property, without affording the union an opportunity to reply. Moreover, under this Eisenhower Board ruling, an election will be upset only if the employer addresses the captive audience within twenty-four hours before the election.

**5. "Hot Cargo" Clauses Outlawed.** Some unions, and particularly the Teamsters, have long sought to have included in collective bargaining agreements, provisions permitting their members to refuse to handle "hot goods", as, for example, a cargo shipped from or to a firm engaged in a labor dispute. Without such a provision, an employee's refusal to do work assigned to him might permit his discharge. Hence, these "hot cargo" or "unfair goods" clauses are necessary to enable workers to assist striking fellow workers, and to refrain from aiding the struck employer. As far back as 1949, the Board has held that these clauses were valid and enforceable by strike or by picketing, and the Board's decisions were sustained by the courts.

Since acquiring a majority of Eisenhower appointees, however, the Board has reversed this doctrine, and has held that while "hot cargo" clauses were legal, it was nevertheless illegal for a union to enforce them by asking its members to refuse to handle "hot goods". This preposterous doctrine advanced by the Board makes it an unfair labor practice for a union to insist on the performance of a collective bargaining agreement which the Board itself has said is valid. The Board now has gone further and ruled that "hot cargo" clauses are not even enforceable. Here again the Board has re-written the Taft-Hartley Act.

Although the above example could be multiplied almost indefinitely, they suffice to point out conclusively how a grossly unfair act has been made even worse through the process of "administrative fiat".

The election of what is hoped will prove

to be a more liberal Congress offers the possibility of relief which organized labor cannot allow to go untested. If success is to be obtained, however, it is necessary that grass roots support rally behind the program of the AFL-CIO in pressing for the removal from the Taft-Hartley law of its unfair anti-labor provisions, and for the enactment of a sound labor relations law which is fair to unions, management and the public alike.

**(c) Establishment of state procedures and machinery for the democratic determination of bargaining rights for employees in intrastate commerce ranks high among the goals of California labor at the 1959 general session of the legislature.**

The most serious deficiency in California's Labor Code is the absence of impartial, democratic procedures for the determination of collective bargaining rights for employees who work in establishments which are intrastate in nature, and fall outside the scope of our national labor relations law governing only labor relations matters affecting interstate commerce.

Under national law, the right of workers to organize and bargain collectively is implemented through federal procedures which provide for the formation of a collective bargaining unit where a majority of the workers in the unit, by secret ballot in a NLRB representation election, vote to form or select a union as their bargaining agent. There can be only one union—the majority-selected union—in a bargaining unit. All benefits gained by the majority union must go to all workers in the unit, and the majority union must represent all workers in the unit.

This is the proven system our nation has developed to extend a measure of democracy to the decision-making processes of the workshop in our highly advanced industrial economy. Yet, where interstate commerce stops, California workers are left without any representation procedures which they can call into action as a matter of right.

Outside of a brief but strong declaration of policy in Section 923 of the California Labor Code encouraging union organization and collective bargaining, there is no machinery of general application that provides a method by which employees in intrastate commerce may select

or reject a union for purposes of collective bargaining.

This deficiency is a serious roadblock to the organization of the bulk of intrastate employees who are still unorganized. Without the protection of democratic procedures to implement the rights of workers, the strong statement of policy in the Labor Code in favor of organization and collective bargaining frequently becomes only an empty gesture.

Governor-Elect Edmund G. Brown has declared that his administration will move to fill the gap by proposing legislation as a part of his overall labor program which would "provide impartial machinery through which such employees (intra-state employees) could, by secret ballot, vote to designate or not designate a particular union as their collective bargaining representative." Such legislation is long overdue, and will receive the full support of organized labor in California.

In the past, the establishment of impartial machinery for the determination of bargaining rights on the state level has raised realistic fears that such enactment would open the door for a "little Taft-Hartley Act" in California. The recent success obtained by labor at the polls in electing friendly legislators to office has substantially reduced these fears. In pressing for the necessary representation procedures, therefore, the Federation will work diligently for an impartial act, and will fight with all its vigor and power to block any anti-labor amendment.

**(d) California labor extends full support to the AFL-CIO in pressing for a federal minimum wage of \$1.25 per hour, and the extension of the Fair Labor Standards Act to the millions of low-paid Americans who are clearly engaged in employment falling within the scope of interstate commerce but who are currently without any protection under the federal law.**

The basic purpose of the Fair Labor Standards Act, as stated by Congress twenty years ago when it enacted the law, was to eliminate as rapidly as practical "labor conditions detrimental to the maintenance of the minimum standard of living necessary for the health, efficiency, and general well-being of workers."

This fundamental goal of the Fair Labor Standards Act as set forth two decades ago has not been achieved for two reasons:

First, because the \$1.00 minimum wage now in effect is far from adequate to assure workers covered by the Fair Labor Standards Act even a minimum standard of living, and secondly, because millions of low-paid workers—nearly one-half of the number who could be covered—are completely denied the protection of the Fair Labor Standards Act.

Of these two basic shortcomings, the unjustifiable narrow scope of the law is certainly the most glaring defect, overshadowing even the grossly inadequate \$1.00 per hour minimum wage. More than 20 million of the 45 million workers who could have the protection of the federal law are exempt from coverage. These are the forgotten men and women of our economy—the clerks in the big chain stores, employees of telephone companies, restaurant and hotel workers, employees of laundry and dry cleaning establishments, and those in large scale agriculture, canning and food processing, and a number of other industries.

Many of these workers have neither the protection of the law nor a trade union. Simply and frankly stated, they are being exploited. Their wages are set at the lowest possible level to which their employers can force them. By every test of humanitarianism and justice, these excluded workers are entitled to the protection of the Fair Labor Standards Act, for they are by and large among the lowest paid in our society, and therefore in greatest need of minimum wage protection.

Certainly these workers have not been able to depend upon state minimum wage legislation to give them the effective minimum wage protection they need. It is estimated that only about 18 per cent of the 20 million excluded from federal law, an estimated 3.6 million, are covered by state minimum wage laws. Many states have no minimum wage laws whatsoever, and in most states they are hopelessly inadequate. Thus, with little hope for protection from the state, it becomes essential that federal law coverage be extended to the maximum potential.

Early in the first session of the 85th Congress, extensive hearings were held by the Senate and House Labor Committees on the extension of coverage issue. Following the lead of the national AFL-CIO, organized labor in California submitted strong testimony in support of the Morse-Kelly Bill, which would have covered about 9½ million additional work-

ers in retail and service trades and other occupations, including agricultural workers employed by large scale farm operators.

To head off the Morse-Kelly proposal, the Eisenhower Administration responded in typical fashion by proposing a countermeasure that would have covered only 2½ million additional workers, most of whom already received \$1.00 an hour or more. The Administration's bill went further in denying even this limited number of employees the maximum hours protection which has been in the law ever since its enactment.

Late in the session, a Senate subcommittee reported a compromise measure introduced by Senator Kennedy. During the second session, efforts were made to pry legislation out of the committees, but no further action was taken. The Eisenhower Administration failed to push even its own limited program.

Failure to act on extending Fair Labor Standards Act coverage is one of the major blemishes on the record of the 85th Congress. Its inaction will cause additional suffering for the millions of families whose incomes of less than \$2,000 a year keep them in poverty.

Extension of coverage, therefore, has been given top priority by the AFL-CIO in the 86th Congress. Such extension, however, is needed in combination with other long overdue improvements in the Fair Labor Standards Act.

The present \$1.00 per hour minimum wage certainly can no longer be justified, and therefore should be raised to at least \$1.25 per hour to fully reflect increases in the cost of living, productivity and general wage levels.

Consideration should also be given to reduction of the maximum work week in view of the rise in productivity made possible by automation, peaceful use of atomic energy and other technical advances.

Simultaneously, improvements must be sought in the Walsh-Healey Public Contracts Act, so that it will be made to play a major role in the protection of minimum labor standards in a large sector of American industry. To date, its full effectiveness has been thwarted by employer-initiated litigation made possible by the Fulbright amendment to the Walsh-Healey Act, as well as by the narrow scope of the program and unnecessary delays in its administration.

To make the Walsh-Healey Act an ef-

fective instrument for protection of minimum standards, the Secretary of Labor should be given authority to make minimum wage determinations for all industries significantly involved in work on government orders, and such determinations should be reviewed no less often than every two years. In addition, the law should be amended to assure the right of the Secretary—already upheld in court decisions—to make nationwide minimum wage determinations, and to make such determinations applicable to all articles purchased by the government, regardless of whether they are available in the open market. Finally, the Walsh-Healey Act should be amended to prohibit the issuance of injunctions suspending the effectiveness of wage orders pending litigation.

It is recognized, however, that the enactment of all of the above recommendations would still not assure the operation of our minimum wage laws to accomplish their desired purpose. Given adequate laws, Congress must also appropriate adequate funds to permit the Labor Department to effectively administer and vigorously enforce the Fair Labor Standards and Public Contracts Act.

**(e) The present archaic minimum wage procedures in California should be replaced by a state fair labor standards act patterned after the federal law, providing for a statutory minimum wage of \$1.25 per hour, with coverage for men as well as women and minors.**

The California Labor Code provides for the establishment of minimum wages by industry and occupational wage orders of the State Industrial Welfare Commission. These orders in turn are applicable only to women and minors.

The present \$1.00 per hour minimum wage was promulgated by the Commission, effective November 15, 1957, a full year and a half after Congress raised the federal minimum to the present \$1.00 level. The performance of the Commission during the long period that preceded the promulgation of its orders demonstrated conclusively that the Commission is an antiquated body, ill-suited for meeting the needs of workers in our industrial state.

The Commission completely disregarded the single legislative standard in the Labor Code which it was bound to follow. The present minimum, in fact, was a pro-

duct of political expediency and other extraneous considerations which governed its decision. What is more, the Commission even ignored its own minimum cost budget, established to measure the legislative standard prescribed by law. Whereas this budget clearly justified a \$1.25 per hour minimum, the Commission was content to settle for \$1.00 on the basis of a political decision that conformed to the inadequate federal minimum wage.

It is organized labor's position in this connection that minimum wage settings by administrative order can be justified only if the legislature sets a standard, and that standard is strictly applied by the administrative agency. On the other hand, if in practice, as in the case of the Industrial Welfare 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.

It is to be noted also that in the last opening of its wage orders, the Commission refused to assume jurisdiction over occupations clearly within the scope of authority granted the Commission by the legislature. For example, the Commission refused to promulgate orders for women and minors in agriculture and domestic employment, despite the fact that workers engaged in these occupations are known to be most in need of protection. Only because of the persistence of organized labor did the Commission finally and reluctantly agree, insofar as women and minors in agriculture are concerned, to hold hearings on the need, believe it or not, for protection of workers in agriculture.

The Industrial Welfare Commission, as a wage-setting authority, has taxed the patience of the public beyond all reasonable limits. It is high time that the legislature itself take the matter of minimum wage legislation in hand, and enact a state fair labor standards act providing for a statutory minimum wage of at least \$1.25 per hour, applicable to men, women and minors alike. Further, in line with the federal statute, provision should be made for overtime compensation for all hours worked beyond a specified maximum of 40 hours, or preferably less.

Finally, such a state fair labor standards act should give authority to the enforcement agency to lower the maximum working hours and/or raise the minimum wage for specific industry or occupational

wage groups, upon showing of cause, where special circumstances warrant such action.

In pressing for such legislation at the 1959 session of the California legislature, it is vital that there be no compromise with special interest groups for exclusions from coverage in order to secure passage. This applies specifically to agriculture, retail trade and other areas of employment most in need of protection. It would be pointless to enact a state statute designed to pick up the large coverage gap in the federal statute, if the very exclusions in the federal act were also inserted in the state statute.

Sections (a), (b) and (c) adopted, pp. 15, 21; Sections (d) and (e) adopted as amended, pp. 21-22.

#### IV

### AGRICULTURAL LABOR

**(a) The plight of the agricultural worker is a moral, economic and social scandal requiring a fundamental re-evaluation of all state and federal socio-economic legislation enacted in the past two and a half decades, which, by exclusion, has reduced the agricultural worker to the level of a second class citizen.**

No group of workers is as cruelly exploited as the million agricultural migrants who plant and harvest in our fields. These workers, more than any segment of our population, remain the forgotten stepchildren of our economy.

For many years, the organized labor movement has tried, with virtually no success, to focus public attention on this shocking situation, which today has reached proportions of a moral, economic and social scandal.

The miserable wages and working conditions which prevail in agriculture are only the more obvious manifestations of this scandal. Anyone who has traveled through California's great central valley, one of the richest farm lands in the nation, must be without moral or social conscience if he does not see the depths to which the migrant worker has fallen in the denial of opportunity to participate in the mainstream of life in our prosperous nation. Without housing that meets minimum standards of adequacy and decency, or the availability of minimum education, recreation and other community facilities for their families, the migrant worker of

today is the equivalent of the displaced person in Europe and the Middle East.

The labor movement's effort, aided by increasing cooperation from religious, welfare, and other social action groups, to alleviate their wretched condition of sub-standard wages, unsanitary housing and miserable working standards, and to provide adequate educational, religious and other community facilities for their families have been greatly hampered by the exclusion of migrants from the protection of our labor laws and the resultant lack of any effective trade union organization among them. Compounding the effect of this exclusion, has been the denial to migrant workers of virtually the entire body of social legislation of the past two and a half decades, including minimum wage protection, unemployment insurance and other basic socio-economic reform measures.

What is perhaps most disturbing about these exclusions is the free and easy manner in which the so-called agricultural exemption is inserted in virtually every piece of social and economic legislation enacted. It is almost as if there is something special or sacred about working with the soil that gives the farmer a moral right to run rough-shod over the human rights of less fortunate individuals. In recent years, we have heard a considerable amount about "parity" for the farm operator. But what about the farm worker? It is high time in this talk of "parity" that consideration be given to the agricultural worker, and that steps be taken to elevate him in America to a position of "parity" in legal rights and dignity with his fellow workers in other trades and industries. The place to start is with all the exclusions that have condemned the migrant worker to a position of second class citizenship. The time has truly arrived when this nation can no longer tolerate, from either a moral, economic or social standpoint, the callous indifference which our state and national legislators have shown toward migrant farm workers and their families.

Such corrective legislation must be coupled with rigid curbs on the importation of cheap foreign workers whose exploitation by conscienceless farm employers has compounded many times the plight of migrant workers to the point of driving domestic migrants from the fields, and forcing greater and greater dependency on foreign workers (See section (b) of this statement.)

Organized labor recognize that, because of this fundamental dislocation of the domestic labor supply and the basically chaotic nature of the labor market by which the migrant labor worker must wander in search of work, there is no ready-made panacea for solution of the entire agricultural labor problem.

As indicated, 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. In actuality, total solution is dependent upon "smoothing out" the migratory trail so as to maximize the work schedules and wages of migrants and 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 that the migrant and his family shall not be denied the essential community facilities that provide the "backdrop" for the so-called American standard of living.

In this regard, we condemn the apparent national policy that it is preferable to spend large amounts of money to provide a source of cheap imported labor than it is to expend comparable amounts for the development of the supply of domestic migrants through a system of itinerary planning and registration within the U. S. Employment Service. In California specifically, virtually no effort is being made to develop the supply of domestic migrant workers. We call upon the Governor-Elect to "clean house" in the California Farm Placement Service within the Department of Employment, and to develop a system of migratory labor registration and itinerary planning which will maximize work schedules and wages of migrants, and thereby make domestic migrants the primary source of agricultural labor rather than an inexhaustible pool of cheap, imported contract labor. What is needed on the part of the new governor and the Department of Employment under his administration is a determination to expend as much energy on rational development of the domestic migratory labor force as is expended in planning the utilization of foreign labor.

**(b) Organized labor will continue 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.**

It is a fundamental 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 standard of decency acceptable to Americans. The calculated policy of farm employer groups, led by the corporate farmers, is 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 have been driven from the field each year, with the result that the dependence on a foreign labor supply is becoming greater and greater. The widespread use of Mexican nationals today demonstrates the point.

The Mexican contract labor program, established by Congress as a "temporary" means of meeting "wartime" labor shortages, has continued to grow until now nearly half a million Mexican nationals are annually being brought into this country, chiefly for work on the huge and already greatly subsidized corporation farms of California and the Southwest generally.

Under the impact of this program, and the continued exclusion of U. S. agricultural workers from the protection of most of our state and federal labor laws, conditions for farm labor since World War II have been steadily worsening, while most workers in the United States have improved their living standards during the postwar years. The ratio of wages received by hourly paid farm workers (who receive no board or room) has fallen from 54 per cent of wages received by factory workers in 1948 to approximately 46 per cent in recent years.

Organized labor has no objection to the importation of contract nationals, provided the need for such labor is justified beyond doubt, and provided that adequate safeguards are made to protect

both the domestic and foreign workers. Public Law 78 and the covering International Agreement with Mexico, however, fail miserably to provide this protection.

Both Public Law 78 and the International Agreement with Mexico specifically limit the use of contract nationals to areas with a short supply of domestic workers at "prevailing wages" so as not to displace or adversely affect the working conditions of domestic farm labor. In the processing of applications for contract nationals, however, employers' requests are granted almost perfunctorily, without any reasonable effort on the part of employers to attract or obtain domestic workers. On the other hand, "prevailing wages", in effect, become the starvation rates which the farmers who seek the cheap Mexican labor want to pay.

Virtually all the efforts of organized labor to correct these abuses have thus far been effectively ignored by Congress and the current Administrations in Washington and Sacramento. In the face of overwhelming and indisputable evidence of widespread violation of the wage and other terms of the Mexican labor contracts on the part of employers, Congress has turned down plea after plea for an increase in appropriations to provide more compliance officers. The result is that, today, enforcement of a program involving five times the number of foreign workers imported in the first year of its operation depends upon a compliance staff even smaller than when the undertaking began.

In the face of such mockery of this nation's solemn pledge to Mexico that our government will enforce the terms of the labor contracts, it is only inevitable that Mexican workers are found living in housing which the Labor Department has described as "unfit for human habitation", and that some employers have been reaping illegal profits of many thousands of dollars from charges levied against their underpaid braceros from room and board.

But again, the most serious problem to the economy of our nation in the Mexican contract labor program results from the fact that, due to inadequate compliance machinery in many areas, farm employers, with the help of unqualified and even venal State Employment Security officials, have succeeded in using the program to create a surplus of farm workers, thereby forcing wages down and forcing both domestic and imported farm labor to accept substandard working conditions. After delib-



erately lowering wages offered to domestic workers to a point where the employers know that they will not be acceptable, the growers then use the resulting labor "shortage" as a justification for importing more nationals. In some areas, this vicious process has been carried to the point where wages have been driven so low that farmers, contrary to the basic pattern of the American economic process, have been substituting hand labor for machinery previously used.

As a consequence, not only are the wages of all hired farm workers depressed, but at the same time the nation's remaining family-type farmers are subjected to an increasingly severe kind of competition. For the small farmer, the low wages paid contract nationals in abundant supply become, in effect, the ceiling on earnings of the small farmer, who is primarily dependent on his own labor that goes into the raising and sale of his crops for his income. It is against this kind of savage competition that family farmers are trying to maintain incomes sufficient to achieve an American standard of living twelve months of the year.

Only a better administration of the contract national program by the Department of Labor and the State Employment Security officials can eliminate such economic anachronisms. Not only must these agencies be given the staff necessary to make accurate surveys, but their officials must also have the courage and the determination to withstand these strenuous employer pressures for lower wage determinations and certification for more foreign workers than they actually need.

Finally, we call attention to the recent inauguration of new and dangerous programs for the importation of Asian farm laborers which threaten to undermine even the pitifully inadequate regulations which now apply to the importation of Mexican nationals and agricultural employment generally.

This new threat to decent labor standards, actively promoted by the large agricultural growers and the Immigration and Naturalization Service, and accepted and approved by the U. S. Department of State, utilizes a loophole in the McCarran-Walter Immigration Act to thwart the declared intent of Congress to provide at least minimum protective standards for foreign contract labor. The new programs not only victimize the Asian worker, they do not even provide the inadequate pro-

tection spelled out in Public Law 78 with regard to the Mexican national program.

In demanding the enforcement of the Mexican contract national program to the letter of the law, therefore, we also demand by Congress to put an end to the Asian importation programs.

Adopted, p. 22.

## V

### UNEMPLOYMENT INSURANCE

(a) **The gross inadequacy of the nation's joint federal-state unemployment insurance program, so dramatically and appallingly demonstrated at the peak of the current recession earlier this year, demands the enactment of adequate federal minimum standards for state programs, so that every American, regardless of his state of residence, may realize a measure of protection against the hazards of unemployment.**

Unemployment insurance in the United States is a joint federal-state program, and improvements can come at both levels of government. While the basic responsibility for maintaining the adequacy of unemployment insurance in this joint program rests with the states, the federal government has the obligation to maintain standards for individual state programs in keeping with the original intent of the framers of the Social Security Act which gave birth to our federal-state system of unemployment insurance.

The record of the states generally to date is a demonstration of their inability to meet their obligations toward the system. This record offers no promise of the forthright action that is needed. Unemployment insurance has become, in effect, a pawn in the rivalry of states for new industry. With almost monotonous regularity over the years, benefit levels have been tailored to tax reductions until, in most states today, employers are paying less than one-third the tax they paid when unemployment insurance was established, and in a few states the majority of employers pay no tax at all.

A good portion of the responsibility for this failure rests at the very step of the federal government. At present, aside from a few inadequate federal requirements, the various states are entirely free to establish whatever type of employment insurance program they wish, insofar as coverage, eligibility conditions, benefit

provisions, and financial and other arrangements are concerned. Because of this lack of adequate federal standards, together with the demonstrated irresponsibility of the states, there exists such wide variation among state unemployment insurance systems that the level of protection against wage loss provided workers in periods of unemployment is almost totally inadequate.

The shortcomings of the federal-state unemployment insurance program were dramatically and appallingly demonstrated during the peak of the current unemployment crisis. At the peak of unemployment in March, a full 35 per cent of the unemployed, totaling 1,693,000 jobless workers, went without any unemployment benefits whatsoever. Furthermore, those fortunate enough to draw benefits were compensated on the average for only one-third of their lost wages. The average benefits being about \$27 per week, hundreds of thousands of wage earners were compelled to support their families on less than \$20 per week. The combined effect of the exclusions from coverage and the low benefit structure produced a situation whereby less than 20 per cent of the total wage loss from unemployment was being replaced through benefit payments. Yet, it was one of the major purposes of unemployment insurance when it was established to stabilize the economy by replacing wage losses and supporting purchasing power. Obviously, the system nationally has been an almost complete failure in this regard.

If unemployment insurance is to be any more than a stopping place on the road to public relief, it is urgent that the 86th Congress act immediately upon convening in January to establish adequate minimum standards for state programs. With unemployment nationwide continuing at near peak recession rates, it is evident that the failure of the system during the peak of the recession continues to be demonstrated daily.

The futility of mere recommendation to the state by the federal government has also been demonstrated. Each year since 1953, even the Eisenhower Administration has recommended to the states that improvements be made in accordance with the original intent of the federal-state program. Each year it has recommended substantial liberalization of benefits, extension of coverage, lengthening of the duration period, and the liberalization of overly restrictive eligibility and disqualification provisions. And each year, except for a handful of states like California, the Ad-

ministration's pleading and begging for action has fallen on deaf ears in the legislatures of most states.

Finally, this year, at the peak of the recession, with hundreds of thousands of unemployment insurance recipients exhausting their benefits, the present Administration was forced into a position of backing a feeble temporary unemployment compensation extension bill to provide federal loans to states through which those with exhausted benefits would receive extension of their existing benefits for half as long as the original payment. For some, this was as little as two and a half weeks.

This bill, which was enacted in July of this year, did nothing about coverage disqualifications or increased benefits. Its inadequacy is being proved daily as many of those unemployed workers who have exhausted their benefits and qualified for the temporary benefits under the federal loan program, are now exhausting even their temporary benefits. While the Administration-sponsored measure enacted by Congress has done virtually nothing to improve state unemployment insurance programs, it did manage to serve its purpose of sidetracking the liberal Kennedy-McCarthy bill, supported by organized labor, which would have made far-reaching improvements in the federal standards governing state programs.

One of the key tests of the 86th Congress will be its response to the pressing need for federal assumption and recognition of its responsibility for maintaining the purpose and integrity of our federal-state unemployment insurance program.

**Congress should enact basic standards to embrace at least the following:**

(1) The maximum weekly benefit amount under state laws should be required to equal not less than two-thirds of the average weekly wages in covered employment in each state, without regard to any limitations on taxable earnings. Subject to this maximum, each individual's primary benefit should not be less than 50 per cent of his wages, and preferably two-thirds of his wages.

This standard is fully in accord with the repeated recommendations of the Eisenhower Administration to the states that the maximum weekly benefit amount should be set so that the "vast majority" of claimants will receive at least 50 per cent of their weekly wages. This has been interpreted by the Bureau of Employment Security in the Department of Labor as requiring a maximum set at two-thirds of

weekly wages in the state, as recommended.

Statistics developed by the BES show clearly that only a handful of states have a maximum benefit ratio that exceeds 50 per cent of average earnings, and in no case is the recommended ratio even approached. The gross inadequacy of state benefit schedules is further reflected in the fact that the average benefit amount paid is always consistently below 35 per cent of average weekly wages in covered employment, and also by the fact that the majority of qualified claimants receive the maximum benefit amount.

(2) A minimum uniform duration period should be established so that benefits will be payable as long as the claimant is able and available for suitable work, subject to a maximum of 39 weeks duration.

The inadequacy of unemployment benefits today is compounded many times by the short duration in which such benefits are payable in many states. As pointed out above, this was dramatically demonstrated during the peak of the current recession. During the one-year period ending April 30, 1958, at the peak of the recession, already 24.3 per cent of claimants had exhausted their benefits. During the first six months of the recession alone, between September 1, 1957, and March 1, 1958, a total of 664,859 claimants used up their limited benefits. Although Congress responded in this particular situation by enactment of the temporary unemployment compensation act, it did nothing to correct the defect in the federal-state system which permitted such a deplorable situation to develop. The only remedy is a minimum duration standard that would remove the necessity of running to Congress to breathe life into a failing unemployment compensation system every time a recession occurs.

(3) A federal minimum standard should require coverage of all wage and salary workers in civilian employment who are presently excluded from coverage by the federal-state unemployment insurance program.

The present federal system covers approximately 42.4 million workers, including 2.4 million federal employees. Excluding members of the armed services, there are potentially about 13 million additional workers who need unemployment protection and who are presently being denied this protection arbitrarily. These include 1.7 million employees of non-profit organizations, 1.9 million agricultural workers, 2 million employees of

small firms, 2.5 million in domestic service and related employment, and 4.9 million state and local government employees. The need for federal standards, rather than mere preachment to the states for extension of coverage, is evidenced by the fact that the major improvement in unemployment insurance was achieved in 1954 by the extension of coverage through federal action when federal employees were brought into the system together with workers in small businesses of four or more employees.

(4) A federal standard is necessary to preclude the enactment of arbitrary disqualification provisions designed primarily to reduce employer contributions into the system without any relationship to the basic purpose of the employment insurance program or the causes of a worker's unemployment or his willingness to accept work if offered.

The growing trend in recent years toward inhuman disqualification provisions is a direct outgrowth of the effort of employers to subvert the purpose of unemployment insurance to gain tax concessions through the operation of so-called "merit rating." Such disqualifications are in direct conflict with the principles of unemployment insurance and should be prohibited by federal enactment.

(5) Individual employer "merit rating" in the financing of unemployment insurance should be prohibited by federal law, as the general deterioration of the federal-state unemployment insurance program can be traced to the existence of this wholly inequitable and uneconomic method of financing the program.

The experience with "merit rating" since the federal-state program has been in operation indicates clearly that the worst of the fears of those who pioneered in the administration of the program have come to be realized. The salient facts are these: (a) Through the operation of merit rating, employer contributions, which in 1938-40 amounted to the full 2.7 per cent of taxable payrolls, have been slashed to the point where in 1957 they amounted to only 1.3 per cent of taxable payrolls. (b) Further, measured against total payrolls in covered employment—not just taxable payrolls, as employers have maintained an artificial ceiling on taxable wages—employer contribution rates have fallen to a little more than a fourth of the original 2.7 per cent of taxable payrolls, which was then equal to almost the same percentage of total payrolls. (c) The reduced tax contributions have been made possible

only because of the inhuman denial and restriction of benefits, and not because of any stabilization of employment by employers through so-called incentives supposedly provided by individual merit rating. The undeniable fact in this whole matter is that tax savings for employers have been bought at the price of the objectives of the program. Merit rating, and the possibility offered for tax savings, have proved to be a great incentive for destruction of the objectives of the federal-state unemployment insurance program, rather than an incentive to stabilize employment by employers, as was argued by them on behalf of the inclusion of merit rating in the financing provisions of the program.

It is apparent that during periods of high employment, merit rating results in lower tax rates, and thereby works against the accumulation of adequate reserves for use in periods when business conditions deteriorate and unemployment increases. By its very nature, merit rating is inequitable, uneconomic, and at variance with the social insurance principle underlying our state-federal program. Because of the greatly reduced contributions enjoyed by the employers through the prosperity years since World War II, it is recognized by the Bureau of Employment Security that should a prolonged major recession develop, present unemployment insurance reserves would all be wiped out, even with the present dismal benefit structure.

Insofar as individual funds are concerned, the end effect of merit rating is to reduce the rates of industries which, by their very nature, are quite stable, and to raise the rates of those industries, such as food processing, which are traditionally unstable and seasonal. It is a firm belief of organized labor that if any type of merit rating is to be allowed in state programs, rather than requiring individual rating of firms, the federal law should permit reduction in rates on the basis of the unemployment experience of all employers in the state, with due regard for maintaining adequate reserves within the framework of a vastly liberalized benefits structure. The reduced rate should be uniform, and should be applicable to all employers, provided circumstances and the status of reserves, as measured against an adequate level of benefits, permit such a reduction in the first place.

(6) Finally, federal law should prohibit states from denying or reducing unemployment benefits negotiated through collective bargaining.

It should be recognized that to permit

states to deny or reduce unemployment insurance benefits for workers who receive supplemental benefits through a private program is the equivalent of allowing states to use the federal-state program to effectively restrict the area and scope of collective bargaining. It would be just as illogical and irrational to permit states to outlaw all private pensions in the case of persons enjoying the benefits of Old Age Security Insurance.

**(b) Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:**

**(1) Increase the maximum weekly benefit amount from \$40 to at least \$65.**

The unemployment insurance benefits schedule in the California law fails miserably to meet the standard set forth in section (a) of this statement, above, both in respect to the maximum benefit amount, and individual benefits.

Despite the substantial increase in the maximum benefit amount from \$33 to \$40 a week won at the 1957 session of the legislature, the present maximum of \$40 amounted to only 41.8 per cent of average weekly wages in covered employment during the first quarter of this year, which was at that time \$95.75, according to Department of Employment estimates. To meet the minimum standard that the maximum benefit amount should equal two-thirds of average weekly earnings in covered employment would require a maximum California benefit of better than \$63, based on the already out-dated average weekly earnings figure for the first quarter of 1958. Since any increase enacted by the 1959 session of the legislature would not go into effect until late summer next year, it is reasonable to assume that average weekly earnings will reach \$97.60, the amount which fully justifies the recommended \$65 maximum ( $\frac{2}{3}$  of \$97.60 equals \$65).

The inadequacy of our present maximum benefit, as compared with the justified \$65 maximum, is a measure of the failure of the California legislature, in spite of all the benefit increases won in recent years, to keep the benefit structure abreast of advancements in wages in covered employment. Unless a wage-loss system such as unemployment insurance is liberalized periodically to meet this requirement, there can be no hope that the

system will operate satisfactorily to accomplish its purpose. In 1939, for example, during the early years of unemployment insurance, weekly earnings in covered employment averaged approximately \$30 in California. At that time the maximum weekly benefit of \$18 equaled approximately 60 per cent of average weekly earnings. Since then, however, average weekly earnings have increased better than 219 per cent, as compared with an increase in the maximum benefit of 122 per cent. The result has been a drop in the maximum benefit ratio from an already substandard 60 per cent to less than 42 per cent of average earnings in covered employment.

The growing inadequacy of the California benefits structure is also indicated by the fact that the average weekly benefit, as of March of this year, amounted to only 34.7 per cent of average weekly earnings in covered employment. This reflects not only the inadequate level of the maximum benefit, but also the utter failure of the benefits schedule; namely, that even within the present inadequate \$40 maximum benefit, individual claimants are being compensated at less than 50 per cent of their wage loss. The combined effect of this factor and the ridiculously low maximum benefit is that the great bulk of unemployment insurance claimants are being compensated at far less than 50 per cent of their wage loss.

In combination with raising the maximum benefit to the recommended, fully justifiable \$65, therefore, it is essential also that the schedule of benefits be thoroughly revised so that all workers with earnings up to the amount that will qualify them for the maximum benefit will realize at least 50 per cent wage-loss compensation. This means that the progression of steps in the schedule should be such that eligible claimants with the lowest wages necessary to qualify them for the maximum will receive a benefit that is at least 50 per cent of their weekly wages. In the present benefits schedule, even though the maximum is \$40, the individual rate of wage-loss compensation falls below 50 per cent at the \$35 weekly benefit amount. This inadequacy on top of the low maximum demands a complete revision of the benefits schedule in accordance with the above recommendations.

**2. Provide dependency benefits, in addition to the weekly basic benefit, at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.**

There is no denial of the fact that the

family wage earner is more seriously affected by unemployment than the single worker, especially in view of the present low benefits structure.

The only opposition argument to dependency benefits worthy of consideration is that of the employers, which contends that the payment of benefits on the basis of "need" would result in a serious breach in the operation of unemployment insurance as a "wage-loss" system. Inasmuch as organized labor has traditionally based all of its demands for liberalization of benefits on the application of the wage-loss principle, it would hardly be logical that we should now seek the destruction of that principle by pressing for dependency benefits, if, indeed, they would be destructive of its operation.

What the employers apparently fail to recognize is that the broad criteria for determining the proportion of wage-loss compensation is geared to a variable concept, namely the "non-deferrable living expenses," such as food and shelter, etc. Obviously, the proportion of non-deferrable living expenses at the lower income levels is greater than those at the higher income levels. Thus, it is entirely in accord with the wage-loss concept that the rate of compensation for loss of wages should be higher at the lower end than at the upper end, as is the case even in the present inadequate schedule.

By the same token, since the non-deferrable expenses of family wage earners are greater than those of single workers, it is entirely consistent with the wage-loss principle that the proportion of compensation should also vary between these two groups, with a larger amount going to the family wage earner through the payment of dependency benefits.

While it may be argued that dependency benefits on top of the schedule proposed in point 1 of this section would result in a too-high wage-loss compensation at the top, this point can hardly be taken seriously. Our recommendation in point 1 calls for wage-loss compensation within the maximum of not less than 50 per cent, whereas a maximum of two-thirds compensation for wage loss would be more adequate and justifiable. Dependency benefits, therefore, tend to pick up the deficiency.

**3. Provide for the retroactive payment of benefits for the present one week "waiting period" to workers who are unemployed more than one week.**

The main reason behind the seven-day

waiting period is that it is desired to give workers an adequate incentive to secure employment, and also to relieve the administrative burden of processing of small claims. Whatever validity there may be in these arguments, they hardly stand up if the waiting period is retained, but made payable on a retroactive basis when the unemployment spell lasts longer than the waiting period. Certainly, retroactive payment for the waiting period would not increase the workload of the Department of Employment, because once a claim is established it is processed under the terms of the law. Persistence of employers in opposition to retroactive payment is just another example of how employers are using harsh provisions to hold benefits down so that tax savings may be realized through the operation of so-called "merit rating."

#### **4. Increase the benefit duration period from a maximum of 26 to 39 weeks.**

It is recognized and accepted that unemployment insurance is intended to offset the wage loss of employees for relatively short spells of unemployment so as to give the unemployed individual a measure of security during periods of economic instability, and at the same time place a floor on purchasing power in order to prevent unemployment from breeding more unemployment during the period it takes the economy to correct maladjustments and again move in the direction of expansion. On the other hand, it is argued that unemployment insurance was never intended as the answer to the wage-loss problem in a prolonged, severe depression.

The question obviously is: what constitutes a reasonable duration period for benefits in light of experience with recent recessions?

The inadequacy of the present 26-week maximum duration period as measured against experience in such recessions is clear and unequivocal. In the current recession, exhaustions as a per cent of first claim payments for the year ending September 30, 1958, equaled better than 17 per cent in the state. And this includes three months during which temporary unemployment compensation benefits were available as a result of federal action, which, in California, has had the temporary effect of increasing the duration period for eligible claimants from a maximum of 26 weeks to the 39 weeks recommended on a permanent basis.

The temporary unemployment compensation figures, in this respect, are more indicative of the real need for extending

the duration period than the exhaustion rate as a per cent of first claims. The number of covered employees who exhausted state benefits and became eligible for extended payments under the federal law increased quickly from the 77 who received payments during the first week of operation in early July to 41,414 for the week ending July 31, and then increased to a peak of 54,953 for the week ending October 2. The latest figure for the week ending October 16 shows that 46,824 covered employees under California law were still receiving temporary unemployment compensation benefits.

The experience under the temporary unemployment compensation program indicates clearly that California should amend its law to provide for the longer duration period for receipt of benefits. It is recognized by economists that the complicating factor prolonging unemployment during the current recession is the effect of rapid technological advancement in productivity, which in turn is making it possible for the economy to show signs of a pick-up at the production end without substantially increasing employment or rehiring the unemployed. This productivity factor, entering as we are upon the threshold of automation, is bound to become increasingly significant in coping with the problems of unemployment during recession periods. There is every reason to believe that, in recessions in the future, as currently being demonstrated, we will experience a certain lag in employment, which makes it most urgent that the unemployment insurance duration period be increased to the recommended level.

#### **5. Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, employees of non-profit organizations, and of city, county and state government.**

In the acceptance of unemployment insurance as a wage-loss system, organized labor is fully conscious that only limited objectives can be expected of such a system in a dynamic economy. Insofar as these limited objectives relate to the proper denial of protection and benefits to certain workers, such determinations are properly the function of the eligibility and disqualification provisions of the law. Coverage, on the other hand, should and must be universal for all wage and salary earners, if the limited objectives of the program are to be accomplished for all workers without arbitrary discrimination on

the basis of blanket coverage exclusions which obscure and obviate the functions of eligibility and disqualification provisions of the law.

Regarding blanket coverage exclusions, as exist in the case of agricultural and domestic workers, employees of non-profit organizations, and city, county and state governmental employees, the experience of the state shows clearly that in many cases where unemployment occurs in these groups, the public is forced to subsidize responsibilities which have been clearly placed with employers with the acceptance of unemployment compensation as a social insurance program. Nowhere is this more apparent than in the valley areas of the state where farm workers, arbitrarily denied protection of the law, are forced year in and year out to seek county relief when they fall out of employment. The fluctuation of county relief cases in these areas always follows closely the patterns of employment and unemployment because of the blanket exclusion of agricultural workers from coverage.

On the average, it should be noted that these groups excluded from coverage are also more susceptible to unemployment than many occupations presently enjoying protection under the state program. This was reflected at the peak of unemployment in California earlier this year in the current recession. Whereas coverage amounts to approximately three-quarters of the wage and salary workers in the state, compensated unemployment, on the other hand, averages only about 50 per cent of total unemployment. In general, therefore, the extension of coverage to the major group excluded would benefit those most in need of protection.

In the past, the blanket exclusions have been rationalized by employers and legislators on the basis of either (1) the existence of "administrative" problems, as in the case of domestic and agricultural workers, and (2) the lack of need for unemployment insurance protection, as in the case of employees of non-profit organizations and government agencies.

We believe that it is sufficient to point out, in regard to the so-called "administrative" problem, that this argument has been completely demolished by the successful partial extension of OASI coverage to agricultural workers and domestics.

In regard to the so-called security enjoyed by employees of government and non-profit organizations, it is evident in these days of "tight budgets" and "economyminded" legislators, and the rapid

expansion of operations of non-profit organizations in our economy, that the traditional concept of employment security is fast becoming a myth. Any attempt to relate the purpose of unemployment insurance exclusively to private enterprise operations, furthermore, in effect amounts to unfair discrimination against the type of enterprise which unemployment insurance seeks to preserve through the correction of some of its abuses.

The extension of coverage to the recommended groups would have the desired effect of increasing coverage under the state program from the present approximately three-fourths coverage of wage and salary earners to the near 100 per cent mark.

#### **6. Abolish California's "merit rating" system.**

We have stated above in section (a) of this statement, our basic objections to "merit rating" as a system for financing unemployment insurance.

In California, the individual employer merit rating system operates within two contribution schedules. The "low" schedule consists of 15 rates ranging from 0 to 2.7 per cent. Within this bracket, each employer pays with a rate which depends on his employment experience, that is, the amount charged against his reserve account for jobless benefits paid to his laid-off workers. Under this low schedule, which is presently in effect, more than 38,500 employers this year are escaping altogether the payment of any contributions into the unemployment insurance fund.

The "general" schedule (as amended by the 1957 legislature) consists of 16 steps ranging from 0.3 per cent to 2.7 per cent. Again, within this bracket, each employer pays at the rate determined by his previous employment experience.

Even though it is anticipated that the general schedule will go into effect next year, it is apparent that those presently making no contributions whatsoever into the fund will likely be paying a contribution rate of 0.3 per cent of their taxable payrolls, which hardly can be presumed to cover their potential liability to the fund.

The objections of organized labor to "merit rating," however, goes beyond the firms escaping all liability, and relates to any individual variation from the standard rate of contributions needed to finance adequate benefits and maintain the sol-

veny of the fund against possible serious recessions and depressions.

Unemployment insurance is a social insurance concept, and as such, is no different in nature from the federal OASI program, which does not permit individual contribution rates on the basis of individual and family liability on the fund.

In California, as elsewhere in the nation, the experience points out clearly that the merit rating system has served well the employers as a means of gaining tax cuts at the expense of benefit levels. This year's average tax rate is only 1.28 per cent of taxable payrolls, the lowest rate enjoyed by employers since the beginning of the experience rating system in 1941.

Employers frequently argue that since workers reap the benefits of the unemployment insurance program and do not pay its cost, we should not be concerned with methods of financing. Apart from the fact that workers do pay the cost as they are shifted to consumers of the products of industry, this argument ignores an even more important fact, proving over the years of operation of the program that the method of financing has a direct bearing on the level of the benefits structure and the accomplishment of the purpose of the program. Any method of financing which diverts the attention from the real purpose of unemployment insurance and centers it on the tax rate of individual employers, is of vital concern to workers of this state. In the long run, there can be no real hope for bringing benefits up to date if individual "merit rating," as provided in the California law, permits subversion of the program into a system for unwarranted tax reductions.

Organized labor is cognizant that "merit rating" is deeply rooted in the minds of employers because of its misrepresentation as a fair financing system. The facts are that it creates many far-reaching inequities in employer contributions. In a realistic vein, therefore, we recommend serious consideration of the following alternatives as steps in the right direction of eventual repeal:

(a) Abolition of the zero merit rating, and establishment of a uniform minimum rate that will sustain any given benefit level on an economically sound basis.

(b) Abolition of the individual firm merit rate in consideration of a uniform merit rate, which would vary from year to year, in accordance with experience of

all employers, and which would be applicable to all employers.

(c) Overall reconsideration of the program to provide for payments on a counter-cyclical basis, so that maximum payments could be made during so-called "good times," and minimum payments during so-called "bad times."

Adopted, p. 22.

## VI

### UNEMPLOYMENT DISABILITY INSURANCE

**(a) The maximum weekly benefit amount should be increased to \$65, with additional benefits for dependents, as recommended for unemployment insurance.**

Inasmuch as the California unemployment disability insurance program is a wage-loss system intended to complement the state unemployment insurance program, the arguments for increasing the maximum weekly benefit for unemployment insurance to \$65, plus provision for dependency benefits, apply with equal force to raising the disability insurance benefit schedule.

In regard to unemployment disability insurance, it is to be noted, additionally, that this program is completely financed by wage earner contributions. Within the principles governing this wage-loss system, workers are fully entitled to the realization of benefits for which they are willing to pay.

It is recognized that the present benefits formula, providing a maximum weekly benefit of \$50, is running a deficit in the state plan on a cash basis. Obviously, the recommended liberalization of the benefits schedule would increase this operating deficit, and therefore require an eventual increase in employee contributions, either by raising the rate of contribution or by increasing the ceiling on taxable earnings. Such increases in contributions, however, whatever their form, should not be necessary until present excessive reserves in the state disability insurance fund are reduced to a reasonable level sufficient to insure the integrity of the program.

The present disability insurance fund balance of better than \$136,000,000 as of August 31, 1958, exclusive of workers' contributions in the amount of better than \$103,000,000, and interest accrued on this amount totaling better than \$28,000,000 held in the unemployment fund and avail-



able for disability insurance payments, is far in excess of anything that can be considered reasonable to maintain the financial integrity of the program.

The reason for the piling up of reserves is fairly apparent. Through the activities of the insurance lobby in Sacramento, the liberalization of the benefit structure under the "state plan" has been effectively delayed in order to keep "voluntary plan" benefits down and profits high. Although the fund is currently operating at a deficit, it is only within recent years that the level of benefits has been raised to a point where workers have been permitted to realize the full value of their current premium dollar contributions. The fund could well afford to operate at a substantial cash deficit for several years before it will be necessary to increase contributions, because of the excess worker contributions made during the early years of the program. When that time comes, the workers of this state will be glad to pay the premium necessary to maintain an adequate benefit structure.

In the meantime, there is substantial room for improvement of the operating position of the state fund by legislation which will correct the unfair distribution of charges between the state fund and private carriers for what are called "extended liability" benefit payments. Extended liability benefit payments are those made in respect to uninterrupted periods of disability which commence after termination of employment; that is, after the worker is already unemployed. These payments are all made out of the state disability fund, irrespective of whether the extended liability claimant is covered under a voluntary plan. Thus, over the years, through June 30, 1958, \$95.9 million have been paid out of the state disability fund in the form of benefits chargeable to the extended liability account. Under a formula provided by law, the voluntary plans have contributed into the extended liability account only \$11.8 million, thus paying only about 12 percent of the extended liability charges paid by the state plan, even though voluntary plans cover about half of eligible claimants.

In computing voluntary plan contributions to the extended liability account, provision is made for crediting the account with the interest drawn on certain worker contributions paid under the unemployment insurance act prior to the establishment of the disability insurance program. These interest credits currently

amount to almost \$3.5 million a year, and have totaled over the years through June 30, 1958, about \$34.8 million. The interest credits, however, are mere paper transactions; although they serve to limit the voluntary plan contributions to the extended liability account, the interest amount itself is not actually transferred to the extended liability account. Thus, the state disability fund, since it pays all extended liability charges in the first place, actually pays the amount of the interest credited to the extended liability account without being reimbursed.

The actual transfer to the disability fund of the amount of the interest credited to the extended liability account, and the use of such funds, together with other interest in reserves in the state disability fund, itself, should be sufficient, when added to worker contributions, to finance the recommended \$65 disability benefit formula for a considerable number of years. Further, when it becomes necessary to increase contributions, it would be desirable to increase the ceiling on taxable wages to a realistic level in accordance with the weekly earnings structure in covered employment before the present one percent contribution rate is raised.

**(b) The waiting period for all disability spells lasting more than one week should be compensated.**

The waiting period in cases involving hospitalization was removed by the legislature in 1949. With regard to non-hospitalized cases, the law still requires a waiting period of seven consecutive days of disability for each continuous spell of disability.

As in the case of unemployment insurance and workmen's compensation (see Policy Statements V and VII, respectively), there can be no justification whatsoever for denial of retroactive payment of benefits for the waiting period when the disability exceeds seven days. In regard to disability insurance specifically, the provision in the law requiring a doctor's certificate of the disability bears witness to the existence of such disability and in itself adequately protects the reserve fund from misuse. Furthermore, the denial of benefits for the first week may actually increase the drain on reserves that such a denial may place monetary limits on medical aid during the early stages of an illness, which in turn may prolong the illness and thereby tend to increase the duration of a claim.

**(c) Benefits should be made payable for disabilities caused by or rising in connection with pregnancy.**

A serious deficiency in the California disability insurance law is that it makes no provision for coverage of disabilities caused by or arising in connection with pregnancy. This, in face of the fact that some 730,000, or 35 per cent, of workers in the state program with qualifying wage credits in 1957 were women.

Best estimates indicate that, if permitted by law, there would be about five pregnancy claims per year per 100 average eligible women workers covered by the state plan. This means that there are an estimated 36,500 covered women in the state plan who are presently being denied benefits for disabilities arising out of or in connection with pregnancies, despite the fact that pregnancy is a natural function of women.

It is time for the disability law to recognize that a typical working woman is no longer a stereotyped single girl, living at home, supported by her family, working for so-called pin money and awaiting marriage. On the contrary, she is typically married, or has been married; she has worked for several years and will continue to work regularly if given the opportunity, because her income is necessary to prevent the family income from falling below a minimum adequacy level. The annual studies of the Women's Bureau of the Department of Labor fully support these views.

As in the case of dependency benefits, the addition of pregnancy benefits would help those who need disability protection most.

**(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.**

Extension of coverage under unemployment insurance as recommended in Policy Statement V would automatically extend coverage under the disability insurance law. Failure to extend coverage under unemployment insurance should not, however, preclude separate consideration with regard to disability insurance. All the arguments noted previously apply equally to this section.

Adopted, p. 23.

## VII

### WORKMEN'S COMPENSATION

**(a) The weekly benefit amount for both temporary and permanent disability should be increased to a minimum of \$20 and a maximum of \$70, so that a substantial majority of workers who suffer industrial injury will receive a benefit which conforms to the wage-loss compensation standard prescribed by the law itself, as intended by the framers of California's compulsory workmen's compensation program.**

The California workmen's compensation law, since its enactment on a compulsory basis in 1914, is geared to a wage-loss standard which provides for the compensation of the industrially injured at 65 per cent of average weekly earnings, reduced, however, to 61.75 per cent because of a provision in the law which requires that average weekly earnings be taken at 95 per cent of actual earnings.

This wage-loss standard is firmly embedded in our state law, and has never been contested by the employer groups. Instead, they have sought to preclude the operation of the legal standard by placing arbitrary limits on the amount of maximum earnings allowable in the computation of benefits. Today, these limits are set so that the minimum weekly benefit amount for both permanent and temporary disability is \$15, and the maximum is \$50 for temporary disability and \$40 for permanent disability. Thus, under present law, an injured worker must have weekly earnings averaging \$80.97 to receive the \$50 per week temporary disability benefit (61.75 per cent of \$80.97 equals \$50), and weekly earnings averaging \$64.77 to receive the \$40 permanent disability weekly benefit (61.75 per cent of \$64.70 equals \$40).

In the case of the minimum benefit, average weekly earnings of \$24.29 give an injured worker the present \$15 per week minimum benefit (61.75 per cent of \$24.29 equals \$15).

Because of these limitations, it is apparent that any injured worker who has average weekly earnings greater than the amount necessary to qualify for the respective maximum weekly benefits for temporary and permanent disability is precluded from realizing the standard of wage-loss compensation set forth in the law. Corroborating evidence to this effect

is found in the latest annual report issued by the State Division of Labor Statistics and Research, analyzing 12,229 disabling work injuries in California during the month of September 1957. These figures indicate clearly that approximately 77 per cent of all workers injured earned more than \$64.77, the maximum upon which permanent benefits are computed, while approximately 58 per cent of injured workers earned more than \$80.97, the maximum on which temporary benefits are computed.

In other works, only 23 per cent of injured workers suffering permanent disabilities are receiving benefits that compensate them for 61.75 per cent of their lost earnings. In the case of temporary disabilities, only 42 per cent are being compensated in accordance with the legal wage-loss standard of 61.75 per cent of average weekly earnings.

The figures of the Division of Labor Statistics and Research show that earnings of injured workers in September 1957 averaged \$90.16 per week. Thus, even the average worker who suffers an industrial disability is being denied compensation at the legal wage-loss standard, both in the case of temporary and permanent disabilities.

As indicated above, this wage-loss standard was written into the California law back in 1914. At that time, a legal maximum was set on average weekly earnings for the purpose of computing benefit amounts, but the maximum was set at a level which permitted close to 90 per cent of injured workers to realize the full benefit of the wage-loss principle incorporated in the law. In 1914, the maximum weekly benefit was \$20.83, at a time when the average weekly earnings of injured workers was approximately \$19. Today, the top benefit of \$50 per week in the case of temporary injury is far less than the \$90.16 per week that is currently the average earnings of injured workers.

To grasp the significance of these comparisons is to understand why, in the early days of workmen's compensation, approximately 90 per cent of the industrially injured realized the full operation of the legal wage-loss principle, whereas today—some 44 years later—we find that almost the opposite is true, despite the advancements made during the past fifteen years in the liberalization of workmen's compensation benefits. At today's wage standards, a return to the liberal operation of the wage-loss standard contemplated by the fathers of compulsory workmen's com-

pensation would require the establishment of a maximum weekly benefit of \$81.50. According to the above quoted report of the Division of Labor Statistics and Research, such a maximum would permit the 90 per cent of the industrially injured workers who earn less than \$132 a week to be compensated for their wage loss at the rate of 61.75 per cent (61.75 per cent of \$132 equals \$81.50).

While such a maximum benefit amount is fully justified, it must be recognized as a practical matter that this goal will take several years to accomplish. The \$70 maximum benefit recommended by the Federation would be a substantial step forward, and would permit approximately 80 per cent of workers suffering industrial injury today to be compensated in accordance with the wage-loss standard specified in the California's workmen's compensation law. Further, there is absolutely no reason for establishing a lower maximum benefit amount for permanent disabilities below the rate of compensation for temporary disabilities. The amount of compensation for permanent disabilities is limited in duration in accordance with a schedule which relates the length of payments to the per cent of permanent disability suffered. Within the limits of the operation of this schedule, the wage-loss principle established in the law is as applicable to permanent disabilities as it is to temporary disabilities.

With regard to the present minimum benefit of \$15 a week for both permanent and temporary disabilities, it is to be noted that this benefit amount provides wage-loss compensation at the rate of 61.75 percent for an injured worker who has average weekly earnings of \$24.29. The recommended increase to \$20 will provide the same wage loss compensation to an injured workman with average weekly earnings of \$32.38. Full justification for this increase is again found in the study of weekly wages of injured workers by the State Division of Labor Statistics and Research. According to the Division's figures, less than 7/10 of one per cent of injured workers today have average weekly earnings of \$32.50, the approximate amount of earnings necessary to be entitled to a minimum of \$20. Thus, if the minimum were increased to \$20, less than one per cent of the industrially injured would realize a benefit that would exceed the legal wage-loss standard by a small fractional amount. Surely, at this level of wages, a slightly higher level of wage-loss compensation is fully justified.

**(b) The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at a rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.**

The soundness of the principle of dependency benefits was recognized by the legislature in 1949 when it enacted a Federation-sponsored bill providing for a 25 per cent increase in the death benefit due to a widow when she has one or more dependent children. This principle has been subsequently reaffirmed by both the 1955 and 1957 general sessions of the legislature when the additional allowance for dependents was continued in the liberalization of the death benefit. Since there is equal justification for granting additional aid for dependents when the wage earner is alive but unable to work, the principle should now be extended to all other compensation cases.

It should be noted that the introduction of dependency benefits, based on need, does not violate the principle that benefits under workmen's compensation should be determined in accordance with a wage-loss formula. The addition of dependency benefits would merely make the wage-loss principle a veritable ratio, taking into account the fact that the level of wage-loss compensation should be higher for an injured worker with a dependent spouse and/or dependent children in accordance with a set formula, than the injured worker who has no dependents. The fact that 34 states have a wage-loss standard that is higher than California's is additional justification for the addition of dependency benefits in the California law.

Precedents for dependency benefits as such have been established in 14 other states as of September 1, 1958. These states include: Alabama, Arizona, Idaho, Illinois, Massachusetts, Michigan, Montana, Nevada, North Dakota, Oregon, Utah, Vermont, Washington and Wyoming.

**(c) The so-called waiting period should be compensated in all cases lasting more than one week, and should be eliminated entirely in cases involving hospitalization.**

As pointed out in section (a) of this statement, the average worker who is temporarily disabled and qualifies for maximum weekly benefits is compensated for only a small portion of his actual wage loss. This grave injustice is magnified because of the provision in the law which permits compensation for the seven-day waiting

period on a retroactive basis only where the disability lasts for more than 49 days.

The average worker who suffers a temporary industrial disability, under the present maximum of \$50, is compensated for approximately 55 per cent of his weekly wage loss. If this average worker is disabled for 49 days or less, he suffers an additional wage loss of at least 14 per cent because of the seven-day waiting period provision in the law. In such a case, therefore, the average worker is compensated for only 41 per cent of his total wage loss.

Organized labor has consistently pointed out that this is an intolerable situation. Industrial accidents and diseases are, unfortunately, an inseparable part of production. The cost of human breakdowns should be borne by industry as in the case of machinery and other elements of production.

It is frequently argued in justification of its retention, that a "waiting period" is necessary to prevent so-called "malingering," avoid excessive administrative overhead, and exclude minor injuries. If this is the main purpose of a "waiting period", then obviously there can be no justification for denying retroactive payment of benefits for the waiting period whenever the disability extends beyond the seven-day waiting period, itself. Thus, the law should be amended to provide for retroactivity after the seventh day of disability. If there is justification for the application for retroactivity after the forty-ninth day of disability, there is just as much justification for application of the principle after the seventh day of disability. By the same token, there can be no justification whatever for denying immediate payment of benefits in cases where the injured worker is hospitalized.

The fact that the vast majority of the states and territories provide for retroactive payment of waiting-period benefits after a shorter period of disability than does California is indicative of the need for action in this direction.

**(d) Coverage should be made mandatory for employment in agriculture and domestic service.**

Although the coverage provisions of the California workmen's compensation law are generally strong, there are two areas of employment in which coverage should be improved on a mandatory basis. These are in agriculture and domestic service. Farm workers are denied protection if the employer simply rejects coverage or if his calendar payroll is \$500 or less. Household domestic workers, on the other hand,

are excluded if they work less than fifty-two hours per week per employer, except where the employer voluntarily elects coverage.

There is no question about it being advantageous to the employers of these agricultural and domestic workers to elect coverage where the law is not mandatory. Yet many of them, through inadvertence or sheer ignorance of the advantages of protection, fail to do so. Thus, when injury occurs in such a situation, the worker involved is forced to go to the courts for compensation. The costs of litigation, however, are so high that the worker is more or less forced to settle out of court for much less than he would be entitled to under the workmen's compensation law, had coverage been mandatory in the first place.

The need for mandatory coverage in agriculture is immediately apparent in the work injuries statistics compiled by the State Division of Labor Statistics and Research. Disabling farm injuries in California in 1957 numbered 16,165, accounting for approximately 11 per cent of total work injuries in the state in 1957. The fact that employment in agriculture is a smaller proportion of total employment in the state indicates that farm work is unquestionably one of the more hazardous occupations. Indeed, the 1957 report of the Division shows that the rate of disabling injuries in farm employment in 1957 was 50 per 1,000 farm workers. Year after year, the frequency rate of disabling injuries in agriculture continues to rank third highest among industry classifications, exceeded only by construction and mineral extraction. The injury rate in agriculture last year was 65 per cent higher than the combined rates for all industry classifications. Further, the number of fatal injuries is also higher in agriculture than in most other industries. In 1957, farm fatalities numbered 79 — up from 68 in 1956.

In household domestic service, where mandatory coverage is equally pressing, disabling work injuries in 1957 numbered 1,152 in the state, including five fatalities. While these injury rates reflect those reported to the Division of Labor Statistics and Research, it is estimated that for every domestic accident reported, at least three or four go unreported.

**(e) The present inadequate and arbitrary limitation on the duration of death benefit payments should be removed so as to permit the continu-**

**ation of payments to a dependent spouse until death or remarriage, with additional benefits for other dependents.**

In all cases where the death benefit is not commuted to a lump sum, California's workmen's compensation law provides for payments to dependent survivors of fatally injured workers on the same basis as temporary disability benefits. The duration of the death benefit payments, however, is determined by the specific maximum death benefit amount, which at the 1957 session of the legislature was increased to \$15,000 for totally dependent widows with one or more dependent minor children, and to \$12,000 for all other cases of total dependency. In other words, a totally dependent spouse without children of a deceased worker whose average weekly earnings was sufficient to qualify for the maximum temporary disability benefit amount, would receive \$50 a week as a death benefit for a period of only 240 weeks, or approximately 4.6 years (\$12,000 divided by \$50). A totally dependent spouse with minor children, on the other hand, would receive the \$50 weekly benefit for 300 weeks, or about 5.8 years (\$15,000 divided by \$50).

Even these grossly inadequate duration periods are inflated because of the fact that they are computed on the basis of the present inadequate temporary disability benefit amount. An increase in the maximum temporary disability amount to the realistic level of \$70, as proposed in section (a) of this statement, would accordingly reduce the period of duration of death benefit payments to 171 weeks, or about 3.3 years in the case of a dependent spouse without any minor dependent children, and to approximately 214 weeks, or about 4.1 years, in the case of a dependent spouse with one or more dependent minor children, assuming, of course, that the deceased worker had earnings sufficient to qualify by him for the recommended \$70 benefit payment.

The inadequacy of the duration period of death benefit payments becomes more apparent when considered in light of information available about dependents of California workers killed in industrial accidents.

The latest study of the State Division of Labor Statistics and Research shows that of 786 fatally injured workers in 1957, 613, or 80 per cent, left widows whose median age was 41. Obviously, a few years' compensation at the weekly temporary disability rate would not begin to make up

support which the spouse of a 41-year old widow would have been able to provide had there been no fatal accident. Furthermore, although 41 years of age is relative-entering the labor market for the first time, or after being out of the labor market for a long period.

Care of the widow's minor children is for the loss of the many more years of young in terms of life expectancy, it is, however, a severe handicap to the widow an additional employment handicap. According to the findings of the Division of Labor Statistics and Research, 61 per cent of the widows, numbering 372, were left with children under 18 years of age in 1957 because of fatal industrial accidents. Nearly one-fourth of the widows had three or more minor children.

These facts are ample justification for repealing the present arbitrary limitations on the duration of death benefit payments, and establishing a new criteria which would continue death benefit payments to a dependent spouse until death or remarriage, with additional benefits for dependents.

It should be noted also that extending the duration of death benefit payments for life or until remarriage would not be breaking new ground. According to the U. S. Department of Labor, as of September 1, 1958, the workmen's compensation laws of 14 states, in addition to the federal Longshoremen's and Harbor Workers Act and the U. S. Employees Compensation Act, incorporate this concept in their benefit structure. The 14 states are as follows: Arizona, Connecticut, Illinois, Kansas, Minnesota, Missouri, Nevada, New York, North Dakota, Oregon, Tennessee, Washington, West Virginia and Wyoming. Also, the workmen's compensation laws of the District of Columbia and Hawaii already embrace the death benefit principle recommended.

**(f) California's workmen's compensation law should be amended to provide for a long overdue 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.**

Unequivocally, the most serious shortcoming in the California workmen's compensation law today is the lack of adequate provision for the rehabilitation of injured workers. At the 1959 session of the legis-

lature this shortcoming should be one of the major areas of legislative consideration in regard to the improvement of workmen's compensation. No matter how adequate a workman's compensation program may be in respect to medical care, compensation for wage loss and permanent impairment, it cannot be considered a good program unless it provides for the rehabilitation of the injured worker.

Under present law, except for the requirement for physical restoration through medical, surgical, and hospital care treatment, no provision whatsoever is made to assure the worker's return to his former employment.

Nor is there provision for securing him gainful employment wherein he will have income and future opportunity equal to, or closely approximating, those for which his injury has disqualified him. Further, the obligation of the injured worker is not being met through the co-operative agreement in effect between the Industrial Accident Commission and the Bureau of Vocational Rehabilitation. When the commission has reported the case to the bureau, and payments for temporary compensation have been terminated because the worker's physical condition has been declared to be static, then, except for an award for permanent disability, the legal obligations have been met by the commission and the employer. The award granted for a permanent disability, furthermore, cannot in any circumstances be interpreted to relieve the moral obligation of providing rehabilitation benefits. Permanent disability benefits are only a form of reimbursement for impairment; rehabilitation does not remove this impairment. It merely helps the injured worker lead a more useful life in spite of the impairment.

Unfortunately, all efforts to fix responsibility in the law for rehabilitation have thus far failed. At the 1955 session of the legislature, for the first time, consideration was given to an interim committee measure which provided for rehabilitation training under a cooperative agreement between the Bureau of Vocational Rehabilitation and the Department of Education and the Industrial Accident Commission. The bill was amended, however, a number of times and finally wound up as a small appropriation to the Department of Education, tied to a federal matching grant, for a study project on the industrially injured. Such a study project is presently being conducted by the Bureau of Vocational Rehabilitation in the De-

partment of Education, with the assistance of a tripartite advisory body. Present plans are to continue the project until June 1959, and it has been budgeted until that date. As of January 1959, the Department of Education will be required to submit a report to the legislature. The report, however, will have only limited value, inasmuch as its objectives are confined to determining (1) how many workers are industrially injured each year in California who are in need of vocational rehabilitation services in order to return to satisfactory employment, (2) how should the industrially injured be selected for consideration for vocational rehabilitation, (3) how should medical information be obtained, and (4) what is the cost of providing vocational rehabilitation services. The report will not be concerned with the fixing of responsibility for rehabilitation in the law, and this is the key issue before the legislature.

The Federation firmly believes that such responsibilities should be fixed in the law with the employer and/or his workmen's compensation insurance carrier. Inasmuch as accidents are an inescapable part of industrial production, it is industry, and not the state, that should bear the burden of restoring an industrially injured man to his fullest possible wage earning capacity, in much the same manner as industry must bear the cost of restoring the usefulness of a broken piece of machinery. Further, insurance companies should recognize that, although rehabilitation may represent the expenditure of a fairly large sum of money at one time, this initial cost could save them considerable amounts in the long run in medical and hospital expenditures on persons unable to work without rehabilitation but who could be restored to gainful employment with rehabilitation training.

Justice to the worker, therefore, demands that rehabilitation benefits be provided under the law in addition to all other benefits. During the period of rehabilitation training, the injured worker should receive full disability benefits without any reduction in permanent disability payments.

We subscribe fully to the statement issued in 1954 by the U. S. Department of Labor in a bulletin entitled "Workmen's Compensation in the United States": "When workmen's compensation legislation set out to provide medical care and replace lost income for injured workers, it embarked on a course that could not be complete without a third goal—the rehabilitation of the worker to optimal

family, social and economic life." This goal, the department added, "is potentially the most significant improvement in the concept of workmen's compensation."

Adopted, pp. 23-24.

## VIII

### SOCIAL SECURITY AND WELFARE

**(a) California labor applauds the improvements in the Federal Old Age and Survivors' Insurance Program enacted by the 85th Congress, and calls upon the 86th Congress to continue along the road of substantial improvements in this program.**

During the past three Congresses, substantial improvements have been made in the federal OASI program. Organized labor is pleased that these amendments of recent years have followed generally the constructive recommendations of the AFL-CIO, instead of the destructive and disruptive programs of the National Association of Manufacturers, the American Medical Association, and the Chamber of Commerce.

The amendments enacted this year will give the twelve million persons currently receiving Social Security benefits a 7 per cent increase in their monthly benefit checks, starting in February 1959. This 7 per cent increase in benefits over the former law is also guaranteed to all persons retiring in the future, regardless of earnings at time of retirement.

In addition to these guaranteed across-the-board increases, the maximum monthly benefit for individuals retiring in the future was also increased through the process of raising the ceiling on taxable earnings, which sets the maximum on OASI benefit payments. A new ceiling of \$4,800 on taxable earnings, instead of the former \$4,200, means an increase in the maximum monthly benefit for individual workers retiring in the future from \$108.50 to \$127.50. For a retired worker and his wife (if over 65), the future maximum will be \$190.50 instead of \$162.80.

Even more striking is the increase in the maximum survivors' benefits. The ceiling for surviving widows and two or more children is raised from \$200 to \$254. Also, for the first time benefits are provided for dependents of disabled workers, who qualify under the disability pro-

visions of the OASI program enacted by the 84th Congress. Under the liberalization amendments of this year, dependents of disabled workers will be able to receive the same payments as if the head of the family had been retired for age instead of disability. A further improvement regarding the disabled is a provision which now permits them to receive their full social security disability benefits even if they are also getting state workmen's compensation benefits, or some other type of disability payment from the federal government, whereas previously, social security disability benefits were reduced by the amount of such other payments.

In another important respect, the law has been changed so that a person on the Social Security rolls, whose earnings exceed \$1,200 a year, will not lose a check for any month in which his earnings total \$100 or less. Under the previous law, he would lose a check for months in which his earnings exceeded \$80.

Significantly, these and other improvements enacted by the 85th Congress carry with them an increase in worker and employer contributions to maintain the integrity and financial solvency of the system as a social insurance program. Beginning January 1, 1959, the Social Security tax rate for employees and employers will be  $2\frac{1}{2}$  per cent each, instead of the present  $2\frac{1}{4}$  per cent. Further, the timetable of future increases in contribution has been speeded up. Whereas under the old law, the rate of contribution was scheduled to go up every three years until it reached a maximum of  $4\frac{1}{2}$  per cent from employers and employees in 1975, the rate under the new measure goes up to 3 per cent in 1960 and increases every three years until it reaches a maximum of  $4\frac{1}{2}$  per cent in 1969.

In regard to such increases in contributions, organized labor has consistently supported the sound, long-term financing of the Social Security system. We know that improved benefits require higher contributions. We do not believe in raiding the trust fund for immediate advantages to those now retired, or soon to retire, as the difference would have to be made up in future years. The workers of this country stand ready, as they have always been, to pay their share of the cost.

While the improvements made in the Old Age and Survivors' Insurance program by the 85th Congress may appear substantial on their face, there is much nevertheless to be desired before our na-

tional retirement system can be considered adequate. The 7 per cent increase in benefits actually does not even cover the 8 per cent increase in the cost of living that has occurred since the last increase in benefits in 1956. Further, the maximum benefits resulting from raising the ceiling on taxable earnings to \$4,800 are still far from realistic in view of wage levels today. The adoption of at least a \$6,000 tax base, as repeatedly recommended by organized labor, 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 it would ensure the preservation of the wage-related benefit structure embodied in the OASI program.

With regard to the disability retirement provisions, the improvements made this year are minor when measured against the original enacting provision in 1956, which restricts disability benefits to those qualified persons with total and permanent disability who have reached the age of 50. Although this age restriction on benefits may have been justified at the outset for administrative reasons, it should now be removed. Tragedy has no respect for age restrictions. Payment of OASI benefits should be made to begin immediately to any covered worker who becomes totally and permanently disabled, and without any of the present harsh restrictions in determining disability.

The lowered retirement age for women, enacted in 1956, contains restrictions which should be removed. The wife of a retired worker is currently 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 benefits she would receive if she had waited until age 65. Both wives and working women who elect to retire at age 62 continue to receive the lowered benefit after reaching age 65. It remains the position of organized labor that all women in the system should



be eligible to receive regular benefits at age 60, instead of age 62.

We believe, also, that men under the age of 65 who cannot work or cannot find steady employment should be protected through more liberal provisions in regard to disability insurance and through extended unemployment benefits. Such measures are sounder than the reduction of the retirement age for all men to 60, which would be a great expense to the trust fund.

In addition to these "clean-up" amendments, and others recommended by the national AFL-CIO together with the extension of coverage to the remaining few workers who are still unprotected by the federal program, we call upon the 86th Congress to take the next major step required to round out the Old Age and Survivors' Insurance program—the enactment of health and medical care insurance for seven million retired workers and five million dependents, widows and orphans, whose only income is often their monthly benefit checks.

The 85th Congress saw the opening skirmishes on this necessary advancement, when the House Ways and Means Committee held public hearings on the Forand Bill, which would have provided benefits to pay for the cost of hospital, surgical and nursing home care for persons receiving Social Security payments. These added benefits would have been paid for by increases in the Social Security tax for both employers and employees. Actually the Forand Bill was presented as a package proposal supported strongly by the national AFL-CIO. Many of its features, including higher maximum benefits and increases for those already on the retirement rolls, were incorporated in the liberalization bill finally enacted by Congress. But the medical benefits provision proved too controversial for the 85th Congress, and the proposal was set aside for further study.

Before the health provisions were side-tracked, however, enough groups were able to put their views on record to provide a realistic preview of the full-scale battle which is yet to come. The same shrill arguments which had been raised against the original Social Security bill back in 1935 and 1936 were dragged out again against the Forand proposal. This time, however, it was the American Medical Association which led the attack. Convinced, apparently on the basis of its success in opposing national health insur-

ance legislation, that it had a sure winner in the cry of "socialized medicine", the AMA pulled out all of the stops: "The members of the medical profession look with suspicion and fear upon such legislation", the AMA's spokesman told the House Committee. "It would legislate the aged into a permanent state of dependency." Another spokesman for the medical lobby charged that the Forand proposal would "rob a person of much of his urge for thrift, and his need to plan to the best of his ability for his own old age."

The Medical Association's bellowing, of course, was a paraphrase of the arguments raised by the National Association of Manufacturers when the original Social Security law was still in its planning stage. At that time, the NAM report had charged "when individuals realize that they can definitely count upon public monetary aid in cases of adversity, the incentive for individual self-help, thrift and forethought is weakened."

But not all the voices raised against the medical provisions of the Forand bill repeated the shopworn arguments. An organization called "Texans for America" came up with a brand-new reason that runs something like this: if children were relieved of the burden of paying the hospital expenses of their aged parents, the parents would have a feeling of being unimportant to their children. This "impersonal approach," the Texans for America declared, "would tend to increase mental illness in the aged."

These are but examples of the propaganda gems which will have to be overcome before enactment of a health and medical care insurance program for Social Security beneficiaries can be realized. Organized labor is convinced, however, that it is only a matter of time before the American Medical Association will have used up its "good will" with the public and Congress. Organized labor is dedicated to the advancement of that day when selfish, mercenary interests are forced to give way to the common good.

**(b) Organized labor in California, in the development of union health and welfare programs through collective bargaining, has not lost sight of the over-riding need for a comprehensive prepaid medical care program designed to provide qualitative medical care for all, regardless of income.**

Labor's 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 made us more acutely aware of the serious limitations.

The basic facts are these:

The number of persons with some form of protection under voluntary plans has now passed the 160 million mark, accounting for approximately 70 per cent of the nation's population. Yet, despite the 70 per cent coverage, existing health insurance plans are defraying only about 25 per cent of the nation's \$12.1 billion private medical bill, according to the latest survey of the Social Security Administration, published in December 1957. Thus, the great bulk of medical care expenditures still comes from the individual's pocket on an expensive and often prohibitive fee-for-service basis.

As repeatedly pointed out by organized labor, the primary reason for the low percentage of expenditures met by existing voluntary plans, despite the much higher rate of coverage, rests with 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 expenses during acute illness. Yet this type of service accounts for only about one-third of a family's medical care expenditure. 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.

But even more important, the great wave of expansion of voluntary plans has largely bypassed those most in need of medical care and least able to afford it, with a majority of families with annual incomes of less than \$3,000 still without any protection whatsoever, not even the limited hospital surgical protection provided by the limited-type voluntary plans that prevail.

While the voluntary plans generally have fallen short of their mark both in regard to medical care protection and coverage, it should be noted that most plans, specifically the limited indemnity-type plans, have tended to serve the doctors admirably in their practice of charging what the traffic will bear. In many cases, persons covered by such plans have been left no better off than had they been without the coverage. Indeed, there exists strong grounds for suspicion that most indemnity plans can properly be described as "doctor benefit plans," rather than "employee benefit plans," for they have enabled doctors to receive higher fees for services from 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 voluntary plans.

These and many other major shortcomings of voluntary health and welfare programs have reinforced California labor's support of a national health insurance system which would make prepaid health protection available to all Americans, with contributions geared to income, in much the same manner in which contributions are made into the Old Age and Survivors' Insurance program. In the absence of a national system, the Federation will continue to press on the state level for a comparable state program.

It should be noted, however, that organized labor does not look upon either a national or a state health program as a panacea. We recognize that, to be fully effective, such a system should be coupled with a comprehensive legislative program geared not only to needs, but also to resources. Such a comprehensive legislative program should include the following:

1. Federal assistance to schools training doctors, dentists, nurses and medical technicians, in the form of grants for construction, equipment and maintenance of physical facilities and for students' scholarships and research.
2. Expanded federal matching grants of at least of \$150 million a year to states and local groups for the construction of hospitals authorized under the original Hill-Burton Act, in addition to sums for special types of hospitals added by recent legislation.
3. A program of federal aid, such as grants and low-interest loans to further the development of non-profit, direct serv-

ice, pre-payment medical plans, based on group practice.

4. Expanded federal aid for medical research and for state and local public health units.

5. Expanded aid for maternal and child health services and for programs for physically handicapped children.

6. Renewed efforts to develop mental health programs which will improve our mental hospitals, increase the facilities and services throughout the nation for care of the mentally ill, and provide for training of psychiatrists and other mental health personnel.

7. Strengthening of other health functions of the U.S. Public Health Service, with special attention to restoring and increasing the activities of the Pure Food and Drug Administration for advancing industrial health, and for providing up-to-date maritime hospitals.

8. Finally, as noted in section (a) of this statement, a special health insurance program should be enacted for recipients of Old Age and Survivors' Insurance benefits.

**(c) Organized labor will continue to give active support to the liberalization of the so-called "categorical aid" public assistance programs in the state for the needy aged, children, blind and totally and permanently disabled.**

As a matter of policy, organized labor has placed primary emphasis on development of rounded social insurance programs under which benefits are paid without a needs test. At the same time, however, we have always favored improvements in the public assistance programs of the Social Security Act and related state aid programs for those not adequately protected through social insurance.

Accordingly, we will continue to support federal grants for state and local public assistance programs, more adequate assistance payments to individuals on a basis consistent with human dignity and self-respect, and removal of harsh requirements relating to eligibility and residence.

On the state level specifically, we will continue to give active support in the future to the following:

1. State financing and administration of the public assistance programs for the

aged, the blind and the totally and permanently disabled.

2. Liberalization of the aid to the totally and permanently disabled program to remove the restrictions which confine benefits under this program only to the totally and permanently disabled who are bedridden and in need of constant care.

3. Repeal the "relatives' responsibility" clauses in the assistance programs for the aged, blind and disabled.

4. Continuous liberalization of benefit grants in all state assistance programs in accordance with the quantity and the cost budgets of the State Department of Social Welfare, developed to measure basic needs of "categorical aid" recipients.

5. Removal of unreasonable restrictions on applicants for admission to county hospitals, and for those in need of medical care.

6. Support for and liberalization of the medical care program enacted by the legislature in 1957 for recipients of public assistance.

7. Enactment of legislation to permit recipients of public assistance in the "categorical aid" programs to earn \$50 per month without deductions from the benefits.

8. Continued vigilance to protect the rights and uphold the dignity of public assistance recipients.

Finally, in regard to the destitute who are not covered by any "categorical aid" assistance programs but must go to county relief agencies, we favor:

1. The establishment of statewide minimum standards for indigent persons consistent with maintaining individual health and decency.

2. Development of state welfare and rehabilitation programs for indigent persons receiving county relief.

3. Prohibit the establishment of labor camps for destitute unattached, unemployed persons.

4. Enactment of necessary legislation and adoption of administrative procedures which will permit California to avail itself of the tremendous amounts of surplus foods offered free by the federal government for distribution to needy persons as a supplement to any relief benefits they otherwise receive, without regard to any residential requirements.

Section (a) adopted as amended, p. 24; Sections (b) and (c) adopted, pp. 24-25.

## IX

## CIVIL RIGHTS

**(a) Organized labor in California working in cooperation with the national AFL-CIO Committee on Civil Rights, solemnly dedicates itself to the vital and historic task of extending equal rights and equal opportunity to every aspect of American life.**

The wave of lawlessness, violence and wholesale denial of civil rights sweeping across whole sections of our land in a shocking demonstration of the need for immediate and forthright action in the field of civil rights.

We hail the recent series of court decisions upholding the equal rights of individuals. It is apparent, however, that the courts alone cannot fill the gap of inaction left by the present inept Administration and a Congress that continues to allow itself to be dominated by bigots from the South.

Legal subterfuge, lawlessness, and outright violence have been permitted to over-ride the decisions of our highest court. Little Rock, Nashville, Clinton and other cities where schools have been closed or bombed and places of worship destroyed have become symbols of the crisis facing the nation. The crisis itself goes to the moral base of our society and challenges the entire fabric of our constitutional democracy.

In this crisis, the national AFL-CIO has assumed a role of leadership in carrying forward with diligence and vigor its policy of equal rights and opportunities for all, regardless of race, color, creed, and national origin. Organized labor in California pledges full and active cooperation to the AFL-CIO and its Committee on Civil Rights in securing this enduring goal. We look forward to the functioning of a comparable committee on civil rights in California under the terms of the merger constitution of the California Labor Federation, AFL-CIO, to provide both leadership and the base for the mobilization of California workers into action.

The events of the past few years leading to the present constitutional crisis in America have demonstrated conclusively that the extension of equal rights and equal opportunity to all Americans is part and parcel of the primary goal of organized labor to extend a measure of

"security" to the life of the working man and his family. It has become abundantly clear that there can be no real progress in the direction of raising living standards of the working man so long as others, as the result of discrimination and the denial of equal opportunities and rights, are prohibited from sharing in these rising standards. By the same token, we have only false security as long as we condone in our society the ideal 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 rights and opportunity. No organization, therefore, is more bound by the historical goal of "security" for the working man to assume the leadership in the elimination of discrimination as perhaps a major obstacle in the path of achieving that major goal, than the organized labor movement itself.

In dedicating ourselves to action, we emphasize that our goal is to extend equal rights and equal opportunity to every aspect of American life. It would be foolhardy on our part to think that we can 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 non-segregated housing, education, etc. The same is true of discrimination in all areas of American life which we continuously seek to improve. Our goal is complete eradication.

Further, we must recognize that discrimination extends beyond the boundaries of the South. The wholesale denial of civil rights in the South has its counterpart in ghettos of our major metropolitan areas, in the semi-segregated schools in these areas produced by discrimination in housing; in discrimination in employment, in demonstrated incidents of police brutality in law enforcement; and generally, in our failure at social integration of minority groups into community life. In pressing for action in the South, therefore, we must at the same time gear our policies and programs to the nation as a whole.

In this regard, the civil rights law enacted last year by the Congress can be viewed only as a step in the right direction. This new law has been on the books for better than a year now, yet no move has been made by the Department of Justice to gain compliance with the law, or to act on complaints of violation filed with the department. The burden is now

with the Eisenhower Administration to prove that it really means to safeguard the civil rights of American citizens and to enforce both the spirit and the letter of the 1957 Congressional enactment. Even if fully implemented, however, the 1957 law is not enough to make secure the civil rights of our citizens.

In cooperation with the national AFL-CIO and its Committee on Civil Rights, we must prepare to seek in the next session of Congress the enactment of further civil rights legislation which will not only improve the 1957 law, but which will also fill the gaps in a minimum legislative program necessary to cope with the civil rights issue as being national in scope. Such a program must include the following:

(1) Enactment of an effective federal fair employment practices law.

(2) An effective prohibition against the use of federal funds for any education, housing or welfare program or project that does not comply with the 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 should be deprived of life, liberty, or 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) Elimination of remaining segregation and other forms of discrimination in interstate travel.

(6) Strengthening of 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 by giving him authority to protect civil rights in all parts of the country.

(7) Revision of Senate Rule 22 to permit cloture of debate, without which it would be virtually impossible to secure the passage of any effective civil rights legislation through the Senate.

While action on the legislative front is urgent, we must not lose sight of the fact that, in the final analysis, progress in this sensitive area of human relations depends most on the determined effort of the American people themselves. Organized labor must lead the way, through the AFL-CIO civil rights program, in winning the acceptance of equal rights for all among workers, employers and the

community at large. Union-negotiated non-discrimination clauses in collective bargaining agreements have proved themselves a bulwark against discrimination in employment. Such clauses should be extended.

We call on all union men and women, in their own conduct and in the conduct of their unions, to set the right example and to point the way for all Americans to a fulfillment of freedom and justice in the best tradition of American democracy.

**(b) The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices to secure the enactment of FEP legislation with enforcement powers at the 1959 general session of the California legislature.**

The number one immediate objective of organized labor in California in the field of civil rights is the enactment of a fair employment practices law at the 1959 session of the legislature. For the past few years, we have sought this goal in cooperation with other civic-minded groups under the leadership of the California Committee for Fair Employment Practices. We again pledge our continued support of and cooperation with, this committee until passage is secured.

The single remaining hurdle in the passage of a California FEP law is the State Senate. During the last two general sessions of the legislature, the California Committee was successful in securing passage of a strong FEP measure through the lower house with little or no trouble. In each instance, however, the bills were effectively dumped in the State Senate, which traditionally has been the bottleneck for all progressive legislation.

The prospects for success in the upper house have been greatly enhanced this year by the election of a strong majority of candidates who, as individuals, have pledged themselves to the support of FEP legislation. The problem ahead is one of translating pledges into action, which will require the mobilization of the entire movement behind the efforts of the California Committee for Fair Employment Practices.

The proven workability of FEP legislation in numerous states and cities has shattered the arguments of employer groups who continue to oppose such legislation. With these defenses gone, it is the effec-

tiveness with which labor mobilizes behind the California Committee that will determine whether labor's long campaign for enactment of an FEP measure will at last be realized at the 1959 session of the legislature.

**(c) Organized labor in California calls for intensified action to remove the blight of discrimination in the pattern of home ownership and occupation in America.**

Second only, perhaps, to the denial of equal rights in education and employment, no single area of discriminatory practice more vitally affects the character of American society than the practice of discrimination in housing. The widespread patterns of discrimination involving builders, real estate brokers, banks and other lending agencies, make a mockery out of the American dream of the family home.

Discrimination in housing stands as the greatest single obstacle to realization of the goal of renewing our cities, eliminating slums, as well as providing a decent home in 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.

Californians have no room for smugness on their part in their attitude toward the South on the school segregation issue. Despite the fact that school segregation as such is prohibited by law in California, it is inevitable that a form of segregation will exist in practice because of our segregated neighborhoods. In many instances, discrimination in housing forces school segregation by the "back door," and at the same time lends itself beautifully to the practice of "gerrymandering" school districts for segregation purposes.

Because of the complexity of the discrimination pattern in housing, it is essential that the programming of action be comprehensive if the discrimination problem in housing is to be seriously and successfully approached. On the administrative level, we call upon the President and the federal housing officials respon-

sible to him to adopt the following program:

(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 and national origin. This would include housing funds, guaranteed federal mortgage insurance, slum clearance and urban renewal aid, etc.

(2) Require from any and all governmental 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 from or denied to any builder or promoter who rejects an applicant because of the applicant's race, creed and 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 action where state and local programs mesh or tie in with the federal programs. It is entirely within the authority of the California legislature to enact a comprehensive anti-discrimination bill in housing that cuts across all housing programs. Organized labor in California pledges active support for such legislation at the 1959 session of the legislature.

Further, at the Congressional level in Washington we call upon Congress to:

(1) Support with necessary funds a program of public and middle income 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.

Finally, recognizing that it on the local level that the benefits of non-discrimination can be realized or defeated, we call upon local labor representatives to seek representation on all public housing, redevelopment agencies and planning commissions in the housing field, and assume the responsibility for initiating and strengthening non-discrimination policies in these bodies.

Again on the state level, as we approach closer and closer to the goal of securing equal employment rights (See section (b) of this statement), we must begin to raise our sights and lay the groundwork 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. We must mobilize in this direction in the same manner in which we have joined other public-spirited groups to press the fight for fair employment practices legislation.

Adopted, p. 25.

## X

### HOUSING

**(a) Current housing construction, based on Eisenhower-supported programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs, both in terms of construction volume and in providing housing at a cost most families can afford.**

No material need of the average family is more neglected than housing. Despite our great resources and abundance of manpower and skills, our nation has been unable to produce enough housing to meet the pressing needs of millions of families.

This shocking neglect of still unmet needs of millions of American families for decent homes is undermining the strength and prosperity of our nation. The following are just a few of the facts that describe the sorry state of American housing.

In 1957, there were only 989,700 private non-farm housing starts, under the 1,000,000 rate for the first time since 1949. Prices and financial charges for the houses that are being built are further out of reach of most families than ever

before. The enactment of emergency stop-gap legislation by Congress earlier this year, although failing miserably to meet housing needs, has produced a slight increase in housing starts. The best that can be hoped for in 1958 is between 1.1 million and 1.2 million starts, which is far short of the two million starts needed to meet minimum requirements.

More than 17,000,000 Americans live in dwellings which have sunk beyond hope of rehabilitation. In many of our great cities, the slums are expanding at a faster rate than the population. These slums are eating away the heart of the downtown areas; they pay less taxes, they require more services. And the slum landlords are fighting to keep the slums, knowing full well that they can get away with murder in the non-enforcement of building codes.

In sponsoring legislation in Congress this year, the Administration has demonstrated once again its complete failure to appreciate the critical housing problem that the nation faces. This failure stems from a fundamental defect in its philosophy and its program.

The measure sponsored by the Administration this year would have done nothing to stimulate housing activity. It completely ignored the urgent needs of millions of low and moderate income families to obtain decent housing within their means. The bill would have discouraged rather than encouraged the promising urban redevelopments which have been enthusiastically launched in communities throughout the country. In short, the Administration measure was completely silent on the most critical housing problems confronting the nation. Even worse, in more important particulars, the Administration's proposals would have resulted in retrogression rather than in the much needed progress on the housing front.

On the public housing front, it would have frozen additional construction and at the same time further hamstringing the program by rigid eligibility restrictions.

In regard to urban renewal, the Administration purported to advance a six-year urban renewal program with provisions for \$1.35 billion in federal capital grants. Apart from the extreme inadequacy of the proposal, much more harmful was a provision which, by 1961, would have reduced the proportion of federal contributions for urban renewal from the present two-thirds to only one-half. Financially strained local communities cannot

shoulder such additional costs. A cutback in the federal contribution would inevitably mean a drastic reduction in the entire urban redevelopment program.

In regard to rental, cooperative and sales housing, the administration would have raised interest rates for FHA-sponsored rental and cooperative housing from the present  $4\frac{1}{2}$  per cent to  $5\frac{1}{2}$  per cent. It would have also repealed existing provisions regulating fees, charges and discounts under the Federal National Mortgage Association's present, inadequate special assistance program for cooperative housing. Both of these provisions would have forced up the cost of housing at a time when the prime need is to push housing costs down.

On the other hand, the Administration's proposal would have made FHA mortgage insurance available for luxury type housing with mortgages up to \$30,000. There can be no possible justification for the federal government to provide financial assistance to the wealthy families able to purchase such high-priced housing. These proposals simply make crystal clear the Administration's concern with mortgage financiers, builders and high income home buyers, and its complete disregard of the ordinary families seeking to buy a home without assuming an impossible financial burden.

The refusal of Congress this year to enact the miserable proposals of the Eisenhower Administration was a negative victory for housing, overshadowed, however, by the refusal to enact any housing measure which would bridge the gap between housing construction and mounting unmet housing needs.

**(b) A national program designed to meet the housing needs of the nation requires the construction of a minimum of two million units a year, with provision for (1) an adequate low rent public housing program of at least 200 thousand units per year to provide decent housing for low income groups, (2) an effective middle income housing program, and (3) such other features as are necessary to round out a comprehensive housing program.**

In recent years the need for a comprehensive program to achieve the goal of good housing for every family has been increasingly recognized and accepted. Our nation cannot evade its responsibilities

for eradicating slums and slum conditions. Every American has the right to a genuine opportunity to obtain good housing in a good neighborhood.

A number of comprehensive studies have proven conclusively that to make any substantial progress toward this goal would require an annual volume of housing construction of about two million units for about five years, increased thereafter to about two and a half million. Such a rate of construction would make it possible to reduce the number of substandard dwellings from the present 17 million to perhaps about five million in 15 years.

Certainly this is the very minimum goal at which our housing program must be aimed. Anything less would mean that the United States, the greatest and most prosperous nation in the world, is unable to build the number of houses needed in order to prevent a larger proportion of families from being forced, for an indefinite period, to live in substandard dwellings.

Current housing programs cannot possibly meet the minimum requirement of two million units a year because they are fundamentally oriented to providing housing for upper middle income groups and the wealthy. The average cost of homes being constructed today is close to \$15,000. In order to afford such a house, a family devoting 20 per cent of its income to housing would have to have an income better than \$8,000 a year. Yet, figures of the Federal Reserve Board indicate clearly that less than 10 per cent of families in the United States have income above the amount required. The fact is that today's housing, with a growing concentration on larger, more expensive homes, is being aimed primarily at the upper income groups where the market is limited, rather than at the millions of low and middle income families who constitute America's greatest potential housing market.

Families of average income who are willing to over-extend themselves and attempt to purchase a house at today's market are also burdened by excessively high financial charges, thanks to the high interest policies of the Eisenhower Administration. In addition to conventional charges, which are already much greater than most families can shoulder, prospective owners of new homes have increasingly had to bear additional financial burdens resulting from unreasonable discounts and other charges, especially when it has become necessary to resort to sec-



thing possible to hamstring even the drastically curtailed program which Congress has permitted. The result is that the public housing program has been prevented from achieving its fundamental purpose to meet the basic human need of hundreds of thousands of underprivileged families.

We therefore call upon Congress to authorize construction of at least 200,000 units a year in an improved and expanded public housing program. Such authorization should also include the following:

(1) A statement of policy for the public housing program which would make such housing an integral part of a community, and would encourage a larger measure of local autonomy in the administration of the program.

(2) Authorization for local housing authorities to set rents and income limits for public housing tenants at realistic levels in accordance with local conditions, subject to statutory ceilings on income limits.

(3) Authorization for families whose incomes increase sufficiently beyond the maximum limit for continued occupancy to acquire their homes on reasonable terms.

(4) Improvements in the formula used for determining the annual contribution needed to reduce the rents in public housing to the level the low income occupants of public housing can afford.

(5) Finally, to facilitate the development of low rent housing in urban renewal areas, tax exemption on the part of local communities should be the only required local contribution for low rent projects in such urban renewal areas.

#### **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 better than a third of the nation's families, who are effectively being priced out of today's housing market. These families, with income ranging from \$3,000 to \$6,000 are in a housing "no man's land."

Ever since 1950, the AFL-CIO and other organizations concerned with meeting America's total housing requirements have urged the need for an effective program to make good homes available to

ondary financing through the Federal National Mortgage Association.

These facts regarding the contemporary housing situation demonstrate clearly that to meet the needs of the people, housing programs and policies must redirect the housing supply so as to assure that a major proportion of the houses built are within the financial reach of low and middle income families who cannot afford the high rents and monthly payments charged in today's housing market. The measure of success obtained in this direction will also determine the rate of progress that can be made in urban redevelopment and slum clearance, for it goes almost without saying that we cannot in good conscience tear down the slums and throw their low and middle income inhabitants onto a housing market that is completely out of their reach.

Until private lenders make mortgage funds available at reasonable costs, it is the responsibility of the government to fill the breach and make mortgage money available to low and middle income housing at costs which families in these groups can afford to meet.

#### **Low-Income Housing**

In order to carry out sound and balanced programs for planning and rebuilding our cities for future growth, decent housing must be made available for the thousands of low income families displaced by slum clearance, urban renewal, highway construction, and other public projects.

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 homes for families in this income group, who are currently condemned to the slum areas of the nation.

In 1949, Congress authorized the 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 at the beck and call of the real estate lobby 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 every-

workers and other middle income families at costs they can afford. As indicated above, no single factor is more responsible for the present alarmingly low level of housing construction than the ever-widening gap between the financial charges families must pay to obtain homes and the incomes of most American families.

The only answer to this problem is a program of low-interest, long-term loans which can reduce the financial burden for families with incomes too high for public housing and too low for presently available private housing. During the past eight years, various types of proposals have been advanced to accomplish this purpose. As the AFL-CIO has pointed out, labor is not wedded to any specific formula in meeting the needs of middle income families. Labor, for example, is not too concerned whether a new national mortgage corporation is established to administer the program or whether it is done through the existing FNMA. Our only concern is that a new type of financing be developed which will result in monthly charges and rents which will be within the means of middle income families.

This would require loans at approximately 3 per cent for an amortization period of at least 40 years and perhaps, for large scale projects, of 50 years. In addition, in order to reduce the financial burden for families in the initial years of their occupancy, consideration must be given to holding principal payments in the early years to a very low level. While the cost of the occupant would, of course, rise somewhat in the later years, these increases would be commensurate with anticipated increases in personal incomes and other costs. Organized labor therefore suggests that amortization of loans under this program be limited to one-half per cent per annum for the first five years, one per cent during the following five years, and one and a half per cent in the third five-year period; thereafter, amortization payments should be arranged so that together with the interest they would permit equal monthly payments for the remaining term of the loan.

Briefly illustrated, the effect of such a program might be as follows:

At the present FHA effective interest rate of  $5\frac{3}{4}$  per cent ( $5\frac{1}{2}$  per cent plus  $\frac{1}{2}$  per cent mortgage insurance premiums), a 25-year \$12,000 mortgage involves a total monthly housing cost of \$119. Assuming that 20 per cent of fam-

ily income goes for housing, this requires an annual income of \$7,125.

The same \$12,000 mortgage with a 3 per cent interest rate amortized over a 40-year period, and with amortization limited to  $\frac{1}{2}$  per cent during the first five years, involves a total monthly housing expense during that five-year period of only \$63 and a maximum ultimate expense of \$79 during the 16th year and thereafter. A monthly housing expense of \$63 requires a family income of only \$3,800.

According to census figures, almost 17 million, or 38 per cent of American families fall generally within the income range which a middle income housing program would benefit. Thus, with the low-cost financing urged by organized labor, housing expenses could be reduced to a level which would permit the successful marketing of middle-income housing at the rate of at least 500,000 units a year. Further, preference for middle income housing loans should be given first to families displaced by urban redevelopment and other public programs; second, to families living in substandard homes or facing eviction from public housing because of increased income; and third, to families living in crowded homes.

One of the main features of a middle income housing program should be to encourage bona fide cooperative housing programs. Cooperative housing, backed by sound and effective moderate income housing programs, is a particularly effective means of bringing good homes within the financial reach of moderate income families. The pioneering efforts of a growing number of AFL-CIO affiliates in cooperative housing could thereby be greatly expanded in communities throughout the nation.

While the initiation of a sound middle income housing program rests primarily with Congress, there is also plenty of room for state action to develop financing programs for such housing. In this regard, we call upon the Governor-Elect, upon assuming office in January, to immediately appoint a Governor's Citizens' Committee on Housing, to study all phases of the housing problem and to make specific recommendations for a state program necessary to meet housing needs and maintain stability in the residential housing construction industry. Specifically, the committee should be instructed to review and make recommendations on the need for a new source of long-term, low-interest loans for the construction of private and

cooperative sales and rental housing within the means of middle income families. Such a committee, with adequate staff, should be broadly representative of the construction industry, organized labor, housing consumers and the public at large.

#### **Urban Redevelopment and Other Major Features of a Workable Housing Program**

The alarming deterioration of our metropolitan areas must be arrested and effective action taken to permit the redevelopment of our urban communities in order to meet both the housing needs and economic requirements of their citizens. We therefore vigorously oppose any attempt to weaken or slow down slum clearance and urban redevelopment programs. On the contrary, we urge the expansion of the urban redevelopment program, with primary emphasis upon slum clearance and genuine rebuilding. Lesser measures such as "rehabilitation" and "neighborhood conservation" should be undertaken only where they are feasible and will assure decent homes in a good neighborhood environment. The primary aim of urban redevelopment must be to provide good homes in replanned, rebuilt communities at costs which are within the means of the families with the most urgent need for better housing,

A minimum slum clearance and urban renewal program should authorize \$5 billion over a ten-year period, with an annual capital grant authorization of \$500 million, which could be increased by \$100 million in any one year.

According to *Architectural Forum*, urban land areas under actual redevelopment are probably less than one percent of the total blighted areas in the United States and substandard dwellings to be removed by redevelopment projects are slightly over one percent of all substandard non-farm units in 1950. At the present pace, it will take many decades to make a substantial dent in the urban redevelopment job, and everything possible should be done to speed up this effort. Even \$500 million annually for urban renewal would be far less than the \$2¼ billion a year the federal government is authorized to spend for the highway program. Yet, the success of the urban redevelopment program is vital to the sound growth of the urban areas of our nation.

Further, in order to arrest the deterioration of the core of the central city and

prevent ill-planned and haphazard growth of city suburbs, we call for study and development of sound programs of cooperative metropolitan area planning for balanced development and growth of metropolitan areas. Housing redevelopment must be coordinated with programs for industrial rehabilitation of America's older industrial centers. Adequate federal funds for this must be especially appropriated.

Recognizing also that some of the worst living conditions in the country are to be found in rural areas, we call for enactment of appropriate legislation to permit rural families to obtain good homes within their means. We especially urge that adequate safeguards be established to assure decent living accommodations for migrant farm workers and their families.

In regard to housing for the aged, it must be recognized that reduced incomes and special requirements have confronted elderly couples and individuals with especially serious housing problems.

To meet the needs of our senior citizens, special housing facilities should be provided for the aged in housing developments, both public and private, under financial terms which would encourage development of housing for the elderly. Insofar as practical, such housing should be located in normal neighborhoods with adequate community facilities and opportunities for community life, and with special features required to meet the particular needs of the elderly.

Finally, having witnessed the effect of the recent tight money policy of the federal government in shrinking the volume of needed residential construction, we call for a national fiscal policy which would assure adequate credit to maintain a balanced level of investment funds for residential construction commensurate with the nation's housing needs. Further, as a means of protecting home owners against foreclosure in the event of illness, temporary unemployment, and other emergencies, legislation should be enacted to permit lapses of mortgage payments for specified periods, assuring repayment under existing mortgage insurance and guarantee programs. To enable families of moderate income to purchase homes on a sound basis, legislation is also needed to protect purchasers on sales contracts, and to protect home owners on home repair contracts.

Adopted, p. 34.

## XI EDUCATION

### **(a) The nation's school crisis cannot be met without a comprehensive, balanced program of federal aid to public schools.**

As the national AFL-CIO pointed out in convention last year, "The launching of the Soviet satellites has called forcefully to the attention of all Americans what should have been painfully clear for years: the shameful neglect of our educational system has led to a deterioration that threatens our way of life and our very existence."

Organized labor in California finds it rather sad, indeed, that these small objects circling the earth in space—first put up there by the current enemy of freedom—and the cold, negative fear these objects have generated, necessarily had to be the motivating force to shake the American public out of its lethargy into a full realization of the vital importance of education to the survival of our free society.

It appears that out of these international events it has become fashionable to condemn our public school system and to demand that it produce! produce! produce! Organized labor is grateful that the lethargy that existed prior to the satellite launchings has been shaken, but we cannot in good faith join the chorus of yelling. Our views, our expectations, of the school system in this free society have not been shaken or in any way modified by recent developments. Further, organized labor will never lend itself to any mass hysteria—possibly dangerous hysteria—that may develop out of the pressures and fears of the moment.

We say this because the trade union movement is part and parcel of the moving force of freedom in our society which gave birth to the public school system. The trade union movement today, as from its inception, in fostering the public school system, continues with the mainstream of active, dedicated public school supporters who have always, and not just of late, recognized that education is the lifeblood—the foundation—of a free society. We in labor cannot afford the luxury of placing education in the class of secondary interest, because we are a "free" labor movement—a free movement which can only survive in a democracy wholly dependent upon its educational system.

From its beginning, organized labor has

recognized that universal public education is essential for the achievement of equality of opportunity by the children of the United States. We take pride in the fact that in California, as throughout the nation, a growing number of trade unionists are members of school boards and are otherwise giving support to the educational needs of our people.

The crisis recognized to exist in America today is a crisis that existed prior to the Soviet scientific advances, and one that stems basically from the failure of the United States to give education in America the priority it must have on the public treasury of a free society. The shortcomings of our educational system, recognized and admitted by professional educators, are the shortcomings of a nation which, thus far, has been content to meet the shortage of class rooms and qualified teachers with halfway measures, and which has refused, through its Congress, to provide the federal funds necessary not only to meet the physical needs of education in the way of classrooms, etc., but also to provide the necessary incentives, financial and otherwise, to fully staff our schools with the cream of America's intellect. The nation must recognize that it can yell its expectations of our school system from now until eternity, but we will realize in terms of satisfaction of our demands no more than we are willing to pay for education as a nation.

America must awaken to the education challenge, not by emotion, but by facing the facts of life. At every level, our educational system must be strengthened. No child must be deprived of the best possible educational opportunities because of lack of school facilities, because of the lack of qualified teachers, because of financial difficulties, or because of racial discrimination.

The plain fact is that the school crisis today is so great that only federal aid can rescue the public school system from further deterioration. The state and local governments generally, where the need is greatest, simply do not have the funds or the taxing authority or the tax base to meet growing classroom shortages and provide operating funds necessary to attract and keep a fully qualified teaching force. Most of the funds the state and local governments do and can raise, moreover, are based on regressive tax laws.

With proper safeguards against interference with local schools, the federal government therefore has a responsibility to provide: (1) federal aid for public school

construction, (2) federal aid for public school teachers' salaries, (3) federal aid for scholarships, (4) federal aid to combat illiteracy at all levels, and (5) federal aid for health and welfare services to all children.

As in the past, organized labor today stands for a comprehensive, balanced approach for the provision of necessary federal aid to education. In this regard, organized labor cannot hide its disappointment and disgust over the manner in which the Eisenhower Administration earlier this year dropped its minimal, overall federal aid program proposed at the 1957 session of Congress in favor of one giving vent to "Sputnik" emotions, that is, a narrow defense education proposal geared primarily to scientific and technical training through the provision of a limited number of federal scholarships and a few token federal grants for increasing the supply of college teachers, improving foreign language, science and mathematic teaching, and improving counseling and testing programs. We deplore, further, the manner in which Congress slashed the completely inadequate Eisenhower proposal by deleting the provision for scholarships and passing the so-called National Defense Education Act of 1958, which provides a fund from which students can make loans to defray college expenses, and a few grants to encourage and improve science, mathematics and foreign language teaching.

The disgraceful manner in which the Administration and Congress ignored the broader federal aid needs of the nation in favor of a pitiful defense education act giving disproportionate weight to scientific and technical training in an emotional response to Soviet achievements, rather than the basic needs of an educational system in a democracy, is cause for concern. Certainly, the nation is in agreement that encouragement to science is needed. It is needed in balance, however, and not to the exclusion of other equally pressing and important educational needs. Current concern over Soviet scientific advances is understandable, but we must be on guard against over-emphasis on education in science at the expense of the arts and the humanities.

All segments of our society, we are confident, feel equally the pressures that are working upon us at this moment in the fields of science and mathematics. We feel, and perhaps justly so, that we have fallen behind our enemies in certain phases. Yet, is it not also true, apart from

the present status of education in science and mathematics, that our technical knowledge has already far outstripped the arts and the humanities? In a state of mind bordering on panic, are we to ignore this disparity? Are we to rationalize that the exigencies of the moment justify an even further widening of the gap that already exists between technical knowledge and the arts and humanities? Further, are we foolish enough to think that, in a free society, we can gain real security in turning out a generation of pure-bred automations of science in a world that already has the technical knowledge to destroy itself? On mature consideration, organized labor is confident that reason will eventually prevail, and that if to no one else, we will listen to the scientists themselves—the recognized spokesmen for science—who almost daily are urging that we bend our anxieties in the direction of a more sober, more balanced, approach to education.

In considering new programs of aid for scholarships and grants for science and mathematics, it must be borne in mind that the vast majority of scholarships and grants available are already given to promote further research in these fields, in engineering and other more restricted technical studies to aid industry and national defense. At an increasing rate, emphasis is being placed on keeping our scientific research on a par with the work of our national enemies, and on technical training for industry. Precision! Efficiency! These are to be stressed. Yet a nation which becomes but an efficient machine cannot survive. A nation which would largely restrict its creative impulses to material improvement and ignore social and esthetic values may easily destroy its heart, its soul—and then its life.

The rise to power of a depraved, uneducated, but cunning man in an efficient, technically trained Germany is proof of the fact that training for efficiency and technical skill alone does not equip a nation to resist a tyrannical leader, or to oppose a wicked or destructive program which may confront it. By the same token, a scientifically trained and a technically efficient Soviet Russia offers no hope of awakening its citizens to the Soviet menace to the world.

In the final analysis, our nation's culture is an expression of practical knowledge, coupled with aesthetic and humanitarian values. We have combined the fruits of technical research and the benefits which science has given to mankind

to bring extensive gains and comforts to millions of homes. But our nation must continue to afford full opportunity for the growth and development of aesthetic and humanitarian values through which we maintain that spark which makes life a challenge and a joy. It is in seeking to meet that challenge that our nation must, through the liberal arts and fine arts, as well as through science, mathematics and technical knowledge, bring greater pleasure, comfort and inspiration to the lives of all.

It is for this many-sided objective, not just for material gain, that scholarships and loans must be made available, with the help of the federal government, to all students qualified to benefit therefrom in the field where they can best make their contribution to enriching their own lives and bringing a full life to others. Such a program is necessary and must have balance, not only within itself, but also within the broad federal aid program proposed and supported by organized labor.

California labor therefore joins with the AFL-CIO in calling upon the 86th Congress to raise its sights, and to give the nation a federal aid program that meets squarely the crisis in education.

**(b) California labor pledges its continued active support of the public school system of the state, and full cooperation in all efforts to meet the expanding needs of the system.**

The crisis in education as it applies to the nation assumes even more critical proportions in California because of the present and projected increase in state population and the demands which this population increase impose upon the school system, both in terms of added school facilities and the training and placement of qualified teachers. In both of these areas, our public schools are already far behind in meeting even current demands, apart from projected needs.

On the other hand, insofar as California is concerned, we are one of the richest states in the nation, and therefore in perhaps the best position to meet state education needs in the face of Congress' persistent refusal to provide necessary federal aid to education. Given the resources available, what is lacking and most needed is a firm determination on the part of our citizenry that our pressing school needs shall be met in full. Instead of compromise with cost, we urge

that the school needs of the state be met head-on, and pledge the following:

**(1) Full support of every financial effort to meet school construction needs.** The uniform support of construction bond issues at both the local and state level by organized labor is evidence of labor's dedication to the public school system which it helped to create. While pledging our future support of schoolhouse construction bond issues, we at the same time note the desirability of utilizing less expensive pay-as-you-go financing whenever feasible.

It is recognized, further, that meeting the schoolhouse needs of our growing school age population on a timely basis so as to eliminate the requirement of double sessions involves extensive planning for population growth patterns. Yet such advance planning is virtually an impossibility as long as housing developers, without adequate local and regional master planning, are permitted to scatter bedroom areas all over "suburbia" without regard to the tax base for school support and in many instances without dedication of land for schoolhouse construction. Given the solution to the financing of construction, there can still be no hope for keeping classroom construction abreast of population growth patterns without the concomitant development of effective local and regional planning agencies.

**(2) Support of expanded state aid for operation of public schools, as distinct from schoolhouse construction.** State appropriations to school districts for basic and equalization aid must be based on meeting school needs. As those needs increase beyond the financing capacities of local districts, it is up to the state legislature to respond with forthright action. By the same token, we reaffirm our strenuous opposition to aid proposals, such as those sponsored in the past by the California Teachers Association, which do the bidding of big business and the wealthy by seeking the enactment of "tie-in" revenue provisions which would force the working man to pay a disproportionate share of the added revenue cost. Our position is that school needs should be handled on their merits, and that revenues needed to finance our schools should also be met on their merits, separately and apart from each other.

**(3) Continued full support of the right of teachers to organize freely into bona fide unions as the only means of elevating their profession to the level which will**

make it possible to attract and retain an adequate supply of competent teachers. Apart from the need for qualified teachers to replace the more than 12,000 presently employed on provisional credentials, it is estimated that a total of almost 250,000 new teachers will be needed in the period ahead ending in 1971. The State Department of Education therefore predicts that during the next fourteen years, California will need an average of 17,600 new teachers per year (11,720 elementary school teachers and 5,850 secondary teachers). There is no hope of meeting this staggering need for new teachers through the placement of fully qualified teaching graduates of our universities and colleges, especially in view of past experience indicating that from 24 to 50 per cent of the candidates who complete the requirements for credentials in any given year do not accept positions as teachers. The recruitment of qualified teachers from other states also offers little hope of filling the gap between supply and demand.

This teacher shortage, actual and projected, remains primarily an economic problem of elevating the teaching profession to a level where salaries and working conditions are sufficiently high to bring back into the profession thousands of qualified teachers lured away by higher paying jobs, to induce students upon completion of their teacher training to actually enter teaching, and to encourage teacher training in numbers sufficient to meet future demand. As in the case of other professions, it is up to the teaching profession itself to elevate its position in society through self-organization. In this regard, California labor extends full support to the American Federation of Teachers, AFL-CIO, and its various locals in this state.

**(4) Opposition to any and all efforts of special interest groups to control the subject matter of education.** In this regard, it is not the intent of organized labor to shadowbox with something that is only hypothetical. The control of content and subject matter is a clear and present danger in the current effort of certain private industry organizations attempting to sell educators the idea that industry should be some kind of partner with education in building a better future.

Organized labor was shocked last fall to find how far this rather high-sounding idea has already been carried when the California Association of School Administrators came up with it as the theme of

their annual convention. We did not hesitate at that time, in an appearance of a federation representative before the convention, to take exception to the theme. The importance of the matter requires re-statement at this time.

Organized labor is completely out of sympathy with any concept of public education that would place it in partnership with any special interest sector of our society, whether that sector be labor, industry, agriculture, the military or any other special interest group.

It is not that we fail to recognize the contributing role of industry in our private school system; nor is it that we seek the elevation of labor to the same exalted position of partnership. As a matter of fact, in a broader sense, the term "industry" includes labor, so that we, too, may consider ourselves as falling within the partnership concept being advanced by big business. The very concept of our public school system, however, and of improving education is at variance with the partnership idea. We hold that the prerequisite to any improvement is the maintenance and the extension of "academic freedom" within the schools. The surest way to destroy that freedom is to make education the partner of a special interest sector of our society.

If partnership is a thing to be desired for a better future, we urge that partnership be sought in "freedom," which in a democracy is the only fitting partner for education. We urge administrators and teachers alike to uphold their academic integrity, and to remain alert to any attempt by special interest groups to control or to directly influence the subject of education.

The ideal partnership with special interest, furthermore, raises serious questions relating to the purpose of education. Most serious is the narrow connotation of partnership that public education should be satisfied with simply meeting the needs of a particular institution in our society as, for example, industry in a private enterprise economy. A little broader version would be that its function is to satisfy the needs of all of society's functioning institutions. Organized labor expects more than this of education in a free society. An understanding of the operation of our institutions—the manner in which they mesh—and providing the tools for critical evaluation of the operation of our institutions are all basic to education in a democracy. It would be a sorry day,

indeed, for our democracy if our public schools ever accepted industry, or labor, or both as partners, and sought only to satisfy the needs of each in our society without evaluation of the functioning of their institutions in a democracy.

This, of course, does not imply that we are opposed to various interest groups in our community sharing in the responsibility for helping to form school policies, or in any way participating in development of school curriculum. We fully recognize that public education is truly a community function in which the degree of community participation generally determines its successes or failures. As a movement, therefore, we have urged, and continue to urge our members to seek representation on school boards and other duly constituted educational bodies. Further, we encourage central labor councils to take an active interest in the operation of our schools and to seek representation on all advisory bodies. We believe wholeheartedly in study councils, as in the case of the present Citizens Advisory Commission established to assist and advise the joint interim committee of the legislature on the public education system, and in the contribution such councils and bodies can make toward the advancement of education. But this 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 those policies and conduct of any public school program is the exclusive jurisdiction of professionally qualified educators.

Likewise, we are not objecting to special interest materials or representation being permitted in the classroom. We would be the last organization to deny freedom to the student and the teacher in the pursuit of knowledge. Nor are we particularly concerned over the financial inability of organized labor to complete with the tax deduction-incentive to industry in the preparation of attractive, well planned and expensive teaching materials and aids. Our concern in this connection is only that the special interest materials be used properly—that is, used in proper balance with opposing special interest materials as well as with strictly academic sources—and that such special interest materials be properly labeled for critical analysis.

We therefore call upon local trade

union bodies to watch closely for evidence of industry attempts to dominate our local school systems. Where such evidence occurs, we urge that they take the matter immediately before the local school board for remedial action.

**(c) The importance of labor education, demonstrated in the recent campaign against Proposition 18, demands the continuation of existing, established programs and the broadening of the scope of labor education to include consumer-oriented programs undertaken in cooperation with other dedicated consumer groups.**

The fundamental importance of labor education to the survival of the trade union movement was demonstrated conclusively in the recent campaign against Proposition 18, the so-called "right to work" measure.

Within the labor movement, the introduction of Proposition 18 presented a formidable task of educating workers themselves to the issues behind the "right to work" scheme and the effect of the measure on the security of workers and their unions. It was recognized at the outset that if the proponents of the vicious measure succeeded in dividing the California labor movement and pitting worker against worker by their propaganda approach and appeal to make-believe rights, it would have been impossible to impress the voting public generally in sufficient number to defeat the measure. Labor education on the issues of the campaign, therefore, was a prerequisite to going before the public for their support. Let us admit frankly in victory that what labor had failed to do in developing an informed membership over the years had to be accomplished in a matter of a few short months through emergency education meetings and conferences at the local level in all parts of the state. The success obtained through worker education gave us the unity within the labor movement that was essential for the defeat of Proposition 18.

The lesson of the "right to work" campaign in workers' education must be recognized as an asset in the development of future labor education programs. What was found to be true the hard way in regard to "right to work" is also true in regard to organized labor's entire program. The policies and programs which



we adopt here in conventions have little chance of implementation unless they are backed by an active, informed membership. The union member who does not understand the labor movement can hardly be expected to become an active supporter of its programs and policies. By the same token, the union official who believes that his organization can progress and prosper in the face of an uninformed membership is heading for a rude awakening which will not only cost him his office but also possibly destroy the source of strength of his local organization.

In short, a sound workers' education program today is labor's basic insurance policy for success in the future. While the primary responsibility for continuing workers' education programs on the local level rests with the local unions themselves, there is much that must be done at the state level to promote the expansion of local labor education programs and to develop informed labor officials and local labor education leaders. Proven state-sponsored workers' education programs such as the following must be continued and expanded:

(1) **Statewide week-long labor institutes.** Such institutes should be 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 major problems facing the labor movement.

(2) **Weekend labor education conferences.** Weekend conferences should supplement the longer weeklong conferences for the intensive study of more limited aspects of broader subjects suitable only for week-long conferences. For example, whereas a week-long conference may concern itself with the entire subject of social security developments, the weekend type of conference should limit itself to the study of one aspect of the social security field, such as problems in unemployment insurance or disability insurance or similar specific items. Further, the weekend conferences offer an opportunity of securing wider attendance by offering conferences on a regional basis with the repetition of subject matter as may be deemed desirable. In a state as large as California, this becomes a matter of necessity to bring the conferences within the reach of every affili-

ated union so as to reduce the cost to unions of sending delegates, and thereby securing wider attendance with the possibilities of reaching active rank and file members who are leaders in local-sponsored workers' education programs.

(3) **Annual labor press institutes and conferences.** The labor press must play an important role in any workers' education program. To it falls the major portion of the burden of keeping workers informed of the basic issues underlying the socio-economic problems facing the nation. Specifically, where the commercial press denies workers access to the facts, the labor press must step in. In its efforts to achieve this goal, the labor press faces many problems relating to financing, circulation, format arrangements, etc., which must be thoroughly discussed if they are to be resolved. Labor press institutes and conferences provide the media for such discussion and solution of problems of common concern. The development of the labor press as an effective instrument to insure an informed membership is one of the major challenges facing the labor movement.

(4) **Annual labor scholarship awards to competing high school seniors.** A high school scholarship program serves a multiple purpose. Besides helping some of our most promising students through college, it at the same time helps to strengthen the relations between the local labor movement and school officials. Perhaps even more important, however, it encourages a factual study of organized labor's role in our modern industrial society.

The California State Federation of Labor this year conducted its eighth annual scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii. Awards are made on the basis of the student's score in a special written examination, with due consideration of the participant's high school academic record. Under the rules of the contest, a check for \$500 is deposited in each winner's name at the college of his or her own choice, without any restrictions as to the field of knowledge in which the winner may choose to specialize.

The proven worth of these annual awards requires that a similar program be sponsored in the coming year.

(5) **Labor-consumer education.** Finally, in regard to workers' education, recognition must be given to the desirability of working with other public-spirited groups

on matters of common concern and of vital interest to labor itself. One of these areas, growing in significance daily, is the whole field of consumer interests, apart from being identified with any particular economic interest or segment of the population.

Organized labor represents the greatest single body of consumers in the nation. Many of our policies take their form from wage earner interests as consumers, recognizing that what can be won through economic action is easily taken away or offset as a result of inaction in protecting the worker as a consumer.

It is significant that, despite the basic compatibility of interests of consumers generally and organized labor specifically, a sharp wedge in many instances has been driven not only between labor and non-organized consumers, but also even among some trade union members and their own movement as an economic force. It is painfully true that the dominant corporate giants of the nation, aided by the commercial press, have made serious inroads in convincing consumers of the absurdity that collective bargaining is the source of their problems in combating inflation. Through the process of "calendar economics," these corporate giants have gone far to convince consumers that it is the wage increases won by organized labor that is the cause of inflation and the crumbling of consumer dollars. Yet it is the collective bargaining process, through the provision of a healthier distribution of purchasing power, that assures the mutuality of interests of consumers as such and trade unionists.

The developments in overall consumer relations require the broadening of the concept of workers' education to include programs which take their form from the problems which trade unionists face as part of the consuming public. In this regard, there is virtually an untapped field of cooperation with exclusively consumer-oriented groups such as consumer cooperatives, credit union groups and buyers' associations such as the Consumers' Union.

The complexity of consumer problems, moreover, crossing as they do numerous fields of legislative activity and administrative action, warrants formation and labor participation in a loose association of consumer oriented groups to (1) promote consumer education programs, (2) broaden the area of mutual interest for cooperative action, and (3) speak out in the interest of consumers on both legis-

lative and administrative matters affecting consumers.

The importance of formation of such a consumer-oriented group or association has increased materially since the declaration by the Governor-Elect of California that he intends to establish within his administration an office of consumer counsel, patterned after the New York trail-blazing program under Governor Averill Harriman, to secure effective consumer representation in state government and before the legislature. The recommended association of private consumer interests would materially enhance the operation of such a program by providing a broad base for support of consumer oriented activities.

Section (a) adopted, p. 34; Section (b) adopted as amended, pp. 34-35; Section (c) adopted, p. 35.

## XII

### WATER AND POWER

**Organized labor will continue to press for full and integrated development of California's limited water and power resources, pledges opposition to any and all attempts to inject the state into the field of water and power development as a means of escaping the anti-monopoly protections of federal reclamation law, and further urges that such protections be enacted into California law as a prerequisite to any state undertaking in the field of water and power development.**

Despite California's favorable position in regard to climate, soil, minerals and other natural resources, as well as human resources, there are absolute limits on future growth which will be determined primarily by the availability of land, water and electric power.

Without water and power in the quantities and places necessary at the times of need, and at prices which will permit and encourage individual and collective enterprise in both agriculture and industry, it is a foregone conclusion that California will neither be able to keep its growing population and labor force fully employed, nor develop toward the ideal envisaged by her people.

In recognition of these facts, we must continue in the direction of integrated development of our limited water resources to keep the available supply of water and power abreast of California's

growing needs, while at the same time taking steps to ensure that such development shall proceed in accordance with public policies designed to accomplish the widest possible distribution of the benefits of water and power developed at the taxpayer's expense.

Historically, the private power interests and the landed monopolists of California have stood in the way of such development in their undying efforts to capture the resources of the people and 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. They have even blocked development altogether.

The unfortunate story of their success lies in the history of the Central Valley Project; in the unconstructed units of the CVP 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 in the Bureau's comprehensive plan.

Today, these forces which have blocked comprehensive, integrated development stand ready to reap the full benefits of their negative and divisive tactics, if the people of this state slumber and permit current proposals to inject the state into the field of water and power development to go unchallenged in regard to both the motivations for state injection and the financial and economic soundness of the projects being proposed.

Although the state has never constructed a project, there can be no objection per se for state entrance into the field. On the contrary, we must recognize 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 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 to take 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 the \$1.5-plus billion project, designed to transport water all the way to the Mexican border, has economic and financial feasibility. Not only is economic and financial feasibility unproven, but the state does not even have the criteria for determination of such feasibility.

We must be mindful of the history of the state Feather River Project. It is a known fact that the project was devised with the advice and consent of the monopoly interests who have consistently fought against the development of our resources in an integrated fashion for the benefit of the people. In fact, the state Feather River Project was originally proposed by the California Central Valley Flood Control Association, the known front organization of these monopoly interests that sold Congress some time ago the slogan that California 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 the state. In proposing development of the Feather River Project as a state project, and in securing its authorization as such by the legislature in 1951, these forces knew that they were effectively blocking the Bureau of Reclamation advance planning of the Feather River as a federal undertaking in accordance with the comprehensive Central Valley Basin plan. It is significant, also, that the federal plan contemplated the use of all Feather River water in its natural hydrographic area where every drop is need-

ed. Further, public power generated at the project's dam site 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 on its face 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 south at a tremendous additional expense, not only in terms of the added cost of construction and maintenance of the necessary aqueduct system, but also in the consumption of better than four times as much power as the project itself would produce. The amount of power thereby destroyed annually by the proposed state Feather River Project would be enough to sustain at least 500,000 workers in employment. Further, all public power generated at Oroville Dam in the state-proposed project would go to the Pacific Gas and Electric Company.

Thus, in the state Feather River Project, 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 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 program. Before state entrance into the field of water and power development can be supported, the state must clear itself of the tinge of domination by the landed monopolists and the private power utilities. We must 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 must 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.

Pursuant to the above principles, California labor takes the following policy positions; first, in regard to federal ac-

tions, and secondly, in regard to state participation in the field of water and power development:

**On the federal level, we:**

(1) Call upon the U.S. Bureau of Reclamation to proceed with advanced planning, and Congress to authorize forthwith the construction of the remaining units of the Central Valley Project, including federal construction of the Feather River Project, in accordance with the Bureau's comprehensive plan for completing the unified development of the Central Valley's water and power resources, as contained in the Central Valley Basin report of 1949, published by the United States Senate.

(2) Urge immediate federal construction of the San Luis Project, and oppose any so-called "partnership" arrangement for joint use of this federal unit by the state that does not extend reclamation law anti-monopoly protections to federally subsidized water deliveries by the state.

(3) Urge immediate appropriations by Congress for construction of federal power facilities on the Trinity River Project, so as to block once and for all the scandalous efforts of the Pacific Gas & Electric Company to grab Trinity Power through their thoroughly discredited "partnership" proposal.

(4) Demand that the federal excess lands law (the so-called 160-acre limitation) be enforced immediately in the Pine Flat service area, where it is now being evaded by Tulare Lake Basin landowners in connivance with the present national administration.

(5) Oppose any so-called joint federal-state water development program that permits contribution of federal funds to state water projects without corresponding application of anti-monopoly protections of reclamation law.

**On the state level, we:**

(1) Demand that anti-monopoly provisions comparable to those in the federal reclamation law regarding public power and distribution of water benefits be incorporated into state law before any of the proposed state water projects are undertaken by the state. Unless and until this avenue of escapement of anti-monopoly protections through state construction is removed, there can be no hope for rational, comprehensive planning of a state water development program.

(2) Demand that the state legislature adopt sound standards of financial and

economic feasibility before any part of the so-called state water plan is approved. It should be noted that economic and financial feasibility are considerations of economics, policy and management, rather than engineering determinations. Engineering feasibility of a project cannot be regarded as satisfying other aspects of feasibility. A project is economically feasible if the benefits derived from its construction exceed the cost to be incurred in its design, construction, operation and maintenance. On the other hand, for a project to be financially feasible, it must be demonstrated that there is reasonable assurance that the necessary funds to finance construction of the project can be obtained, and that the project beneficiaries are willing and able to repay costs assigned to them. Further, project costs must be allocated to individual purposes, and a decision made on the amount of project costs to be repaid for each purpose before it is possible to compute the significant aspect of financial feasibility, that is, the ability of project beneficiaries to repay their assigned project construction costs within the prescribed payout period.

(3) Urge the state legislature to recognize that salt water conversion may soon be economically feasible, and to seriously weigh this factor when considering the soundness of various parts of the present "pig-in-a-poke" water plan, and to take immediate steps to guard this future source of great wealth and power from monopoly control by the powerful land corporations and private utilities of the central valleys.

(4) Outside of the above framework, we remain firmly opposed to state construction of the so-called Feather River Project.

It is recognized that California is truly at the crossroads in the field of water and power development. California to date has not constructed a single project. If California should enter the important field of water and power development, it will probably be under the Democratic administration recently elected to power. Again, the Democrats are on trial. It is up to them to determine whether or not California shall enter the water and power business for the benefit of the monopolists who have thus far dictated state policies, or for the benefit of the people who must subsidize California water and power undertakings.

Adopted, p. 28.

### XIII

#### INTERNATIONAL AFFAIRS

**California labor is dedicated to the advancement of world peace and freedom, and vigorously supports the AFL-CIO in its consistent advocacy of a foreign policy for free peoples.**

The preservation of peace and freedom is the burning issue of our time. In the continuing struggle between freedom and slavery, a free trade union movement can never be neutral, because it is only under the conditions of freedom that organized labor can pursue its goal of security and improvement in the conditions of life and labor of the working man.

As AFL-CIO President George Meany stated in an address before the Commonwealth Club of San Francisco earlier in March:

"Mankind's experience with modern totalitarian dictatorships, whether they are Fascist, Communist, Nazi, Falangist or Peronist, has taught the wage earner of America some valuable lessons.

"We have learned from bitter experience that workers are the Number One victims of dictatorships of every type—right, left, Facist or Communist. We know that there cannot be a free movement of workers dedicated to a better standard of life in a society that is not free.

"We have come to believe that in this atomic age it will not long be possible for the world to remain half-free and half-slave. The twentieth century slave state, as exemplified by the Soviet Union, is a barbarous and brutalizing power.

"It has no regard for the value of human life. It is not deterred or turned aside by any religious or moral concepts of human decency. Its spreading influence and control over more and more peoples, its implacable, constant and sustained warfare on human freedoms in every part of the world, compels those of us who cherish freedom and decency to give what aid we can to others who are struggling to achieve or maintain the right to govern themselves."

In this vein, American labor today as always, supports the aspirations of all colonial and oppressed peoples to national independence and human freedom. In line with the best anti-colonialist traditions of our own nation, organized labor has been in the forefront of the fight by the international free trade union movement against every form of colonialism—the old

western type as well as the new Soviet colonialism, which masquerades under the designation of "people's democracies." We have opposed colonial oppression and exploitation on both sides of the Iron Curtain, and we have not hesitated to criticize our own government when, in the realm of power policies, it has not dissociated itself or failed to oppose colonial policies pursued by our allies in Africa, Asia and elsewhere.

Further, American labor has not failed to recognize features pertaining to race relations in certain sections of our nation which require vigorous and effective action to once and for all remove this cancerous growth which has been eating at the heart of our democratic institutions and blunting our nation's moral weapons in the continuing fight against discrimination and oppression wherever they may be found.

These are basic principles that guide the AFL-CIO in its active participation in international affairs.

Organized labor in California vigorously supports the activities of the AFL-CIO, not only as they relate to the advocacy of a consistent foreign policy for free peoples and their governments, but also as they relate to the work of American labor within the International Confederation of Free Trade Unions to accomplish the goals of world free labor—"BREAD, PEACE, and FREEDOM."

Accordingly, in face of the grave dangers that today threaten to destroy man's hope for freedom and lasting peace, we join with the national AFL-CIO in calling for the implementation of the following programs:

1. Reexamination, revision and strengthening of our foreign policy so as to capture the initiative for the free world in the struggle to make peace secure and to promote freedom for all men.

2. Mobilization of our human and material resources in cooperation with other free nations to meet the challenge of growing Soviet scientific, and industrial and military power. America and its allies must move swiftly to pool resources and step up joint efforts in the military, economic, educational, scientific and technological fields.

3. Mobilization of our moral resources and strengthening of our moral position in the world by seeing to it that our practices within our own borders in the fields of civil liberties and civil rights match our beliefs in and our championship of

such rights outside of our borders. In Communist imperialism's unceasing effort to win over the uncommitted third of the people of the world, most of them colored, the shame of Little Rock and other acts of violence in the South are worth more to this effort than the sum total of Soviet scientific achievements.

4. Launching of a bold global attack aimed at wiping out the source of Communist power in industrially and agriculturally underdeveloped countries through a program of technical, cultural and economic aid, channeling such assistance whenever possible through the United Nations and its specialized agencies, including the ILO, UNESCO, FAO, IAEA, Technical Assistance and the proposed SUN-FED (Special United Nations Fund for Economic Development).

5. Active support of all just demands of the colonial peoples for national freedom, self determination and full partnership in the family of nations, including assistance to submerged peoples in preparing for self-government.

6. Strengthening and extension of the influence and effectiveness of the United Nations as the world's best hope for peace and human progress.

7. Promotion of economic cooperation and freer trade, with safeguards looking toward the establishment of an international system of fair labor standards and minimizing possible economic dislocation and hardship.

8. Dedicated support of the International Confederation of Free Trade Unions as the instrument through which the world's free workers can assist each other and make their contributions to the preservation of peace and the advancement of freedom and human dignity in the world.

9. Categorical rejection of any idea of imposing our form of government or economic system on any other country, and support for free peoples who resist attempted subjugation.

10. Promotion of international cooperation in the atoms for peace program, with provisions for free trade union representation in the planning and establishment of such projects.

11. Expansion of cultural, political and economic relations, among countries of the world, including endorsement of cultural relations with countries behind the Iron Curtain.

12. Finally and above all, we must un-

ceasingly and untiringly advocate that the United States, both through the United Nations and in direct relations with other governments and peoples, pursue every honorable means of achieving international disarmament, including an effective ban on nuclear weapons testing, without compromising the basic principles that characterize the free world. The pursuit of peace through every honorable means must not be a mere pious aspiration; it is a prime condition of survival. Organized labor is fully aware that foreign policy is no longer a matter of a treaty signed or a conference held. The H-Bomb, the intercontinental ballistic missile, and the space rocket and satellites have brought the issues and events of foreign policy into every household. The stakes are as high as our physical existence and the continuation and extension of our free way of life.

Adopted as amended, p. 38.

## **Section A**

### **SUPPLEMENTAL UNEMPLOYMENT BENEFITS**

Unions in California have negotiated collective bargaining contracts which provide for the supplementation of state unemployment benefits. Experience has shown that large numbers of the population of California do not enjoy permanent employment by reason of which their purchasing power is unstable; and this is detrimental to the interests of the people of California as a whole.

These supplemental unemployment benefits have been a valuable and necessary means of economic support for union members during the recent and current recession. The California Labor Federation, AFL-CIO affirms its support for collective bargaining agreements which provide for the supplementation of state unemployment benefits during periods of unemployment.

Adopted, pp. 22-23.

## **Section B**

### **COLLECTIVE BARGAINING OBJECTIVES**

The period ahead poses a serious challenge for union collective bargaining efforts.

The general economic climate is reflected in tighter bargaining conditions. But the very fact of an economic slackening makes it doubly imperative that

unions gain sizeable wage increases to bolster consumer buying power and thereby provide a needed stimulating force for an upturn in the economy.

The steady increases in wages negotiated since the end of the great depression of the 1930's have been a significant factor in the generally prosperous growth of our economy. They have helped provide the broader-based rising purchasing power needed to keep pace with our economy's expanding ability to produce. We must continue to reinforce this needed growth in mass purchasing power through negotiations of substantial wage rises.

The record of the 1954 economic recession is particularly pertinent. The continued negotiation of wage increases that year in the face of general economic downturn was a notable stimulating force for a pickup in economic activity.

All the major economic indicators once again disclose that a decline in levels of employment and business activity is now upon us. Most of America's basic industries are operating at levels 15 to 20 per cent below their capacity. This worsening of the general economic situation and pressures for cutbacks in wage bargaining must be overcome by intensified bargaining efforts. Any easing of union negotiated wage gains would be a serious blow to attempts to restore and maintain a healthy expanding economy.

Collective bargaining is not limited to wages alone. It is the means through which working people have a meaningful voice in determining all of the conditions under which they work. Through unions and collective bargaining, there has indeed been a momentous reshaping of America's living patterns in the past two decades, not alone because of increased wages and buying power and progressive shortening of the work week, but in the gaining for the working population of paid vacations and holidays, aid in meeting hospitalization and medical emergencies, increased stability of income, and improved working conditions in terms of health, safety, convenience and cleanliness.

These and other improvements gained through pressures exerted in collective bargaining have elevated standards of living of the general American public well above the levels they would have attained in the absence of union efforts. American unions have dared to reach for new objectives and have thereby raised the sights and achievements of all the nation. A timid approach would at best have yielded only minor advance.

It is with this lesson in mind that trade unions can look to the vast areas of needed improvement which lie ahead; advances in buying power, in leisure time, in programs to better meet the hazards of illness, family emergency, old age and unemployment, and in solving problems arising anew out of rapid technological innovations, the shifting makeup of industry and the labor force and other changes in the nature of our economy, therefore, be it

Resolved, that the California Labor Federation, AFL-CIO and its affiliated unions can not and will not rest on yesterday's laurels or yesterday's living standards. Our collective bargaining efforts will be directed to continue improvements in wages, hours standards, and benefit and working conditions.

In the period ahead, we will press particularly for higher wages to bolster present inadequate consumer buying power and restore needed national economic growth.

"While American labor will cooperate wholeheartedly in the national defense effort, no need has been demonstrated for any wage freeze or for any nationwide extension of the statutory work-week."

The California Labor Federation and its affiliated unions will also bend their best efforts (1) to transforming advancing technology into a force, not for growing unemployment, but for increased leisure through reduction in hours of work with no reduction in take-home pay; and (2) to gaining more adequate protection for workers against the strains of ill health, old age and irregular employment through improved health and welfare plans and programs for guaranteed employment and fully adequate supplemental unemployment benefits.

We set our sights for wage advances and other improvements not merely to benefit alone the millions of American workers and their families, but because we are well aware that collective bargaining is the most direct means for trade unions to exercise a constructive effect on the economy. We are secure in the knowledge that success in vigorous bargaining efforts will benefit the well-being of all the nation by contributing to the achievement of a dynamic, expanding balance between greater productive power and greater purchasing power.

Adopted, p. 39.

## Section C

### LABOR UNDERGOING TRIAL

The American labor movement is undergoing a severe trial, in both its economic and political activities, which threatens to undermine the achievements of the unions of this country. Organized labor requires for the effective defense of its achievements and for the procuring of greater benefits for its members the increased availability and use of expert knowledge and advice.

The universities of this country have developed a fund of knowledge and experience in industrial relations which could be used to the advantage of organized labor. Management and agriculture have received ample and effective research and education services, far exceeding those made available to organized labor, from the universities in general and the University of California in particular. The labor program of the Institute of Industrial Relations of the University of California has provided constructive and practical services to California labor in the pursuit of its legitimate interests and of progress in labor-management relations.

Therefore, the officers of the California Labor Federation, AFL-CIO are instructed to press, both through the University of California and the California state legislature, for an expanded labor program in the Institute of Industrial Relations commensurate with the needs of California labor and comparable to the services offered to organized labor by other great universities in the United States.

Adopted, p. 39.

## Section D

### AIR POLLUTION AND RADIATION HAZARDS

Working people, their families, and Californians as a whole are suffering from increased air pollution which produces not only immediate annoyance but long-term dangers to health; and in recent years includes radiation as a special hazard.

The State of California has undertaken investigations into the effect of air pollution on health, including statewide surveillance of the environment and immediate health effects, as well as studies of the possibility of cancer and other long-range dangers to health; and the state has encouraged and aided control measures by Air Pollution Control Districts.



The California Labor Federation, AFL-CIO calls on the State of California to intensify its studies of the health effects of air pollution, including the effects of radiation, with a view toward defining the long-term as well as the immediate impact on Californians, and setting standards for control efforts.

Adopted, p. 39.

### **Section E**

#### **GENERAL PROGRAM POLICY STATEMENTS**

This portion of the Statements of Policy is identical with the Statements of Policy

of the California State Federation of Labor, with the exception that in **Policy Statement II, Taxation**, (a), "Consistent with the needs of the economy, organized labor in California will continue to press for federal tax relief for low income groups, and recoupment of revenues lost from such relief by elimination of the loop-holes, erosions and leakages which have crept into our federal structure over the years," paragraph 13, sub-paragraph (K), the first word in this Statement of Policy of that sub-section is "Revise" rather than "Eliminate" as in the State Federation of Labor Statement of Policy.

Adopted, p. 39.

# RESOLUTIONS

## Recreation

**Resolution No. 1**—Submitted by Clayton E. Booker, President, UAW Local 805; Jack Hurst, UAW Local 887; Robert Davis, UAW Local 887; J. Whipple President, Amalgamated Local 811, UAW and Albert T. Lunceford, Greater Los Angeles CIO Council.

The structure of living in America is undergoing a tremendous process of change. Scientific research, engineering skill (automation), and shorter working hours, induced through collective bargaining and other union sponsored procedures, are reshaping the equation between work and leisure. These shifting changes emphasize the fact that work and leisure are two sides of the same coin, resulting in a corresponding change in our sense of values regarding the world we live in as it relates to time and what we do with it. Thus, gradually emerging is a new role for the family and the individual, a new concept of neighborhood and community, a new sense of human relationships, a new vigor of participation by people in cultural and creative development. The extent of change in these fields of human endeavor and relationships depends upon our ability to accelerate progress in the social sciences sufficiently to catch up and keep pace with the physical sciences.

Planning and programming for constructive and creative use of leisure resulting from modern technology is one of the greatest challenges facing the American people. Helping to meet this challenge affords the union movement one of the greatest opportunities ever, to serve the cause of human progress for the cultural pioneers of today are those who help create intelligent standards for the constructive use of leisure. American trade unions have the facilities, the leadership, and the committed dedication to brotherhood to lead the way in developing these standards. Organized labor has been the key moving force in creating more favorable wages, hours and working conditions for people who toil. Why should it not take the same initiative in helping to prepare the way for more creative and enjoyable use of leisure, in terms of good life, made possible, largely, by trade union efforts?

Labor for the many; leisure for the few, an ancient concept of historic ruling classes, is no longer a tolerant attitude. The big question now is how to develop

cultural standards that will afford the many equal opportunities, socially and economically, for constructive and creative use of leisure that are available, in the main, only to the few.

Too often, we in organized labor overlook our responsibilities in the social science and social engineering fields. This is largely because we have been too engrossed in our work in the economic field. It is high time we begin to look over those responsibilities with the same zest and anticipation that we apply to the economic and political fields. Generally speaking, there is greater illiteracy among people in recreation know-how, and use of leisure time than there is in education. By and large, we are people that are trained to work but we are sadly lacking when it comes to reaping our rewards in terms of the "good life."

Education and training for recreation and the constructive use of leisure is too often thought of as being consigned to educational institutions. This is proper for young people, although there is great room for improvement in those institutions. But the greatest immediate need that we should concern ourselves with is planning and programming for adults in the fields of recreation and leisure. The possibilities of increase in leisure time in the immediate future stagger the imagination. Time is running out as far as planning and programming are concerned.

In 1870 the standard work week was 70 hours. In 1950 it was 40 hours. A prominent authority now predicts that within the next 70 to 100 years the work week may be as low as three hours. These figures indicate some small idea of what we are faced with in terms of planning for leisure.

Population is increasing by leaps and bounds. At present trends, it is estimated that the population of the world will double within the next half century. Within four years the world population will increase by the size of the present population of the United States. Considering population increases within certain age brackets, such as over 65, the percentages of increase look even more problematic.

A recent article in Fortune magazine predicts an economic upturn for the future will provide considerable more wealth for people to concern themselves. Will expenditures of this wealth be, to

any extent, turned toward social and cultural development?

Population increases, shorter working hours, the continuous growth of urban dwelling, modern technology and labor saving devices and the resulting congestion from these measures already are overtaxing existing facilities and agencies in the fields of recreation and leisure. Population, leisure time and the needs are growing while the land for parks and playgrounds is running out and planning and programming remains too static. It is going to take vision, research, and intelligent planning to meet our future needs in the fields of recreation, constructive use of leisure, and cultural development.

Organized labor can do some realistic missionary work in these fields of human need. We have a natural obligation to help promote plans for more and better facilities across the board on the local, state, and national levels. To overlook, or evade this obligation would be like the proverbial ostrich sticking his head in the sand. Now therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to earnestly and diligently seek to have provisions written into the new constitutions of California state and county AFL-CIO union councils that will require the establishment of recreation committees for the purpose of promoting greater recreational programs, facilities, and opportunities for union members and to work with other public and governmental agencies in the same field of endeavor for better social, cultural, and recreational programs and facilities for all the people; Be it finally

Resolved, That one cent (1¢) of per capita income be allocated to sustain the work of this committee.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council for study and action, p. 88.

### **Supplemental Unemployment Benefits**

**Resolution No. 2**—Submitted by Robert L. Thimmes, Recording Secretary Local 230, UAW, 5150 E. Gage Ave., Bell, California.

Whereas, Unions in California have negotiated collective bargaining contracts which provide for the supplementation of state unemployment benefits; and

Whereas, Experience has shown that large numbers of the population of California do not enjoy permanent employ-

ment by reason of which their purchasing power is unstable; and this is detrimental to the interests of the people of California as a whole; and

Whereas, These supplemental unemployment benefits have been a valuable and necessary means of economic support for union members during the recent and current recession, the California Labor Federation, AFL-CIO, affirms its support for collective bargaining agreements which provide for the supplementation of state unemployment benefits during periods of unemployment.

Referred to Committee on Resolutions.  
Filed, p. 23. See Resolution No. 46.

### **Civil Liberties and Civil Rights Mobilization**

**Resolution No. 3**—Submitted by Christine A. Whittey, Recording Secretary USA 2172, AFL-CIO.

Whereas, The civil liberties and civil rights of a number of minority groups are guaranteed in the Constitution of the United States and re-inforced by Supreme Court decisions, but have not been implemented by appropriate legislation in California; and

Whereas, It is the policy of the AFL-CIO to aid in the adoption of legislation guaranteeing fair employment practices to all regardless of race, color or creed, and it is the policy of the AFL-CIO to aid in the adoption of legislation guaranteeing civil rights and civil liberties regardless of race, color or creed, in the fields of education, housing, law enforcement and other fields in which discrimination works hardships on those members of minority groups; now therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instructs its officers to sponsor, or co-sponsor, a civil rights conference in Sacramento at an appropriate time in the 1959 legislative session and to include in said civil rights conference appropriate legislation enacting an enforceable State Fair Employment Practices Act.

Referred to Committee on Resolutions.  
Filed, p. 25. See Resolution No. 266.

### **To Ensure Continuity of Policy Through Merger of State Bodies**

**Resolution No. 4**—Presented by Local 1136, United Postal Workers AFSCME-GCOEC, AFL-CIO. Conrad E. Eustace, President and Thomas H. Monroe, Sec.-Treasurer.

Whereas, The utmost effort of the labor movement of the State of California

is necessary in order to defeat the present vicious attacks of the anti-labor forces loose in the Nation; and

Whereas, Continuity of policy and action must be maintained during the period of merger of the state bodies; and

Whereas, Policy for the California labor movement has been established through the action of the membership of both state bodies on resolutions presented to state conventions throughout the years; and

Whereas, In the vast majority of cases, these resolutions, which have been adopted by previous conventions of the California Industrial Union Council, and the California State Federation of Labor, do not in any way conflict with one another; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that all resolutions previously adopted by either the California Industrial Union Council, or the California State Federation of Labor, which do not conflict with one another, shall, as of the date of approval of this resolution, become the established policy of the California Labor Federation, AFL-CIO, to be implemented and supported by all affiliates of the Federation; and, be it further

Resolved, That all resolutions in conflict with one another shall, by approval of this resolution, be considered canceled out and eliminated, and must be again submitted under the constitutionally proscribed method for the presentation of resolutions to the California Labor Federation, AFL-CIO, before they may become established policy for the Federation.

Referred to Committee on Resolutions.  
Non-concurred, p. 41.

#### **Investigations of Improper Activities in the Labor and Management Fields**

**Resolution No. 5—Submitted by E. G. King, President CWA 9590.**

In a statement adopted at its meeting in Miami, Florida, in January 1957, the Executive Council of the AFL-CIO set forth the basic principles underlying the position of the American Federation of Labor and Congress of Industrial Organizations toward investigations of improper activities in the labor and management fields.

The AFL-CIO, the statement made clear, "is pledged both by its Constitution and by fundamental principles of trade union

morality to keep the labor movement free from any taint of corruption." The forthright action of the AFL-CIO convention in expelling several of its largest affiliates because of corruption is a clear and tangible demonstration of our determination to effectively implement this pledge. The Executive Council statement, while recognizing the prime responsibility of the labor movement to deal with this problem, also recognizes "that appropriate agencies of government and the public have rights, obligations and responsibilities in eliminating racketeering and corruption from all segments of American life." Their investigations must, of course, be conducted "fairly and objectively, without fear or favor in keeping with due process concepts firmly imbedded in the tradition and Constitution of our great country."

Accordingly, the Executive Council pledged:

"It is the firm policy of the AFL-CIO to cooperate fully with all proper legislative committees, law enforcement agencies and other public bodies seeking fairly and objectively to keep the labor movement or any other segment of our society free from any and all corrupt influences."

After the issuance of this statement by the Executive Council, the United States Senate established the Senate Select Committee (McClellan Committee) to Investigate Improper Activities in the Labor-Management Fields. This Committee has held a number of hearings which have served to bring to light certain criminal and corrupt influences that have fastened themselves upon a segment of the labor movement and some sections of management in America. The existence of these criminal and corrupt influences in unions has brought damage to our movement. Where the Committee has conducted its investigations with objectivity, the Committee has served a useful purpose and has performed a necessary task.

In saying this, we do not, of course, thereby endorse either the procedures of the Committee or the apparent anti-labor bias of some of its members. In order to perform its function properly the Committee must exercise a high degree of objectivity and fairness. The Committee, we regret, has not met this standard.

We view with concern the practice which the Committee has indulged in of trying individuals in the press and by television; we deplore the practice of repeating questions for publicity purposes to which it is known that no answer will be made; we do not condone the issuance of announcements to the press, in advance

of hearings, of the conclusions to be drawn from testimony not yet heard; we do not approve the publication of evidence obtained in violation of federal law.

We believe that it is possible for a legislative Committee to conduct an effective investigation without hunting for headlines. A striking demonstration of this was afforded by the methods and procedures followed by the Subcommittee of the Senate Labor Committee to investigate Welfare and Pension Funds, headed by Senator Paul H. Douglas, during the 84th Congress. The operations of his Committee were carried on in an atmosphere of objectivity and fairness. The facts the Douglas Subcommittee brought to light have been the basis of actions taken by the AFL-CIO in four of its eight recent ethical practices cases. Its legislative proposals, based on the results of its investigations, were constructive and germane to the purposes of the Committee. As embodied in the Douglas bill, they have had and continue to have the full and wholehearted support of the AFL-CIO.

In addition to the defects in its procedures, the Senate Select Committee has permitted public faith and confidence in its fairness to be undermined by allowing several members to use the Committee as a public platform to serve their own anti-labor and political purposes.

For example, some members of the Senate Committee, notably Senators Goldwater of Arizona, Curtis of Nebraska and Mundt of South Dakota, have demonstrated repeatedly in their public statements their incapability of discharging their duties and responsibilities as Committee members fairly and impartially. These Senators have sought to use the processes of the Committee for anti-labor propaganda, to harass clean and honest unions, and to aid anti-labor employers who have been found guilty of unfair labor practices through the due processes of the National Labor Relations Board.

The labor movement does not intend to be intimidated by these tactics. We challenge the objectivity of these Senators, who by their words and their deeds have demonstrated their anti-labor bias and have forfeited any claim of being interested or capable of conducting themselves in a spirit of fairness or objectivity.

The Committee has also tended to become a forum for Committee members to expound and develop pet anti-labor legislative proposals having little or nothing to do with the legitimate purposes of the Committee. For example, the Chairman of

the Committee, Senator McClellan of Arkansas, has suggested a national "right-to-work" law. Other members have suggested consideration of proposals to subject unions to anti-trust laws or to impose further restrictions on political activities of labor unions. Certain of these proposals raise questions of broad national policy having implications which relate to basic democratic rights of citizenship and free speech and which are therefore not properly within the jurisdiction of the Committee. These proposals are unrelated to the problem of labor or management corruption but are designed to weaken responsible unions and thereby render them less capable of keeping their own house in order.

Also, a disproportionately small amount of the Committee's time and interest has been devoted to the study of improper practices in management. Serious instances of improper and corrupt influences in management by which management has sought to frustrate union organization or to obtain "sweetheart contracts" denying justice to the employees, have already been revealed. Other manifold instances of management corruption and improper practices have not even been explored. But unfortunately the Committee has not shown the same enthusiasm and determination to expose wrong doings in management. There is more than one Nathan Shefferman operating in the labor-management field, and not all of them have connections with the Teamsters Union. Their activities should be a matter of prime concern to the Committee; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, affirms its adherence to the principles set forth in the AFL-CIO resolution of January 1957 and pledges to redouble its efforts to do everything possible to eliminate all forces of crime, racketeering and corruption within the trade union movement. We must, however, call attention to the public and to Congress that corruption within the American labor movement is but a small part of the overall problem of corruption in the whole of our society. While acknowledging the wrongdoings of a small minority in the leadership of a few unions we believe that objectivity requires the recognition that in a society over-emphasizing material wealth more corruption will be found in business and in industry and that as a free people we must be concerned with this problem as well as corruption in the labor movement.

The trade union movement is devoted

to human services and must of necessity be motivated by higher ideals and moral standards. We are therefore determined to meet the challenge of corruption within the labor movement in order to keep the labor movement dedicated to the ideals of human service.

We pledge our full cooperation with all proper investigations of criminal and corrupt influences in labor or management which are pursued with objectivity and fairness. We express deep concern that the Senate Select Committee may allow itself to be used for political retaliation, and as a forum for the display of anti-union propaganda. We deplore any effort by members of the Committee to use its investigations as a basis for legislative proposals designed to weaken all unions, rather than eliminate corruption. We alert the Committee against the lack of fairness and objectivity in its procedures.

Referred to Committee on Resolutions.  
Adopted, p. 15.

#### Value of State AFL-CIO Merger

**Resolution No. 6**—Submitted by B. A. Perez, Recording Secretary, USWA Local 2058.

Whereas, A merged labor movement in California will tend to

1. Help develop united efforts in organizing the millions of unorganized workers in California,
2. Help to eliminate jurisdictional disputes,
3. Unify labor's political action programs thus making labor's voice more effective in this field,
4. Further the achievement of FEPC and full civil and human rights,
5. Help achieve improved unemployment compensation, a decent and fair tax structure and all of labor's legislative goals; therefore be it

Resolved, That Local Union No. 2058 supports the merger of the AFL and CIO into a single Federation as a stride forward in California's labor movement.

Referred to Committee on Resolutions.  
Adopted p. 41.

#### Summer Educational Institutes

**Resolution No. 7**—Submitted By E. A. King, President CWA 9590.

Whereas, It is the recognized policy of the AFL-CIO to educate officers and rank and file union members in the history and

function of labor unions, and in the responsibilities of union officers and members in the life of the community; and

Whereas, The Educational Institute, participated in by those local and international unions who wish to send representatives, provides a friendly trade-union atmosphere in which to conduct such educational studies; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor an educational institute during the summer of 1959, and invite the participation of all local and international unions; and be it further

Resolved, That such an educational institute include workshops on such subjects as parliamentary law, public speaking, labor history, political action, as well as subjects of specific interest to participating unions; and be it further

Resolved, That instructors for such workshops be obtained from the universities, the community, and from within the trade unions; and be it finally

Resolved, That this convention recommends that such an educational institute be organized to last for at least one week, and that a report of the activities of such an educational institute be made to all participating local and international unions.

Referred to Committee on Resolutions.  
Adopted as amended, p. 35.

#### Health and Welfare Plans

**Resolution No. 8**—Submitted by Walter G. Hopson, Executive Secretary Local No. 9, Industrial Union of Marine and Shipbuilding Workers of America, AFL-CIO.

Whereas, The rising cost of doctor's fees, hospital costs and prescribed medicine is a definite cause and part of the rising cost of living; and

Whereas, These contributory factors in the rising cost of living far exceed the average rise in the cost of living; and

Whereas, Since the health and welfare plans are becoming more and more a standard in union-negotiated contracts; and

Whereas, There is a definite campaign to confuse the issue by charges and counter charges of graft and corruption in the administration of union-operated funds; and

Whereas, The unwarranted increase in cost of premiums and coverage under any

and all welfare plans, has led to an open charge by union members that such funds are used as a guarantee of payment and a collection agency for the medical profession, and it can be proven that doctors are, with these funds, able to collect a much higher percent of their charge; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to use every avenue of communication and publication at its disposal to request the aid of all interested parties, particularly and with emphasis, our elected representatives in Congress, administrative offices and agencies to do everything within their power to get a Congressional investigation of this unwarranted increase in cost to the wage earners at a time when the wage earners can least afford a further increased cost, and gouging; and be it further

Resolved, That we ask all locals affiliated to take corresponding steps in an attempt to place this problem in its proper light, because the moral obligation is if anything more applicable to the medical profession than, to cite instances, the regulation of utility rates.

Referred to Committee on Resolutions.  
Filed, p. 24. See Resolution No. 16.

### Maritime Program

**Resolution No. 9**—Submitted by Walter G. Hopson, Executive Secretary Local No. 9, Industrial Union of Marine and Shipbuilding Workers of America, AFL-CIO.

In the twenty-five years since its inception in 1933, the Industrial Union of Marine and Shipbuilding Workers of America, has laid out a program for the merchant marine which, if it had been followed, would have insured the economic well-being of the merchant marine and the ship construction and repair industry, as well as the safety and security of this country's supply lines to overseas emergency areas. It would have been eradicated, even in times of national emergency, the boom-and-bust cycle which prevails in this industry.

At first our demands were called "visionary and unrealistic." After the advent of the second World War we were occasionally heeded by the Congress and by the Administration, because we had been the first to recognize the coming necessity for a merchant fleet in the event of national emergency.

Increasingly in the past few years, what we know to be necessary to the economic

life of our nation and its national security has been disregarded by the Administration, even when obviously recognized by the Congress.

We have seen, this year, the veto of a bill designed to construct a nuclear-powered icebreaker for the Coast Guard (so necessary to Arctic operations).

We have pointed out in our resolution on national defense the disastrous policy of the Administration in limiting construction of nuclear and missile-carrying submarines.

In the First Session of the 85th Congress, the Administration did not even press for any funds to be allocated to vessel construction subsidies—stating for the record that, funds on hand would be used.

We pointed out, and Congress recognized, that this would mean a one-year gap in vessel construction, and we are now entering the gap period.

At the time of the Suez emergency, at the time of the Near East emergency, and at the time of the Quemoy emergency, when supply vessels were needed—needed quickly, needed desperately, and particularly in the case of Suez, we discovered we could not depend upon vessels supplied by our allies because they needed them themselves.

Despite all this, the Administration still insists that we can depend upon allied merchant fleets in time of emergencies.

World shipping, which has been expanding steadily ever since the autumn of 1954, has taken an unexpected turn. This reversal in shipping business is occurring at a time of intense activity and notable increase in productive capacity in the shipbuilding industry, with a backlog of orders, in some countries, sufficient for years to come.

A brief glance at trends in freight rates during the last three years will suffice to understand how the present situation in world shipping has come about. In December 1955, when freight rates could be regarded as normal, rates for carrying coal from North America to Britain were 67s. per ton, compared with the speculative price of 110s. in December 1956 and a slump rate of 25s. in December 1957.

The reason for the world shipping slump lies mainly in the fact that high freight rates had brought too many tramps and tankers, old as well as new, into service.

That position is accentuated by the

fact that present world shipping tonnage is about four million tons greater than before the war. Throughout the world, shipyards were constantly building additional tonnage with greater loading capacity. Hence only a temporary break in the expansion of the world fleet was needed to deal a blow to world shipping, operating as it was at abnormally high prices. A mild winter, a good harvest in Europe and a decline in shipments of raw materials were enough to provoke a steep drop in freight rates.

The U. S. Chamber of Shipping estimates that over seven million gross tons of ships, or 6.4 per cent of the world merchant fleet, are now laid up.

A study has been made of the overall world shipping and vessel construction and repair situation by the International Metalworkers' Federation. By 1957, and since then, in 1958, the most significant factor found by the IMF was: "The prevailing mood in shipping circles is one of pessimism. It is fairly generally anticipated that the present depression in shipping will be of considerable duration; some prominent shipping owners even fear that the position will not improve before 1960."

It was pointed out that this factor is aggravated by the drop in tonnage listing under flags of convenience. It was pointed out that United States ships, on the other hand, "have prospects of \$3 billion worth of contracts over the next ten to fifteen years. The subsidized building programme includes 250 new cargo ships, with about twenty to be laid down each year. In addition, within the next two or three years, two new passenger liners costing about \$200 million, \$119 million of which will be provided by government subsidies, are to be built. Lastly, it is anticipated that the trend to larger and faster ships, with more efficient cargo-handling methods, will accelerate modernization programmes in world shipping."

The article concluded: "... What, under these circumstances, are the prospects for shipbuilding? First and foremost, the fact remains that in spite of cancellations, orders booked by practically all shipyards in the world are sufficient to keep them busy at least until the end of 1960 and even beyond that date. As a consequence of the present depression in the shipping trade, a large number of older vessels will be scrapped. The longer freight rates remain low, the more ships will be finally withdrawn from service, so that, when shipping business revives, a heavier demand for modern vessels will set in. More-

over, shipping circles anticipate that, the longer the slump is drawn out, the greater will be the subsequent upswing on the freight market. As two or three years are required before shipping investments can be executed, a momentary or even a more prolonged slump in freights may not go too far in setting the pattern, unless certain ship-owners are forced, for financial reasons, to cancel their orders. Accordingly, the orders now being cancelled are primarily those placed on speculation arising out of the Suez crisis. The other orders will, in all probability, be maintained, since many of the vessels booked have already been chartered. The forecast of developments in the shipbuilding industry until 1968, drawn up for the IMF in the middle of last year by an expert on the shipping trade, was based on the assumption that orders on hand would provide sufficient work until 1962, after which date scrapping of war-built vessels would begin. That scrapping is now occurring at an earlier date and will no doubt lead in the next few years to fresh orders being placed, so that, taking a long-term view, there could be no reason for great anxiety.

"However, the fact must not be overlooked that, side by side with indications which give grounds for optimism, there are also reasons for extreme caution in assessing trends in shipbuilding. The main subject for concern in this connection is the expansion of capacity pointed out at the beginning of this article in reference to German shipyards, but the same thing is true also of other countries such as Japan, Norway, Sweden, the Netherlands and Italy. The position is aggravated by the fact that, during the shipbuilding boom which has prevailed for years now, countries such as Greece, Brazil, India, Cuba, Hong-Kong and Formosa, not previously shipbuilding nations, have been establishing shipyards. Hence the danger cannot quite be dismissed that, due to the period of prosperity, there is under way a substantial expansion of capacity which will lead to keen competition and might result in set-backs. Then again, it may be pointed out that world economy will probably recover in the near future from its present state of stagnation and revert to a normal rate of expansion, thus providing markets for greater shipbuilding capacity, as world trade develops with renewed vigor.

"... The situation in the shipbuilding industry, as in other sectors of the economy, requires therefore that trade unions concern themselves to a growing extent with economic problems. In this connec-



tion, they should make their influence felt to the full, and should see to it that necessary social safeguards are provided well ahead."

The most important thing that the IMF called upon its European unions to do was reduce hours and to institute, for the first time, precautionary measures, such as supplemental unemployment benefits, in cases of declines in employment.

Although the IMF appears optimistic in its analysis of the vessel construction industry in the United States and in the world for the next few years, this Union unfortunately does not believe that the United States will avoid the vessel construction slump. For example:

There were 929 vessels of 1,000 gross tons and over in the active ocean-going U. S. Merchant fleet on September 1, 1958.

This was twelve less than the number active on August 1, 1958.

There were thirty government-owned and 899 privately owned ships in active service. These figures did not include privately owned vessels temporarily inactive, or government-owned vessels employed in loading grain for storage. They also exclude thirty-one vessels in the custody of the Departments of Defense, State, and Interior.

There was a decrease of ten active vessels and an increase of twelve inactive vessels in the privately owned fleet.

Of the 104 privately owned inactive vessels, thirty-two dry cargo ships and thirty-nine tankers were laid up for lack of employment, fourteen more than on August 1. Most of the others were undergoing repair or conversion.

No new ships were ordered, but one large tanker for Manhattan Tankers Company was rescheduled. Two new tankers, the Gulfknight and the Atlas, were delivered for United States flag, and two, the Olympic and Eagle and G. S. Livanos, were delivered for foreign flag. Two converted tankers were also delivered. The total of large merchant ships on order or under construction in the United States shipyards dropped by five vessels to ninety-nine.

Today we are in a position where, at the beginning of a possible third World War, our merchant marine has again shrunk to its pre-World War II and pre-Korean war size. We have completely disregarded the lessons of World War II and Korea.

At the outbreak of World War II on

September 1, 1939, the United States merchant marine consisted of only 1,379 sea-going ships of 1,000 gross tons and over. At this time total world tonnage was eighty million deadweight tons, of which Britain and France controlled approximately twenty-seven million tons. A great proportion of the remaining tonnage was under the control of neutral nations which were friendly to the Allies.

The total American cost of the shipbuilding and ship operating program during World War II totaled over \$22.5 billion. Of this staggering amount, \$12.5 billion was for shipbuilding and the remainder for ship operating. Unfortunately, in our haste to build an adequate wartime merchant marine, we were compelled to construct the relatively simple design and slow-speed Liberty-type dry-cargo and tanker ships. Approximately three-fifths of all our wartime ship construction were Liberty ships, which were obsolete on the drawing board. Had the Merchant Marine Act of 1936 been properly administered, we would have had a more adequate merchant marine to meet the initial war needs. This would have given us the time needed to design and construct more modern ships which would have been of greater commercial value in the postwar period. Also, it would have saved billions of the \$12.5 billion taxpayer dollars which were spent for a hasty but necessary emergency shipbuilding program. This is a good example of saving pennies in peacetime and, as a result, spending dollars in time of war.

Again, immediately prior to the outbreak of the Korean war our active American merchant marine had shrunk to the approximate size it had been immediately pre-World War II. And again we were taught that we could fully rely only upon our own merchant ships in a national emergency. Fortunately, our Nation had placed a great number of our World War II ships in mothballs. We activated from twenty-five to seventy-five of these ships a month, up to the total of over 700 additional ships which were needed to service our troops overseas. During the Korean War, American merchant ships carried over eighty per cent of the cargoes to the war theater.

With the present situation of the Communist dictatorship gnawing away at the periphery of the spheres of influence of the free world—first, Suez, then the United Arab Republic, then Iraq, then Formosa, and perhaps later Jordan, Iran, Israel, Hong-Kong, North Africa, the Philippines—our merchant marine must be

of the most modern type available, flying the American Flag and ready for instant duty.

The one thing we do know about any atomic conflict is that it will not give us time to build a fleet again—the fleet must be “in being.”

In order for a fleet “in being” to function efficiently, it requires a shipbuilding and repair industry which is on a “ready man-power” basis of at least minimum M-day requirements. This, we again do not have.

Further, the advent of the atomic-powered vessel, both underseas and above water, means that we must as quickly as possible transform both our Navy and our merchant fleet to nuclear propulsion.

In August of 1958, the Joint Committee on Atomic Energy of the Congress of the United States published a “Report of the Underseas Warfare Advisory Panel to the Subcommittee on Military Applications.”

The recommendations of this report relative to underseas vessel construction were the following:

“The Navy’s research and development budget for system immediately relevant to undersea warfare should be at least doubled in fiscal year 1959, and substantially and continually increased thereafter.

“The rate and scale of our attack submarine construction program should be significantly increased.

“The Navy should immediately proceed with the construction of an initial task unit of nine Polaris submarines, and authorization and appropriations for this purpose should be requested of the present session of the Congress.

“The Polaris system, for funding purposes, should be entirely removed from the Navy’s shipbuilding budget.”

The report emphasized findings that “The time is rapidly nearing when the Soviet Union can possess, first a few, and then a large fleet of intermediate range ballistic missile-launching nuclear-propelled submarines.

“The Soviets could mount a devastating nuclear warhead attack from the sea against the United States early in the 1960’s.

“No weapons system now in existence, even on an experimental basis, offers adequate defense against nonsnorkeling submarines which run quiet and deep.

“The element of concealment gives the nuclear submarine a tremendous advan-

tage over surface ships. Nuclear submarines will grow rapidly in importance in naval warfare—defensively in ASW and escort operations, and offensively in the destruction of commerce and Polaris-type system.

“Assuming no modification of our present and planned submarine construction program, we believe that the Soviets will have it within their capability if they so desire to build a larger nuclear submarine fleet than our own by the mid-1960’s.”

We have now heard that the Navy is even holding down the small budget it presently has for underseas warfare.

We are presently constructing the nuclear-powered steamship Savannah. We are learning tremendously from this work. Most important, we have learned that the cost associated with building this nuclear-powered vessel need not be prohibitive. We have learned that the cost of building a second vessel like the Savannah will be only sixty per cent of the first, and probably diminish accordingly with each succeeding vessel.

We do not think that we can wait, as we have done in the Navy program, to build up our merchant fleet at the same lagging pace that we are building up our nuclear navy.

We further think it is time that we go on a crash basis to reactivate our fleet, both naval and merchant, and place our industry on a sound constructive basis from which it can protect us in war and benefit us in peace; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, call upon its locals and membership to give all conceivable support to a sound long-range program for the development of a modern efficient merchant marine, sufficient to carry all domestic and a substantial proportion of our foreign commerce; and a shipbuilding and repair industry capable of fulfilling manpower requirements in the event of any future emergency.

We call upon the Congress of the United States and the Administration to re-establish the revolving fund for vessel construction subsidy of the maritime Administration, and to re-establish long-term planning for a vessel construction and replacement program on a ten-year revolving basis.

We particularly urge the Congress of the United States and the Administration to reconsider the development of an American flag passenger fleet for low-cost transportation purposes which will

be readily available for troop-carrying in the event of an emergency.

We urge the amendment of the Merchant Marine Act of 1936 to provide vessel construction subsidies for all vessels constructed in the continental United States, whether for domestic or foreign trade.

We particularly urge the Administration to hasten its investigation in the field of atomic propulsion for surface and sub-surface vessels and to convert both our naval and merchant fleets to such nuclear propulsion as quickly as possible.

We urge the immediate programming of a crash program for nuclear-propelled missile-carrying submarines and nuclear-propelled attack submarines. We believe our minimum requirement for nuclear submarines by 1970 should be close to 400.

We urge the 86th Congress to pass legislation:

To require that American-owned firms engaged in the foreign trade of the United States be required to construct one-half of their sea-going tonnage in this country, whether or not the vessels are to be documented under the American flag.

To appropriate sufficient money for Maritime Administration construction differential subsidies to implement construction of 60 new vessels per year.

To grant operating subsidy aid to tramp operators upon the operator agreeing to replace ships in an orderly manner benefitting the national defense requirements, and upon determination that other segments of the American merchant marine would not be adversely affected.

To regularize the computation of construction differential subsidies in such manner that the application of these subsidies to projected vessel costs would become a routine and incontrovertible matter which would not disrupt projected vessel construction on the eve of its fulfillment.

To stop transfer of any American flag-ship to foreign flag, without a commitment to build a new ship to be sailed under the American flag for every vessel so transferred.

We urge, until replacement vessels can be built, that the repair of the reserve fleet again be undertaken so that this fleet may be placed on a ready reserve basis.

We advocate the rehabilitation of coastal and inter-coastal shipping and a major

concerted effort to promote the revival of the coastal trades.

We urge the preservation and proper administration of Public Law 664, the so-called "50-50" law, and we oppose the attacks now being made upon this law by the U. S. State and Agriculture Departments and foreign ship-owners, and all other efforts to weaken its application. We further urge the government to initiate a program designed to assure that at least 50 per cent of our ore and oil imports are carried in American flag ships.

We strongly support the efforts of the International Labor Organization to establish and improve decent minimum standards of wages, hours, and conditions of work in the maritime industry throughout the world.

We favor legislation to define clearly the specific authority and responsibilities of the Federal Maritime Board and Maritime Administration and to remove these functions from the Department of Commerce and to make them direct arms of Congress.

Above all, we pledge ourselves to work, as we have been doing, hand in hand with all groups of our brothers through the International Metalworkers' Federation, the AFL-CIO, and the International Labor Organization, to raise the standards for maritime and shipyard workers throughout the world, to remove the threat of unfair labor cost competition in world shipping.

Referred to Committee on Resolutions.  
Adopted as amended, p. 84.

### **Old Age, Survivors and Disability Insurance**

**Resolution No. 10**—Presented by Local No. 9, Industrial Union of Marine and Shipbuilding Workers of America, AFL-CIO.

An increase in Social Security benefits of approximately seven to ten per cent, coupled with an increase in the level of contributions, was adopted in the last session by the Congress. The measure was enacted under pressure of a pending national election, and important changes in Social Security were not considered.

The Social Security System as it now stands, soundly financed and economically administered, paying benefits related to earnings as a matter of right from trust funds built up through specified contributions, is one of the labor movement's major legislative achievements.

Vital to its effectiveness and the welfare of the people is that it must be kept up to date.

Rising prices penalize most those retired from the labor force by reduced living standards.

This group is the first to be victimized by present economic conditions. Higher costs of food and other necessities have shrunk their benefit dollars, and as employment opportunities decline, their possibilities of supplementing their meager incomes decrease with each day.

As older workers are often the first to be laid off, increasing numbers have recently found it necessary to apply for their benefits. Almost half a million more people are relying on their Social Security benefits as a primary source of income than six months ago.

In a separate resolve passed by this national convention on health insurance, hospital and medical care, we called for coverage of the greatest single need of the aged—medical care.

Enactment of legislation to relieve the aged of the constant spectre that lingering disease will overtake them in a penniless state is a responsibility and obligation that the trade union accepts.

Medical and surgical care must be given to those people covered by the Social Security System to alleviate their suffering to the maximum extent possible for medical science. A mere seven to ten per cent rise in benefits, such as enacted this year, will not cover Social Security recipients in dire need.

An increase in Social Security benefits of at least 25 per cent across-the-board is required.

New minimums and maximums on the benefits paid to families are necessary.

Our objective must be to raise the family income of the aged from some 55 per cent of the national average for all families to 75 per cent. Last year this would have required an increase of \$800 a family a year—that is, from \$2,300 to \$3,100 a year. This is only a minimum program for the aged.

Our goal is to distribute abundance—not to share scarcity. We must find better ways to divide our output of material goods equitably. The trend over the decades is toward higher real incomes and a broader distribution of goods.

Older people are not getting their fair share of the tremendous output which the Nation is capable of producing. They leave

the labor force, thereby getting off the escalator, so to speak, in terms of income, while the price escalator continues going up.

Retired citizens are entitled to a larger share of the Nation's goods because they played such a vital part in the creation of this great productive capacity. It is an obligation of the government that older workers are not by-passed simply because they have reached retirement age.

There are other defects in the Social Security System which must be eradicated.

The essence of the method of social insurance has been to provide against the expensive and predictable risks which threaten the self-sufficiency and independence of the individual. Sickness is certainly such a risk. Indeed, in most European countries, health insurance has been the cornerstone of the social-insurance plan.

Today, all the major industrial countries in Europe have long-established national programs to provide health care for their working population, as well as for retirees. This is also increasingly true of our Latin American neighbors.

The German plan, which was the model around which other early plans were built, was established as long ago as 1883. Austria followed in 1888, and Hungary in 1891. The growing knowledge that the health of the individual was important to the nation led to early action by other European countries. Luxembourg established its compulsory insurance plan in 1901; Norway in 1909; Great Britain and Russia, in 1911; Rumania, in 1912; and the Netherlands, in 1913. Compulsory health-insurance plans were established in Bulgaria in 1918; in Portugal, in 1919; and in Greece, in 1922. The comprehensive French insurance law of 1928 became operative in 1930. In 1943, Italy passed a law providing for the fusion of existing mutual funds for workers in industry and commerce in order to bring about a national system. One of the questions which invariably is asked by Europeans who visit this country is, "How can you say you have social security, when you do not have health insurance?"

In order to raise our system to the level of even major industrial countries in Europe, we must increase the earnings ceilings for contribution and benefit purposes of \$6000 per year, increase public assistance by 25 per cent, include persons under 50 whenever they have once been gain-

fully employed under the coverage of long-term disability benefits; and change our method of administration of this coverage.

Many disabled persons have been found ineligible either for disability benefits or for the disability freeze, which avoids reduction of retirement benefits. Denials arise from the stiff employment requirements, from the Act's definition of disability, and from its overstrict interpretation by the Administration and by state agencies which actually make the terminations.

Denials of benefits under the government program are in some cases affecting interpretations under private plans achieved through collective bargaining, even though definitions differ.

We must cover adequately short as well as long term disability, and make adequate provisions for dependents of our covered disability workers.

We must establish through the Social Security System a pension reserve bank to which collective bargaining plans may entrust the pension vested rights of individual workers who have left their employ; and thus create a central clearing house for pension rights of workers over and above Social Security; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as follows: that, in line with labor's historic position, we support continued development of the old-age, survivors and disability insurance system to provide more adequate benefits, to cover more people, especially those not under any form of social insurance, and to give protection against short-term as well as long-term disability.

We urge prompt consideration and enactment by the Congress of legislation to accomplish raised monthly benefits; increased earnings ceilings; extended hospital, medical and surgical insurance for those covered by the Social Security Act; increased contributions; a lowered retirement age; more liberal provisions with regard to disability insurance and dependents benefits for those covered thereby; creation of a Social Security supplemental pension reserve trust; relaxation of the stringent Administrative rules resulting from over-stringent interpretation of the disability provisions of the law; and increase in public assistance.

Referred to Committee on Resolutions.  
Adopted as amended, p. 25.

## Safety and Health in Shipyards

**Resolution No. 11**—Presented by Local No. 9, Industrial Union of Marine and Shipbuilding Workers of America, AFL-CIO.

The entire problem of safety and health in the shipbuilding and ship repair industry has come to a head. In the year 1957 the injury frequency rates in the shipbuilding industry increased by about one and one-half per cent to very little below those prevailing during the war years.

We were successful in our attempt to obtain passage of a bill to amend Section 41 of the Longshoremen's and Harbor Workers' Compensation Act so as to provide a system of safety rules, regulations, and safety inspection and training and authorize their enforcement by the Secretary of Labor.

After presenting a tremendous amount of data to the Congress on the issue, we were also, and more important, successful in beating back the attempt of Senator Butler of Maryland to remove shipyard repair workers from the benefits provided by this amendment. However, we were not successful in our attempt to make the provisions of this Act cover the shipyards.

Prior to the passage of this amendment there was no federal set of rules designed to provide a set of enforceable standards of conduct to protect civilian employees of private shipyards.

The entire problem of ship repair safety was divided among various jurisdictions, none of which provided any legally enforceable safety regulations or supervisions. The amendment of the Act finally gave the Secretary of Labor the authority to set safety standards for longshore and ship repair work and provided for supervision and for penalties for violations.

However, we are still in the position that there are no existing regulations applicable to the total ship construction industry, and we will still fight for this coverage.

We are also in the position of not having succeeded, in many states, in altering workmen's compensation to cover injuries and diseases generated by radioactivity. In most states, workmen's compensation is still inadequate to cover other injuries and diseases.

We do not have adequate financing provided by federal, state or local government for trained personnel, research, inspection and enforcement activities to protect our people adequately against the

hazards of accident and disease, including expanded research and development of adequate laws in the field of occupational diseases.

We do not even have national safety standards or a national safety standards board to cover the field of national accident prevention.

We still do not have a national Workmen's Compensation Act which will minimize the discrepancies between states and established minimum standards to cover workers in this country.

Human resources are still treated as the cheapest and the least likely to be conserved in our industrial system. Therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, calls for the coverage of all shipyard employment, whether new construction or repair, by the Longshoremen's and Harbor Worker's Compensation Act.

That we obtain a national safety code to apply to all vessel construction and repair yards in the United States.

We call on our affiliated unions to press for the immediate enactment of a national workmen's compensation law, to be applied in all states alike; and until that time, press for all states to:

- a. Adopt full coverage of occupational diseases;
- b. Adopt flexible statutes of limitations on claim filings;
- c. Remove barriers to equal medical benefits; and
- d. Where they exist, remove other special requirements for occupational disease benefits.

We must insist that federal control be maintained over the unique hazards created by atomic energy to assure rigid enforcement of health and safety regulations necessary for the protection of workers and the general public.

We must also call upon our states to assume their responsibility for safety and to pass legislation based on the principles of flexible codes that keep pace with technological changes and recognize realistically differences in hazards from plant to plant and industry to industry to promote, establish and maintain safe working places and safety programs in industry.

We must press for enactment of legislation to create a Federal Accident Preven-

tion Bureau to establish, through tripartite boards, national safety standards. Such standards must be enforced by requiring State Labor Departments to meet adequate federal standards for the receipt of federal funds.

We urge every local union to establish a safety committee and affiliate with the Labor Division of the National Safety Council, thereby assuming a proper position of responsibility and leadership for the protection of all people in the community.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council, p. 85.

### **Health Insurance, Medical and Hospital Care**

**Resolution No. 12**—Presented by Local No. 9, Industrial Union of Marine and Shipbuilding Workers of America, AFL-CIO.

In our country as in other countries of the world there is an ever-present need for strengthening and extending medical and hospital services.

This is true because we have an ever-expanding concept of what constitutes a satisfactory level of medical and hospital service just as we have an ever-expanding concept concerning other components of our standard of living. Just as each new invention or convenience creates consumer pressure for higher standards of living, so each new discovery for prevention or treatment of disease creates a greater demand for medical care. And this very demand helps to stimulate more discovery, invention and production. Thus there is continuous expansion of our wants and needs and there must be expansion of our ability to meet them.

Medical and hospital services are an integral part of our economic and social life. They are subject to the same forces of expansion and improvement and change that affect housing, nutrition, education, and the other elements making up our standard of living. We can expect a continuously changing pattern of medical and hospital service just as we expect a continuously changing pattern in other aspects of our daily lives.

Medical and hospital services cannot be isolated from the forces which make for change. Nor should they be. To the extent that we can bring about progress in other fields, we can give direction to the progress in medical and hospital services. If the leaders in the medical and other

health professions adapt wisely to the changes in the social and economic environment, they can preserve their fundamental freedoms, intellectual freedom and essential self-government concerning their standards and disciplines. But if wise adaptation is to take place, we must first recognize that the pattern of medical and hospital services which was appropriate for the horse and buggy doctor is not suitable today. Once we accept this fact, we can abandon the fear of all change. And we can analyze the reasons which lead us to discuss the question of whether or not medical and hospital services are the responsibility of the state or the individual. We can then adjust our medical and hospital pattern with a minimum dislocation with maximum advantage to professional standards.

The question, of course, is not whether the responsibility for medical and hospital services rests with the state or the individual. This question makes the problem seem much too simple and suggests much too easy an answer. For if we face the issues squarely and honestly we can see it is not an either-or choice we have to make. The responsibility for medical and hospital care does not rest primarily with either the state or the individual alone.

To say that medical and hospital care is the sole responsibility of the state is to accept an idea of the state which is incompatible with our concept of a free democratic society. To say that it is the sole or primary responsibility of the individual is, on the other hand, absurd. Responsibility for medical and hospital care belongs not to the government or to the individual acting alone, but must be shared between the professional personnel equipped to provide medical services and the consumers who need their services. But in achieving the proper relationship, the health professions and the consumers may have to utilize the instrument of government, and properly so, to accomplish objectives that cannot otherwise be attained. In fact, they now use government to help in the construction of hospitals, to further medical research, and to provide services to veterans, for example.

The areas of responsibility which belong to the professions, the consumers and to government, are defined in part by the forces for change in the existing patterns of medical and hospital services.

Financing medical and hospital services is a means to an end, and that end is the development and promotion of uni-

versally available medical and hospital service of the highest quality. But there is no easy answer to the question of where is the money coming from.

The job ahead is to find an organized and coordinated method for pre-payment so that every person is protected against the economic cost of medical and hospital care.

Today we have not fully accomplished this objective. Blue Cross has gone a long way in helping the wage earner while employed and Blue Shield has made a start in the direction that Blue Cross has gone.

Labor Unions such as IUMSWA have a stop-gap or partial answer by asking the employer to set aside, as an economic increment for the worker as part of wages, money for prepayment of hospital and medical care. But our collective bargaining program cannot do the whole job for all of the people. Unions cannot fail to recognize their responsibility to the total community. We cannot make gains for labor which we do not share with the community. Therefore, we cannot be satisfied until we have accomplished for all of the people what we seek as desirable for our membership.

Government will by necessity have to fill the gaps that exist in our present system of financing personal health services. Government will have to assist in coordination of methods of prepayment.

Government must assist in financing the facilities needed to supply hospital beds to all communities. Areas with low per capita income will need government help to bring their level of health services up to the standard available in our richer states. Government funds will be used for special disease categories and for preventive services. Without the help of government services we would not have had the facilities necessary to minimize the economic and social effects of tuberculosis and venereal disease. The government will aid medical schools in construction and in support of research and educational programs. Private philanthropy does not now produce the revenues or the organized approach necessary for modern medical and hospital care.

Our care of the mentally ill is still a national disgrace. This problem will have to be met in large part from federal funds because the states do not have the sources of taxation necessary to bring their mental hospitals and public health services up to standard. We have hardly made a dent on the mental illness problem.

This governmental participation must not blind us to the great importance of individual responsibility in this evolving system. In this area it will be vital that the medical professions and the consumers plan together for the provisions of medical care.

One of the inescapable facts of American life in recent years has been the steep rise in all hospital costs. Since 1946 they have gone up 258 per cent. In that first post-war year the average cost per patient day for all short-term general hospitals in the United States was \$9.39. By 1954 it had jumped to \$21.67. Last year it was up around \$25.00. This year it will be higher.

In 1956 total expenses for the nation's 6,966 hospitals came to more than \$6 billion. When the returns are all in it is estimated that the figure for 1957 will be \$7 billion. And the best authorities in the hospital field think that these costs will continue to go still higher—possibly at the rate of 5 to 10 per cent a year.

These figures have significance for all of us. They worry hospital administrators, disturb doctors and distress the public. For health and welfare plans they are especially meaningful because of their effect on the hospitalization benefits they provide. Rising hospital costs mean a tightening financial problem for the plants that want to continue to provide service benefits, a greater burden on those who pay the bill and possibility of poorer service for hospital patients. Rising costs obviously mean higher hospital charges.

This rise in cost is due to a number of factors; inflation; increase in hospital admission; increased cost of new treatments such as radiation therapy; unnecessary admissions; slight amelioration of substandard working conditions of hospital employees.

All these things are capable of betterment; however, cutting wages of hospital employees is not one of them. Before the war, hospital workers put in a fifty-four hour week. On that schedule it took 3.1 employees to cover one position in the round-the-clock, seven-day operation of a hospital. Now with the forty-hour week 4.2 persons are required. Increases in wages were necessary to compete for an adequate labor staff. Further rises of wages will be necessary to continue to meet the competition. For hospitals, as for other employers, low salary rates may be expensive in terms of efficiency and productivity—and service. Hospitals need a high percentage of professional and tech-

nical employees, and they must pay to get and keep them.

There is a way, however, to modify the wages bill. It is by more efficient and intelligent use of manpower. For example, by more imaginative planning and arrangement of hospital facilities, highly skilled personnel can be assigned to special areas of the hospital where their training and ability can be used to maximum advantage. Less skilled—and lower paid—employees could be used where appropriate. Here are some other money-saving suggestions which have been made:

The elimination of per diem nurses wherever possible and their replacement with full-time nurses, who are less expensive and more efficient.

Keeping an eye on the dietary department. Many authorities recommend studies to analyze quality control, portion control and service control.

Establishment of a drug formulary. The handling of several brands of the same drug is costly. By stocking only one brand of each type, substantial savings could result. But the cooperation of medical staff is essential.

Cutting insurance premiums. Premiums for workmen's compensation, malpractice and liability insurance are based in large part on frequency of accidents and amount of claims. Hospitals, therefore, should constantly educate their staffs to keep accidents to a minimum.

Use of labor-saving machines. For the most part this is not possible in the sick room. But it is possible in the business office and record section.

Purchasing. Group buying of certain standard items—like milk, coffee, bread, fuel and supplies used in large quantities—is obviously advantageous. Hand-to-mouth and small quantity ordering is costly.

Redesigning and rehabilitating present hospital facilities, for more efficient use and better service. (These buildings have assets of \$13 billion but some experts feel that half of them need modernization at a cost of \$1 billion.)

One of the most important problems which will have to be met by society is that of adequate protection of our older citizens. Over seven years ago Federal Security Administrator Oscar R. Ewing announced that he was recommending that the President include in his legislative program a plan which would provide hospitalization insurance up to 60 days a year for persons 65 and older and de-



pendents of deceased and disabled persons insured under the Old-Age and Survivors Insurance system. This has still not been done. As far back as 1951, it was found that hospital costs were a disastrous blow to those covered by Social Security. The proposed plan for Public Hospitalization Insurance would not have invaded the field of private insurance. The proposed plan would furnish hospitalization insurance for large groups of people who cannot now, as a practical matter, obtain such insurance. Voluntary non-profit plans and commercial insurance companies, almost without exception, do not cover people 65 and over on the grounds of age or physical condition. The people under 65 who would be beneficiaries under the plan, by and large, cannot afford such insurance. For these reasons the plan does not invade a field of substantial interest to private insurance, non-profit or commercial. Today the result of the failure to pass administrator Ewing's proposal and of the failure of private hospitalization insurance to meet adequately the needs of persons who would be protected under the proposed program is apparent. Some go without needed hospitalization. Some get hospital services for which they or their relatives pay by sacrificing other essential, depleting savings or going into debt. And many receive hospitalization without paying the cost, thus passing on to the hospital or to the private charitable or public assistance agencies a serious financial burden.

Private insurance cannot be the answer to the problem of health and hospitalization coverage for our people. We feel that we have today in Blue Cross and Blue Shield, together with possible federal coverage for the aged, the ability to solve these problems. However, Blue Cross and Blue Shield must better their coverage. With a few exceptions, the Blue Cross plans offer more dollar for dollar and benefit for benefit than do the commercial insurance carriers. Blue Cross, however, is still spotty in the level of benefits provided and still has to work out a satisfactory national standard of protection. In some states there is need for coordination of Blue Cross on a state-wide basis so there can be a uniform level of protection.

From the standpoint of labor, Blue Cross should provide as nearly a nationwide uniform benefit as circumstances permit. This benefit should represent full-payment of all items on the hospital bill related to the medical care of the patient and should have a minimum of restric-

tions. On group admissions, Blue Cross, we feel, should follow the pattern of the insurance companies and remove all restrictions as to pre-existing conditions. We believe, too, that Blue Cross must take leadership in keeping hospital costs within reasonable limits by developing methods of paying hospitals that assure proper allocation of hospital costs to patient care. Research and training should be met from funds other than patient charges.

Labor feels that Blue Cross is an organization clothed with a public interest, because of the nature of the service which it performs, and because of the large population it covers. Therefore, it should include on its Board of Trustees representatives of labor and the general public. Only when representatives of the consumers sit down together with members of the hospital profession are we going to achieve the joint planning of Blue Cross programs that will provide optimum service to the patient and fair compensation to the hospital.

Labor feels even more strongly about the reforms which Blue Shield Plans must undertake. The Blue Shield Plans are far from making the contribution that they might make toward improving the quality of care and removing the economic barriers. The majority of Blue Shield Plans have income ceilings that are lower than the average income of most regularly employed workers today. These workers have no assurance when they go to the hospital that the allowances under Blue Shield will cover the cost of their medical care. And for major surgical procedures, Blue Shield allowances provide an even smaller proportion of the physicians' charge. Thus, workers who believe that they are insured against surgical expense find that they must make substantial additional payments which they are not prepared to meet. Therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge as the steps most needed in the immediate future:

The enactment of a program of federal assistance to the professional institutions engaged in the training of doctors, dentists, nurses, medical technicians, and related personnel in the form of grants for the construction, expansion, equipment and maintenance of physical facilities. The program should also provide scholarships to aid qualified students to meet the high cost of medical education. The enactment of a program of direct long-term, low interest loans by the federal govern-

ment to encourage the development and expansion of prepayment plans which provide comprehensive direct medical services through their own physical facilities.

A ten-year extension of the Hill-Burton Hospital Survey and Construction and Survey Act and an increase in the amounts authorized and appropriated to reflect the increase in the cost of construction since the original ceiling was imposed. Increased funds should be provided for the special categories of medical care facilities which were added to the program by recent legislation as well as for the construction of general hospitals.

The continued support of all existing federal research and aid program in the field of health, at levels equivalent to the needs and opportunities for progress, that exist in the areas affected by those programs.

A plan which would provide government paid hospitalization insurance for persons 65 and older and dependents of deceased and disabled persons insured under the old-age and survivors insurance system.

Betterment of Blue Cross and Blue Shield coverage to the point where it will provide comprehensive payment of any and all necessary hospital expenses for all workers.

Referred to Committee on Resolutions.  
Filed, p. 24. See Policy Statement VIII (b).

### **Civil Liberties Threatened by Present Anti-Labor Administration**

**Resolution No. 13—Presented by Local 1136, United Postal Workers, AFSCME-GCEOC, AFL-CIO, Conrad C. Eustace, President; Thomas H. Monroe, Secretary-Treasurer.**

Whereas, The Constitution of the United States of America was, at its inception, and is now, the greatest document of its type in the history of mankind. It expressed the instinctive knowledge of ALL the Peoples of the World that they were of one Brotherhood, and at the same time, expressed their determination in this, a New World, to gain and protect their inherent Rights to Life, Liberty and the Pursuit of Happiness.

The Bill of Rights is, today, as it was then, the foremost protection of American Freedoms, thereby, guaranteeing to ALL oppressed Peoples a haven from injustice and oppression.

These basic Freedoms were, and must continue to be, held in Trust for ALL who

shelter within the guarding arms of the United States of America.

It is the first duty of each and every American Citizen to jealously guard these Rights so carefully spelled out in the Bill of Rights. The elected Representatives of the American People have a double responsibility. They must live up to their duty to both the American People and the Heritage of the Guardianship of Liberty.

The American Labor Movement, as the recognized spokesman for ALL American workers, must keep the protection of these Freedoms as its first determination.

The present "Big Business," anti-Labor, Republican Administration has continuously proven itself to be contemptuous of the Rights supposedly guaranteed to ALL Americans by both the Constitution and the Bill of Rights.

Government Agencies, directly under the administration of the present Republican Cabinet officers, have performed such infamous acts as refusing or ignoring requests for information by duly constituted committees of Congress, removing persons illegally from under the jurisdiction of American Courts, maintaining illegal telephone taps, discharging government workers in direct violation of Constitutional protections, invasion of workers' homes without warrant, and numerous other actions diametrically opposed to democratic processes and Freedoms.

These outrageous examples of arrogant contempt for the American Citizenry on the part of the present National Republican Administration have been copied throughout the Nation, until their Freedom-destroying symptoms may be discovered on all levels of government, where anti-union forces control, whether National, State, County or City.

This situation is a serious threat to the future of the United States in the present state of world affairs.

The AFL-CIO has a responsibility to the American People to warn of this serious danger. Therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, hereby goes on record in full support of the following statement of policy:

We emphatically affirm that the first duty of each and every Representative of the American People, in whatever Public Office at whatever level of government, is to protect the Rights guaranteed to ALL the people of the United States by the Constitution and the Bill of Rights.

We believe that the contemptuous disregard of these Freedoms by the present National Administration is a threat to both the American Way of Life, and the Peace of the World.

We believe that no government has the right to be called a "FREE DEMOCRATIC GOVERNMENT" unless and until, ALL of its Citizens, including the employees of that government are, also, FREE, and with a DEMOCRATIC VOICE in the conditions of their own employment.

We believe that the Bill of Rights applies to ALL, and that Equality of Rights under the Constitution, and Equality of Treatment before the Law are the Foundation Stones of our Freedoms.

We believe that no segment of the American Citizenry should be deprived of Rights possessed by any other segment; and be it finally

Resolved, That this Resolution be presented to the National Convention of the AFL-CIO next following its adoption by the California Labor Council on Political Education with a recommendation of full support for its adoption as AFL-CIO National Policy.

Referred to Committee on Resolutions.  
Filed, p. 39.

#### State Newsletter

**Resolution No. 14**—Presented by Arthur C. Atwell, President, and Justin F. McCarthy, Jr. Adm. Officer, Los Angeles Newspaper Guild, Local 69, American Newspaper Guild, AFL-CIO, CLC.

Whereas, An important function of the California Labor Federation, AFL-CIO, will be to maintain a constant contact with the officials of its affiliated local unions, and to keep such officers informed of the California Labor Federation, AFL-CIO, activities in the legislative, political, educational and community relations fields as well as in its many other activities; and

Whereas, Informed local union officers—and through them, an informed membership, are better able to cooperate with the activities of the California Labor Federation, AFL-CIO; and

Whereas, With a limited staff, the best and cheapest way to maintain such contact and provide such information, is through the publication of a regular newsletter or tabloid newspaper printed and distributed at regular intervals; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO,

shall go on record to issue such an informative bulletin, newsletter or newspaper at not less than monthly intervals and oftener if possible; and, be it further

Resolved, That such publication shall be printed, and distributed by mail, to all the officers of every affiliated local union.

Referred to Committee on Resolutions.  
Adopted as amended, p. 35.

#### Upholding the Freedom to Read

**Resolution No. 15**—Presented by Arthur C. Atwell, President, and Justin F. McCarthy, Jr., Administrative Officer, Los Angeles Newspaper Guild, Local 69, American Newspaper Guild, AFL-CIO, CLC.

The freedom to read is essential to our democracy. It is under attack. Private groups and public authorities in various parts of the country are working to remove books from sale, to censor textbooks, to label "controversial" books, to distribute lists of "objectionable" books or authors, and to purge libraries.

These actions apparently rise from a view that our national tradition of free expression is no longer valid, that censorship and suppression are needed. We wish to assert the public interest in the preservation of the freedom to read.

We are deeply concerned about these attempts at suppression. Most such attempts rest on a denial of the fundamental premise of democracy; that the ordinary citizen by exercising his critical judgment, will accept the good and reject the bad.

We trust Americans to recognize propaganda, and to reject obscenity. We do not believe that they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others may think may be bad for them. We believe they still favor free enterprise in ideas and expression.

We are aware, of course, that books are not alone in being subjected to efforts at suppression. We are aware of a larger pattern of pressures being brought against education, the press, films, radio and television.

Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice.

Now as always in our history, books are among our greatest instruments of freedom. The freedom to read is guaranteed by the Constitution. Those with faith in

free men will stand on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those which are different from the majority.
2. Publishers and librarians do not need to endorse every idea or presentation contained in the books they make available.
3. It is contrary to the public interest for publishers or librarians to determine the acceptability of a book solely on the basis of the personal history or political affiliations of the author.
4. The present laws dealing with obscenity and horror books should be vigorously enforced.
5. It is not in the public interest to accept with any book the prejudgment of a printed label characterizing the book or author as subversive or dangerous.
6. It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standard or tastes upon the community at large.
7. It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality of thought and expression. By exercise of this affirmative responsibility, bookmen can demonstrate that the answer to a bad book is a good one, the answer to a bad idea is a good one.

We do not state these propositions in the comfortable belief that what people read is unimportant. We believe, rather, that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, (a) urges all of its locals to give full support to these principles; (b) requests both major political parties, and all civic and community organizations to adopt this statement of American policy; and (c)

commends the American Library Association and the American Book Publishers Council for their support of these principles and policies of traditional American freedom.

Referred to Committee on Resolutions.  
Adopted, p. 39.

### Health and Welfare Plans

**Resolution No. 16**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, The rising cost of doctors' fees, hospital costs and prescribed medicine is a definite cause and part of the rising cost of living; and

Whereas, These contributory factors in the rising cost of living far exceed the average rise in the cost of living; and

Whereas, Since the health and welfare plans are becoming more and more a standard in union negotiated contracts; and

Whereas, There is a definite campaign to confuse the issue by charge and counter charges of graft and corruption in the administrative offices of union operated funds; and

Whereas, The unwarranted increase in cost of premiums and coverage under any and all welfare plans, has led to an open charge by union members that such funds are used as a guarantee of payment and a collection agency for the medical profession, and it can be proven that doctors are, with these funds, able to collect a much higher percentage of their charges; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to use every avenue at its disposal to request the aid of all interested parties, particularly, and with emphasis, our elected representatives in Congress, and the State Legislature, and that these representatives be urged to do everything within their power to get committees set up on a national and state level to investigate this unwarranted increase in cost to the wage earners at a time the wage earners can least afford a further increased cost, and gouging; and be it further

Resolved, That we ask all locals affiliated to take corresponding steps in an attempt to place this problem in its proper light, because the moral obligation is if anything more applicable to the medical profession than, to cite instances, the regulation of utility rates.

Referred to Committee on Resolutions.  
Adopted, p. 24.

### Civil Rights

**Resolution No. 17**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, The labor movement is founded upon the principle of human brotherhood; and

Whereas, Large numbers of our American citizens, because of race, creed, color, or national origin, are still denied full citizenship rights in many sections of the United States including our own State of California; and

Whereas, This injustice constitutes a threat to our society, our unions and our principles of democracy and equality for all; and

Whereas, Racial injustice, mob rule and violence at home plays a part in United States foreign policy because it slurs the good name of our country in the eyes of other democracies whose population is not white and casts suspicion on our actions abroad at the very time we are struggling with Communism for world leadership; and

Whereas, Prejudice of any kind cannot be tolerated by freedom-loving Americans; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, commend the Congress of the United States for passing the first civil rights bill in 82 years; and, be it further

Resolved, That we support the passage of further necessary national legislation to provide equality of opportunity for all; and we urge the United States Senate to abolish Rule 22 which permits a minority to use the filibuster to thwart the will of the majority; and, be it further

Resolved, That we urge the newly elected state legislature to take early action in passing strong and effective fair employment practices legislation with enforcement powers; and, be it finally

Resolved, That we urge our members to act with good will in their hearts and understanding in their minds, to work in their unions, their communities and in the nation for the elimination of injustice and for a society free of race hate and fear.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### Histadrut

**Resolution No. 18**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Histadrut, the General Federation of Labor in Israel, has been the outstanding of a democratic labor organization in the Middle East for the past 38 years and today plays a leading role in the life of the young State of Israel; and

Whereas, Histadrut has developed a health program which serves over a million Jews and Arabs; vocational training for youth and for adults; housing projects for workers and immigrants; cultural activities; social activities; closer cooperation between Jewish and Arab workers, and in every way has endeavored to improve the lot of labor in Israel; and

Whereas, 35 years ago, just three years after the first Histadrut organization, American trade unionists, true to their historic tradition of helping struggling unionists everywhere, set up the National Committee for Labor Israel to provide funds and moral support for the then seemingly impossible task of building a strong and free trade union movement in the Middle East; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, extend fraternal greetings to Histadrut, the General Federation of Labor in Israel, and pledge its continued moral support to Histadrut in its effort to build a nation which will enrich the lives of its own people, contribute to the improvement of the peoples of the Middle East generally, and serve as a citadel of democracy in that part of the world; and, be it further

Resolved, That we send fraternal greetings to the California Israel Histadrut Campaign, the fund raising arm of the National Committee for Labor Israel which is celebrating its 35th anniversary at the Palladium in Los Angeles, Sunday, December 14, 1958.

Referred to Committee on Resolutions.  
Adopted, p. 102.

### Coro Foundation

**Resolution No. 19**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Coro Foundation of Los Angeles and San Francisco is conducting programs aimed at achieving higher standards of political behavior, more able men and women in public affairs, and a better public understanding of government and politics; and

Whereas, Educational programs are being conducted by Coro Foundation in Los Angeles and San Francisco wherein out-

standing young people are given scholarships, after an intensive selection process, and placed in a full-time nine-month training program known as the Internship in Public Affairs; and

Whereas, As part of this training experience the trainees spend several weeks in first hand observation of unions, gaining a thorough understanding of the work of organized labor, as well as observing the practical operations of government agencies, political campaigns and business firms; and

Whereas, The graduates of this program are rising to influential positions in government, industry and politics, where their decisions are having an increasing importance to organized labor and the whole community; and

Whereas, Coro Foundation is firmly supported by organized labor throughout California, its work having been endorsed by both the California Industrial Union Council and the California State Federation of Labor, with over 70 unions and councils contributing to its financial support and taking on the interns for training assignments; and

Whereas, The merged labor movement of the State of California desires to contribute fully to the civic welfare of the state, and is deeply interested in a better public understanding of the labor movement; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the work of Coro Foundation in training young people for community leadership and making it possible for them to gain a first hand understanding of organized labor; and, be it further

Resolved, That all affiliated organizations be urged to lend their full support to Coro Foundation's work, both in co-operating with its training programs and joining in its financial support.

Referred to Committee on Resolutions.  
Adopted, p. 102.

### **Ethical Practices**

**Resolution No. 20**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, The AFL-CIO is to be commended for its prompt, decisive action in ridding itself of corrupt and unethical elements; and

Whereas, The AFL-CIO's Code of Ethical Practices has become an outstanding

model for clean healthy unionism throughout the nation; and

Whereas, The AFL-CIO has, in addition to its own internal efforts, endorsed the Kennedy-Ives Labor Reform Bill which was defeated in the House of Representatives primarily because of opposition spearheaded by the Administration and the U. S. Chamber of Commerce; and

Whereas, We recognize that legislation alone is no cure-all for the sickness of corruption and that an effective campaign against this social disease must be directed to all of society; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, wholeheartedly endorse the six AFL-CIO Codes of Ethical Practices and the AFL-CIO's efforts to rid the American labor movement of the last vestiges of corrupt and unethical practices; and be it further

Resolved, That we condemn corrupt practices wherever they occur in society; and, be it finally

Resolved, That we will continue to attack corruption on all fronts.

Referred to Committee on Resolutions.  
Adopted, p. 39.

### **Organize the Unorganized**

**Resolution No. 21**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, The historic convention three years ago which merged the American Federation of Labor and the Congress of Industrial Organizations dedicated itself to the task of organizing the unorganized and determined that, no matter how difficult the job, the millions of men and women who do not enjoy the benefits, protections and satisfactions of union organization must be brought within the family of trade unionism; and

Whereas, Many of the difficulties envisaged by the founding convention have been experienced in California where we were forced to fight for the very existence of our labor movement against the notorious and vicious so-called Right to Work bill championed by the former minority leader of the United States Senate and well financed by anti-labor forces; and

Whereas, The hard and devoted work of the entire labor movement of California, together with men and women of good will throughout the state, brought the evil Proposition No. 18 and its proponents down to inglorious defeat and

elected a preponderance of liberal labor-supported candidates to state and national offices; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, waste no time on self-congratulation but get back to the major task of organizing the unorganized; and, be it further

Resolved, That we give particular attention, assistance and cooperation to AFL-CIO unions in organizing campaigns among white collar workers—teachers, nurses, office workers, engineers—who no longer enjoy a preferential position or security of employment, and who look to the labor movement for help.

Referred to Committee on Resolutions.  
Adopted p. 88.

### Minimum Wage

**Resolution No. 22**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, The basic purpose of the Fair Labor Standards Act enacted by Congress 20 years ago to eliminate as rapidly as practical "labor conditions detrimental to the maintenance of the minimum standard of living necessary for health, efficiency, and general well-being of workers" is not being met by the \$1.00 minimum wage now in effect; and

Whereas, Some 9½ million workers, clearly within the scope of interstate commerce are completely denied the privilege of the federal \$1.00 minimum wage and the safeguard of the 40-hour week and many of them work long hours under disgraceful conditions of safety and sanitation; and

Whereas, The Eisenhower Administration proposals for extension of coverage is pitifully inadequate and would include only 2½ million additional workers; and

Whereas, The effectiveness of the Walsh-Healey Public Contracts Act has been thwarted by employer-initiated litigation made possible by the Fulbright Amendment as well as by the narrow scope of the program and unnecessary delays in its administration; and

Whereas, Another 10½ million workers are exclusively within state jurisdictions and are therefore not protected by the federal minimum wage; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, calls upon the Congress to give top priority to enactment at the earliest pos-

sible date of the Morse-Kelley amendment to the Fair Labor Standards Act in order to extend the Act's coverage to nearly 9½ million low-paid workers now unjustly denied minimum wage protection; and, be it further

Resolved, That the minimum wage under the Fair Labor Standards Act should be raised to at least \$1.25, the same cents per hour increase to be automatically applied to Puerto Rico; and, be it further

Resolved, That the maximum work-week under the Fair Labor Standards and Public Contracts Acts should be reduced as rapidly as feasible; and, be it further

Resolved, That Congress should appropriate adequate funds to permit the Labor Department to effectively administer and vigorously enforce the Fair Labor Standards and Public Contracts Acts; and, be it further

Resolved, That the California AFL-CIO should continue to press for a state statutory minimum wage of \$1.25 an hour application to all occupations not covered by federal law for men, women and minors alike.

Referred to Committee on Resolutions.  
Adopted as amended, p. 21.

### Re Disqualification for Unemployment Benefits of Unemployed Workers Receiving Severance Pay, Sick Pay, Vacation Pay and Holiday Pay

**Resolution No. 23**—Submitted by Arthur C. Atwell, President, and Justin J. McCarthy, Jr., Administrative Officer Los Angeles Newspaper Guild, Local 69, American Newspaper Guild, AFL-CIO, CLC.

Whereas, The collective bargaining contracts of a substantial share of the local unions in California contain provisions granting severance pay, vacation pay, sick pay, and holiday pay to union workers; and

Whereas, Employees working under such contracts earn severance pay, sick pay, vacation pay and holiday pay, while they are employed and working, and not while they are unemployed; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to seek legislation before the State Legislature of the State of California, providing that unemployed workers shall not be denied eligibility for unemployment insurance benefits because said unemployed workers receive or are eligible to receive severance pay, sick pay, vacation pay and holiday pay,

under the provisions of collective bargaining contracts.

Referred to Committee on Legislation.  
Filed, p. 53. See Resolution No. 31.

### **Emergency Hospital Admissions**

**Resolution No. 24**—Submitted by Gordon Laughland, Communication Workers of America Local 9415.

Whereas, In many instances individuals have been critically injured or ill, and said individuals have been refused admittance to private and charitable hospitals when they are in need of emergency treatment, resulting in either the death or aggravation of injuries or illnesses to said individuals; and

Whereas, It has been indicated that the refusal of admission of said individuals has been because of some doubt of the individual's immediate ability to pay for services; and

Whereas, Most hospitals enjoy certain tax exemptions based on the premise that they are a benefit to the community and operate on a non-profit basis; and

Whereas, The public has by this exemption also endowed these hospitals with a certain responsibility to the community; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, shall go on record to cause to be drafted and introduced legislation to prevent recurrence of such situations in the future.

Referred to Committee on Legislation.  
Filed; subject matter referred to Executive Council p. 99.

### **Loss of Unemployment Benefits in Respect to Trade Disputes**

**Resolution No. 25**—Submitted by B. A. Perez, Recording Secretary, USWA Local 2058 and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, Under present regulations of the California Department of Employment, a worker who has seniority and is in layoff status may be arbitrarily recalled for work by the employer shortly before a trade dispute is about to begin and denied unemployment benefits for refusing to cross a picket line; and

Whereas, The employers have been using this as a gimmick to chisel laid-off workers out of their unemployment benefits and to harass the union; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, goes on record in favor of instructing our state legislative representatives to work for a change in California Unemployment Insurance Code which will eliminate this unfair and abusive practice.

Referred to Committee on Legislation.  
Filed, p. 52. See Resolution No. 39.

### **Amendment of Sec. 1253(c) California Unemployment Insurance Code**

**Resolution No. 26**—Submitted by Chas. D. Adams, President Local 216 UAW, AFL-CIO and B. A. Perez, Recording Secretary, USWA 2058.

Whereas, The standard governing the California Department of Employment's rulings on the availability for work in the payment of benefits has been steadily increased by the pressure of the employer's lobby; and

Whereas, The availability factor has finally reached the punitive level that even when workers are not available for work a few hours in a week due to an act of God, or some other involuntary reason, they are denied benefits; and

Whereas, In the Garrett case, where this unfortunate worker was held by thugs at gun point, the Department of Employment's denial of benefits was deemed so unfair that Governor Goodwin Knight personally paid him the money he had lost; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in favor of instructing our state legislative representatives to work for a reasonable and fair regulation in respect to availability in the California Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 52.

### **On Section 1279 of the California Unemployment Insurance Code**

**Resolution No. 27**—Submitted By B. A. Perez, Recording Secretary USWA 2058, and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, Section 1279 of the California Unemployment Insurance Code restricts the amount of money which may be earned in excess of unemployment benefits to \$3.00 in a benefit week; and

Whereas, This restriction deprives a worker of an opportunity to supplement his meager unemployment benefits by occasionally taking an odd job; and

Whereas, This \$3.00 limitation has not



been increased in many years and has not kept pace with the times and the cost of living; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, goes on record in favor of instructing the Unions' legislative representatives to work for the amendment of Section 1279 to raise the amount from \$3.00 to at least \$16.00.

Referred to Committee on Legislation.  
Filed, pp. 52-53. See Resolution No. 198.

#### **Against Section 1277 of the California Unemployment Insurance Code**

**Resolution No. 28**—Submitted by B. A. Perez, Recording Secretary USWA 2058, and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, Section 1277 was amended into the California Unemployment Insurance Code a few years ago; and

Whereas, This section has deprived workers of unemployment benefits which they were formerly able to receive before it was enacted; and

Whereas, This provision constitutes one of the devices by which the employers have been emasculating and watering down the workers' rights under the California Unemployment Insurance Code; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record instructing our legislative representatives to work for the complete abolition of any restriction upon the use of "lag period wages" in filing a new claim when the benefit year on an old claim has expired.

Referred to Committee on Legislation.  
Adopted, p. 53.

#### **Eliminate Sec. 1253 (d) California Unemployment Insurance Code**

**Resolution No. 29**—Submitted by B. A. Perez, Recording Secretary, USWA Local 2058, and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, Sec. 1253(d), requiring that a claimant serve a one week waiting period before becoming eligible for unemployment compensation benefits serves no valid purpose; and

Whereas, This waiting causes undue and unnecessary hardship on a claimant contrary to the spirit and intent of the Unemployment Insurance Act; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record that Sec. 1253(d) be eliminated by legislative action from the California Unemployment Insurance Code.

And that our state legislative representatives secure immediate introduction of this request to the legislature.

Referred to Committee on Legislation.  
Filed, p. 53. See Policy Statement VI (b).

#### **Amendment of Sec. 1257 (a) California Unemployment Insurance Code**

**Resolution No. 30**—Submitted by B. A. Perez, Recording Secretary USWA 2058, and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, Sec. 1257 (a), California Unemployment Insurance Code, provides for indefinite disqualification for false statement; and

Whereas, These disqualifications are made by administrative fiat which result in many instances of error, causing untold hardship on claimants; and

Whereas, The complex and intricate wording of present legislation prevents thorough knowledge of the law by each claimant, thereby subjecting the claimant to entrapment; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that this Sec. 1257 (a) be amended so as to eliminate this unnecessary severe penalty and that our legislative representatives be instructed to secure this legislation.

Referred to Committee on Legislation.  
Adopted as amended and clarified, p. 53.

#### **Amendment of Sec. 1252 California Unemployment Insurance Code**

**Resolution No. 31**—Submitted by B. A. Perez, Recording Secretary USWA 2058, and Chas. D. Adams, President Local 216 UAW, AFL-CIO.

Whereas, The inclusion of wages of Holiday, Vacation and Severance pay has been, by administrative decision, used to prevent claimant from drawing full compensation while unemployed; and

Whereas, This constitutes a violation of the principles of State Unemployment Act; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that Section 1252, California Unemployment Insurance Code be amended by the State Legislature to read that 'Holiday, Vacation and Severance pay accruing to an employee upon layoff is not to be considered as wages for the purposes of this section.'

And, that our legislative representative be instructed to press this matter with all urgency.

Referred to Committee on Legislation.  
Adopted as construed by the committee,  
p. 53.

### Special Education for Handicapped Children

**Resolution No. 32**—Submitted by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Many children are physically or mentally handicapped as the result of disease or a congenital condition; and

Whereas, All children are entitled to an equal opportunity for education and social development; and

Whereas, The education of such children requires special facilities and instruction increasing the cost of their education; and

Whereas, They must compete with the so-called normal child for school funds; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to provide funds for the excess cost of education for such children and to provide such funds to school districts on a matched basis for the education of physically or mentally handicapped children.

Referred to Committee on Legislation.  
Adopted, p. 99.

### Workmen's Compensation

**Resolution No. 33**—Submitted by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, It has been the legislative intent of the Workmen's Compensation Law that a disabled worker should receive  $\frac{2}{3}$  of his average weekly wage; and

Whereas, The average weekly wage for the year 1957 in all manufacturing in California was \$92.89; and

Whereas, The maximum paid to industrially injured workers is \$50.00; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to establish a minimum rate of compensation in keeping with the legislative intent of the Workmen's Compensation Law or a maximum rate of not less than \$60.00 per week for temporary compensation.

Referred to Committee on Legislation.  
Filed, p. 55. See Policy Statement VII (a).

### Support of Workshops for Disabled Persons

**Resolution No. 34**—Submitted by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Many disabled workers are unable to return directly to productive employment without an opportunity to explore their capabilities in new fields of work; and

Whereas, Industry is not prepared to provide for limited employment; and

Whereas, The period of retraining and work conditioning for disabled workers may be greater than that allowed in competitive industry; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support legislation designed to encourage development of rehabilitation workshops; and be it further

Resolved, That we recognize the need for such workshops to secure productive work contracts and as a policy encourage the letting of such contracts to such workshops provided they pay wages for work produced in accordance with the going wage for the same unit of work in the community.

Referred to Committee on Legislation.  
Adopted, p. 64.

### Vocational Rehabilitation of Disabled Persons

**Resolution No. 35**—Submitted by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Many persons become disabled through accident and disease; and

Whereas, Such persons often require retraining to acquire a vocational skill; and

Whereas, Without retraining, many such persons become dependent upon public assistance; and

Whereas, The funds invested in rehabilitation of such disabled persons can be returned to the public treasury through taxes paid by them when gainfully employed; and

Whereas, We consider it a moral obligation to provide for all working people an equal opportunity for gainful employment; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the Governor and the legislature to expand the program

of vocational rehabilitation to its maximum effective level; and, be it further

Resolved, That we urge the authorization of the State Vocational Rehabilitation Service to provide rehabilitation service to any disabled person when by such service the person can be made capable of self care and independent of custodial or personal services.

Referred to Committee on Legislation.  
Adopted, p. 64.

### Rehabilitation Facilities

**Resolution No. 36**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, There is a need for trained rehabilitation personnel; and

Whereas, There is a need for research to determine new areas for training and new methods for rehabilitation of the seriously handicapped; and

Whereas, California has no major facilities for training and research in the field of rehabilitation; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the state legislature to request the University of California to establish a Rehabilitation Center devoted to training and research.

Referred to Committee on Legislation.  
Adopted, p. 64.

### Workmen's Compensation

**Resolution No. 37**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Many industrially injured workers are uninformed as to their right and benefits under the Workmen's Compensation Law; and

Whereas, Many workers are unaware of the Vocational Rehabilitation Service; and

Whereas, The only contact many workers have concerning their Industrial injury is with their employer or his insurance carrier; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to amend the Workmen's Compensation Law to require that all industrial workers be given complete and understandable information concerning all and any benefits to which they may be entitled.

Referred to Committee on Legislation.  
Adopted p. 62.

### Workmen's Compensation

**Resolution No. 38**—Presented by The Greater Los Angeles CIO Council, Albert T. Lunceford, Secretary-Treasurer.

Whereas, Many industrially disabled workers have their temporary benefits discontinued before they are able to return to employment; and

Whereas, There is often a delay of several months before they receive a rating and an award for permanent or partial disability; and

Whereas, Disabled workers are often forced by economic necessity to accept a cash settlement during this period; and

Whereas, Such cash settlement is often to the disadvantage of the disabled worker; and

Whereas, The disabled worker cannot consider any plan for rehabilitation during the period in which he receives no benefits; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to provide that there should be no stoppage of payment of benefits to workers who have permanent or partial disabilities and that the legislature make such provisions as are necessary to correct the many prevailing abuses.

Referred to Committee on Legislation.  
Filed, p. 62. See Policy Statement VII (f).

### Elimination of Sec. 1262 of California Unemployment Insurance Code

**Resolution No. 39**—Presented by Chas. D. Adams, President, Local 216, UAW-AFL-CIO.

Whereas, Disqualification of claimants who have been denied work as a result of a trade dispute works a severe hardship on said claimants; and

Whereas, Many industrial states provide for compensation of people idled by trade disputes; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that Sec. 1262, California Unemployment Insurance Code, be eliminated by legislative action through the efforts of our legislative representatives.

Referred to Committee on Legislation.  
Adopted, p. 52.

### Union Leadership Training

**Resolution No. 40**—Presented by Indus-

trial Union of Marine and Shipbuilding Workers of America, Local 9.

Whereas, The future of the American labor movement depends on the understanding, loyalty, support and morale of its membership; and

Whereas, Our greatest resource lies in, and can be further developed, through the education of our members and their families in the goals, objectives and functioning of the labor movement; and

Whereas, Historically, traditionally and in present-day operations, our trade union movement, its officers and membership have been concerned and active in helping our communities in the political and social problems which may arise; and

Whereas, A rapidly developing technology is introducing ever more complexities in every sphere of present day life, i.e., the political, the economic and the social; and

Whereas, These complexities have their immediate effect on our trade union movement, requiring an ever increasing 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; and

Whereas, An educational program will help our membership keep abreast of a fast-moving society and help them to understand and attain labor's goal both in unions and in the community; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, call upon all affiliated local unions, councils and central bodies to draw as large a portion of their membership as possible into a program to encourage special sessions for the training of their officers and members and in general to take such steps as are necessary and possible to stimulate and further the education and training of union leadership.

Referred to Committee on Resolutions.  
Adopted, p. 35.

#### Public Relations for Organized Labor

**Resolution No. 41**—Presented by Industrial Union of Marine & Shipbuilding Workers of America, Local 9.

Whereas, The views of labor are not being presented to the general public in the best interest of labor by the normal agencies of the press, radio and T.V.; and

Whereas, Those programs sponsored by labor unions currently are not geared to capture large audiences due to the time element involved in hour of presentation; and

Whereas, Without proper public facilities of presentation the labor movement is at a disadvantage to inform the public on vital issues affecting the people as a whole; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as supporting a program to present to the public the views of labor by professionals in this field of presentation.

Referred to Committee on Resolutions.  
Filed, p. 35. See Resolution No. 157.

#### Health and Welfare Plans

**Resolution No. 42**—Submitted by Industrial Union of Marine & Shipbuilding Workers of America, Local 9. Walter G. Hopson, Executive Secretary.

Whereas, Most health and welfare plans, as written today, are inadequate to cover the necessary health, medical and surgical needs of our members; and

Whereas, health and welfare plans are being further weakened by certain hospitals, doctors and druggists abusing such plans by over-charging a patient who is a member of a plan; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO instruct the officers to fight this threat to our welfare plans and that committees be set up in all areas to study abuses or overcharges on medical bills, and to publicize such malpractices, and to inform members on ways and means to combat such overcharges.

Referred to Committee on Resolutions.  
Filed, p. 24. See Resolution No. 16.

#### Civil Rights

**Resolution No. 43**—Submitted by Industrial Union of Marine & Shipbuilding Workers of America, Local 9.

Resolved, That the first convention of the California Labor Federation, AFL-CIO rededicates itself to the vital and historic task of extending equal rights and equal opportunity to every field of American life; and be it further

Resolved, That California labor, while reaffirming its support for national F.E.P. legislation, renews its pledge to continue

to work for F.E.P. legislation on the state level; and, be it further

Resolved, That California 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.

Referred to Committee on Legislation.  
Adopted, p. 89.

### Education

**Resolution No. 44**—Submitted by Industrial Union of Marine & Shipbuilding Workers of America, Local 9. Walter G. Hopson, Executive Secretary.

Be It Resolved, That the first convention of the California Labor Federation, AFL-CIO 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.

Referred to Committee on Resolutions.  
Adopted, p. 34.

### Safety Legislation

**Resolution No. 45**—Submitted by Industrial Union of Marine & Shipbuilding Workers of America, Local 9. Walter G. Hopson, Executive Secretary.

Now, Therefore, Be It Resolved, That the first convention of the California Labor Federation, AFL-CIO pledge full support for a legislative program to adopt uniform state, county and city codes so that all safety regulations will be comparable and to prevent conflict and confusion caused by the interlapping of federal, state and local jurisdiction in the enforcement of safety and health regulations.

Referred to Committee on Legislation.  
Adopted as construed by the committee, p. 97.

### Supplemental Unemployment Benefits

**Resolution No. 46**—Submitted by Abe Friedland, President ACWA Local 372.

Whereas, Unions in California have negotiated collective bargaining contracts which provide for the supplementation of state unemployment benefits; and

Whereas, Experience has shown that large numbers of the population of California do not enjoy permanent employment by reason of which their purchas-

ing power is unstable; and this is detrimental to the interests of the people of California as a whole; and

Whereas, These supplemental unemployment benefits have been a valuable and necessary means of economic support for union members during the recent and current recession; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO affirms its support for collective bargaining agreements which provide for the supplementation of state unemployment benefits during periods of unemployment.

Referred to Committee on Resolutions.  
Adopted, p. 23.

### International Relations

**Resolution No. 47**—Submitted by Local 887 U.A.W., Jack Hurst, President.

Be It Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to submit the following statement of policy to the next AFL-CIO convention:

#### The International Crisis

The intensity of the basic conflict between the free nations and communist expansionism increases as the Soviet dictators, using the launching of the first satellite as a blackmail weapon aboard, step up military threats, diplomatic pressure and economic penetration in the Middle East, Africa, and Asia.

The launching of the sputniks shocked the American people and pointed up the fact that current American foreign policy has forfeited the initiative to communist imperialism. Again and again, the Soviet adventurers have acted and the free world has reacted; again and again the U.S.A., although the strongest nation in the free world, has been too late with too little in military defense, in international economic aid and in other phases of the continuing total cold war.

The orbiting of the sputniks and our inability thus far to duplicate that feat have revealed obvious deficiencies in our defense organization, our educational system and our scientific research and development work. This is not cause for panic but for calm reevaluation and sound action to replace weakness with strength wherever weakness is found.

The sputniks represent for us a bloodless Pearl Harbor. If we respond by mobilizing all our moral, material and technological resources, as we did after December 7, 1941, and if we coordinate

our efforts closely with those of other free nations, we can move ahead with calm confidence in the ultimate outcome of the world struggle between freedom and tyranny. There can be no victory for either side in that struggle if it is waged with the absolute weapons now available and becoming available to both sides. In today's world the only effective defense is the preservation of peace, and the establishment of social and economic justice. We must therefore actively seek social justice throughout the world in order to maintain adequate deterrent power to minimize the danger that the appearance of weakness on our side may encourage the forces of tyranny to engage in actions which will turn the cold war into a hot war.

But we must recognize that hot wars are not prevented and cold wars are not won by arms alone, vital as these are. In this light, the forthcoming top-level NATO Conference is an opportunity to strengthen the foundations for free world unity in aspiration and action. It can do so by uniting the western democracies in the economic, social, educational, scientific and technological fields, as well as in the military sphere.

The preservation of world peace and the promotion of freedom require the marshalling and pooling of resources on all fronts. The common danger demands that every free nation greatly enlarge and speed up its contribution to the common pool of strength for peace and freedom. The increased strength must be military; it must be scientific; it must be technological; it must be at full production levels. Above all, it must go beyond the defensive fight for survival to take the initiative as quickly as possible in a massive global offensive against the poverty, hunger, disease, ignorance, exploitation, fear and hatred on which communism feeds, breeds, and grows to power.

### The Fight Against Colonialism

American labor, today as always, supports the aspirations of all colonial and oppressed peoples to national independence and human freedom.

In line with the democratic traditions of the American people, we have consistently opposed all colonial oppression and exploitation—on both sides of the Iron Curtain. We have not hesitated to criticize our own government when, in the realm of power politics, it did not disassociate itself from or failed to oppose

colonialist policies pursued by our allies in Africa, Asia or elsewhere.

Neither have we of the American trade union movement failed to recognize features of our own internal race relations that all too disturbingly resemble some of the practices of colonial powers. We have fought and we will continue to fight to correct and eliminate these conditions. We are making headway but not fast enough. We must move more rapidly, more thoroughly and more effectively to cleanse and revalidate our moral credentials. We must see to it that here at home our practices in the fields of civil liberties and civil rights do not contradict but reinforce our support of principles of human freedom and equal opportunity in those vast areas where the world contest between freedom and totalitarianism will be decided.

Particularly since the close of World War II, the old style colonialism of western powers has been on the wane. Hundreds of millions of people have attained their right to full nationhood in the Far East, Middle East and in Africa. But the struggle for national independence and against the declining western colonialism has been seriously complicated and hampered by the emergence of the new and infinitely more dangerous Soviet colonialism. Under the pretext of fighting against colonialism, Communist imperialism has been utterly inhuman in its stamping out of the national sovereignty and democratic liberties of weaker nations.

Consequently, when democratic powers cling to colonialist policies, they play into the hands of Soviet imperialism, help its worldwide subversive Communist conspiracy, and hurt human freedom and world peace. This is the effect of British colonial policy opposing self-determination for Cyprus and the French policy opposing self-determination for Algeria.

We appeal to the British to grant self determination to Cyprus and appeal to France to begin negotiations immediately for the granting of independence to and the withdrawal of French troops from Algeria. We call upon the French government to support and encourage the establishment of a North African democratic federation (consisting of Tunisia, Morocco and Algeria) in close and friendly rights and equities of all minority groups including the French residents in North Africa.

Definite and reasonable time limits should be set for the non-self-governing people (Trust Territories and colonies)

obtaining their national freedom. During the interim, effective measures should be taken to further economic, social and cultural progress and training in self-government. Every effort should be made to develop an efficient civil service system and a free and compulsory public school system. The workers should be encouraged to establish their own free trade unions to further their interests.

The U. N. Trusteeship Council, supervising the various Trust Territories, should set time limits for the termination of its supervision. Under the U. N. Charter, the Powers which control dependent areas are obligated to report to the United Nations on social, education, and economic conditions in their territories. This obligation should be extended to include reports on political conditions and the development of institutions of self-government. The U. N. should likewise take greater interest in those dependent territories which are not subject to supervision by the Trusteeship Council, with a view to promoting their progress toward national independence.

The ICFTU has shown that it can contribute greatly to the democratic development of peoples under and emerging from colonial rule. By aiding them in the building of strong free unions, the ICFTU fosters their progress toward independence and equips them to achieve and safeguard fundamental human rights. We commend the ICFTU for what it has done to date. We pledge our cooperation and support in its future efforts to assist the democratic independence movements in the non-self-governing territories and to help in the building and strengthening of free trade unions devoted to the economic, social and cultural progress of peoples now under colonial rule. We endorse and support the UN activities of the ICFTU designed to hasten the independence of such peoples.

We urge the free trade unions in the countries which govern dependent territories to (1) exert vigorous pressure on their governments to grant their colonial peoples freedom and independence; (2) enter into fraternal alliance with and give generous aid and support to the labor unions in their countries' colonies; where such unions do not exist, help organize them.

The longer western colonialism continues, the greater is the danger of Communist penetration of dependent countries. In spite of Moscow's discrimination against national minorities in the

Soviet Union, in spite of its brutal suppression of the Hungarian revolution, the Communists continue to pose as the most determined fighters against race prejudice and champions of national independence. More over, the manifesto of the recent international Communist meeting in Moscow shows that the Kremlin has ordered a stepped-up campaign of infiltration of trade unions in colonial countries.

To counter these Communist maneuvers, an energetic campaign must be carried on in all colonial countries designed both to lay bare the true nature of communism and to demonstrate the positive advantages and enormous possibilities of democracy and free trade unionism as progress, security and dignity. To this end we call upon the ICFTU TO STEP UP ITS EDUCATIONAL WORK IN COLONIAL AND UNDERDEVELOPED COUNTRIES and we pledge our aid and support for such work.

American labor's help to the workers and trade unions of the colonial countries is based upon winning new and strengthening established support for ICFTU policies. We have but one aim in rendering such assistance—to help them in achieving for themselves the same goals of bread, peace and freedom that we seek for our own members. We ask nothing of them in return except that they work with us to strengthen the international free trade union movement as a bulwark of human rights, democracy and peace for all workers everywhere.

#### Middle East Crisis

Soviet penetration of the Middle East threatens the national existence and territorial integrity of the countries in this pivotal region, but it is also a challenge to the security of the free world. Through subversion and aggression, the Moscow-Cairo axis seeks to dominate this area, to control its resources, so vital to the free world, and to place the countries of Europe, Asia and Africa at the mercy of the Soviet Union.

Existing strains in the Middle East, Africa and Asia are symptoms of the deep convulsions which earlier contributed to communist victories in China and Viet-Nam.

To meet this challenge, the free world must have more than a firm military posture; we must have first of all a clear understanding of our own aims and objectives. They constitute a reliable ally

in this common effort. Shifting from appeasement of Nasser to the appeasement of King Saud hardly constitutes an adequate policy for the Middle East. There are elements in this region more vital and more combustible than oil.

What must be taken into account are the genuine aspirations of the mass of people in that entire area of self fulfillment, rather than selfish demands of anti-democratic, anti-labor, feudalistic regimes. An anxious and naive search for makeshift alliances with fair weather friends among foreign governments is no substitute for alliance with people built upon long term commitments to aid down-trodden and restive peoples themselves to find a democratic alternative to communist threats and communist temptations.

The critical nature of the present Soviet threat and accompanying grave developments in the Middle East call for quick action to mobilize the economic, political and mutual security forces required to insure peace and independence and to lay the base for economic well-being of all the countries in this crucial area.

Under the Eisenhower doctrine our government is pledged to use its armed forces to assist those countries in this region which have associated themselves with that policy against armed aggression by any Communist-controlled country. Current Soviet maneuvers are aimed at inducting others in the area to pull Soviet chestnuts out of fire. This requires that the United States government and the United Nations issue clear warnings against aggressive acts from any source and unequivocal assurance that all countries in this explosive area who associate themselves with a non-aggression policy will be given guarantees of territorial integrity and the safeguarding of their national independence against aggressive acts.

#### **A Program for World Peace and Freedom**

Now, Therefore, Be It Resolved, That the American Federation of Labor and Congress of Industrial Organizations, conscious of the grave dangers that today threaten to destroy man's hopes for freedom and lasting peace, adopts and calls for implementation of the following programs:

Re-examine, revise and strengthen our foreign policy so as to capture the initiative for the free world in the struggle

to make peace secure and to promote freedom for all men.

Mobilize our human and material resources in co-ordination with other free nations to meet the challenge of growing Soviet scientific, industrial and military power dramatized by the sputniks and their immediate use for international blackmail. Specifically, we must move swiftly to pool our resources and step up our efforts in the military, economic, educational, scientific and technological fields.

Mobilize our moral resources and strengthen our moral position in the world by seeing to it that our practices within our own borders in the field of civil rights match our beliefs in and our championship of such rights outside our borders. In Communist imperialism's unceasing effort to win over the uncommitted third of the people of the world, most of them colored, the shame of Little Rock is worth more than the sputniks. We must never again put such a weapon in Soviet hands.

Launch a bold global attack aimed at wiping out the source of Communist power in industrially and agriculturally under-developed countries through a program of technical, cultural and economic aid channeling such assistance whenever possible through the United Nations and its specialized agencies including ILO, UNESCO, FAO, IAEA, Technical Assistance and the proposed SUNFED (Special United Nations Fund for Economic Development).

Support with all vigor the just demands of the colonial peoples for national freedom, self-determination and full partnership in the family of nations. Aid submerged peoples in preparing for self-government.

Urge our government to propose within the United Nations the convening of an emergency conference of all countries in the Middle East for the purpose of eliminating the disputes in this explosive area that now threaten the peace of the entire world.

Seek immediate establishment by the United Nations of an initial fund of \$500 million to be expended for the solution of the Arab refugee problem.

Urge our government and its allies in concert with the United Nations to take immediate and positive steps to prevent outbreaks of aggression in the Middle East and to lay the basis for peaceful relations among the countries



of that area based upon the following principles:

- (a) Mutual respect for territorial integrity and sovereignty;
- (b) Non-aggression;
- (c) Non-interference in internal affairs;
- (d) Equality in relationships with one another.
- (e) Regional economic cooperation and development.

Strengthen and extend the influence and effectiveness of the United Nations as a force for peace and human progress in the world.

Promote economic cooperation and freer trade with safeguards looking toward the establishment of an international system of fair labor standards and minimizing possible economic dislocation and hardship.

We salute the International Confederation of Free Trade Unions as the instrument through which the world's free workers can assist each other and make their contributions to the preservation of peace and the advancement of freedom and human dignity in the world.

We take great satisfaction in what we and our fellow trade unionists in other lands, working through the ICFTU, have thus far been able to accomplish in (1) promoting the economic interests as well as the larger aspirations of labor, regardless of race, nationality, color or creed; (2) defeating Communist and other totalitarian attempts to subvert and destroy free trade unions; (3) aiding the working people of the economically underdeveloped countries to establish strong free trade unions able to improve conditions of life and labor and advance the cause of a national freedom and democratic rights; (4) playing a responsible and constructive part in building a better world.

We are proud that, as it continued to grow, the ICFTU is becoming an ever more effective means for the protection and advancement of workers' rights and interests. Its country representation has increased from 51 in 1950 to 88 in 1956 and now embraces 56 million free trade unions in 134 affiliates operating in 94 countries throughout the free world.

We pledge our full support to the further strengthening and development of the ICFTU, its services and its influence. To this end we urge unions affiliated with the AFL-CIO to join and

participate actively in the Trade Secretaries associated with the ICFTU so that American trade unionists can act in concert with trade unionists in similar employments in other lands to advance their common interests.

We emphasize the urgency of strengthening the organization and enhancing the prestige and influence of the regional organizations of the ICFTU. We pledge ourselves to do our full share in the further development of ORIT, the regional ICFTU organization to which we belong, so that it may speak and act with maximum effectiveness on behalf of all workers in the Western Hemisphere.

We commend the recent decision of the AFL-CIO Executive Council to support the efforts of the ICFTU to establish a trade union training center in Africa. Realizing the urgency of making adequate resources available to the ICFTU in order to enlarge and extend vital trade union work in the critical areas of the world, we call upon all AFL-CIO affiliates and subordinate bodies to support the AFL-CIO's efforts to meet its obligation to the ICFTU's International Solidarity Fund by meeting its pledge of \$1 million in the period 1958-1960.

By making the organizational family of ICFTU stronger in the fight against all forms of political dictatorship and tyranny and in the positive work of extending democracy in political life and on the job, we shall strengthen political and trade union democracy everywhere.

That, in the spirit of this resolution, we shall encourage a greater interest, knowledge and participation in international affairs among our members and their families to the end that the wage earners' great stake in our country's foreign policy and in the world peace and prosperity will be more clearly recognized and reflected in the formulation of that foreign policy and its day by day implementation.

Above all, we must unceasingly and untiringly advocate that the United States, both through the United Nations and in direct relations with other governments and peoples, pursue every honorable means of achieving peace without compromising the basic principles that characterize the free world.

The pursuit of peace through every honorable means is not a mere pious aspiration but a prime condition of survival. Members of the labor movement, and we hope all other citizens, are aware

that foreign policy is no longer a matter of a treaty signed or a conference held.

The H-bomb, the intercontinental ballistic missile, and the space rocket and satellites have brought the issues and events of foreign policy into every household. The stakes are as high as our physical existence and the existence and further flowering of the free way of life.

The labor movement rededicates itself to the preservation of peace and freedom throughout the world.

Referred to Committee on Resolutions.  
Adopted, p. 39.

### **Reduce Seven-Day Waiting Period for Workmen's Compensation**

**Resolution No. 48**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, The Workmen's Compensation Act of the State of California presently requires a seven-day waiting period before compensation is paid to injured workers; and

Whereas, This seven-day waiting period is an outmoded provision and causes great hardship to injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, urge the State Legislature to reduce the waiting period for the payment of workmen's compensation from seven days to three days.

Referred to Committee on Legislation.  
Filed, p. 61. See Resolution No. 190.

### **Selection of Referees by the Industrial Accident Commission**

**Resolution No. 49**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, The Industrial Accident Commission has recently appointed a large number of new referees; and

Whereas, an inordinate percentage of new referees are former attorneys for workmen's compensation insurance companies whose outlook is favorable to the insurance companies and not to injured workers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, urge the Industrial Accident Commission in its future appointment of referees to appoint only those individuals who are prepared to liberally interpret the laws and the facts in workmen's compensation cases as required by the

law of this state and who are not biased and prejudiced against injured workers.

Referred to Committee on Resolutions.  
Concurred in intent, filed, p. 24.

### **Rehabilitation of Injured Workers**

**Resolution No. 50**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, Under the California Workmen's Compensation Act no provision is made for vocational rehabilitation of industrially injured workers; and

Whereas, Modern rehabilitation practices are part and parcel of every up-to-date workmen's compensation act and the absence of rehabilitation features in the California Act result in great hardship to injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, request the State Legislature to amend the Workmen's Compensation Act to specifically provide that it is the legal duty and obligation of the workmen's compensation insurance carrier or self-insured employer to furnish vocational rehabilitation to industrially injured workers and to pay him temporary disability during such period of vocational rehabilitation, in addition to all other benefits provided for by law.

Referred to Committee on Legislation.  
Adopted, p. 61.

### **25 Lb. Weight Lifting Limitation on Women**

**Resolution No. 51**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, The regulations of the California State Industrial Welfare Commission make it illegal for a woman in industry to lift over 25 lbs.; and

Whereas, This restriction has worked great hardship on cases of cut-backs and lay-offs in industrial plants in that employers have used the 25 lb. weight restriction upon women in order to discriminate against them for continued employment or promotion; and

Whereas, The 25 lb. weight restriction has caused great hardship on women with large amounts of seniority in industrial plants because of the attitude taken by employers in enforcing the restriction; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO urge the Industrial Welfare Commission to amend the 25 lb. weight restriction by

providing that no employer may use the restriction to deprive a woman in industry of promotion or other rights guaranteed under a union contract or use the restriction in any other fashion or manner so far as to discriminate against women in industry.

Referred to Committee on Legislation.  
Non-concurred, p. 64.

#### **State Supervision of Industrial Accident Claims**

**Resolution No. 52**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, Under the California Workmen's Compensation Act the Industrial Accident Commission does not exercise supervision of claims of injured workers filed with the insurance carriers; and

Whereas, Under the California Law the insurance companies are free to deny without notifying the State of what disposition is made of the case of each individual worker; and

Whereas, This system has resulted in much injustice and suffering to injured workers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO urge the California State Legislature to amend the Workmen's Compensation Act to provide that upon denial of a claim or the cessation of the furnishing of medical benefits or the payment of workmen's compensation that workmen's compensation insurance companies or self-insured employers should be required to notify the Industrial Accident Commission in writing of its action and that thereupon a review of the claim should be made by an official of the Industrial Accident Commission to determine whether the injured worker received all the benefits that he was entitled to under the law and if not, then the Industrial Accident Commission should be empowered to order the insurance company or self-insured employer to furnish such benefits as are provided for by law.

Referred to Committee on Legislation.  
Adopted, p. 60.

#### **Industrial Accident Commission's Use of Independent Medical Examiners**

**Resolution No. 53**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, The Industrial Accident Commission in deciding cases pending before it makes use of the services of physicians whom it appoints as Independent Medical

Examiners, specialists in the various fields of medicine involved; and

Whereas, Some of the Independent Medical Examiners appointed by the Commission and used by it in assisting the Commission in the determination of cases pending before it, also serve as attending and treating physicians for insurance companies and in one instance serves as a medical director of a workmen's compensation insurance company; and

Whereas, Independent Medical Examiners used by the Industrial Accident Commission more and more tend to be biased and prejudiced in favor of the insurance companies and against the claims of insured workers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO communicate to the Industrial Accident Commission its dissatisfaction with the system of Independent Medical Examiners used by the Industrial Accident Commission and request the Industrial Accident Commission to review its procedures in the appointment of Independent Medical Examiners and set up such standards as will prevent the development of a system of biased and prejudiced Independent Medical Examiners; and be it further

Resolved, That the California Labor Federation, AFL-CIO urge the California State Legislature to substantially increase the salary paid members of the Medical Bureau of the Industrial Accident Commission so that competent, qualified physicians can be found who would serve as Medical Examiners for the Commission and thus reduce the necessity for the use of Independent Medical Examiners who are used on a consultative basis only and who are not employees of the Commission.

Referred to Committee on Legislation.  
Adopted, p. 63.

#### **Practices of Workmen's Compensation Insurance Carriers**

**Resolution No. 54**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, Under the present California Workmen's Act, the insurance carrier is not required to notify injured workmen of rejection of claims, termination of disability payment, or refusal of further medical care; and

Whereas, When compensation carriers deny claims or fail to pay benefits as required by law and are, after litigation, ordered to do so by the Industrial Ac-

cident Commission, they suffer no penalty, having to pay only those amounts they should have paid in the first place; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to amend the law to provide for an automatic increase of 15% in compensation in those cases where the carrier, after refusal or rejection of a claim for benefits has been ordered to pay benefits to the injured worker by the Industrial Accident Commission.

Referred to Committee on Legislation.  
Adopted, pp. 60-61.

### **Medical Care Under California Workmen's Compensation Act**

**Resolution No. 55**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, Under Section 4600 of the California Labor Code, employers and their compensation insurance carriers have the sole right to control medical care of injured workmen; and

Whereas, This fact has resulted in a system of "closed panel" medicine for the injured worker and has seriously limited and materially interfered with the injured worker's right to choose his own doctor for treatment; and

Whereas, The employers and compensation insurance carriers have abused their right to control medical care and have in many instances used it to legally maneuver the injured worker into a position whereby he is deprived of compensation; and

Whereas, It is a fundamental right of the patient to choose his own doctor for treatment, and has been consistently so stated by the American Medical Association and the California Medical Association; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, hereby records its position that Section 4600 of the California Labor Code be amended so as to permit the injured worker free choice of a competent physician in medical care for an industrial injury, without control by or approval of his employer or the workmen's compensation insurance carrier; and be it further

Resolved, That the State Legislature be urged to institute a complete investigation into the practice of compensation insurance companies and so called "industrial doctors" in the treatment of industrial injuries.

Referred to Committee on Legislation.  
Adopted, p. 61.

### **Rate of Workmen's Compensation**

**Resolution No. 56**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, The present rate of workmen's compensation is fixed by law at a maximum of \$50.00 per week for temporary disability, \$40.00 per week for permanent disability and maximum \$15,000.00 for death benefits; and

Whereas, All of these rates of compensation are inadequate in a modern industrial society and result in much suffering by industrially injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the Legislature to increase workmen's compensation benefits to equitable and decent levels and to enable workers and their families to maintain their standards of living during periods of industrial disability; be it further

Resolved, That temporary disability benefits be fixed at 75% of actual earnings, permanent disability benefits at 65% actual earnings and the death benefit at 75% of the deceased's actual earnings, plus additional benefits of \$5.00 per week for dependents in excess of two.

Referred to Committee on Legislation.  
Filed, p. 55. See Policy Statement VII (a).

### **Attachments and Garnishments on Wages**

**Resolution No. 57**—Submitted by Local 887, UAW, CIO, Jack Hurst, President.

Whereas, Under California law an attachment or garnishment on wages before trial or judgment is possible; and

Whereas, This fact has created a condition whereby working men and women are being victimized and unfairly dealt with by sharp practices of certain merchandisers, collection agencies and finance companies; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to call upon the State Legislature to do away with attachments or garnishments on wages before judgment is secured in a civil action.

Referred to Committee on Legislation.  
Adopted, p. 89.

### **AFL-CIO Legislative Mobilization**

**Resolution No. 58**—Submitted by DeWitt Stone, President, 509, UAW.

Whereas, The AFL-CIO in California

adopts a number of policy resolutions concerning the welfare of all the citizens of California as well as the members of organized labor; and

Whereas, Such resolutions are frequently implemented by the AFL-CIO legislative representative requesting the introduction in the state legislature of specific legislative bills designed to accomplish these purposes; and

Whereas, Local union officers and rank and file delegates often do an excellent job of convincing their own Assemblymen and Senators of the necessity and importance of specific legislative bills advocated by organized labor; and

Whereas, Local union officers and rank and file delegates learn a great deal about the legislative processes, and the viewpoints of their legislators at such mobilizations, and thereafter become better campaigners for organized labor's endorsed candidates and issues; now therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor an AFL-CIO Legislative Mobilization in Sacramento at an appropriate time in the 1959 Legislative session, and to include in said legislative mobilization as many legislative proposals as practical which the California Labor Federation is advocating before the State Assembly and Senate; and be it further

Resolved, That said legislative mobilization include:

(a) At least one day of "workshops" to instruct the delegates on the principles and policies embodied in the specific legislation, the names of the delegates' Assemblymen and Senators, and the times at which such legislators may be visited; and

(b) At least one day of visiting the delegate's own Assemblymen and State Senators and discussing with them legislation in which organized labor is interested, and reporting findings back to the entire body; be it further

Resolved, That all local unions affiliated with the California Labor Federation, AFL-CIO, be invited to send delegates to such a mobilization.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council, p. 74.

#### **Voluntary Plan Carriers**

**Resolution No. 59**—Submitted by Local 9590 CWA, E. A. King, President.

Whereas, Under the California Unemployment Compensation Disability Act it is not possible for workers to choose a voluntary plan with a private insurance carrier for the payment of disability benefits unless the employer agrees; and

Whereas, This in effect gives employers a veto over the rights of workers to select a plan which is satisfactory to them under their particular circumstances; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO urge the State Legislature to provide by amendment of the Unemployment Compensation Disability Act that where over 50% of the workers in a particular plant or unit of employment desire coverage by a certain state voluntary plan of insurance that the employer should thereupon be required to honor this request and make payroll deductions payable to the voluntary plan chosen by the workers.

Referred to Committee on Legislation.  
Adopted as amended, p. 54.

#### **Recommendation On Director of State Department of Social Welfare**

**Resolution No. 60**—Submitted by Albert T. Lunceford, Greater Los Angeles CIO Council, Los Angeles.

Whereas, The State Department of Social Welfare and its administration affects the lives and well being of many hundreds of thousands of needy aged, blind and physically handicapped and dependent children; and

Whereas, This state department has grown into a costly "Frankenstein" bound in red tape and totally lacking in a humane administration, due to a professional welfare bureaucrat as State Director; and

Whereas, It is not to the best interest to the people of this great state of California that there be an unnecessary hounding of needy citizens and their relatives and the resultant uncalled for additional expense to the taxpayer; and

Whereas, It is to the best interest of ALL the people that the position of State Social Welfare Director be filled by a man of established humane interest and a long record of public service as an elected official; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse George D. Collins, Jr., of San Francisco, lawyer and former member of the California State Legislature, for the

position of Director of the State Social Welfare Department; and be it further

Resolved, That copies of this Resolution be sent to Governor-elect Edmund G. Brown, whose temporary headquarters is located at the Hotel Senator in Sacramento.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council, p. 40.

(The next resolution is No. 101.)

### State Employees' Salary Adjustments

**Resolution No. 101** — Presented by Thomas Ranford and W. J. Bassett of Los Angeles County Central Labor Council.

Whereas, In a report made by John F. Fisher, executive officer of the State Personnel Board, T. M. Mugford of the Department of Finance, and A. Alan Post, Legislative Auditor, on October 25, 1954, to the Assembly Interim Committee on Civil Service and State Personnel, it was stated on page 7, in part:

"There are a group of exempt positions which should be removed from the group of statutory positions because they do not carry cabinet rank, nor are they within the policy family of the Governor. The basis of salary determination appropriate for statutory positions does not apply to these positions . . ."; and

"Because the organizational level and place of the following positions are generally comparable to other administrative positions whose salaries are now fixed by the State Personnel Board, it is recommended that the Personnel Board be assigned the responsibility of fixing the salaries of the following exempt positions which heretofore have been considered by the Legislature along with statutory positions of cabinet rank.

#### Position Title

Chief, Division of Apprenticeship Standards

Executive Officer, Franchise Tax Board

Chief, Division of Accounts and Tax Collection (Deputy Director of Employment)

Director of Aeronautics

Deputy Director, Department of Justice

Labor Commissioner

Chief, Division of Industrial Safety

State Librarian

Chief, Division of Industrial Welfare

Deputy State Treasurer  
Chief, Division of Housing  
Registrar of Contractors

Secretary, California Horse Racing Board"; and

Whereas, The statutory salaries established for the positions enumerated above cause a severe compation and result in inequities in the salaries of the civil service positions below them, as, for example, in one division alone, the Division of Industrial Safety, the statutory salary for the Chief results in depressed salaries for engineers even to and including the entrance level, and results in grossly inadequate and unfair rates for 160 individuals due entirely to the statutory salary of one individual; and

Whereas, In a report to the State Personnel Board staff dated July 3, 1957, on page 10, it states in part, "The Statutory ceiling on the Chief of the Division has mitigated against these classes . . ." (referring to nine classifications in the safety engineering series); now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that wherever salaries for state employees, based on prevailing rates for comparable work or on proper salary relations within the state service, would result in a higher rate than that paid to exempt positions which are below the rank of Governor's Council or department head, "that such statutory salaries shall be disregarded in the setting of rates for subordinate civil service positions."

Referred to Committee on Legislation.  
Adopted, p. 94.

### Hospital Service Plans Rates

**Resolution No. 102** — Presented by Howard Reed of Contra Costa Building and Construction Trades Council, Martinez.

Whereas, Hospital Service of California (Blue Cross), California Physicians Service (C.P.S.) and the Kaiser Foundation are allegedly non-profit organizations operating for the public good in providing hospital service plans; and

Whereas, Blue Cross, C.P.S. and the Kaiser Foundation have recently increased premium rates from twenty (20) to thirty (30) per cent within the state of California; and

Whereas, This action raises a serious question as to the so-called non-profit operation of these hospital service plans; and

Whereas, Six and one-half million New York subscribers were recently saved between twelve and thirty million dollars a year when Blue Cross withdrew a petition for a rate increase, rather than submit to an open hearing on its rate structure and business procedures; and

Whereas, The public knows less about the operations of these tax-free million dollar giants than it knows about the operations of most corporations which are owned by investors and which pay their share of costs to the government; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO instruct its legislative representative to introduce a bill at the next session of the state legislature, providing that no non-profit hospital service plans shall enter into any contract with a subscriber unless and until it shall have filed with the California Department of Insurance a full schedule of the rates to be paid by the subscribers to such contracts and shall have obtained the Department's approval thereof. The Department may refuse such approval if it finds that such rates are excessive, inadequate or unfairly discriminatory.

Referred to Committee on Legislation.  
Adopted, p. 99.

#### State Heating and Piping Industry Code

**Resolution No. 103**—Presented by R. L. Cloward of Pipe Trades District Council No. 36, Stockton.

Whereas, The State of California requires all contractors of building trades to pass a favorable examination before the Contractors License Board; and

Whereas, Proper installation of the heating and piping trade requires a special knowledge and skill by the journeyman in the trade; and

Whereas, Improper installation in the heating and piping installation is becoming more prevalent; and

Whereas, Such installations are a dangerous threat to life, property and health; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to prepare and have introduced at the next session of the state legislature, a bill to establish a state code for the heating and piping industry; and be it further

Resolved, That when such code is adopted, it will be strictly enforced.

Referred to Committee on Legislation.  
Filed, p. 93.

#### State Plumbing Code

**Resolution No. 104**—Presented by R. L. Cloward of Pipe Trades District Council No. 36, Stockton.

Whereas, The state of California having a population of 10,586,223, in 1950; and

Whereas, There has been an increase in the population of the state of California of 53.3% in the past ten years; and

Whereas, This increase in population is expected to continue in the future; and

Whereas, Because of improper water utilization and stream pollution, the problem of water scarcity has assumed nationwide importance in the past few years; and

Whereas, A real need exists to aid in the solution of the problems of domestic water conservation, safe waste disposals, and the proper engineering of plumbing systems; and

Whereas, Many isolated areas in the state of California have no state uniform code; and

Whereas, This condition is a detriment to the health of the people of the state of California; and

Whereas, It is our belief that the people of California desire more stringent laws to protect the health and the welfare of the people of California; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to prepare and have introduced at the next session of the state legislature, a bill to establish a statewide plumbing code; and be it further

Resolved, That when such code is adopted, it will be strictly enforced.

Referred to Committee on Legislation.  
Filed, pp. 93-94.

#### Proof of Claims by Injured Workers

**Resolution No. 105**—Presented by Thomas Ranford and W. J. Bassett of Los Angeles County Central Labor Council.

Whereas, Many thousands of employees injured in California each year are required to prosecute claims before the Industrial Accident Commission in order to obtain workmen's compensation benefits; and

Whereas, In order to prove their claims and to adequately present to the Commission the medical problems involved, such employees are required to procure medi-

cal reports and x-rays and laboratory tests incident thereto, and in some instances oral medical testimony; and

Whereas, In the great majority of cases, such injured employees are unable financially to bear the reasonable costs and expenses of such medical services; and

Whereas, The only provisions relating to this problem present in the California Labor Code are found in Section 4600 thereof as follows:

"S 4600. 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 from the effects of the injury shall be provided by the employer. In the case of his neglect or refusal reasonably to do so, the employer is liable for the reasonable expense incurred by or on behalf of the employee in providing treatment.

"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 required to successfully prove a contested claim"; and

Whereas, The said Section 4600 is inadequate to meet the problem of injured employees in procuring adequate medical reports and testimony in connection with claims in that, among other things:

1. it does not provide for the costs of oral medical testimony;
2. it affords no aid to an injured employee who is without funds to initially procure medical reports or medical oral testimony;
3. it does not assure reimbursement of medical report expenses to the employee even if his claim is successfully proved; and
4. the proof necessary to obtain reimbursement under the provisions of Section 4600 is such that further litigation and delay in the payment of workmen's compensation to injured employees is encouraged and has occurred; and

Whereas, It is desirable and in accord with the underlying philosophy and policy of the California laws relating to workmen's compensation that such injured employees be afforded a fair and reasonable opportunity to prove their claims before the Industrial Accident Commission; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to take the necessary steps to effect the amendment of Section 4600 of the California Labor Code so that said Section shall read as follows:

"S4600. 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 from the affects of the injury shall be provided by the employer. In the case of his neglect or refusal reasonably to do so, the employer is liable for the reasonable expense incurred by or on behalf of the employee in providing treatment.

"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, medical reports and oral medical testimony, required to successfully prove a contested claim. The reasonableness and necessity for incurring such expenses shall be determined with respect to the time when such expenses were actually incurred.

"Provided, however, that anything to the contrary to this section contained notwithstanding, in any proceeding before the Commission, an employee, or the dependents of a deceased employee, shall be entitled, as a matter of right, to procure, and the employer shall be liable for the reasonable expenses of, one medical report from a physician of the applicant's choice and x-rays and laboratory tests reasonably incident thereto."

Referred to Committee on Legislation.  
Adopted p. 62.

#### Adequate Pay for Jury Duty

**Resolution No. 106**—Presented by E. L. Swearingen of International Brotherhood of Electrical Workers No 848, San Bernardino.

Whereas, The labor movement has been the outstanding champion of human rights and protection of those rights through the safeguards of democracy, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, take necessary action to get state legislation requiring employers to make up the difference of pay for jury duty and reg-



ular daily pay as long as employee is on jury duty.

Referred to Committee on Legislation.  
Adopted, p. 99.

### **Public Employees' Retirement Benefits**

**Resolution No. 107**—Presented by C. O. Taylor and John W. Quimby of Labor Council of San Diego County, and California State Conference of Public Employees, Los Angeles.

Whereas, State employees in Washington, Montana, New Mexico, Texas, New York, Rhode Island, Alabama and Maryland enjoy the benefits of the federal Old Age and Survivors Insurance system totally, in addition to the benefits from the existing state retirement plans; and

Whereas, In many other states, teachers or other special state employee groups have been extended the benefits of the federal OASDI program without impairment of their existing retirement systems; and

Whereas, In thousands of local government services throughout the nation, members of locally administered and state administered retirement plans for county and municipal government employees have been granted coverage under the OASDI federal program totally, in addition to coverage under their existing retirement plan; and

Whereas, Retirement system members in a number of cities, counties and special districts in California have been covered by the federal OASDI on a purely additive basis; and

Whereas, Chapter 663, A.B. 1238, relating to the integration of OASDI with the county employees retirement system restricts the combined retirement benefits under the County Retirement Act and OASDI benefits earnable under the federal Social Security Act to not in excess of 75% of the final compensation of the member; and

Whereas, The delegates to the Fourth California Public Employees Conference, on April 25, and members of County and Municipal Employees Local 127 of the American Federation of State, County and Municipal Employees in a regular meeting on October 17, 1958, took action to oppose this restriction of benefits and to support a bill to amend Chapter 663, A.B. 1238, by striking out the 75% limitation language provided in Section 31805 thereof; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record as endorsing the position and action of the members of County and Municipal Employees Local 127 and the California State Conference of Public Employees, to the end that county employees in California, who are members of the California County Employees Retirement System, may be entitled to full payment of retirement allowances earnable in addition to OASDI primary benefits; and be it further

Resolved, That the California Labor Federation, AFL-CIO, pledges its support to County and Municipal Employees Local 127, and all AFSCME union groups sponsoring such legislation.

Referred to Committee on Legislation.  
Adopted, p. 96.

### **Prevailing Wage Rates in State Construction**

**Resolution No. 108**—Presented by R. A. Caples and Walter R. Morris of Bldg. and Construction Trades Council of Sacramento-Yolo Counties.

Whereas, The Personnel Board of the State of California in meeting on June 2, 1956 reversed the decision of payment of prevailing wages to building trades' maintenance employees made by a previous Personnel Board meeting held in San Francisco on February 18, 1942; and

Whereas, Such action taken on June 2, 1956 is considered as a wage cut for building trades' maintenance crafts; and

Whereas, Such wage cuts have been proposed by city and county agencies following the steps taken by the state; and

Whereas, After taking under advisement all the facts and figures presented at this hearing, no action was taken either way; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to introduce legislation at the next session of the legislature to provide for the payment of prevailing wage rates and other benefits as in agreements of craftsmen employed on casual or permanent maintenance, repair, and construction work by the State of California.

Referred to Committee on Legislation.  
Filed, p. 98. See Resolution No. 282.

### **Liberalize Workmen's Compensation Act**

**Resolution No. 109**—Presented by Claude Jinkerson and George W. Johns of San Francisco Labor Council.

Whereas, The primary purpose of a workmen's compensation act are: (a) to provide prompt benefit payments to injured workers, (b) to provide adequate medical services, (c) to rehabilitate the worker as promptly and fully as possible for return to gainful employment, and (d) to further accident prevention; and

Whereas, The primary objective of a workmen's compensation administration is to make sure the law is observed and that the injured worker gets the full benefits to which the law entitles him; and

Whereas, The California Workmen's Compensation Act and the administrative practices of the California Industrial Accident Commission are archaic and way behind the more enlightened legislation and administrative practices of other important states in the United States; and

Whereas, There is no record of what is paid to individual workers injured in California industries and no attempt is made by the Industrial Accident Commission to make sure such payments are what the law requires them to be; and

Whereas, No information is available and no attempt is made to make sure medical services are adequate; and

Whereas, No information is available and no attempt is made to make sure that benefit payments are made promptly and are not unduly delayed; and

Whereas, There is no state rehabilitation agency to rehabilitate permanently impaired workers for useful employment, making it necessary for social service agencies to refer permanently impaired workers to private agencies; and

Whereas, The State Industrial Accident Commission does not even know how many permanently impaired workers require rehabilitation because adequate reports are not required from employers and insurance carriers; and

Whereas, No one knows how many millions of dollars are lost in wages because the fixed maximum amounts of benefits bring weekly benefits to injured workers way below the 66⅔ percent of wages required by law; and

Whereas, No one knows how adequately the provisions of California's workmen's compensation act actually work out in practice; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, does feel that serious modernization and liberalization is needed in the existing Workmen's Compensation Act and does hereby instruct the Federation's legisla-

tive representative to include such revisions in its legislative program whereby the present Act will be improved at the earliest possible time; and be it further

Resolved, That the proper officers of the California Labor Federation, AFL-CIO, following study of the workmen's compensation acts of other important industrial states such as New York and Wisconsin, should develop and propose a revision of the California Workmen's Compensation Act to improve the law and administrative practices; and be it finally

Resolved, That the California Labor Federation shall use its best efforts to have such revisions enacted into law.

Referred to Committee on Legislation.  
Filed, p. 60. See Resolution No. 52.

### **Remove Taft-Hartley Discrimination Against Guards**

**Resolution No. 110**—Presented by Harold L. Kerr of Building Service Employees 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 laws has been to deny 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 affil-

iated 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 meaning 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 5 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 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 first convention of the California Labor Federation, AFL-CIO, 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. 16.

### **State License for Sprinkler Fitters**

**Resolution No. 111**—Presented by John R. Ladika of Sprinkler Fitters No. 709, Los Angeles.

Whereas, The fire sprinkler systems in the state of California, in a good many instances, are being installed by other than qualified sprinkler fitters; and

Whereas, For the proper safety and protection of the public and property, we believe that this work should be installed by bona fide licensed sprinkler fitters; and

Whereas, This resolution was approved in 1953 by District Council No. 16 and the Western Plumbing Officials Association and the California Pipe Trades Council as Resolution No. 37 and was presented to the California State Federation of Labor for approval; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record as endorsing legislation to create a state license for sprinkler fitters; and be it further

Resolved, That a state board of examiners be set up, consisting of (5) members: two members from the sprinkler fitters associations, and two members (2) qualified journeymen, and one (1) member from the state.

Referred to Committee on Legislation.  
Filed, pp. 92-93.

### **Raise Fire Protection Tax Limit Under California Health & Safety Code**

**Resolution No. 112**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, The California Health and Safety Code limits the levying of fire protection taxes to one per cent of the assessed valuation within a fire district for salaries and maintenance; and

Whereas, This tax limit of one per cent does not allow sufficient funds for necessary future enlargement of district fire department personnel; and

Whereas, This lack of funds make it increasingly hard for the district fire fighters to obtain salaries in line with

those enjoyed by municipal fire department employees; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support and assist in legislation to effect an amendment to the Health and Safety Code, Sections 14600-14791, to eliminate the limit a district can assess for the purpose of maintenance of salaries.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Straight 25-year Service Retirement in 1937 County Retirement Act**

**Resolution No. 113**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, Many of the retirement systems in the State of California contain a provision providing for retirement of fire personnel at 25 years (or less) of service; and

Whereas, It is an accepted fact that 25 years of fire service is sufficient to qualify a fire fighter for retirement; and

Whereas, The 1937 County Retirement Act is the system that many county fire fighters are dependent upon; and

Whereas, In many ways, the county system is similar to the state system; however, the major difference is: the effect of state legislation on the county system is immediate and not dependent on the approval of the local agency as in the state system; and

Whereas, The actual cost of maintaining a retirement system under the county act has been reduced due to the extremely high rates of interest paid on investments of the various systems; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support and assist in the passage of legislation to provide a straight 25-year service retirement without any age restriction for safety members of a county retirement system established under the provisions of the fixed formula sections of the act.

Referred to Committee on Legislation.  
Adopted, p. 96.

#### **Right of Fire Fighters to Organize**

**Resolution No. 114**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, During the past two years there has definitely been an increase in resistance to the International Association of Fire Fighters and the Federated Fire

Fighters of California, particularly in the smaller political subdivisions; and

Whereas, The Taft-Hartley or Wagner Acts affect only employees engaged in the activities of interstate commerce; and

Whereas, It is known that no provision exists in state law to prohibit or grant the right of fire fighters of a public agency to join a union; and

Whereas, Without a statute to govern the activities of fire department employees, the governing bodies of the public agencies are free to legislate a resolution or ordinance prohibiting a fire fighter from joining the International Association of Fire Fighters or the Federated Fire Fighters of California; and

Whereas, The California State Federation of Labor has passed a resolution at a previous convention supporting the right of Fire Fighters to organize; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO reaffirm their position to support and assist in the passage of legislation granting to fire fighters the right to join any bonafide organization of their choice.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Protection of Fire Fighters in Event of Jurisdictional Changes in Fire Department**

**Resolution No. 115**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, It is a distinct possibility that in the future, members of the professional fire service in cities, counties, and the fire districts throughout the state may be affected adversely by a change in the political jurisdiction of their fire department organization due to the increased interest in the possibility of metropolitan type fire service and/or government, proposed mergers of cities, incorporations and subsequent withdrawal from fire districts; and

Whereas, These jurisdictional changes may result in less pay, longer hours, poorer conditions and the loss of many desirable fringe benefits to the men in the fire service in the affected areas; and

Whereas, This type of political jurisdictional change causes definite concern and insecurity within the departments affected; and

Whereas, This type of change without security measures for the personnel of the existing fire departments causes a definite

loss of morale of all the men in the professional fire service; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support and assist in the preparation and passage of legislation to prevent the down-grading of fire fighters involved in consolidations, mergers, annexations and incorporations; and be it further

Resolved, That this legislation include the provision that the personnel affected by such change in jurisdiction be given first choice of employment in the fire service of the new jurisdiction.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Allowance of Earnings of Member on Disability Retirement**

**Resolution No. 116**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, A gross and unjust inequity exists in the 1937 County Retirement Act that imposes an extreme hardship on a disabled fire fighter who has been retired under the disability provisions of the Act; and

Whereas, It is important that our disabled members be protected as much as possible, particularly where their earning power has been restricted; and

Whereas, Under the present provisions of the act the disabled fire fighter is restricted in earning capacity to a maximum of an amount equal to his terminal salary; and

Whereas, A fire fighter who retired on a disability in 1952 with a terminal salary of \$400 per month is not allowed to earn an amount in excess of \$200 in outside employment, any amount earned, in excess of \$200 is deducted from his retirement allowance; and

Whereas, If the same fire fighter had retired on service and age he is permitted to earn any amount of money he desires; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support and assist in the passage of necessary legislation to correct this inequity in the 1937 County Retirement Act and allow the disabled safety member the same privileges as the safety member who is on a service retirement and is allowed to earn an unlimited amount in addition to his retirement allowance.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Assistance to Fire Fighters' Organizational and Legislative Programs**

**Resolution No. 117**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, During the past few years 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 first convention of the California Labor Federation, AFL-CIO, go on record urging political subdivisions 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 Labor Federation, AFL-CIO, urge all its affiliates to work towards preventing intimidation by fire department administrators, specifically through central labor bodies and local unions addressing resolutions to city administrators condemning this practice.

Referred to Committee on Resolutions.  
Adopted, p. 39.

#### **Resolution No. 118**

Withdrawn at request of sponsors, p. 42.

#### **Remove Limitation of Earnings from State Employees' Retirement System**

**Resolution No. 119**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, The present law of the State Employee's Retirement System limits the

total earnings during such time of disability retirement to an amount not to exceed the salary which would have been paid had not the member been retired and continued to work at the same position he held at the time of retirement; and

Whereas, The present law provides that during the period of disability retirement, and prior to attaining the minimum retirement at age 55 to 65, depending upon contract, the Retirement Board can request the retired member to take a physical examination. If it is found by such examination that the member's physical condition is such that he could return to his former position, it may order same; and

Whereas, Since such provision safeguards the city and retirement system from being exploited for monetary gain, the retired member should not be limited as to his earnings during any periods prior to minimum age. The reason for this is that whatever sickness or injury the member sustained, it was in the service of the employer. For this he should be compensated irrespective of his ability to increase his earnings during his retirement, which would limit his efforts to properly support his family or himself; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support and assist in legislation to amend the State Employees' Retirement Act removing the limitation of earnings of a safety member during a disability retirement.

Referred to Committee on Legislation.  
Adopted p. 95.

#### **Arbitration Procedure for Fire Fighters**

**Resolution No. 120**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, City officials have knowledge of the "No Strike" clause contained in the Constitution of the International Association of Fire Fighters; and

Whereas, These officials are using this knowledge to an unfair advantage of organized fire fighters; and

Whereas, It is extremely difficult for some locals affiliated with the Federated Fire Fighters of California and the International Association of Fire Fighters to negotiate due to the improper and unfair use of the knowledge of the "No Strike" clause; and

Whereas, It is the object of organized fire fighters to provide justifiable wages and hours and conditions that are com-

mensurate with the duties and requirements of the profession; and

Whereas, It is incumbent upon organized fire fighters to find a means to combat this unfair advantage; and

Whereas, A resolution of this intent was passed at the 1950 convention of the American Federation of Labor, with a further resolve that all state federations be instructed to assist in the securing of passage of such legislation at the state legislature of each state; and

Whereas, A resolution of this intent was passed at the 1956 convention of the California State Federation of Labor; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO reaffirm their position to support and assist in the preparation and passage of legislation to establish a statewide arbitration procedure for fire fighters.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Oppose Integration of Police and Fire Departments in all Cities, Municipalities, Political Subdivisions and Federal Installations**

**Resolution No. 121**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, The integration of police and fire departments continues to be a threat to California fire fighters and police officers, and to the safety of the lives and property of the citizens of the state; and

Whereas, This integration has proved a failure in the majority of cases where it has been tried; and

Whereas, The International Association of Fire Fighters and the Federated Fire Fighters of California are doing all in their power to combat this threat; and

Whereas, The California State Federation of Labor has passed resolutions opposing this integration at previous conventions, and have assisted in combating same; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO reaffirm their position opposing such integration in all political subdivisions and federal installations.

Referred to Committee on Resolutions.  
Filed, pp. 39-40. See Resolution No. 127.

#### **Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program**

**Resolution No. 122**—Presented by Federated Fire Fighters of California, Fresno.

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 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; and

Whereas, This resolution was passed by the 55th convention of the California State Federation of Labor and an unsuccessful attempt was made by its officers to comply; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO reaffirm their position to make every effort to see that fire fighter organizations affiliated with labor be considered and recognized to the extent of having members on councils, or committees appointed by the Governor; and be it further

Resolved, That the California Labor Federation, AFL-CIO continue to make every effort to fill all state positions relative to the Fire Service with labor-endorsed candidates.

Referred to Committee on Resolutions.  
Adopted as amended, p. 40.

#### **Ten-Year Conclusive Presumption, Section 3212—State Labor Code**

**Resolution No. 123**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, Since the inception of Section 3212, Div. 4 of the Labor Code, there have been many cases wherein the final ruling of the Industrial Accident Commission has resulted in unfair settlement to fire and police employees who have suffered disability as a result of heart, hernia and pneumonia ailments; and

Whereas, The intent of such code is presumed to mean that heart, hernia and pneumonia are occupational hazards of fire fighters and police officers; and

Whereas, It has long been recognized by eminent medical authorities that fire fighters and police officers, because of the hazards of the occupations, are subject

in a greater degree to the occurrence of heart, hernia and pneumonia injuries than the average industrial worker; and

Whereas, After ten years of active service, it has also been recognized by medical authorities that such injuries are service-connected, arising from and directly attributed to the hazards of employment; and

Whereas, Every year injured employees are being compelled, at considerable expense, to hire attorneys in order to get fair settlements on heart, hernia and pneumonia injuries; and

Whereas, This resolution was passed by the 54th convention of the California State Federation of Labor and was presented to the State Legislature where it passed in the Assembly, but was defeated by only one vote in the Senate Labor Committee; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO reaffirm their position to assist in the passage of legislation to amend the California State Labor Code, Div. 4, Section 3212, Para. 2: such hernia, heart trouble or pneumonia so developing, or manifesting itself in such cases, shall be presumed to arise out of and in the course of employment. This presumption is disputable, but **ONLY IN THE EVENT THE EMPLOYEE HAS LESS THAN TEN (10) YEARS SERVICE**, but otherwise may be controverted, the commission is bound to find in accordance with it.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Prohibit Apportionment of Disability Benefits**

**Resolution No. 124**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, Benefits from the Industrial Accident Commission have been apportioned to some members of the fire service in the state who are off the job due to a service-connected disability; and

Whereas, The practice of apportionment in these cases has set an undesirable precedent; and

Whereas, The professional fire fighter is employed on the basis of perfect health and the very application of apportionment is unfair and unjust. It is unreasonable to determine an employees' final retirement allowance based on whether or not said employee had injured his heart or respiratory system prior to his employment as a fire fighter when at the same time

of his employment he had passed a very strict medical examination; and

Whereas, This practice of apportionment to date has only affected industrial accident benefits, but with the precedent established it is possible that it could very well influence the thinking of all retirement systems; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support and assist in the passage of legislation designed to prohibit the apportionment of any disability benefits in either Section 3212 or 3212.5 of the State Labor Code.

Referred to Committee on Legislation.  
Adopted, p. 89.

#### **Vote of Alternate Member of Retirement System**

**Resolution No. 125**—Presented by Federated Fire Fighters of California, Fresno.

Whereas, In 1951, members of the Los Angeles County Fire Department did join the fixed formula plan of the 1937 County Retirement Act; and

Whereas, At that time the Act provided that two members of the safety members would be elected; the member receiving the highest number of votes would be appointed to the board, and the member receiving the next highest number of votes would be appointed the alternate; and

Whereas, The alternate would sit on the board as a full voting member in the absence of any member, or in the event that a fire fighter's case was being heard, or the alternate was from the fire service, he would then sit as a voting member on the board; and

Whereas, The appointed lay members did complain of having an employee vote in their absence from the board, and in the 1957 legislature did effect an amendment to preclude the authority of the alternate; and

Whereas, The safety members have no quarrel with the lay members, but do desire the alternate to sit on the board as a full voting member in the absence of any of the employee members of the board; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support and assist in legislation to effect an amendment to the Government Code as follows: Section. 31530.1 is amended to read in the last paragraph of the section: The alternate

member provided for by this section shall vote as a member of the board only in the event the FIRST, SECOND, THIRD OR SEVENTH MEMBER is absent from a board meeting for any cause. THE ALTERNATE SHALL SIT ON THE BOARD WHEN A MEMBER OF THE SAME SERVICE IS BEFORE THE BOARD FOR DETERMINATION OF HIS RETIREMENT.

Referred to Committee on Legislation.  
Adopted, p. 95.

#### **Support Seafarers' Merchant Marine Policy**

**Resolution No. 126**—Presented by: Morris Weisberger, Harry Johnson, Jim Dimitratos, Ed Wilson, Jack Dyer, Paul Scharrenberg of Sailors' Union of the Pacific; Ed Turner, Louis Foyt, Joe Goren, Frank Gomar, Tony Branconi, P. D. Thompson of Marine Cooks and Stewards; and Samuel E. Bennett and Joe DoBosics of Marine Firemen; (Seafarers International Union of North America, Pacific District), San Francisco.

Whereas, American flag merchant ships operating in the off-shore trade are confronted by serious unfair competition and related problems:

(1) By the fact that the American merchant marine is virtually the only major American industry that must compete with a Government agency, the Military Sea Transportation Service, unnecessary in time of peace and costly to the American taxpayer;

(2) By the permissible transfer of American-owned ships to foreign registry so as to evade American safety standards, taxes, union wages, and working conditions;

(3) By the lax enforcement of the law requiring that at least 50 percent of government aid cargo shall be carried on American ships, thereby depriving American seamen of the jobs involved;

(4) By failure to enact Federal legislation recognizing the hiring hall as the best method to insure fair and equitable distribution of jobs and as a guard against formerly existing discriminatory practices; and

Whereas, Legislation to remedy these inequities in our national merchant marine policy has been submitted to Congress; therefore be it

, Resolved, That the first convention of the California Labor Federation, AFL-CIO strongly urge the AFL-CIO to support an American Merchant Marine policy as ad-



vocated by the Seafarers' International Union of North America.

Referred to Committee on Resolutions.  
Adopted, p. 84.

### **Oppose Integration of Police and Fire Departments**

**Resolution No. 127**—Presented by Ralph Bernardo and Raymond Jones of Fire Fighters No. 873, San Jose.

Whereas, The science of police work and the modern technical and scientific training of the professional fire fighters 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, It is conceded by all the experts in the field of fire fighting that a fully qualified fire fighter becomes so only after years of training and experience; and

Whereas, False and misleading information is being disseminated concerning increased efficiency and improved public safety with less expenditure by integrating or combining police and fire service; and

Whereas, The practice of integrating Police and Fire Departments has been tried in some communities for a period of time and in the end proved to be a dismal failure; and

Whereas, Despite the concerted efforts of the I.A.F.F. to combat fire and police integration, the problem still remains; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support their fellow trade union members vigorously in their effort to oppose the encroachment of job requirements and classification by combining fire and police services in the communities.

Referred to Committee on Resolutions.  
Adopted, pp. 39-40.

### **Support Supreme Court's School Desegregation Order**

**Resolution No. 128**—Presented by Dan D. Jackson and John Edmond of San Francisco Federation of Teachers No. 61.

Whereas, Four years ago the Supreme Court of the United States ruled that segregation in the public schools is contrary to constitutional guarantees of equality and ordered such segregation abandoned.

Certain states, by actions of their publicly elected officials, have clearly in-

dicated their intent to nullify this decision. In some cases schools have been closed to avoid compliance with the desegregation orders of the federal courts, the resulting educational loss affecting not only the children concerned but the future of us all.

In these, and in other states, small groups of citizens have incited their fellow citizens to acts of shocking violence against school property and against the persons of school children, all having the same object of resisting and nullifying this ruling.

Responsible officials have been dilatory in acting to restrain or punish these acts; indeed they have, in some cases, encouraged or condoned them.

This public contempt for law, and the failure of these states to punish such illegal and brutal acts, has already encouraged similar acts of lawless violence directed at other minority groups.

Against this mounting terror the federal Administration has failed to give moral or political leadership to the people of this country. Sincere groups of citizens who have requested assistance from the federal Administration with problems arising out of their honest and willing compliance with desegregation rulings of the courts have been dismissed without consideration.

American labor and the school teachers of this country have a vital and enduring interest in equality, education, and the rule of law; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, urges our representatives in Congress and the senators from California to sponsor a joint resolution to the President of the United States from the Congress, requesting that he shall vigorously support the desegregation order of the Supreme Court by word and action; that he shall, from his emergency funds, make such contributions as may be necessary to rebuild schools damaged by violence, and, in every other way give comfort and encouragement to all citizens working in peaceful adherence to the law; and that he shall charge the Attorney General to act diligently to the end that the rule of law may be restored.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### **Prevent Use of Labor Organization's Name by Outsiders Without Consent**

**Resolution No. 129**—Presented by John M. Sperry, Maurice Z. Cofer, and Samuel

Franklin of Retail Clerks No. 1428, Pomona.

Whereas, During the last election, certain persons supporting Proposition 18 formed a committee known as "AFL-CIO Members for Voluntary Unionism," and

Whereas, During the same campaign, other individuals supporting this Proposition identified themselves as members and officials of various local unions; and

Whereas, By these and similar tactics, the general public was deliberately and wrongfully misled into the belief that Proposition 18 had the support of various segments of the labor movement; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as favoring the adoption of, and instructing its officers to urge the passage of legislation which would make it a violation of the law, subject to severe penalties for any person, committee or organization to use the name of any labor organization, in connection with any state, county, or municipal election without the prior express consent of such labor organization.

Referred to Committee on Legislation.  
Adopted, p. 99.

#### Disability Insurance for Public Employees

**Resolution No. 130**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, We consider that all workers should be treated equal under the state laws of California; and

Whereas, The State, County and Municipal Employees in the State of California do not participate in the benefits of disability insurance as the other workers throughout the state do; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that all state, county and municipal employees in the State of California be allowed to participate in the benefits of disability insurance; and be it further

Resolved, That this convention go on record to use every effort to have the state legislature enact laws granting the state, county and municipal employees equal rights in the benefits of disability insurance.

Referred to Committee on Legislation.  
Adopted, pp. 54-55.

#### Health and Welfare Master Plan for Public Employees

**Resolution No. 131**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, The various Public Employee Associations in the State of California maintain and recruit their membership by offering employees health and welfare plans; and

Whereas, It has come to be regarded that offering such health and welfare insurance is one of the essential services of an employee organization; and

Whereas, Such group plans give to the employee covered by such insurance, protection and security at much greater economies than an individual can purchase on his own; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as endorsing the establishment of a master plan of health and welfare insurance to be negotiated by the State of California and making such plans available to its employees, without regard to membership in either an association or union.

Referred to Committee on Legislation.  
Filed, p. 98. See Resolution No. 248.

#### Los Angeles Salary Standardization Ordinance

**Resolution No. 132**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, The present City of Los Angeles Salary Standardization Ordinance 89L00 requires that an employee perform certain specified hazardous duties more than 50 per cent of his time in any one day before the employee may receive hazard pay; and

Whereas, The said ordinance unfairly deprives and denies hazard pay to sign rollers and traffic sign posters and street marking painters who perform their duties under hazardous traffic conditions; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, does hereby recommend to the City of Los Angeles that the provision of said ordinance be amended to required performance of hazardous duties as a substantial part of the employee's duties in lieu of the present more than 50 per cent requirement and that a classification of sign roller and street marker traffic sign poster receive hazard pay equal to one schedule increment; and be it further

Resolved, That copies of this resolution be sent to the City Council, Traffic Commission and Mayor of the City of Los Angeles and Central Labor Council.

Referred to Committee on Resolutions.  
Filed, p. 85.

### **Unemployment Insurance for Public Employees**

**Resolution No. 133**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, We consider that all workers should be treated equal under the state laws of California; and

Whereas, The state, county and municipal employees in the State of California do not participate in the benefits of unemployment insurance as the other workers throughout the state do; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to use every effort to have the state legislature enact laws setting up unemployment insurance on the reimbursable plan and granting the state, county and municipal employees equal rights in the benefits of unemployment insurance.

Referred to Committee on Legislation.  
Filed, p. 63.

### **Right To Work**

**Resolution No. 134**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, Proposed "right to work" legislation is deceptive, and misleading in that it provides no work, and rights to employment; and

Whereas, Such laws, where in effect, have proven to be means of weakening and destroying labor organizations, thereby defeating the working man's legitimate aspirations for a better way of life; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, urge all affiliated locals and councils to vigorously pursue every legal means to defeat such legislation in the state of California.

Referred to Committee on Resolutions.  
Adopted, p. 21.

### **Allowances for Uniforms and Special Clothing**

**Resolution No. 135**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, Special clothing required to be worn as a condition of employment exerts an additional financial strain on working families least able to meet this strain; and

Whereas, The tendency in public employment is to increase the number of requirements for special clothing and uniforms to be worn by employees as a condition of employment; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to support public employees' local unions and councils when they press for uniform and special clothing allowances wherever special clothing, or uniforms, are required as a condition of employment.

Referred to Committee on Legislation.  
Adopted, p. 94.

### **AFL-CIO Program for the Economic Emergency**

**Resolution No. 136**—Presented by Calif. State Conference of Public Employees, Los Angeles.

Whereas, The AFL-CIO, in its December 1957 convention, adopted a sound, realistic program for bolstering and improving the economy; and

Whereas, Continuing unemployment, business failures, and part-time work weeks conclusively demonstrate the calous folly of inaction; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO urge every affiliated local and council to actively participate in all possible aspects of the AFL-CIO program designed to restore full employment and purchasing power by negotiating wage increases, supporting increased OASI and unemployment benefits, increased federal aid to education, road building and public housing.

Referred to Committee on Resolutions.  
Adopted, p. 14.

### **Incumbent Officer of Federation Must be a Delegate To Be Nominated for Office**

**Resolution No. 137**—Presented by W. T. O'Rear of Central Labor Council, Fresno.

Whereas, State federations of labor are composed of affiliated unions; and

Whereas, Such state federations of labor conventions are composed of delegates from affiliated union and/or councils; and

Whereas, Recognizing these facts, it therefore becomes ethically wrong and morally questionable for a constitution governing a state body to have a provision therein permitting an incumbent officer to succeed himself who is not a convention delegate; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to take the following action:

1. That Article 5 Section 1 in the proposed merger convention by-laws be changed.

2. That the change shall include deleting the following words from the proposed constitution: "provided, however, any incumbent officer who is a member in good standing of a local union affiliated with the federation regardless of whether or not he is a delegate".

3. That Article 5 Section 1 in the aforesaid constitution shall read as follows:

"Section 1. Subject to the provision of A (1) Section 2 of this Article, any individual who is a duly accredited delegate to the convention and a member of good standing of at least one local union affiliated with the federation and the AFL-CIO may be nominated for office; provided incumbents shall not be deprived of running for office who are absent for reasons beyond their control."

Referred to Committee on Constitution.  
Non-concurred, pp. 42-44.

#### Federation Elections to be by Secret Ballot

**Resolution No. 138**—Presented by W. T. O'Rear of Central Labor Council, Fresno.

Whereas, It is the aim of organized labor to be fair and impartial in all matters; and

Whereas, It is in keeping with the policies of our nation's constitution to allow the people the privilege of voting by secret ballot; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO change Article V, Paragraph 3, Section 2 (Election Procedure) of its constitution to provide that all elections shall be by secret ballot. The Secretary shall prepare the ballots showing the names of all candidates for contested offices alphabetically arranged under the proper headings for each office with a blank following each name. The blank shall be of sufficient size for the placing thereon of the number of votes to which the voting lodge or affiliate is entitled.

At the top of each ballot there shall be designated the number of votes each local or affiliate is entitled as set forth in the sample.

Total Number of Votes ..... 1000

President

R. B. Johns .....640  
John Jones ..... 360

Vice President

John Doe ..... 500  
John Doe ..... 500

Vice President

Hazel Johnson .....  
Andy Jones ..... 1000

Referred to Committee on Constitution.  
Non-concurred, pp. 44-48.

#### Lithographers' Union Label Outlawed

**Resolution No. 139**—Presented by Frank Calderone and Preston Wilson of Offset Workers, Printing Pressmen and Assistants Union No. 78, Los Angeles.

Whereas, All state federations of labor and central labor bodies of the AFL-CIO have been notified by President Meany that the Amalgamated Lithographers of America are no longer affiliated with the AFL-CIO; and

Whereas, On August 28, 1958, President Meany notified Mr. John J. Mara, president of Union Label and Service Trades Department of the AFL-CIO of the withdrawal of the Amalgamated and stated, "I am therefore writing to advise your department if the Amalgamated Lithographers of America are an affiliate, they are no longer eligible for membership in your department as of Sept. 1, 1958"; and

Whereas, The Amalgamated Lithographers of America imprint their craft label on printed matter, thereby misleading the buyers of printed products who otherwise would patronize employers having contracts with local unions presently affiliated with this state federation of labor; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO declare the Amalgamated Lithographers of America label an outlaw label, and that all affiliated departments and local unions be notified that the Amalgamated Lithographers of America label is not acceptable as a recognized union label; and be it further

Resolved, That list of printing trades labels which are recognized by the Union Label and Service Trades Department of

the AFL-CIO be supplied to all organizations affiliated with the California State Federation of Labor, with the request that they demand only these labels on all printed products.

Referred to Committee on Resolutions.  
Adopted as amended, p. 40.

### **Support Urban League's Western Regional Office**

**Resolution No. 140**—Presented by Arthur K. Hutchings and Anne Sweet of Central Labor Council of San Gabriel Valley, Pasadena.

Whereas, The California State Federation of Labor, its affiliated councils and unions have, for the past several years, endorsed the program and activities of the National Urban League in the state of California; and

Whereas, The Western Regional Office, located in Los Angeles, California, and established by the National Urban League to serve those communities in the West having no local Urban League, has had great impact on the minority group problems of this state, and has had particular significance for those unions having minority groups within their membership, by reason of the fact that the Western Regional Office has worked closely with the leadership of these unions; and

Whereas, Such cooperation between the Western Regional Office and the various local unions with minority group problems has promoted greater understanding between such groups, and has frequently been the means of educating such minorities as to their own responsibility in the matter of trade union membership and participation in community affairs; and

Whereas, Due to lack of financial support, it may not be possible to continue the activities and functions of the Western Regional Office without such support; and

Whereas, The closing of the Western Regional Office of the National Urban League would be a great loss to all of the eleven western states in which it functions, and also to the unions which this office has assisted, and particularly to the state of California; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO request all affiliates to assist the National Urban League in its efforts to maintain and expand the effectiveness of the Western Regional Office by giving that office the fullest possible support, both morally and financially, to the end that this work,

so vital to the state of California and the unions within this state, be continued and expanded.

Referred to Committee on Resolutions.  
Adopted as amended, p. 102.

### **Campaign for Six-Hour Day**

**Resolution No. 141**—Presented by A. Boyarsky and Sol Zelesnick of Painters No. 1348, Los Angeles.

Whereas, Our country since the fall of 1957 is fighting an uphill battle to get out of the economic recession, and although we are told that the employment situation is improving, that the department stores are increasing their sales, etc., etc., labor knows from bitter experience that there still are millions of totally unemployed and still more partially employed; and

Whereas, Because of stubbornly pushing itself more and more into the life of our economy and industry, more and more millions of workers must be thrown out of work; and

Whereas, The AFL has gone on record long ago and more than once for the six-hour day; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to open a campaign for the speedy establishment of the six-hour work day in all industries and establishments.

Referred to Committee on Resolutions.  
Filed, p. 39. See Resolution No. 197.

### **Committee to Safeguard Labor's Legislative Rights**

**Resolution No. 142**—Presented by A. Boyarsky and Sol Zelesnick of Painters No. 1348, Los Angeles.

Whereas, The "Save Our State Committee" has done an excellent job in bringing about the defeat of Proposition No. 18; and

Whereas, The need to safeguard labor's rights in the legislative field is of paramount importance; i.e., the revision of Section 14B of the Taft-Hartley Law, etc.; therefore be it

Resolved, That the "Save Our State Committee" or similar committees be organized for the purpose of safeguarding labor's rights in the legislative field; and be it further

Resolved, That the first convention of the California Labor Federation, AFL-CIO take all necessary steps to implement this resolution.

Referred to Committee on Resolutions.  
Adopted, p. 21.

**Enforce Supreme Court Ruling on School Integration**

**Resolution No. 143** — Presented by A. Boyarsky and Sol Zelesnick of Painters No. 1348, Los Angeles.

Whereas, The integration of the Negro people in all phases of life in our country has become a central issue; and

Whereas, The U. S. Supreme Court has ruled in no uncertain terms that Negro students shall not be barred from any school because of the color of their skin; and

Whereas, The whole world looks with amazement how certain cliques in the Southern states trample upon and flagrantly defy our Constitution, the ruling of the courts and our democratic way of life; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to call upon federal authorities that they enforce the ruling of the courts immediately, and desegregate the school system; and be it further

Resolved, That we open an educational campaign through every possible means on the historic necessity and moral justice of desegregation and integration.

Referred to Committee on Resolutions.  
Adopted, p. 26.

**Oppose Future Atomic Tests in Nevada**

**Resolution No. 144** — Presented by A. Boyarsky and Sol Zelesnick of Painters No. 1348, Los Angeles.

Whereas, Radioactive fallout has been plaguing many localities in the West, including the city of Los Angeles, which suffered a pollution of its atmosphere 200 per cent of "maximum allowable" radiation; and

Whereas, The L. A. chapter of the Federation of American Scientists recently stated that radiation affects the average life span, and the future incidence of cancer and leukemia; and more children with congenital defects will be born here; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO declare itself against future atomic tests in Nevada.

Referred to Committee on Resolutions.  
Filed, p. 39.

**State Senate and Fair Employment Practices Bill**

**Resolution No. 145**—Presented by C. L.

Dellums and J. E. Brown of Brotherhood of Sleeping Car Porters, Oakland.

Whereas, The California State Senate, in the past, has often been the graveyard of progressive legislation, including F. E. P. bills which were strongly approved by the Assembly; and

Whereas, The resistance of the State Senate to progress has been the result of both the domination of the key committees by conservative senators from counties of very small population, and their "gentlemen's agreement" not to disturb each other by such democratic procedure as calling a bill out of the committee; and

Whereas, The people of California have indicated their disgust with this situation by removing several conservative senators, including five opponents of F. E. P. legislation; and

Whereas, The problem could still exist by the entrenched conservatives controlling the Senate by control of committee personnel, so that key committees will still be able to kill progressive legislation such as F. E. P. and other bills which would otherwise aid the working people; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, call upon the State Senate to recognize the mandate of the voters this last November 4, and to so organize its committees that such key bodies as the Senate Labor Committee be more representative of the population; and be it further

Resolved, That we make known to the progressive senators that we will not again allow them to sit idly by while four senators on the Labor Committee prevent progressive legislation such as F. E. P. from being considered and voted on by the Senate as a whole; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, working in cooperation with the California Committee for Fair Employment Practices and other interested and responsible organizations, declares that the enactment of a state F. E. P. bill with strong enforcement provisions is one of its high priority demands on the state legislature in 1959.

Referred to Committee on Resolutions.  
Filed p. 25. See Resolution No. 266.

**Oppose Display of Price Signs Outside of Barber Shops**

**Resolution No. 146**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, The advertising of prices for barber services by displaying cheap, unsightly and distracting price signs on windows, buildings and otherwise is both unethical and demoralizing to the barber profession; and

Whereas, The Barbers' and Beauticians' International Union has repeatedly gone on record as being opposed to advertising of prices or displaying price signs for the public to see from without the establishments; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in favor of this policy and reiterate our stand in opposition to advertising prices for barber services outside the shops; and be it further

Resolved, That this Federation pledge itself to use every effort in lawful ways to discourage, eliminate and prohibit such practices by barbers; and furthermore be it

Resolved, That this Federation go on record as pledging the use of every means at its command to correct this evil and end such unethical practices by legal and legislative means in the cities, counties and the state of California.

Referred to Committee on Legislation.  
Filed, p. 70.

#### **Prohibit Advertising of Prices by Barber Colleges**

**Resolution No. 147**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, The advertising of prices in barber colleges in their windows, book matches, magazines and newspapers is injurious and detrimental to all registered barbers; and

Whereas, Barber colleges are advertising prices on book matches, magazines, newspapers and in other ways to appeal to the general public their cheap prices of service; and

Whereas, The California State Board has no control of advertising prices in barber colleges and cannot stop the advertising of prices in barber colleges; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support every effort to amend the barber law to eliminate the advertising of prices of any kind in barber colleges; and be it further

Resolved, That the legislative repre-

sentative present a bill at the next regular session of the California legislature amending the barber law to stop the abuse of barber colleges advertising their prices.

Referred to Committee on Legislation.  
Referred to Executive Council, pp. 70-71.

#### **Barber Examiners Board to Regulate Prices in Barber Schools and Colleges**

**Resolution No. 148**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, Barber colleges in California are schools designed to teach barbering. They are further designated to teach students against unfair, unjust, destructive, demoralizing and uneconomic trade practices; and

Whereas, As defined in the California barber law, barber colleges include schools of barbering, colleges of barbering, barber schools, barber colleges, or an institution of instruction for the purpose of training persons to engage in the practice of barbering; and

Whereas, No reputable educational institution ever charges fees for the services of its students. Teachers' colleges, medical schools, etc., are some examples; and

Whereas, When barber schools and colleges not only collect tuition fees from students, but charge fees for services rendered, they are no longer in the category of educational institutions, but are actually engaged in competition with licensed barber shops; and

Whereas, The fee charged in barber schools and colleges is much greater than the amount that a legitimate barber shop proprietor would receive after the cost of labor is paid. Therefore, prices should be eliminated in barber schools and colleges, and no charge should be made for any services rendered by the students; and

Whereas, Under Section 6552.7 of the California barber law, the California State Board of Barber Examiners does not have the power to regulate prices in barber schools and colleges; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support every effort to repeal Section 6552.7 and Section 6594 of the barber law at the next regular session of the California state legislature and instigate new legislation to comply with the intent of this resolution.

Referred to Committee on Legislation.  
Adopted as amended, pp. 71-72.

**Forty-Hour Week in Barber Schools and Colleges**

**Resolution No. 149**—Presented by Calif. State Assn. of Journeymen, Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, As defined in the California barber law, barber colleges include schools, barber colleges, or an institution of instruction for the purpose of training persons to engage in the practice of barbering; and

Whereas, Other educational institutions operate on a 5-day week of 8 hours per day. Therefore, the barber schools and colleges do not appear to be operating as schools of instruction for the purpose of training persons to engage in the practice of barbering, but rather as substandard barber shops, engaged in rendering services to the public at cheap prices; and

Whereas, It has been found that many students graduating from barber colleges are not practicing under unfair, unjust, destructive, demoralizing and uneconomic trade practices in California; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support every effort made to demand that barber colleges operate 40 hours per week to train students learning the barber trade; and be it further

Resolved, That the California Labor Federation, AFL-CIO, support the efforts of the California State Association of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors to further the enactment of legislation to accomplish this end.

Referred to Committee on Legislation.  
Adopted, pp. 91-92.

**Examination Qualification for Hairdresser Cosmetologist Instructor**

**Resolution No. 150**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, The Cosmetology Act provides for the qualification for examination for the hairdresser, cosmetologist, manicurist and electrologist, but does NOT provide for the hairdresser cosmetologist instructor examination qualification; and

Whereas, We feel that it is urgent and necessary that such qualification for examination and license by the Board be clearly stated in the Act; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse the following amendment to Art. 3, Sec. 7335 of the Cosmetology Act, thereby making it consistent with the above-mentioned qualifications for examination:

The Board shall admit to examination for certificate of registration and license as a hairdresser cosmetologist instructor, any person who has made application to the Board in proper form, paid the fee required by this chapter, and who is qualified as follows:

(a) Who is of good moral character and temperate habits.

(b) Who is not less than 21 years of age.

(c) Who holds a valid California hairdresser cosmetologist license.

(d) Who has completed the 12th grade in the public schools of this state or its equivalent.

(e) Who has had the following:

(1) Two years of practical experience in all branches of cosmetology, except electrology, in a licensed establishment in this state, and

(2) 600 hours of teacher training in a school of cosmetology, over a period of not less than four (4) months.

Also, amendment of Art. 8, Sec. 7393 to comply with the above, as follows:

Every person employed in a school of cosmetology to instruct students therein shall be a licensed hairdresser cosmetologist.

(1) Who has had TWO years of practical experience in all branches of cosmetology, except electrology, in a licensed cosmetological establishment in this state, and 600 hours of teacher training in a school of cosmetology over a period of not less than four (4) months.

(2) Who has passed the instructors' examination given by the Board and has received an instructor's permit.

Referred to Committee on Legislation.  
Filed, p. 91.

**Exemptions from Section 7324 of Cosmetology Act**

**Resolution No. 151**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, The persons exempted by Article 2, Section 7324 of the Cosmetology Act include those in dentistry, naturopathy, pharmacy and chiropody, which in our opinion have no connection in any



manner with any of the arts of cosmetology; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse the amendment of Section 7324 to read:

The following persons are exempt from this Chapter—

(a) All persons authorized by law of this State to practice medicine, surgery, osteopathy and chiropractic.

(b) Commissioned officers of the Medical Corps of the United States Army, Navy or Marine Hospital Service.

(c) Barbers, insofar as their usual and ordinary vocation and profession is concerned when engaged in any of the following practices:

- (1) Arranging, dressing, curling and waving (except Permanent Waving) cleansing, cutting or singeing the hair of any person.
- (2) Massaging, cleansing, stimulating, exercising or similar work upon the scalp, face or neck of any person, with the hands or with mechanical or electrical apparatus or appliances, or by the use of cosmetics preparations, antiseptics, tonics, lotions or creams.

(d) Employees employed to render cosmetological services in the course of and incidental to the business of employers engaged in the theatrical, radio, television or motion picture production industry.

Referred to Committee on Legislation.  
Referred to Executive Council, p. 91.

#### Use of Term "Cosmetologist"

**Resolution No. 152**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, The Cosmetology Act in many places refers to Hairdresser, Cosmetician or Cosmetologist; and

Whereas, This duplication of words is very confusing and misleading; and

Whereas, Any person with a Cosmetologist License practices all of the branches, including hairdressing and applying cosmetics; and

Whereas, We feel it would better serve the industry and the public to use the one terminology, Cosmetologist; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse the amendment of the following

sections of the Cosmetology Act, to use the one word Cosmetologist, deleting the others: Sections 7309.5, 7311, 7312, 7320, 7323, 7330, 7331, 7332, and (2) (3), 7334, 7370, 7372, 7373, 7376, 7380, 7382, 7383, 7393, 7394, 7412, 7420 and 7442 and (a).

Referred to Committee on Legislation.  
Adopted, p. 91.

#### Eliminate Shop Training of Junior Cosmetology Operators

**Resolution No. 153**—Presented by Calif. State Assn. of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors, Los Angeles.

Whereas, We now have so many public and private schools in the state teaching Cosmetology courses; and

Whereas, For the last number of years there have been only a couple of shop owners applying to train Junior Operators in their shops; and

Whereas, The training period in a shop is so much longer than in the schools; and

Whereas, We feel that the school training is far superior to shop training, as many times the person in the shop just wants a Junior Operator to be a maid for them; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse legislation to amend out of the Cosmetology Act the following sections which refer to Junior Operators, training, examination, etc.: Sections 7331, 7332 (3) 7333, and 7334.

Referred to Committee on Legislation.  
Adopted, p. 91.

#### Licensing of Carpet, Linoleum and Resilient Floor Covering Contractors

**Resolution No. 154**—Presented by Painters District Council No. 52, Santa Barbara.

Whereas, Carpet, linoleum and resilient floor covering contractors are presently not licensed by the Contractors State License Board; and

Whereas, Such floor covering contractors are traditionally a part of the building industry; and

Whereas, An extensive apprenticeship program for the carpet, linoleum and resilient floor covering industry is presently in force; and

Whereas, Modern home construction contemplates the installation of carpeting, linoleum and resilient tile as an integral part of the home; and

Whereas, Licensing is necessary to pro-

tect the general public; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO approve the introduction of suitable legislation amending the Business and Professions Code in order to obtain an appropriate classification covering the licensing of carpet, linoleum and resilient floor covering contractors.

Referred to Committee on Legislation.  
Filed, p. 90. See Resolution No. 287.

### End Discrimination in Housing

**Resolution No. 155**—Presented by A. T. Gabriel, Roger W. Smith, Frank Collins, Will Adams, Lucile Kelly of Miscellaneous Employees No. 110, San Francisco; California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The California State Federation of Labor adopted a strong statement against discrimination in housing in both its 54th and its 55th conventions; and

Whereas, The problem of housing for minority groups continues to be a very serious problem; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO does reaffirm the past resolution on housing, which follows:

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 this convention 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 (Conn. D.) that his agency would oppose the outlawing of racial discrimination in housing built with federal aid; and be it further

Resolved, That the California Labor Federation, AFL-CIO, calls upon Congress and upon the members of both Houses 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 Labor Federation, AFL-CIO, 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 representa-

tion 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; and be it further

Resolved, That the California Labor Federation, AFL-CIO, join with other groups interested in ending discrimination in housing to campaign for state laws to this end in the coming session of the legislature, as we have done on behalf of FEPC.

Referred to Committee on Resolutions.  
Adopted, pp. 26-28; 29-30.

### Repeal Taft-Hartley Act

**Resolution No. 156** — Presented by A. Boyarsky and Sol Zelesnick of Painters No. 1348, Los Angeles.

Whereas, The labor movement and all democratic-minded people in our country have waged a struggle and have repeatedly expressed themselves against the Taft-Hartley Law; and

Whereas, Taft-Hartley has caused and will continue to cause nothing but harm to labor especially, and to the people in general; and

Whereas, The results of recent elections have given labor a splendid opportunity to rally for the repeal of Taft-Hartley; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to renew our efforts at this opportune time for the repeal of the entire Taft-Hartley law.

Referred to Committee on Resolutions.  
Filed, p. 16. See Resolution No. 227.

### National Labor Publicity Bureau

**Resolution No. 157**—Presented by Paul A. Hill and W. A. Hannah of Carpenters No. 743 and C. L. McBride of Painters No. 314, Bakersfield.

Whereas, The United States Chamber of Commerce, National Association of Manufacturers and the American Medical Association, with other anti-union and other ultra-conservative organizations, have steadfastly gone on record as opposing laws and legislation which would benefit union members and working people in all walks of life. They have to the contrary

advocated laws and legislation which would be detrimental to working people as a whole; and

Whereas, These organizations employ expert public relations firms and are able to get their propaganda inserted as news and as editorials in the nation's newspapers, magazines and other publications; and

Whereas, The AFL-CIO will never be able to get the same treatment from the nation's newspapers, wire service and national magazines that does the NAM, AMA, U. S. Chamber of Commerce and other such organizations, the need has become drastic for a national AFL-CIO publicity bureau properly presenting AFL-CIO answers to the anti-labor propaganda and legislature disseminated from the afore-mentioned organizations; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to work toward establishing a national publicity bureau or organization for the specific purpose of counteracting the anti-labor, anti-worker publicity disseminating from the afore-mentioned organizations; and be it further

Resolved, That this resolution be distributed to all AFL-CIO International and local unions throughout the nation, stressing the importance of combating the action and propaganda written and distributed by these organizations by setting up an appropriate AFL-CIO publicity bureau or organization on a nationwide basis to bring to each International and local union in all parts of the nation a true picture of the current lobbying schemes and actions of the afore-mentioned organizations; and be it further

Resolved, That because of the danger that organized labor is losing the battle for men's minds through the lobbying and publicity of such anti-union organizations, the California Labor Federation, AFL-CIO, through the executive board of the AFL-CIO URGE ALL International and local unions and labor councils to aid and abet the setting up of such publicity bureau or organization within the AFL-CIO for this specific purpose.

Referred to Committee on Resolutions.  
Adopted as amended, p. 35.

### Union Representation on State Pest Control Board

**Resolution No. 158**—Presented by Service and Maintenance Employees No. 399, Los Angeles.

Whereas, The California State Pest

Control Board is and has been composed of only non-union and anti-union employer representatives; and

Whereas, The selection and appointment of these non-union and anti-union employer representatives constitutes rank discrimination against union employers; and

Whereas, They have established company unions to thwart bona-fide AFL-CIO unions in their attempts to organize these anti-union pest control companies; and

Whereas, These anti-union Pest Control Board members have seen fit to take undue advantage of their offices to make an extraordinary type of investigation of union pest control operators; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record in favor of an equal number of union and company representatives being appointed to the California State Pest Control Board, and that further discrimination against union pest control companies by the California State Pest Control Board be discontinued.

Referred to Committee on Resolutions.  
Filed, p. 40. See Resolution No. 232.

#### **Endorse and Support Union Label Campaign of L.A. Allied Printing Trades Council**

**Resolution No. 159**—Presented by Charles L. Brown and George E. Smith 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 the first convention of the California Labor Federation, AFL-CIO 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 Labor Federation, AFL-CIO, 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 Labor Federation, AFL-CIO 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 Labor Federation, AFL-CIO call upon every AFL-CIO 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 Resolutions.  
Adopted as amended p. 40.

#### **Plan to Finance COPE**

**Resolution No. 160**—Presented by Ivan

Beavan of Electrical Workers No. 428 and Paul A. Hill and W. A. Hannah of Carpenters No. 743, Bakersfield.

Whereas, Labor in California and in other parts of the U. S. was recently subjected to an economic life and death struggle by proposed so-called "right to work" laws; and

Whereas, An all-out defense against this legislation has depleted the treasuries of many unions and councils; and

Whereas, These anti-labor forces are continually striving to destroy the prosperity of the worker, by attempting to prohibit effective collective bargaining by legislation, and by numerous other means; and

Whereas, Labor, in order to prosper, must not only combat this vicious, anti-labor proposed legislation, but it must introduce, sponsor and promote legislation beneficial to the American worker; and

Whereas, A legislative program, as proposed, not only requires the expenditure of much time and energy, but also requires an accompanying finance program; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO recommend that all unions adopt a **voluntary** contribution plan for their members, of a minimum of two dollars (\$2.00) per year per member, with a recommendation of four dollars \$4.00) per year per member, and that one-half ( $\frac{1}{2}$ ) of this money be used for the national COPE program, and that one-half ( $\frac{1}{2}$ ) of it be used for the local COPE program.

Referred to Committee on Resolutions.

Referred to Executive Council of California COPE, p. 41.

### Resolution No. 161

Withdrawn at request of sponsors, p. 40.

### Oppose Attempts to Outlaw Outdoor Advertising

**Resolution No. 162**—Presented by R. H. Wendelt of Sign, Scene, Pictorial & Displaymen's Union No. 510, San Francisco.

Whereas, A continued widespread campaign has been waged in the U. S. Senate and the daily press for the past three years, seeking to outlaw outdoor advertising and other roadside business along the 41,000 miles of federally aided highway, which, if enacted, would outlaw the working privileges and rights of Sign and Pictorial Painters, Sheet Metal Workers, Carpenters, Electrical Workers, Bill Post-

ers and the Allied Printing Trades, thus affecting more than 140,000 American wage earners; this legislation, if finally enacted on a state level, would also for the first time in the history of America, outlaw free enterprise; and

Whereas, The trade unions do not oppose and have traditionally subscribed to zoning processes; and

Whereas, The outdoor advertising is an important segment of the local and national business economy in selling products and service, and pays millions of dollars annually to property owners for advertising sites and makes a material contribution of advertising space as a public service without cost to welfare agencies, such as (1) American Cancer Society (2) Red Cross (3) Heart Society (4) Police (5) School Traffic Safety (6) U. S. Savings Bonds (7) Civil Defense and many other non-profit public agencies; and

Whereas, The AFL-CIO convention of 1957, in Atlantic City, did unanimously adopt a resolution opposing the attempt of Congress to outlaw advertising; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in bringing this matter before all interested parties for the purpose of having the state legislatures enact legislation that will not be detrimental to the sign industry in prohibiting sign advertising and other roadside business along the 41,000 miles of federally aided highways; and be it further

Resolved, That the secretary be instructed to write to the central labor councils of Washington, Oregon, California and Arizona, requesting they contact all political candidates, asking them for their support in fighting anti-outdoor advertising legislation.

Referred to Committee on Resolutions.  
Adopted, pp. 85-88.

### Owner-Builders To Have Contractors' Licenses

**Resolution No. 163**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles; State Building and Construction Trades Council of California.

Whereas, The existing statutes relating to licensing of general contractors and specialty contractors specifically provide in Section 7044 of the Business and Professions Code that "a license is not required of owners of property, building

or improving structures thereon for the occupancy of such owner and not intended for sale if the structure is occupied and used by the owner or a tenant of the owner upon completion and is not offered for sale prior to completion"; and

Whereas, There has been an increase in the number of persons who as owners construct a single unit or multiple unit dwellings with the intention of leasing or renting such dwellings; and

Whereas, The object of the contractors' licensing law in protecting the public is equally applicable to such owner builders; and

Whereas, Permitting such owner builders to engage in construction work without the requirement of a license is detrimental to the building and construction industry, the workmen employed and the public generally; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that Section 7044 be amended to provide that the owners of property who build on such property single or multiple unit dwellings for the purpose of leasing or renting said dwellings be covered by the provisions of the contractors' licensing law and be required to obtain a license as provided in said law.

Referred to Committee on Legislation.  
Adopted, p. 90.

#### **Contractors and Subcontractors to Have \$2500 Bond**

**Resolution No. 164**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, There has been an increase in recent months of contractors and subcontractors in the building and construction industry lacking adequate financial resources to fail to pay workmen in their employ wages due said workmen or to pay workmen by checks, which checks are subsequently not honored by the bank for insufficient funds; and

Whereas, The members of the building and construction trades unions have suffered financial loss and detriment as a result thereof; and

Whereas, The existing statutes and procedures do not appear adequate to protect workmen in this regard; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that legislation be introduced requiring that every contractor

and/or specialty contractor be required, as a condition precedent to obtaining a general contractor's or specialty contractor's license, to deposit with the Division of Labor Law Enforcement, a bond in the sum of \$2,500.00, with the further provision that in the event the Division of Labor Law Enforcement finds that said contractor has failed to pay the wages due his workmen, or has paid said workmen with checks which subsequently are not honored by the bank because of insufficient funds, the Division of Labor Law Enforcement shall be authorized to execute upon such bond for the purpose of, and to the extent necessary, to pay the workmen involved for any and all wages due them.

Referred to Committee on Legislation.  
Adopted, p. 90.

#### **Payment by Certified Check or Cash When Requesting Lien Release**

**Resolution No. 165**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles; State Building and Construction Trades Council of California.

Whereas, It has become a common practice for contractors and subcontractors in the building and construction industry to demand and require of workmen in their employ that said workmen execute unconditional releases; and

Whereas, Said releases are frequently executed by said workmen upon receipt of payment by payment in checks from the contractor, which checks are subsequently not honored by the bank for insufficient funds; and

Whereas, The courts of California have held that where an unconditional lien release has been executed by said workmen that such release precludes the workmen from filing a lien even though he has failed to receive payment; and

Whereas, The members of the building and construction trades unions have suffered financial loss and detriment as a result thereof, the following resolution is offered; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that provision be made in the Mechanic's Lien Law in the State of California providing that it shall be unlawful for any contractor or subcontractor to require any lien release from any workmen unless said contractor or subcontractor has paid said workmen in cash or by certified check; that any lien release obtained without the payment in full to

said workmen by certified check or cash shall be unlawful and null and void and shall not prevent the workmen from filing a Mechanic's Lien, and that any contractor or subcontractor who requires or causes any workmen to execute an unconditional lien release without the payment to said workmen of all wages due, in cash or by certified check, shall have his licenses revoked.

Referred to Committee on Legislation.  
Adopted with recommended limitations, pp. 68-69.

### **Increase Penalty for Failure to Pay Wages When Due at Time of Quit**

**Resolution No. 166**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, Section 203 of the Labor Code presently provides in part that:

"If an employer wilfully fails to pay, without abatement or reduction, in accordance with Sections 201 and 202, any wages of an employee who is discharged or who quits, the wages of such employees shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but such wages shall not continue for more than thirty days"; and

Whereas, The penalties provided in Section 203 are not a sufficient deterrent to employers to assure prompt payment to employees and as a result thereof the purposes of this section have in many cases been completely thwarted; and

Whereas, more stringent penalties are necessary to assure compliance with this section; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that Section 203 be amended to provide that if an employer fails to pay in accordance with Sections 201 and 202 any wages of any employee who is discharged or who quits, the employer shall be liable to pay as a penalty to said employee treble the daily wages of such employee for each day or portion thereof for the period commencing with the due date of said wages until the day the wages plus penalty are paid but in no event shall said period exceed six months.

Referred to Committee on Legislation.  
Adopted, p. 69.

### **Payroll Stub to Show Straight Time and Overtime Hours**

**Resolution No. 167**—Presented by J. J.

Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, There is no existing law requiring an employer to specify on the payroll stub of the employee's payroll check the number of straight time hours and the number of overtime hours worked by an employee in any payroll period; and

Whereas, Many contractors in the building and construction industry fail to specify the foregoing data on the payroll stubs of the employee's payroll check, making it frequently impossible to ascertain what portion of the employee's wages constitutes straight time worked and overtime worked; and

Whereas, As a result thereof when claims are filed with the Labor Commissioner or other questions are raised with respect to the proper payment of wages, no record exists as to the number of straight time hours and overtime hours worked by the employee; and

Whereas, This affords opportunity to certain unscrupulous employers to avoid proper payment to their employees; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that legislation be enacted requiring that every employer must give a payroll stub to each employee for each payroll period designating the number of straight time hours and the number of overtime hours worked by every employee during the payroll period involved.

Referred to Committee on Legislation.  
Adopted as amended, p. 68.

### **Payroll Stub to Show Deductions for Fringe Benefits**

**Resolution No. 168**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, An increasing number of unions in the building and construction trades have negotiated provisions in their collective bargaining agreements providing for health and welfare, pension, vacations, holidays, apprenticeship training programs, and related benefits; and

Whereas, There is no existing law requiring the employer to designate on the payroll stub of an employee's pay check a breakdown of the amounts paid for wages and the amounts paid for each of such benefits; and

Whereas, As a result thereof, contractors are frequently able to avoid proper

payment of the foregoing benefits and when questions arise as to proper payment, no record exists as to the amounts paid for wages and each of such benefits; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that legislation be enacted which requires a contractor to present each employee with a payroll stub and designate on each payroll stub the amount paid as wages and the amount paid for each of such benefits provided.

Referred to Committee on Legislation.  
Adopted as amended, p. 68.

### **Discharges for Garnishment**

**Resolution No. 169**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, Many collection agencies follow the policy of placing a garnishment on an employee's wages without ascertaining whether the amounts allegedly owed are actually owed by the employee involved; and

Whereas, Employers frequently discharge an employee when a garnishment is placed on his wages without any investigation as to whether or not the employee owes the money or whether or not this is the first occasion on which his wages have been garnished; and

Whereas, It frequently develops after the garnishment has been placed and the employee has been discharged, and thereafter it develops that either this is the first occasion on which his wages have been garnished or that money alleged to be owed is not actually owed by the employee; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that legislation be introduced providing that an employer shall not have the right to discharge an employee where a garnishment has been placed on his wages for the first time or where it develops upon investigation that the garnishment has been placed without justification.

Referred to Committee on Legislation.  
Adopted, p. 90.

### **Federation Officers to Cooperate With State Agencies re Corrective Labor Legislation**

**Resolution No. 170**—Presented by J. J. Christian and Ralph A. McMullen of Los

Angeles Building and Construction Trades Council, Los Angeles.

Whereas, Persons recently elected to statewide offices and to the state legislature have publicly announced in speeches and to the press that they intend to sponsor legislation at this term of the legislature affecting the labor movement in this state; and

Whereas, It is imperative for the protection of the labor movement in the state that, prior to the introduction of any such legislation, consultation take place between such elected officials and the appropriate representatives of the labor movement in this state; and

Whereas, It has been recognized traditionally the appropriate body to consult with elected officials in the preparation of any labor legislation is the state labor body; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, authorize its secretary and its appropriate officers to meet with, consult with, and cooperate with the appropriate authorities of the State of California in the preparation of that type of labor legislation which, in the opinion of the California Labor Federation, AFL-CIO, can be endorsed and supported by the unions affiliated with the California Labor Federation, AFL-CIO.

Referred to Committee on Resolutions.  
Adopted, p. 15.

### **Director of Industrial Relations to Receive Classifications and Rates List Prior to Advertisement for Bids**

**Resolution No. 171**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles; State Building and Construction Trades Council of California.

Whereas, The Public Works' Statute (Labor Code, Sections 1770 et al.) provides for the payment by awarding bodies of the general prevailing rate of wages within the locality and in the nearest labor market area; and

Whereas, Provision exists for the filing of a petition for review by any prospective bidder or his representative of any representative of any craft classification or type of workman involved with the Division of Industrial Relations; and

Whereas, The advertising of the call for bids by the awarding body may appear in any newspaper in any locality; and

Whereas, It is impossible for the repre-



sentatives of the workmen to check all of the newspapers in which advertisements for calls for bids may appear; and

Whereas, In many cases it comes to the attention of representatives of workmen more than 10 days after the advertisement call for bids that the wage rates are improper; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that the awarding body be required 10 days prior to the first advertisement of the call for bids to submit to the Director of Industrial Relations a copy of the job classifications and wage rates to be paid as provided under the provisions of the Labor Code and, further, that the failure to submit such data to the Director of Industrial Relations as herein provided shall constitute a misdemeanor.

Referred to Committee on Legislation.  
Adopted, p. 98.

#### **Authorize State and Political Subdivisions to Contribute to Pension Funds**

**Resolution No. 172**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, An increasing number of local unions affiliated with various building trades councils have negotiated pension plans covering their members with employers in private industry; and

Whereas, Members of the various local unions affiliated with the building trades councils are employed by the State of California and its political subdivisions performing comparable work but do not receive the pension benefits received by persons in private employment; and

Whereas, The failure of the State and its political subdivisions to provide for such pension payments creates an inequity between persons employed in private industry and those employed by the state and its political subdivisions; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that legislation be introduced to provide that the State of California and its political subdivisions and any municipality shall have the authority to contribute to pension funds established by Unions and employers in the same manner and on the same basis as private employers.

Referred to Committee on Legislation.  
Adopted, pp. 97-98.

#### **Per Diem Wages Under Public Contracts to Include All Fringe Benefits**

**Resolution No. 173**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, An increasing number of affiliated local unions of various building trades councils have negotiated various fringe benefits into their collective bargaining agreements, including health and welfare, pensions, vacations and similar benefits; and

Whereas, The present provisions of the California Public Works Law requires the contractors to provide for the payment of prevailing wage scales, but fails to make any requirement that the contractor pay the various fringe benefits negotiated with private employers; and

Whereas, The failure of the law to require the contractors to provide for the payment of said fringes creates an inequity and works to the disadvantage of both union employees and contractors who abide by the union conditions; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that the law be amended to read as follows:

“Per diem wages shall be deemed to include hourly employer contributions for health and welfare, pension, vacation and similar purposes, when the term ‘per diem wages’ is used in this chapter or in any other statute applicable to public works.”

Referred to Committee on Legislation.  
Adopted, p. 98.

#### **“C” License for Floor Covering Contractors**

**Resolution No. 174**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, The existing statutes relating to licensing of general contractors and specialty contractors does not provide an appropriate classification for the licensing of carpet, linoleum and resilient floor covering contractors; and

Whereas, Carpet, linoleum and resilient floor covering contractors are traditionally a part of the building industry; and

Whereas, An extensive apprenticeship program for the carpet, linoleum and resilient floor covering industry is presently in force; and

Whereas, Modern home construction

contemplates the installation of carpeting, linoleum and resilient tile as an integral part of the home; and

Whereas, Licensing of such floor covering contractors is necessary to protect the general public; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record, as follows: that legislation be introduced amending the Business and Professions Code to include a specific classification covering the licensing of carpet, linoleum and resilient floor covering contractors.

Referred to Committee on Legislation.  
Filed, p. 90. See Resolution No. 287.

#### Corrective Measures in C-61 Licenses

**Resolution No. 175**—Presented by J. J. Christian and Ralph R. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles; State Building and Construction Trades Council of California.

Whereas, The Contractors' State License Board of the Department of Professional and Vocational Standards of the State of California now issues a C-61 license to cover "Classified Specialists" for types of business now presumably covered by the other 31 "C" type of licenses; and

Whereas, At a count made not too recently, there were included 50 different types of specialists blanketed under C-61; and

Whereas, It is apparent that several of the types of business now loosely blanketed under the C-61 type license should have been licensed under one of the other and existing "C" type licenses; and

Whereas, There seems to be no end to the possible misuse of the C-61 license to further break down already established and customary lines of business; and

Whereas, This breaking down has a bad effect upon the proficiency standards of building trades' workmen, in addition to affecting negotiations for wages, hours and working conditions; and

Whereas, The attached list vividly describes the continuing break down; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record that the Contractors' License Board be required to cease the practice of promiscuously including more and more types of partial business coverage under the C-61 licensing procedure, and provided further that immediate ef-

fort be made to correct some of the harm already done by this abuse.

#### Classified Specialists Coming Under the C-61 Classification

Overhead Doors  
Acoustical Tile  
Asphalt Tile  
Linoleum  
Floor Coverings  
Tree Removal  
Pumps  
Line Stripping  
Carpet Service  
Metal Sash and Doors  
Wall Covering  
Awning  
Automatic Door Openers  
Machinery Installation  
Weatherstripping  
Fire Alarm System  
Cement Enamel  
Sound and Intercommunication System  
Sliding Glass Doors  
Window Screens  
Steam Cleaning  
Plastic Installation  
Wall Board  
Cesspools  
Dry Wall Board  
Manufacture & Installation of Market  
Fixtures  
Horizontal Boring  
Service Station Equipment  
Incinerators  
Art Shop  
Stripping Parking Lots  
Wood Floor Maintenance  
Core Drilling  
Blackboards & School Furniture  
Metal Doors  
Truck Painting  
Venetian Blinds  
Laundry Equipment  
Tree Trimming  
Gas Supplies  
Composition Flooring  
Lawn Sprinkler System  
Rig Building  
Sandblasting  
Window Cleaning  
Concrete Sawing  
Crane and Wrecking Work  
Oil Well Drilling  
Terrazzo  
Stone Cutting  
Industrial Installation  
House Cleaning  
Hospital and Laboratory Case Work  
Seal and Clean Expansion Joints in  
Concrete Highways  
Armorcrete Floors and Roof Covering

Referred to Committee on Resolutions.  
Adopted, p. 74.

### **Request New Governor to Retain Officials Concerned With Building Trades**

**Resolution No. 176**—Presented by J. J. Christian and Ralph A. McMullen of Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, In certain cases state officials are appointed or continued in office at the pleasure of the Governor of California; and

Whereas, The building and construction trades unions located in all of the State of California have reason to be in continuous working responsibilities with officials within the Department of the Director of Industrial Relations, specifically including the Director of Industrial Relations, Edward P. Park, Chief, Division of Labor Law Enforcement, Clyde Bell, Chief of Division of Apprenticeship Standards, Charles F. Hanna and Chief of the Division of Housing, M. J. McDonough; and

Whereas, Each of the above officials were appointed in the first instance because of their knowledge and ability in connection with the work involved, and, in the belief of all building and construction trades unions, are performing an excellent service to the people of the State of California; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO authorize the Secretary to request of Governor-Elect Edmund G. Brown that, in light of the excellent work being performed and the outstanding ability of the above named appointed officials, they be retained in office by Mr. Brown when he becomes Governor.

Referred to Committee on Resolutions.  
Adopted p. 40.

### **Retirement Liberalization and Longevity Grade Increases**

**Resolution No. 177**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, The longevity provisions of our present postal laws were adopted many years ago, and are now outmoded; and

Whereas, The adoption of Public Law 500 created a dual system of longevity computations which discriminates against many of our younger employees; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse and support legislation to correct the aforesaid inequities as follows:

1. All employees to receive longevity

increases after 5, 10, 15, 20 and 25 years of service;

2. Each longevity increase is to be in the amount of \$200 per annum;

3. All employees to be given retroactive longevity credits for all service performed prior to the enactment of such legislation.

Referred to Committee on Resolutions.  
Adopted, p. 75.

### **Hospitalization Benefits**

**Resolution No. 178**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, Organized labor in most industries outside of government has achieved for its members in numerous instances, fully paid hospitalization and surgical benefits, with full cost being borne by management; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse and support enactment of legislation to grant comprehensive hospitalization and surgical benefits, with full costs borne by the United States Government.

Referred to Committee on Resolutions.  
Adopted as amended, p. 75.

### **Overtime Pay for Substitutes**

**Resolution No. 179**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, The Postal Service is one of the largest employers in the country; and

Whereas, The Postal Service has created the position of substitute that requires an employee to work all holidays and Sundays at straight time; and

Whereas, Substitutes are also required to work any split shift that is desired by the Post Office as well as any length of time over 8 hours; and

Whereas, The Post Office is the only large employer to utilize this anti-labor practice of no overtime pay for work performed in excess of eight hours; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO endorse and support enactment of legislation that will provide time and one-half rates of pay be paid postal substitutes for work performed in excess of eight hours, and for work performed on Saturdays, Sundays and holidays.

Referred to Committee on Resolutions.  
Adopted, p. 75.

**Merit Promotion by Law**

**Resolution No. 180**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, We have striven for many years to obtain a law providing for true merit promotion instead of promotion to supervisory positions as a result of political or social or other actions; and

Whereas, The Post Office Department has recognized the need for some standard inasmuch as it has, in an effort to forestall legislation granting merit promotion, installed a system of examinations for promotion; and

Whereas, The system placed in operation by the Post Office Department fails to recognize seniority; and

Whereas, That system was placed in effect administratively and can be discontinued in a like manner; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse and support legislation to gain true merit promotion by law with proper provisions for recognition of seniority.

Referred to Committee on Resolutions.  
Adopted, p. 75.

**Seniority by Law**

**Resolution No. 181**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, Seniority procedures as outlined in the Postal Manual only recognizes the fairness of seniority preference on assignments, with no provisions for compulsory adherence to the instructions; and

Whereas, The language is ambiguous and inconclusive, with no explanation or description of assignments, no reference to temporary assignments or substitutes; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse and support enactment of legislation clearly defining orderly seniority preference procedure in the Post Office Department, embracing all phases of employment; promotions, divisions, tours, assignments, and that substitutes be included within scope of the law.

Referred to Committee on Resolutions.  
Adopted, p. 75.

**Abolishment of Work Production System**

**Resolution No. 182**—Presented by E.

Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, Work production standards continue to be instituted in many post offices; and

Whereas, The standards are set so high as to make it impossible for Post Office Clerks to accomplish them; and

Whereas, The administration of WPS in the Postal Service by management causes deep resentment of free labor and greatly lowers the morale of Postal Workers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse and support legislation to eliminate work production standards in the Postal Service as being a vicious anti-labor practice by management.

Referred to Committee on Resolutions.  
Adopted, p. 75.

**Abolishment of Regional Offices**

**Resolution No. 183**—Presented by E. Andrews and Ruby Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, More publicity and national interest has been called to the postal deficit; and

Whereas, The postal deficit has been a factor in blocking legislation that would benefit postal employees in many instances; and

Whereas, Postal Clerks have been subjected to economy drives through combining windows, WPS, countless surveys, and general harassment which have lowered morale; and

Whereas, The Congress has seen fit to eliminate district offices in regional offices as an economical measure; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse and support legislation to eliminate regional offices to reduce the postal deficit and reduce the amount of duplication of authority which confuse the postal administration; and be it further

Resolved, That if the regional offices cannot be eliminated, they be reduced for economy's sake to the amount of the Hoover Commission recommendation, which was for four regions.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council, p. 75.

**Improved Sanitation and Cleanliness in Post Offices**

**Resolution No. 184**—Presented by E.

Andrews and Rubo Barbosa of Post Office Clerks No. 2, San Francisco.

Whereas, There is existent in many post offices such unsanitary and unhealthy conditions, due to bad ventilation, poor sanitation, poor lighting, dirty equipment, shortage of custodial personnel; and

Whereas, Complaints made by the locals are usually answered with such poor excuses as: (1) present crews of cleaning personnel are sufficient, (2) there are no available funds for increase in the custodial force, and (3) that is the responsibility of the person from whom the building is leased; and

Whereas, This haphazard method of maintaining necessary sanitation conditions has resulted in much sickness and even permanent impairment of health to some of the postal personnel; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse and support such needed legislation as will set up certain standards of safety and sanitation for the postal personnel; and be it further

Resolved, That the California Labor Federation, AFL-CIO, contact the Secretary of the Department of Health, Sanitation and Welfare in regard to the health and sanitation conditions in the field service of the Post Office Department.

Referred to Committee on Resolutions.  
Adopted, pp. 75-76.

### Private Employment Agencies

**Resolution No. 185**—Presented by Leah Newberry, Ann Hollingsworth, Richard Groulx, Jeannette Zoccoli, Carmella Foutch, Coral King of Office Employees International Union No. 29, Oakland.

Whereas, Private employment agencies are in effect serving as personnel offices of the employers; and

Whereas, The employes are paying exorbitant fees to obtain jobs through private employment agencies; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, 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 per cent of the employee'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.  
Adopted, p. 68.

### Expand the Department of Education Under the Merged California Labor Federation

**Resolution No. 186**—Presented by C. O. Taylor and Gene Cameron of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The California State Federation of Labor and the California State CIO Council are now combined into one unified federation; and

Whereas, This newly merged federation will constitute the sole and exclusive state educational and legislative arm of the unified labor movement within the state of California; and

Whereas, As a result of the growth of the labor force in the state, the increasing number of organized and organizable persons within the state, and the many restrictions which presently interfere with the ability of organized labor to perform its historic task of advancing the economic and social welfare of the working people of California, plus the great need for social, political and economic education of our members; and

Whereas, The allocation of resources, including manpower, to the task of such social, political and economic education must be expanded to do the job of researching, analyzing, drafting and communicating formerly performed by the two organizations to ensure the enactment of constructive social legislation by California's legislature; now, therefore, be it

Resolved, By this first convention of the California Labor Federation, AFL-CIO, that the Executive Council of the Federation be instructed to establish and maintain a full staff of qualified persons who shall carry out this expanded educational program; and be it further

Resolved, That this full-staffed Department of Education shall be established within ninety days from the date of this convention under the direction of the Secretary-Treasurer; and be it finally

Resolved, That the funds to finance this Department of Education shall be drawn from the General Fund and that a specific portion of the General Fund in an amount necessary to accomplish these purposes be budgeted and allocated for

the Department of Education by the Executive Council of the Federation.

Referred to Committee on Resolutions.  
Filed, p. 35.

**Adequate Medical Facilities and Qualified Medical Personnel at Certain Job Sites**

**Resolution No. 187**—Presented by C. O. Taylor and Gene Cameron 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 complication and/or death which otherwise might be presented; 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 this first convention of the California Labor Federation, AFL-CIO, 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-Elect Edmund "Pat" Brown; Edward P. Park, director, State Department of Industrial Relations; and to Sherman W. MacDonald, chairman, State Industrial Accident Commission.

Referred to Committee on Legislation.  
Adopted, p. 62.

**Protect Our Natural Resources**

**Resolution No. 188**—Presented by C. O. Taylor and Gene Cameron of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, It has historically been the public policy of our country that the natural resources of our country belong to the people as a whole; and

Whereas, This historic public policy is in keeping with the policy of the American Federation of Labor-Congress of Industrial Organizations to the effect that the public resources should be protected for the use and benefit of all the people; and

Whereas, In recent years the Administration has adopted a policy of business in government, and in the field of public power, particularly, has adopted the policy of turning over government-owned power plants to private enterprise for operation and profit; and

Whereas, This is directly contrary to the policy of organized labor as well as the historic public policy of our country; now, therefore, be it

Resolved, By this first convention of the California Labor Federation, AFL-CIO, that it go on record as opposing any policy or program which would turn our natural resources, or their use, over to any private enterprise; and be it finally

Resolved, That copies of this resolution be sent to Senator-Elect Clair Engle, the U. S. Department of Interior and to appropriate Senate and House Committees as well as California Congressmen.

Referred to Committee on Resolutions.  
Adopted as amended, p. 38.

**Prohibit States from Enacting Labor Legislation More Restrictive Than Federal Legislation**

**Resolution No. 189**—Presented by C. O. Taylor and Gene Cameron 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 organizations 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 first convention of the California Labor Federation, AFL-CIO, 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 towards this objective; and be it finally

Resolved, That copies of this resolution be sent to the national AFL-CIO, California Congressmen and appropriate House and Senate Committees.

Referred to Committee on Resolutions.  
Filed, p. 16. See Resolution No. 227.

#### **Workmen's Compensation from First Day When Disability Duration Lasts One Week or More**

**Resolution No. 190**—Presented by C. O. Taylor and Gene Cameron of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The workmen's compensation laws provide for payment of compensation for the first seven (7) days of disability only if the period of disability exceeds forty-nine (49) days; and

Whereas, The forty-nine (49) day requirement is an unnecessary and detrimental restriction; now, therefore, be it

Resolved, That by action of this first convention of the California Labor Federation, AFL-CIO, such organization have

prepared and introduced to the next regular legislative session of the California's state legislature appropriate legislation to amend the workmen's compensation laws to provide for weekly disability benefit payments commencing as of the first day of industrial disability, providing such disability is not of less than one week's duration, and be it finally

Resolved, That copies of this resolution be sent to Mr. Edward P. Park, director, State Department of Industrial Relations, Mr. S. W. MacDonald, chairman, Industrial Accident Commission, and to Governor-Elect Edmund "Pat" Brown.

Referred to Committee on Legislation.  
Adopted p. 61.

#### **Incentive for Partial Employment Under the Unemployment Insurance Act**

**Resolution No. 191**—Presented by C. O. Taylor and Gene Cameron of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The California Unemployment Insurance Code is designed to provide benefits for the unemployed; and

Whereas, Certain rigid rules and regulations govern the eligibility for such benefits; and

Whereas, One of the requirements is that an employee be totally unemployed and earnings from part time employment are deducted from the benefits; and

Whereas, We have an established public policy under the Social Security Act which allows and provides an incentive for small earnings not deductible from social security; and

Whereas, This same principle can and should be applied to unemployment insurance; now, therefore, be it

Resolved, By this first convention of the California Labor Federation, AFL-CIO that such organization have prepared and introduced to the next regular legislative session of the California state legislature appropriate legislation to amend the California Unemployment Insurance Code to allow part time earnings not to exceed \$20.00 in any one week without deduction from unemployment insurance benefits; and be it finally

Resolved, That copies of this resolution be sent to Mr. Harry Stewart, director, Department of Employment.

Referred to Committee on Legislation.  
Filed, pp. 52-53. See Resolution No. 198.

**Uniform Meal Periods in the  
Lumber Industry**

**Resolution No. 192**—Presented by C. O. Taylor and Gene Cameron of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Chapter 4, Section 800, of the California State Labor Code now provides for meal periods between the third and fifth hour of each shift for employees in sawmills, shakemills, shinglemills and logging camps; and

Whereas, This provision excludes planing mills, plywood plants, veneer mills and other newer type process mills; and

Whereas, The same reasons would exist for the application of this provision to these types of lumber production mills; and

Whereas, The State Labor Code provisions should therefore be amended and brought up to date to cover all portions of the industry; now, therefore, be it

Resolved, By this first convention of the California Labor Federation, AFL-CIO, that such organization use its good offices to have Section 800 of the California State Labor Code amended during the next regular legislative session of the California State Legislature to cover all logging, lumber and allied wood products plants.

Referred to Committee on Legislation.  
Adopted, p. 69.

**Provide for Applicant's Recovery of  
Costs Incurred to Successfully  
Establish Claim**

**Resolution No. 193**—Presented by C. O. Taylor and Gene Cameron 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 successfully prove a contested claim before the Industrial Accident Commission, in-

cluding the oral testimony of doctors, when required; now, therefore, be it

Resolved, By this first convention of the California Labor Federation, AFL-CIO, that this organization have prepared and introduced for consideration of 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. Edward P. Park, director, State Department of Industrial Relations; Mr. S. W. MacDonald, chairman, Industrial Accident Commission, and to Governor-Elect Edmund "Pat" Brown.

Referred to Committee on Legislation.  
Filed, p. 62. See Resolution No. 106.

**Strengthen Law for Collecting  
Wages Due and Unpaid**

**Resolution No. 194**—Presented by Armon L. Henderson of District Council of Carpenters, San Diego.

Whereas, The Department of Industrial Relations' Division of Labor Law Enforcement is the legal means of collecting wages due and unpaid; and

Whereas, The offices of the Deputy Labor Commissioners are generally understaffed, resulting in delays in processing claims; and

Whereas, In many cases employers owing wages to working men and women are able to avoid payment through delaying action or by leaving the jurisdiction of a Deputy Labor Commissioner; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to do all in its power to bring about the following amendments to the Labor Code for the State of California:

An act to amend Article 2 of Chapter 1 of Part 1 of Division 2 of the Labor Code, by deleting heading and amending to read as follows:

"250. The provisions of this Article



apply to all labor performed in this State, or outside of this State by any person hired in this State.

251. Deleted.

Amended

252. Upon application of either the employer or the employee, the wages earned in labor shall be paid in the presence of the Labor Commissioner, or his deputy or agent.

Amended

253. The Labor Commissioner shall upon application of either an employee or employer hear and decide all wage disputes arising in connection with labor and shall allow or reject any deductions made from such wages.

Amended

254. Reasonable notice of not less than 10 days shall be given by the Labor Commissioner of time and place of hearing of wage disputes, and after a final hearing by the Labor Commissioner, he shall render his determination in writing and give notice thereof to the parties involved.

Amended

255. Any aggrieved party may petition for a trial de novo in a court of competent jurisdiction within 10 days after notice of the determination is given by the Labor Commissioner; such court shall order the petitioning party to execute and post a bond in a sum not exceeding twice the amount of the award rendered against such party by the Labor Commissioner, and upon failure to do so, the petition shall be dismissed.

Amended

256. The Labor Commissioner may at time or hearing of wage disputes impose a civil penalty in an amount not exceeding 30 days pay as waiting time under the terms of Section 203.

Add:—New

258. The Labor Commissioner may in accordance with the provisions of Chapter 4, Part 1, Division 3, Title 2 of Government Code, promulgate rules and regulations as are reasonably necessary for the purpose of enforcing and administering this Article.

Add: 259. (New) Where a petition is not taken as provided in Section 255 any party or his assigns at any time within three months after the determination is made may apply to any court of competent jurisdiction of the County or City and County in which such determination was had for an order confirming the determination; and thereupon said court

may grant such an order subject to the provisions of Sections 1292 and 1293 of the Code of Civil Procedure.

Note:

Not an unconstitutional delegation of judicial power where provision for trial de novo in Superior Court.

**Collier & Wallis v. Astor—**

9 Cal. (2d) 202, where Supreme Court held Section 1647 L.C. was constitutional since it provided for trial de novo in Superior Court.

Referred to Committee on Legislation.  
Filed, p. 68.

### **Employer-Paid Health and Welfare Programs for Public Employees**

**Resolution No. 195—**Presented by California State Employees No. 361, Los Angeles.

Whereas, The California State Federation of Labor, at previous conventions, adopted resolutions concerning health and welfare programs for State, County and Municipal employees, and

Whereas, The Resolved of the aforementioned resolutions called upon the California State Federation of Labor to use its facilities to gain these benefits on an employer-paid basis; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to re-examine the previous action of the California State Federation of Labor and direct the officers of the merged body to make every effort to secure attainment of these employee benefits.

Referred to Committee on Legislation.  
Filed, p. 98. See Resolution No. 248.

### **Allocate New Ship Contracts to West Coast Shipyards**

**Resolution No. 196—**Presented by A. F. Bartholomew and O. K. Mitchell of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, Many new ships have been constructed and are now being constructed in the United States, since the end of World War II, and under the present replacement schedule, many more will be constructed during the next 15 years; and

Whereas, Very few of these vessels have been awarded to any of the West Coast shipyards, most of them being awarded to East Coast and Gulf Coast yards; and

Whereas, The shipyards on the West Coast are fast becoming deteriorated and unusable for shipbuilding, and further,

the skilled mechanics are being lost to other industries; and

Whereas, Labor, industry and other civic-minded groups on the West Coast have put forth much effort toward the end that the awarding of contracts for new ship construction will be divided among the areas in which shipbuilding can be performed, on a more equal and equitable basis, so as to utilize the facilities and manpower available so they will not be lost to other industries of less importance in case of national emergency; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO advocate the fair allocation of all new ship contracts to all areas in the United States having facilities to perform this work; and be it further

Resolved, That this action be related to the Secretary of the Navy, Secretary of Defense, Bureau of Ships, the President of the United States and all Congressmen and Senators from the State of California.

Referred to Committee on Resolutions.  
Adopted, p. 85.

#### Shorter Work Day

**Resolution No. 197**—Presented by A. F. Bartholomew and O. K. Mitchell of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, Labor organizations fought for years to acquire the eight-hour day; and

Whereas, As a result thereof, employment for the working men and women of America has increased and been spread more evenly between more people; and

Whereas, The constantly increasing use of more modern machinery is replacing the use of manpower and decreasing the number of workmen to perform the job; and

Whereas, Organized labor is constantly striving to improve the standard of living for its members, and to divide employment to a greater number of people; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record to advocate a shorter work day for all workmen in every industry in the State of California.

Referred to Committee on Resolutions.  
Adopted, p. 39.

#### Increase Amount of Earnings Under Section 1279 Unemployment Insurance Code

**Resolution No. 198**—Presented by A. F.

Bartholomew and O. K. Mitchell of Shipyard & Marine Shop Laborers Union No. 886, Oakland.

Whereas, The California Unemployment Insurance Code Section 1279, which exempts the first \$3 of earnings from deductions, was set in 1935; and

Whereas, The cost of living, as well as unemployment benefits, have increased many times since 1935; and

Whereas, The original legislative intent was to encourage the unemployed to take short time employment; and

Whereas, An increase in this amount, commensurate with the increased wage scales, would make the unemployed more willing or even anxious to take short time jobs and relieve the unemployment Reserve Fund of some of the drain on it, particularly in times of much unemployment; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to do all in his power to increase this amount.

Referred to Committee on Legislation.  
Adopted, pp. 52-53.

#### Fair Employment Practices Act

**Resolution No. 199**—Presented by A. F. Bartholomew and O. K. Mitchell of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, For many years there has been many discriminatory acts by employers in regard to employment of workmen; and

Whereas, The American Federation of Labor, the State Federation of Labor, our local unions as well as the federal government, have taken a very definite stand against this very discriminatory action on the part of employers; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to again submit to the new legislative body of the State of California in its next session, a Fair Employment Practices bill that will eliminate this unfair practice by the employers.

Referred to Committee on Legislation.  
Filed, p. 89. See Resolution No. 43.

#### Set Time Limit for Appointment of New Physician

**Resolution No. 200**—Presented by H. J. Harkleroad and C. R. Bartalini of Cali-

fornia State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 4601 of the California State Labor Code does not provide for a designated amount of elapsed time in the appointment of a new physician when requested by an employee, nor does it provide for a designated amount of elapsed time as to the notification to the employee of whom the new physician will be; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that Section 4601 of the California State Labor Code be amended to read:

"Upon request of the employee for a change of physicians, ten (10) days shall be the maximum amount of time permitted by law for the employer or insurance carrier to arrange for an appointment with the new physician for the employee and to properly notify the employee of the appointment.

"In the event that the employee is not notified of the appointment of the new physician within the ten-day maximum, the employee may go to a physician of his choice and the employer or insurance carrier shall pay the reasonable cost of treatment."

Referred to Committee on Legislation.  
Adopted as amended, p. 61.

#### **Extend Period for Reinstating Proceedings for Compensation on an Old Injury**

**Resolution No. 201**—Presented by H. J. Harkleroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 5410, as now written, limits the injured employee to five (5) years in which to re-institute proceedings for compensation on an old injury; and

Whereas, There are certain conditions and physical handicaps that become progressively worse over a longer period of time; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that Section 5410 be amended to read as follows:

"Nothing in this chapter shall bar the right of any injured employee to institute proceedings for the collection of compensation within ten (10) years after the date of the injury upon the ground that the original injury has caused new and further disability. The jurisdiction of the

commission in such cases shall be a continuing jurisdiction limitation as provided in Section 5407."

Referred to Committee on Legislation.  
Adopted, p. 62.

#### **Increase Amount Provided for Burial Expenses**

**Resolution No. 202**—Presented by H. J. Harkleroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 4700, paragraph "A" of the California State Labor Code, as presently written, only provides \$400.00 for burial services; and

Whereas, Such expenses have been and are increasing in proportion to the economic costs of today; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that Section 4700, Paragraph "A" be amended to read:

"Reasonable expenses of the employee's burial, not exceeding Six Hundred Dollars (\$600.00)."

Referred to Committee on Legislation.  
Adopted, p. 62.

#### **Waive Waiting Period When Industrial Injury Causes Hospitalization**

**Resolution No. 203**—Presented by H. J. Harkleroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 4650 of the California State Labor Code does not, as presently written, differentiate between an ambulatory employee and one who is hospitalized, in regard to receipt of wages; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that a new paragraph be added to Section 4650, as follows:

"If the injury causes hospitalization, the seven (7) day waiting period shall be waived and payment shall start on the day of injury."

Referred to Committee on Legislation.  
Filed, p. 61. See Resolution No. 190.

#### **Speed Up Payment of Accident Compensation to Injured Employees**

**Resolution No. 204**—Presented by H. J. Harkleroad and C. R. Bartalini of California State Council of Carpenters, San

Francisco; State Building and Construction Trades Council of California.

Whereas, It has been irrevocably proven many times that there has been considerable delay in the issuance of industrial accident compensation (wages) to employees, which situation causes untold hardships in many instances; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record as follows: that Section 4650 of the California State Labor Code be amended to contain an added paragraph as follows:

"In the event of injury, the first payment must be made not later than 14 days after the employee leaves work as a result of injury and reports injury to employer or managing agent. For violation of this clause, a penalty of \$100.00 is to be paid to the injured employee."

Referred to Committee on Legislation.  
Adopted, p. 61.

#### **Adequate Protection for Contractors, etc. When Bidding on Public Work**

**Resolution No. 205**—Presented by H. J. Harkleroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 4334 of the Government Code of the State of California does not adequately protect the California licensed contractor, manufacturer or materials dealer when bidding on public work, such as bridges, buildings and other structures or the purchasing of supplies through the use of state monies; and

Whereas, This condition has resulted in the loss, to both labor and management, of thousands of man hours of labor and the financial revenue derived therefrom; and

Whereas, In many instances the indirect cause has often been the economic difference between the contractual agreements existing in outside states; and

Whereas, The predominant number of contractors, manufacturers and material dealers are duly licensed tax-paying individuals and firms within California and the labor forces affected by this Code are substantially residents and taxpayers; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO go on record, as follows: that Section 4334 of the Government Code of the State of California be amended to read as follows:

#### **"Public Work and Public Purchases**

Eligibility of contractors for employment on public works; license required; preferred contractors; eligibility for employment as subcontractor.

A. When calling for bids for contracts for public work to be performed on behalf of the state or any political subdivision thereof, which will be paid for from public funds, no bid shall be considered for performance of a contract, including construction work which is not submitted by a bidder duly licensed as a contractor in this state.

B. In awarding the contract for work to be paid for from public funds, bids of contractors who have satisfactorily performed prior public contracts, and who have paid state and county taxes within the state for not less than two successive years immediately prior to submitting a bid on a plant and equipment such as is ordinarily required for performance of the contract for which the bid is submitted, or on other real or personal property in the state equivalent in value to such plant, shall be deemed a better bid than the bid of a competing contractor who has not paid such taxes, whenever the bid of the competing contractor is less than ten per cent lower, and the contractor making a bid, as provided by this section, which is deemed the better bid, shall be awarded the contract.

C. No contract awarded for public work shall be sublet to a subcontractor who has not paid taxes as required by this section.

"Preference for locally manufactured materials in awarding contracts for furnishing materials.

In awarding contract for furnishing materials, either directly or through a contractor or subcontractor, to the state or any political subdivision thereof, to be paid for from public funds, bidders who furnish materials produced or manufactured in the state shall be awarded the contract in preference to any competing bidder who furnishes materials not produced or manufactured in the state, whenever the bid of the competing bidder, quality and suitability considered, is less than ten per cent lower.

"Preference for materials supplied by resident dealers in awarding contracts for furnishing materials. In awarding contracts for furnishing materials, either directly or through a contractor, to the state or any political subdivision thereof, to be paid for from public funds, the contract shall be awarded to bidders who furnish materials supplied by a dealer

who is a resident of the state who has for not less than two successive years immediately prior to submitting the bid paid state and county taxes within the state on a stock of materials of the kind offered and reasonably sufficient in quantity to meet the requirements of customers from stock, instead of shipping stock into the state to fill orders previously taken, in preference to a competing bidder who furnishes materials not supplied by the resident dealer, whenever the bid of the competing bidder, quality and suitability considered, is less than ten per cent lower than that of the resident dealer."

Referred to Committee on Legislation.  
Adopted p. 101.

### **Speed Up Collection of U.C.D. Benefits**

**Resolution No. 206**—Presented by H. J. Harkelroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Employees are required by law to contribute a certain percentage of their yearly wages to Unemployment Disability, hereinafter referred to as U.C.D., to either the State Department or a voluntary insurance carrier; and

Whereas, U.C.D. benefits must be filed and handled entirely by mail rather than collected over the counter as in the present procedure used in the collection of Unemployment Insurance; and

Whereas, The present methods of collection of U.C.D. benefits for the employee are slow, cumbersome and drastically abused, often causing delays of many weeks and sometimes months before they are forthcoming; and

Whereas, Such procedures work untold hardships upon the recipient, as well as those who might be dependent upon his benefits; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that the Legislative Committee and Legal Department of the California State Federation of Labor give serious and sincere consideration to this resolution; and be it further

Resolved, That they study the following suggestions while compiling a bill to correct and implement the process of speedier collection of U.C.D. benefits:

1. The regulations should be changed, in the event there is a private carrier and the claim is filed with the Department of Employment, to make it mandatory for the private carrier to

use the claimant's information and doctor's certification of disability which has been supplied on the Department of Employment's form (what is good enough for the Department should be good enough for the private carrier).

2. The regulations should be changed to reduce the private carrier's period of denial or acceptance to fifteen days. This should certainly be enough time for the private carrier to establish a file and contact their assured for confirmation of employment.
3. The director of the Department of Employment should admonish the Department to speed processing of claims, especially the transmittal of base period benefit entitlement information from Sacramento. Also, in the event of disputed coverage where there has not been acceptance by the private carrier, the Department should pay immediately and not withhold payment pending resolution of the disputed coverage by hearing.

Referred to Committee on Legislation.  
Adopted as amended, p. 54.

### **Injured Worker May Request Osteopath**

**Resolution No. 207**—Presented by H. J. Harkelroad and C. R. Bartalini of California State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Section 4601 of the California Labor Code does not provide for the inclusion of an osteopath in the event an employee makes a request for a change of physicians; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that Section 4601 of the California Labor Code be amended to include the following language in order to conform with Section 3209.3 of the California Labor Code:

"Upon request by the employee for a change of physicians, an osteopath shall be included in the panel when the employee so requests."

Referred to Committee on Legislation.  
Concurred in intent, filed, pp. 61-62.

### **Protect Workers' Pay When Labor Releases Must be Signed**

**Resolution No. 208**—Presented by H. J. Harkelroad and C. R. Bartalini of Califor-

nia State Council of Carpenters, San Francisco.

Whereas, The construction industry, particularly contractors, firms and individuals engaged in the housing portion of the industry, are requiring a signed labor release form before issuing a paycheck to their employees; and

Whereas, Loan associations, banks and other financial institutions have forced this requirement upon the contractor due to the nature of the loans granted on construction work; and

Whereas, The contractor, firm or individuals wilfully and knowingly obtain the releases prior to issuing checks, drafts and other instruments of payment, when their accounts are not sufficient to cover the employees' wages; and

Whereas, This is a dangerous process, to the extent that thousands upon thousands of dollars of employees' wages have been lost because of default in checks and by chicanery of contractors, firms and individual employers, leaving no recourse because of the fact that these labor releases often cancel the filing of labor liens; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that no labor release shall be valid, when labor releases are used by any employer when paying the employees in any manner, such as check, draft, note, memorandum or acknowledgement of indebtedness, until such check, draft, note, memorandum or acknowledgement of indebtedness has cleared the bank or institution on which it is drawn; and, be it further

Resolved, That the California Labor Federation, AFL-CIO, draft a bill correcting this practice.

Referred to Committee on Legislation.  
Adopted as amended, pp. 68-69.

### **Extend Prevailing Construction Wage to Prefabrication Work**

**Resolution No. 209**—Presented by O. J. Lindell and Dave W. Williams of Pile Drivers, Bridge Wharf & Dock Builders No. 34, San Francisco.

Whereas, The change in methods and materials in construction has caused much work in fabrication and precast prestressed concrete to be performed off the "Job Site" that has normally been performed by the construction workers at construction scale; now, therefore, be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO prepare legislative amendments to the Prevailing Wage Law so that the California prevailing wage in construction work will be extended to this type of work.

Referred to Committee on Legislation.  
Committee's recommendation to file rejected; motion to adopt also rejected, p. 98.

### **Continue and Extend COPE Organization**

**Resolution No. 210**—Presented by O. J. Lindell and Dave. W. Williams of Pile Drivers, Bridge Wharf & Dock Builders No. 34, San Francisco.

Whereas, The need and worth of effective political machinery through which organized labor can protect its interests and advance its goals was amply demonstrated in the November 4, 1958 election in California and throughout the Nation; and

Whereas, The defeat of "right to work", and the election of the bulk of labor-endorsed candidates, was possible only through unprecedented cooperation and activity of the California State Federation of Labor and State LLPE in conjunction with the local councils and COPE groups; and

Whereas, Proposition 18 was halted this year in California, but the powerful interests which sponsored it have not been disarmed; rather, their national front group has hailed the adding of Kansas to the 18 previous slave-law states and announced plans for new campaigns in Wyoming, New Mexico and Maryland and "educational programs" in Washington, Colorado and Montana; and

Whereas, Just as organized labor in the State of Washington beat off a "right to work" initiative in 1956, then had to make the fight all over again this year, labor in California may well have to face another open shop move in 1960 or 1962 and therefore needs to keep its forces in readiness and its powder dry; and

Whereas, Labor can now emerge from its purely defensive position of the past several years and take the initiative for restoration of New Deal gains and for further social advances; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO recognizes that the threat of "right to work" attacks will hang over us as long as the infamous Section 14-b of the Taft-Hartley Law, and indeed the Taft-Hartley

Act itself, continues to exist, and therefore calls for an all-out fight to eliminate this pernicious legislation; and, be it further

Resolved, That the political readiness and effectiveness of organized labor in California shall not be allowed to die, but rather, that the COPE form of organization shall be continued and extended statewide and down through the Assembly District level, with provisions for adequate financing of \$1.00 per capita annual assessment, with 50 cents going to the state organization and 50 cents remaining with the local council, to carry out labor's political programs on the state and local levels in California.

Referred to Committee on Resolutions.

Referred to Executive Council of California COPE, p. 41.

#### **Include Fringe Benefits in Determination of Prevailing Wage**

**Resolution No. 211**—Presented by O. J. Lindell and Dave. W. Williams of Pile Drivers, Bridge Wharf and Dock Builders No. 34, San Francisco.

Whereas, Many political subdivisions of the State of California employ construction workers under civil service at the "prevailing wages" that are paid in private industry for similar work; and

Whereas, In determining the prevailing wage, fringe benefits such as health and welfare, vacations and pensions are not now included in the determination; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO instruct its legislative representative to introduce legislation in the coming legislative session making it mandatory that, fringe benefits become a part of the determination of prevailing wages.

Referred to Committee on Legislation.

Adopted, p. 98.

#### **Delete Section 14(b) of Taft-Hartley Act**

**Resolution No. 212**—Presented by Claude Jinkerson and George W. Johns of San Francisco Labor Council, San Francisco.

Whereas, The so-called "right to work" law is inimical to the interests of working people and of organized labor wherever it appears; and

Whereas, We have recently witnessed in the State of California the immense cost in money and effort required to protect ourselves against the threat of such a law; and

Whereas, The so-called "right to work"

forces threaten to resume their attack in this and other states; and

Whereas, The so-called "right to work" law is contrary to the principle of majority representation established by the federal labor laws; and

Whereas, Such laws can exist only by virtue of Section 14(b) of the Taft-Hartley Act, which provides that:

"Nothing in this Act shall be construed as authorizing the execution of agreements requiring membership in a labor organization as a condition of employment in any State or Territory in which such execution or application is prohibited by by State or Territorial Law"; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO call upon the Congress of the United States to amend the Taft-Hartley Act by the deletion of Section 14(b), so as to prevent states from enacting or enforcing laws which prohibit execution of agreements requiring union membership as a condition of employment.

Referred to Committee on Resolutions.  
Filed, p. 16. See Resolution No. 227.

#### **Delete Jurisdictional Strike Act from Labor Code**

**Resolution No. 213**—Presented by Claude Jinkerson and George W. Johns of San Francisco Labor Council, San Francisco.

Whereas, The California Jurisdictional Strike Act has been interpreted by the courts to outlaw legitimate union activities for higher wages or better working conditions; and

Whereas, Said Act has been applied in such a way as to permit unscrupulous employers to stifle the desires of a majority of their employees for union representation by promoting fictitious rival claims or representation; and

Whereas, The provisions of the Taft-Hartley Act more than adequately protect both the employers and the public against union disputes involving true jurisdictional conflicts in every substantial situation in which such disputes arise; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO call upon the Governor and legislature of the State of California to eliminate the Jurisdictional Strike Act by an amendment to the Labor Code deleting Chapter 7 thereof.

Referred to Committee on Legislation.  
Adopted, p. 69.

### Federal Aid to Schools

**Resolution No. 214**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The tremendous population growth in California has been accompanied by a shortage of classroom facilities for our children and a serious lack of qualified teachers; and

Whereas, Through studies of this problem it has been determined that only through construction of more school facilities and procurement of teachers shall we save our educational system from total collapse; and

Whereas, The serious shortage of teachers is primarily due to their inadequate salary scales and this can only be remedied by bringing their salaries up to a standard commensurate with their responsibilities and training; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as favoring immediate action by Congress to enact legislation to give assistance to the school systems of our country by constructing more classroom facilities and by raising teachers salaries to an adequate level; and be it further

Resolved, That a copy of this resolution be sent to the AFL-CIO headquarters in Washington for the appropriate legislative action in the next Congressional session.

Referred to Committee on Resolutions.  
Adopted, p. 34.

### Collective Bargaining for Public Employees at Local Levels

**Resolution No. 215**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, It is public policy in the State of California, as set forth in Section 923 of the Labor Code, to encourage the negotiation of the terms and conditions of employment through collective bargaining; and

Whereas, The courts in this state have not recognized the right of county, municipal or other local governmental agencies to negotiate or enter into written collective bargaining agreements with unions of public employees; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, direct its legislative representatives to prepare and to actively support legislation which will authorize public employers at the county, municipal and other local

governmental levels to negotiate with their non-uniformed employees and to enter into written contracts with the accredited union representative of such employees governing wages, hours and working conditions.

Referred to Committee on Legislation.  
Adopted, p. 96.

### Public Policy on Collective Bargaining Relations of Hospital and Institutional Employees

**Resolution No. 216**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Hospital and institutional services are essential to the public health and safety, and the settlement of industrial disputes which threaten substantial interruption of such services is therefore affected with a public interest; and

Whereas, The adjustment of differences concerning wages, hours and working conditions which might lead to such disputes can best be accomplished by collective bargaining between hospital and institutional employers and the accredited representatives of their employees; but the intervention of government may become necessary to protect the public health and safety whenever an industrial dispute which has not been settled by collective bargaining threatens an immediate and substantial interruption of hospital or institutional services; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to introduce and support the following amendment to the California Health and Safety Code:

1. It is declared to be the public policy of this State (a) to place primary responsibility upon hospital and institutional employers and the accredited representatives of their employees for the avoidance of any interruption in hospital and institutional services resulting from differences concerning wages, hours or other conditions of employment; and (b) in the event that a peaceful adjustment of such differences is not accomplished by collective bargaining, to provide procedures for government intervention and the establishment of wages, hours and other conditions of employment without any interruption in such services which would dangerously curtail their availability in any community.

2. Whenever a majority of employees employed by a hospital or institution in a unit appropriate for collective bargaining



indicated a desire to be represented by a labor organization, the employer, upon determining as provided in Section 3 below that such labor organization represents the employees in the appropriate unit, shall enter into a written contract with the accredited representative of such employees governing wages, hours and working conditions. In case of a dispute over wages, hours or working conditions, which is not resolved by negotiations in good faith between the employer and the labor organization, the employer and the labor organization shall submit said dispute to the decision of the majority of an arbitration board, and the decision of a majority of such arbitration board shall be final. The arbitration board shall be composed of two representatives of the employer, and two representatives of the labor organization, and they shall endeavor to agree upon the selection of the fifth member. If they are unable to agree, the names of five persons experienced in labor arbitration shall be obtained from the Supervisor of the California Conciliation Service, Department of Industrial Relations. The labor organization and the employer shall, alternately, strike a name from the list so supplied, and the name remaining after the labor organization and the employer have stricken four names, shall be designated as the arbitrator. The labor organization and the employer shall determine by lot who shall first strike from the list. The decision of a majority of the arbitration board shall be final and binding upon the parties thereto. The expenses of the arbitration shall be borne equally by the parties. Each party shall bear its own costs.

3. If there is a question whether a labor organization represents a majority of employees or whether the proposed unit is or is not appropriate, such matters shall be submitted to the State Conciliation Service for disposition. The State Conciliation Service shall promptly hold a public hearing after due notice to all interested parties and shall thereupon determine the unit or units appropriate for the purposes of collective bargaining. The State Conciliation Service shall provide for an election to determine the question of representation and shall certify the results to the parties. Any certification of a labor organization to represent or act for the employees in any collective bargaining unit shall not be subject to challenge on the grounds that a new substantial question of representation within such collective bargaining unit exists until the lapse of one year from the date of certification or the expiration

of any collective bargaining agreement, whichever is later.

Referred to Committee on Legislation.  
Adopted as amended, p. 95.

#### **Extend Unemployment Insurance Coverage to Employees of Non-Profit Organizations**

**Resolution No. 217**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The California Unemployment Insurance Code excludes so-called "non-profit organizations" from coverage, thus depriving thousands of California workers from the benefits of unemployment and disability insurance; and

Whereas, The discriminatory exclusion of these workers in hospitals, sectarian cemeteries, schools and other organizations is unfair and leads to serious hardships; and

Whereas, During the past year the San Francisco Hospital conference, representing a large group of "excluded" employers, in collective bargaining with Hospital & Institutional Workers Union Local 250, agreed to waive its exemption and to file for elective coverage under the Unemployment Insurance Code; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, reaffirm its policy to eliminate the exclusion of non-profit organizations from the Unemployment Insurance Code, and that its legislative program shall include this provision; and be it further

Resolved, That determined and forceful efforts shall be made to bring hospital and institutional workers and other related employees under the full protection of the California Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 53.

#### **Importance of Voter Registration Campaign in Defeating "Right to Work"**

**Resolution No. 218**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Only through a concerted and powerful effort were the workers of California able to defeat the "right to work" fraud, a registration of all voters being one of the primary reasons for the defeat of Proposition 18; and

Whereas, The officials of the National Right to Work Committee have announced

they will continue their "destroy" labor campaigns in Montana, New Mexico, Louisiana, Maryland, Wyoming, Michigan and Wisconsin; and

Whereas, In the seven states, with the notable exceptions of Michigan and Wisconsin, labor unions are not too strongly entrenched; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as informing these states threatened with the "right to work" amendment, that a concerted registration of all union voters is of the highest importance in defeating such vicious bills.

Referred to Committee on Resolutions.  
Adopted, p. 41.

### **Endorse New Tax Revision Initiative Petition**

**Resolution No. 219**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Proposition 17, sponsored by the State AFL, would drastically revise the state income tax structure, placing the tax burden where it rightfully belongs, on the rich and wealthy business groups, and as a result this Proposition was fought bitterly by the wealthy business interests of our state; and

Whereas, Hundreds of thousands of dollars were spent by big business interests to defeat Proposition 17; a great percentage of this money was diverted from the passage of Proposition 18; and

Whereas, In view of these facts, a plan should be formulated to place in each state threatened with the "right to work" amendment, an amendment similar to our own labor-devised Proposition 17, which would increase the tax on wealthy people and large corporations; and

Whereas, Even if a "right to work" amendment is not placed on the California ballot in the next election, an amendment similar to Proposition 17 should be placed on the ballot to revise the tax schedules in favor of the working class; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as informing all the states threatened with a "right to work" amendment, of the great success of organized labor in California in placing a revised tax bill on the ballot which had the result of the wealthy, big business groups diverting most of their finances from the passage of the "right to work" amendment; and be it further

Resolved, That this convention go on record as endorsing a revised state tax bill similar to Proposition 17 to be placed on the November ballot of 1960 and that petitions be circulated immediately to obtain the necessary signatures.

Referred to Committee on Resolutions.  
Filed, p. 15.

### **Nationwide Minimum Wage of \$1.50 Per Hour**

**Resolution No. 220**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The minimum wage rate of \$1.00 per hour is totally inadequate in light of the soaring cost of living, and even the \$1.25 per hour minimum wage rate advocated by the AFL-CIO two years ago does not begin to reflect increases in productivity, increases in living costs and general wage levels; and

Whereas, The payment of low wages forces people to live in slum areas, with the resulting evils of juvenile delinquency, disease and crime; and

Whereas, A realistic minimum wage must be granted to secure health, efficiency and general economic well-being of all working people; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as notifying the AFL-CIO that they sponsor the necessary legislation to obtain \$1.50 per hour minimum wage scale in the United States.

Referred to Committee on Resolutions.  
Adopted, p. 21.

### **Boycott San Francisco Chronicle for Its Stand on Proposition 18**

**Resolution No. 221**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The San Francisco Chronicle, a widely read daily newspaper in the Bay area, supported Proposition 18, the so-called "right to work" fraud; and

Whereas, The other daily newspapers in San Francisco took a stand of "no recommendation," or in the case of the San Francisco News, took a courageous and most significant No on Proposition 18 stand; and

Whereas, The San Francisco Chronicle numbers among its readers thousands of working people, and despite the knowledge that its endorsement of Proposition 18 would destroy the wage scales and working conditions of all the working

people in the State of California, it will fully endorsed Proposition 18; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as boycotting the San Francisco Chronicle and that all affiliated labor unions, particularly in the Bay area, intensify this boycott among their members.

Referred to Committee on Resolutions.  
Non-concurred, p. 40.

#### **Commend San Francisco News for Its Stand on Proposition 18**

**Resolution No. 222**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The San Francisco News, a widely read and prominent San Francisco daily newspaper, with the chance of reprisal by anti-labor big business groups, courageously advocated a NO vote on Proposition 18; and

Whereas, The San Francisco News has always advocated an editorial policy favorable to working men and their families and has supported all liberal candidates in California elections; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as commending the San Francisco News for its courageous stand in behalf of the working people and advocating a NO vote on Proposition 18; and further be it

Resolved, That this convention go on record as recommending that all its affiliated unions, particularly in the Bay area, encourage their members to subscribe to the San Francisco News.

Referred to Committee on Resolutions.  
Non-concurred, p. 41.

#### **Commend U.S. Supreme Court For Its Ruling on School Integration**

**Resolution No. 223**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The momentous decision of the United States Supreme Court in providing for integration of the public school system throughout the country has guaranteed the Negro people full equality in every phase of life; and

Whereas, Despite the vicious unending attacks on the Supreme Court by the Ku Klux Klan, white supremacy groups and other reactionary organizations, the Su-

preme Court has interpreted the laws of our country fairly and without impartiality or prejudice; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as commending the United States Supreme Court for its courageous and far reaching decision in enforcing the integration of our public school system.

Referred to Committee on Resolutions.  
Adopted, p. 25.

#### **Higher Taxes on Utility Companies and Corporations to Meet State Budget Deficit**

**Resolution No. 224**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The State of California is faced with a deficit in the next fiscal year of well over one hundred million dollars; and

Whereas, The wealthy corporations and large public utility companies who should rightfully bear the burden of any tax increase, have advocated that any necessary tax increases should be placed on such consumer items as gasoline, alcoholic beverages, cigarettes, hotel and motel rentals, et cetera; and

Whereas, The large public utility firms can virtually set their own rates and there is no real adequate public defense to stop them; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as sponsoring such legislation that will guarantee that any deficits in our State budget will be met only by levying higher taxes on public utility companies and corporations of our State instead of taxing consumer items and lower income groups; and be it further

Resolved, That this convention go on record as sponsoring such legislation which will enforce tighter control and regulation of all public utility companies, particularly in the method of settling rate increases.

Referred to Committee on Legislation.  
Filed pp. 96-97. See Policy Statement II.

#### **Support Monopoly Prosecution of General Motors**

**Resolution No. 225**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Legislation will be introduced in the next Congressional session to break up the vast monopolistic powers of General Motors; and

Whereas, General Motors has been accused of violating virtually every section of the Sherman Anti-Trust Act; and

Whereas, General Motors, through its monopolistic powers, controls a vast segment of American industry, and since its formation has pursued a deliberate anti-labor policy; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as supporting the prosecution of the General Motors monopoly and inform each member of the California Congressional group of its position, urging them to vote for the prosecution of General Motors for its violations of the Sherman Anti-Trust Act.

Adopted, p. 14.  
Referred to Committee on Resolutions.

**Reduce GI and FHA Interest Rates and Increase Supply of Low and Middle Income Housing**

**Resolution No. 226**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Large banking and savings and loan associations have put tremendous political pressure on the Eisenhower administration to increase the interest rates charged on GI and FHA loans; and

Whereas, Higher interest rates put the large banks and savings and loan associations in an extremely better competitive position to grant these loans and to make even larger profits; and

Whereas, A return to the tight money policies of the Eisenhower administration will depress the housing boom which has enabled us to recover partially from our current depression; and

Whereas, There is a desperate need for housing for low and medium income families at prices which they can afford; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, instruct the Secretary to prepare communications to the AFL-CIO headquarters in Washington urging them to formulate legislation drastically reducing the interest rates on FHA or GI homes and to secure enactment of legislation to increase the supply of housing available to low and medium income families at prices which they can afford.

Referred to Committee on Resolutions.  
Adopted, p. 34.

**Repeal Destructive Sections of Taft-Hartley Act**  
**Resolution No. 227**—Presented by Cali-

fornia State Council of Building Service Employees, San Francisco.

Whereas, The Taft-Hartley Act has been a law of our land for over eleven years governing labor-management relations, and its primary purpose as conceived by its makers, the reactionary National Association of Manufacturers and United States Chamber of Commerce, was to cripple and weaken the labor movement; and

Whereas, Certain sections of the infamous bill have been administered solely out of hatred for the labor movement, these sections dealing with 1) exclusion of guards from any bargaining unit containing other employees; 2) section 14(b) which allows the individual states to adopt a right-to-work law; 3) the section outlawing the union hiring hall; 4) the section which forbids secondary boycotts; 5) the section giving strike breakers the right to vote in representation elections excluding workers who have gone out on strike; and

Whereas, It is extremely vital for the continual growth and success of the AFL-CIO that the Taft-Hartley Act be repealed in its entirety, but a realistic view would indicate that it will be extremely difficult to secure the necessary Congressional majority to repeal this Act in its entirety in the next Congress; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, lay the groundwork for a concerted campaign during the coming Congressional session to bring about the enactment of legislation that would repeal the above listed destructive sections of the Taft-Hartley Act.

Referred to Committee on Resolutions.  
Adopted, pp. 15-16.

**Increase Appropriation for Division of Labor Law Enforcement**

**Resolution No. 228**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The position of Deputy Labor Commissioner entails tremendous responsibility in enforcing the labor laws of our state; and

Whereas, Through the efforts of the California State Federation of Labor in the last session of the State Legislature, section 227 of the Labor Code was enacted; this section establishes the responsibility of the Labor Commissioner to enforce the collection of delinquent contributions to negotiated labor-management health and welfare pension funds; and

Whereas, Because of the tremendous backlog of complaint violations of section 227 alone and the usual heavy number of wage claims et cetera, brought before the Labor Commissioner daily, an immediate hearing is impossible; the resultant delay creates serious hardships to the involved worker and his family; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as calling upon the incoming legislature to appropriate additional money for the Division of Labor Law Enforcement so that they may hire an additional number of deputy labor commissioners and hearing officers.

Referred to Committee on Resolutions.  
Adopted, p. 22.

### **Increase Appropriation for Industrial Accident Commission**

**Resolution No. 229**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Because of the tremendous growth of population in California and the corresponding increase in construction of office buildings; and

Whereas, Industrial accidents have increased greatly and most of these are due to incorrect safety provisions on the job; and

Whereas, The State Division of Industrial Safety has and is continuing to do a fine job with its limited personnel; and

Whereas, An increase in safety inspectors would reduce the number of industrial accidents; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as requesting the incoming legislature to increase the amount of appropriations needed for the California Industrial Accident Commission, to hire an additional number of safety inspectors.

Referred to Committee on Resolutions.  
Adopted, p. 24.

### **Demand Justice Department Investigation of Ultra-Right Winger Joe Kamp**

**Resolution No. 230**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Walter Reuther, the president of the United Auto Workers, AFL-CIO, has proven through the years that he is a dedicated labor leader as well as a great American, and that through his efforts

the standard of living of auto workers has risen immeasurably; and

Whereas, Walter Reuther throughout his entire life in the labor movement has never been tainted with corruption or dishonesty; and

Whereas, Joe Kamp, an ultra right-wing reactionary, has published many slanderous pamphlets against Walter Reuther and has advocated a national "right to work" law; and

Whereas, Joe Kamp has printed slanderous pamphlets attacking the late Senator Taft and President Eisenhower; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as condemning the actions of Joe Kamp and demand that the Justice Department conduct an investigation of his activities and the parties who are sponsoring him.

Referred to Committee on Resolutions.  
Filed; subject matter referred to Executive Council for action with National AFL-CIO, p. 41.

### **Prevailing Union Wages In All Government Contracts**

**Resolution No. 231**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The Building Service unions in California have had union contracts with the large maintenance and janitorial companies who specialize in cleaning government and military installations such as Ft. McArthur and Ft. Ord; and

Whereas, A large non-union janitorial company from the mid-west has sent representatives to these installations and has submitted lower bids for the maintenance and janitorial work because this non-union company pays lower wages and offers virtually no fringe benefits to their workers, and contract bids are drastically lower than the union janitorial companies who rigidly adhere to terms of their collective bargaining agreements; and

Whereas, This non-union maintenance company has been able to secure these bids with the resultant loss of jobs for many union members; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as endorsing an amendment to the Walsh-Healey Act that the prevailing union area wage rates apply to government contracts regardless of the amount, and that all bids submitted for government contracts reflect these union

wage rates and other fringe conditions; a copy of this endorsement should be sent to the AFL-CIO headquarters in Washington for appropriate legislative action in the next congressional session.

Referred to Committee on Resolutions.  
Adopted as amended, p. 21.

#### **Appointment of Union Representatives to California Pest Control Board**

**Resolution No. 232**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The present California Pest Control Board is composed of members representing non-union and anti-union pest control companies; and

Whereas, These anti-union pest control board members have seen fit to take undue advantage of their office to make extraordinary types of investigations of union pest control companies; and

Whereas, The appointment of these non-union and anti-union employees representatives constitute rank discrimination against union employees; and

Whereas, These non-union pest control companies in Southern California have constantly fought the unionization of this industry through every conceivable method; and

Whereas, They have established company unions to thwart bona fide AFL-CIO unions in their attempts to organize these anti-union pest control companies; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record requesting that, in future appointments to the California State Pest Control Board, consideration be given to union pest control representatives.

Referred to Committee on Resolutions.  
Adopted, p. 40.

#### **Liberalization of Workmen's Compensation and Disability Insurance Laws**

**Resolution No. 233**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The present workmen's compensation and disability insurance maximum of \$50.00 per week in California is not adequate due to soaring living costs and the constant rising wage scale in California and the additional costs which accrue to the insured workers; and

Whereas, The seven-day waiting period

before such benefits are payable exerts a tremendous hardship on the individual workers; and

Whereas, The Industrial Accident Commission has taken a position which has deprived disabled and permanently injured workers of their lawful benefits; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, call upon the legislators of the State of California to make the following needed revisions in the workmen's compensation laws of the state: 1) that the seven-day waiting period be eliminated and benefits be paid from the first day of disability or illness; 2) that the weekly workmen's compensation benefits be increased to a maximum of \$100.00 and that the death benefits be fixed at a minimum of \$20,000; 3) that the benefits for a permanently injured worker be paid on a lost wage basis over his lifetime; 4) that the Industrial Accident Commission make provision for the support and maintenance of disabled workers during periods of medical and vocational rehabilitation; 5) that state disability contributions by workers remain unchanged and that any increases should be borne solely by the employer.

Referred to Committee on Legislation.  
Filed, p. 55. See Policy Statement VII (a).

#### **Eliminate Discrimination in Housing**

**Resolution No. 234**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The Chief of the Housing and Home Finance Agency of the federal government, Albert H. Cole, stated here in San Francisco that "the federal government has no responsibility for segregation in housing," and that his agency would continue to give financial support to local agencies practicing segregation; and

Whereas, The Eisenhower administration has often exhibited a lack of leadership in the field of civil rights, and has thus allowed the problem to become more difficult to handle; and

Whereas, The California State Federation of Labor has long been on record in favor of state legislation to outlaw the use of any government funds in situations where the resulting housing would not be available to all, regardless of race, religion or national origin; and

Whereas, The elimination of discrimination in government supported housing is important to justice, as well as to democracy, in America, in view of the fact

that the funds used are collected in taxes from all Americans, regardless of race, religion or national origin; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as

1. Condemning the Chief of the Housing and Home Finance Agency of the Eisenhower Administration for his support of segregation in housing.
2. Renewing our demand for the elimination of discrimination in housing by every government agency which has any relation to this area of life.
3. Continuing our support of state and national legislation to prevent government funds from being used where the housing is not equally available to all Americans, and to support campaigns for such legislation with renewed vigor in the new legislatures.
4. Calling this position of the labor movement in California to the attention of our legislators and to the AFL-CIO national office.

Referred to Committee on Resolutions.  
Filed, pp. 26-28, 29-30. See Resolution No. 155.

#### **Penalty for Failure of Workmen's Compensation Insurance Carriers to Pay Claims**

**Resolution No. 235** — Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Under the present California Workmen's Compensation Act, the insurance carrier is not required to notify injured workmen of rejection of claims, termination of disability payments, or refusal of further medical care; and

Whereas, When compensation carriers deny claims or fail to pay benefits as required by law and are, after litigation, ordered to do so by the Industrial Accident Commission they suffer no penalty, having to pay only those amounts they should have paid in the first place; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that the law be amended to provide for an automatic increase of 15 per cent in compensation in those cases where the carrier, after refusal or rejection of a claim for benefits, has been ordered to pay benefits to

the injured worker by the Industrial Accident Commission.

Referred to Committee on Legislation.  
Adopted, pp. 60-61.

#### **Free Choice of Physician by Injured Workers**

**Resolution No. 236**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Under section 4600 of the California Labor Code, employers and their compensation insurance carriers have the sole right to control medical care of injured workmen; and

Whereas, This fact has resulted in a system of "closed panel" medicine for the injured worker and has seriously limited and materially interfered with the injured worker's right to choose his own doctor for treatment; and

Whereas, The employers and compensation insurance carriers have abused their right to control medical care and have in many instances used it to legally maneuver the injured worker into a position whereby he is deprived of compensation; and

Whereas, It is a fundamental right of the patient to choose his own doctor for treatment, and has been consistently so stated by the American Medical Association, and the California Medical Association; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, hereby records its position that section 4600 of the California Labor Code be amended so as to permit the injured worker free choice of a competent physician in medical care for an industrial injury, without control by or approval of his employer or the workmen's compensation insurance carrier; and be it further

Resolved, That the state legislature be urged to institute a complete investigation into the practices of compensation insurance companies and so-called "industrial doctors" in the treatment of industrial injuries.

Referred to Committee on Legislation.  
Adopted, p. 61.

#### **Prohibit Attachments and Garnishments on Wages Before Judgment is Secured**

**Resolution No. 237**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Under California law an attachment or garnishment on wages before

trial or judgment is possible; and

Whereas, This fact has created a condition whereby working men and women are being victimized and unfairly dealt with by sharp practices of certain merchandisers, collection agencies and finance companies; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse legislation to prohibit attachments or garnishments on wages before judgment is secured in a civil action.

Referred to Committee on Legislation.  
Adopted, p. 89.

### **Increase County Employees' Vacation Time**

**Resolution No. 238**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Almost all employee contracts are now granting longer vacation periods, many governmental agencies also granting longer vacation periods; and

Whereas, This provision has become almost a necessary fringe benefit in any governmental recruitment program; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, call upon the legislators of the State of California asking for an amendment of the California State governmental code amending the section putting a ceiling of 15 days' vacation time for county employees.

Referred to Committee on Legislation.  
Adopted, p. 96.

### **Public Employees and State Compensation Insurance Fund**

**Resolution No. 239**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, The vast majority of public employees are covered as to workmen's compensation by the California State Compensation Insurance Fund; and

Whereas, The SCIF in handling claims of public employees fails to advise injured public employees of their right to have their claims adjudicated by the Industrial Accident Commission; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that the State Compensation Insurance Fund be required by law to advise in writing all public employees, upon rejection or denial of a claim, that to

protect their right the injured employee should file an application for hearing before the Industrial Accident Commission.

Referred to Committee on Legislation.  
Adopted, p. 95.

### **Support State FEPC Bill**

**Resolution No. 240**—Presented by California State Council of Building Service Employees, San Francisco.

Whereas, Fourteen states of our nation have already adopted a FEPC bill, and the State of California almost passed the same bill in the last session of the state legislature; and

Whereas, The labor movement in California has solidly backed the passage of such a vital and necessary bill; and

Whereas, The AFL-CIO nationally has supported FEPC legislation and the enemies of labor who advocate "right to work" laws have bitterly opposed FEPC bills; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, communicate with all members of the state legislature urging them to vote for the passage of this vital bill in the 1959 session of the state legislature.

Referred to Committee on Resolutions.  
Filed, p. 25. See Resolution No. 266.

### **Amend Los Angeles Metropolitan Transit Authority Act**

**Resolution No. 241**—Presented by Francis J. Donnelly and Fred L. Morris of Transportation Union No. 1277, Los Angeles.

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to seek the amendment of the Los Angeles Metropolitan Transit Authority Act to provide for deductions from wages and salaries of employees of the Authority upon authorization, the bill embodying the amendment to read as follows:

The people of the State of California do enact as follows;

Chapter 3, Section 3.6 of the Los Angeles Metropolitan Transit Authority Act, shall be amended by adding the following paragraph thereto:

(g) Notwithstanding the provisions of the Government Code, employees of the Authority may authorize and, upon such authorization, the Authority may make deductions from wages and salaries of such employees:

(1) Pursuant to a collective bargaining



agreement with a duly designated or certified labor organization for the payment of union dues, fees, or assessments.

(2) For the payment of contributions pursuant to any health and welfare plan or pension or retirement plan.

(3) For any purpose for which deductions may be authorized by employees of any private employer.

Referred to Committee on Legislation.  
Adopted, p. 96.

### **Unemployment Insurance or Severance Pay for State Employees**

**Resolution No. 242**—Presented by California State Council of State, County & Municipal Employees.

Whereas, State employment is a matter geared to existing state requirements and its economy; and

Whereas, When these needs decrease or vary downwardly, state employees are involuntarily separated or laid off, the same as employees in private industry; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse legislation providing that when state employees are involuntarily separated, other than for cause of normal retirement, or laid off, they shall enjoy the benefits of "unemployment compensation," or lacking this, shall receive six (6) months severance pay; and be it further

Resolved, That being granted such employment insurance protection, or severance pay, will in no way mitigate or reduce their preferential rights as presently established.

Referred to Committee on Legislation.  
Filed, pp. 63-64.

### **State Employees Retirement Benefits**

**Resolution No. 243**—Presented by California State Council of State, County & Municipal Employees.

Whereas, It is the policy of our great nation to extend the economic benefits of progress to all segments of its people; and

Whereas, To promote this policy, a broad form of social security, known as OASI, has been enacted by statute; and

Whereas, Recent Congressional acts have permitted the extension of this fine insurance to every state employee, but state employees have not been given any latitude in determining the type coverage they prefer; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse legislation to permit state employees to select various options as will meet their individual needs through a system of OASI supplementation to the coverage they are presently purchasing, at much higher rates, under the State Employees Retirement System (SERS).

Referred to Committee on Legislation.  
Filed, p. 95.

### **Establish Labor-Management Conference Table System for State Employees**

**Resolution No. 244**—Presented by California State Council of State, County & Municipal Employees.

Whereas, It is the policy of the great state of California to promote harmony between the employers or their agents, and employees or their agents, and thus improve labor-management relationships; and

Whereas, This policy has proven to be sound and to the greater advantage of our state and its citizens of the state, except state employees; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse legislation which will require the State Personnel Board to establish a system of labor-management conference tables at which employee representatives, as elected from their bona fide state and nationally affiliated unions, may assist the management factors in setting up procedures for the implementation of the laws of the state and the rules of the Personnel Board insofar as state employees are concerned; and be it further

Resolved, That at least one member representing the bona fide unions of state employees be a member of the State Personnel Board.

Referred to Committee on Legislation.  
Adopted as amended, p. 96.

### **Establish Training System for Advancement of State Employees**

**Resolution No. 245**—Presented by California State Council of State, County & Municipal Employees.

Whereas, Training is a recognized function of management; and

Whereas, Training usually leads to greater earning capacity and thus a more fruitful life; and

Whereas, The state, while supporting the principles of "promoting from within," offers its employees no program

which encourages this type of growth and thus stifles ambition; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as approving the following: that a schedule of all state (employees) positions be established and that this schedule shall show collateral superior and inferior relationships in terms of salaries or wages paid by the state, and also show the requirements to fill these positions in order that ambitious state employees may try, through training and study, to improve their lot; and be it further

Resolved, That a system of in-service training be established which will be made available to all employees on a voluntary basis with the aims as outlined above.

Referred to Committee on Resolutions.  
Non-concurred, p. 84.

### **Twenty-Six Equal Pay Days a Year for State Employees**

**Resolution No. 246**—Presented by California State Council of State, County & Municipal Employees.

Whereas, It is the policy of the state to require that private employers shall pay their employees at intervals more frequently than once a month; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse legislation to require that all state employees be paid not less than every two calendar weeks or 26 equal pay days per year. (1/26th of their annual salary or the appropriate wage when on a per diem base).

Referred to Committee on Legislation.  
Adopted, p. 94.

### **Change Promotional Examination Procedure for State Employees**

**Resolution No. 247**—Presented by California State Council of State, County & Municipal Employees.

Whereas, Promotional examinations should enhance a merit system and be entirely based on objectives criteria; and

Whereas, Prior experience and/or training are properly a prerequisite to qualify for taking part in a promotional examination; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the following: that all subjective

methods be eliminated from the promotional examination procedure presently set up for state employees. These include the so-called "QAB" (Qualification Appraisal Board) and the one-in-three selection procedure since both are highly subjective; the results of which cannot be evaluated objectively, and leads to favoritism and to the detriment of a true merit system of promotion.

Referred to Committee on Legislation.  
Adopted as amended p. 95.

### **Full Health and Welfare Coverage for State Employees**

**Resolution No. 248**—Presented by California State Council of State, County & Municipal Employees.

Whereas, Advanced management knows what benefits it enjoys when its operating personnel enjoy a genuine feeling of well-being and security; and

Whereas, The ever-present threat of illness in the family, frequently of catastrophic proportions, hangs heavy on the mind of the bread winner; and

Whereas, To alleviate this threat to some extent it is now the custom to carry group hospital insurance; and

Whereas, Modern labor contracts provide as a condition of employment that such group hospital and other welfare coverage are paid by the employer; and

Whereas, State employees, in order to get a maximum of coverage at "reduced rates," and at their own cost out of their take-home pay, must join, at additional expense, some type of non-union employee group or forego the benefits of this coverage at this "reduced rate," therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, approve the following: that all state employees have granted them as a condition of employment full health and welfare coverage such as has been set up in the majority of union contracts and at no direct cost or charge to the employee.

Referred to Committee on Legislation.  
Adopted, p. 98.

### **Proposed Revision of Personnel Board's "Laws and Rules"**

**Resolution No. 249**—Presented by California State Council of State, County & Municipal Employees.

Whereas, The "Laws and Rules" governing the California State Civil Service as published by the State Personnel

Board contain many references which are in conflict or out of step with modern industrial relations concepts; and

Whereas, The following: Chapter 8, Article 3; 19570, 19571 and 19572 (e); (i); (r); (s); and (o) (since these lack definition and can be made to vary with any and all supervisory whims) and Chapter 2, Article 3, 18714. Chapter 9, A 19630 and 19635. Chapter 7, Article 2: 19300. Chapter 7, Article 1: 19253.5 and Board Rule 172.3 are but a few of the laws and rules in such conflict; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the following: that a commission or agency be established to review this document with the intent of bringing about the corrections of all inequities, and that this commission or other agency shall consult with representatives of state employees, including an equal number of employees who are union members affiliated with established and recognized federal or federated labor organizations, in order to bring these laws and rules not only to conform with modern labor-management concepts of working conditions, but to maintain these laws and rules so that the state's commerce and industry can use them, with profit as a criteria or pattern in its own labor relations program.

Referred to Committee on Legislation.  
Adopted, p. 95.

#### **Cash Payment for Accumulated Overtime Upon Retirement**

**Resolution No. 250**—Presented by California State Council of State, County & Municipal Employees.

Whereas, Many employees are retiring from state service with months and months of accumulated overtime; and

Whereas, This practice prohibits the hiring of an individual to take or fill this employee's place until all accumulated time is used up; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the following: that such time be paid the retiring employees in cash at the time of retirement.

Referred to Committee on Legislation.  
Adopted, p. 95.

#### **Retirement After 25 Years in State Service**

**Resolution No. 251**—Presented by Cali-

fornia State Council of State, County & Municipal Employees.

Whereas, State employees have paid into the California State Employees Retirement System since December 31, 1931, a total of 27 years; and

Whereas, The Civil Service ruling is that one must attain the age of 55, regardless of years of service, before retiring; and

Whereas, Employees having served 25 years with the State of California feel they are entitled to retirement, if so desired; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the following: that all state employees having served 25 years with the State of California be entitled to retirement is so desired.

Referred to Committee on Legislation.  
Adopted, p. 95.

#### **Pro-Rate County Employees' Retirement Contribution to Fit Monthly or Semi-Monthly Pay Periods**

**Resolution No. 252**—Presented by San Mateo County Employees No. 829, San Mateo.

Whereas, The County Retirement Act of 1937, when drafted, specified that county employees' contribution should be taken out of the first check of each month; and

Whereas, The basic intent was drafted in this manner inasmuch as all county employees were paid on a monthly basis; and

Whereas, To make the necessary changes to the 1937 retirement act to allow retirement act contributions to be pro-rated in each check; and

Whereas, County employees of San Mateo were desirous of obtaining semi-monthly pay days; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record supporting this resolution and appropriate the necessary legislation to provide as follows: that Section 31625 of the County Employees Retirement law of 1937 (Government Code Part 3, Chapter 3) be amended to allow county employees to pro-rate the monthly cost of their contribution to fit monthly or semi-monthly pay periods.

Referred to Committee on Legislation.  
Adopted, p. 96.

**Establish Civil Rights Department in California Labor Federation, AFL-CIO**

**Resolution No. 253**—Presented by Robert Saucedo, Felix Espinoza, Joseph Jones, Augustine Ruiz, Ray Walters and George Lawrence of Laborers No. 300, Los Angeles.

Whereas, Civil rights for the Mexican-American, the Negro and other minority people is an issue of the utmost importance within our state and throughout the nation; and

Whereas, Organized labor, as a whole, has always been in the forefront for the passage of all civil rights legislation such as FEP, anti-lynching, anti-poll tax, etc.; and

Whereas, It is fit and proper that organized labor should be in the leadership of all fights for the complete equality of all Americans; and

Whereas, Historically, employer groups have capitalized upon and therefore promoted and nurtured discriminatory practices and ideas among the working people; and

Whereas, Many organized labor groups have failed to recognize the absolute necessity of shedding any and all discriminatory practices within their own ranks; and

Whereas, Most bodies of the organized labor movement, including the national AFL-CIO, have organized Civil Rights Committees, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO establish a Civil Rights Department; and that: a full-time officer be named as head of this department; a similar department be established in all affiliated councils and local unions; the specific duty of these departments shall be to coordinate the activities of the labor movement for the establishment of statewide FEP and other civil rights legislation; they handle grievances of unions against employers where discrimination is involved; and that this department should be responsible for conducting a major educational program in the unions and communities on civil rights issues.

Referred to Committee on Resolutions. Filed, pp. 26-28, 29-30. See Resolution No. 155.

**Recognition of Federal Government Employees' Unions by All Government Agencies**

**Resolution No. 254**—Presented by John W. Collins and Thomas Cleary of North-

ern California Council of Government Employees, San Francisco.

Whereas, It is becoming increasingly more evident that all segments of labor must be organized; and

Whereas, Government employees compose one of the largest groups of unorganized workers in the United States today; and

Whereas, It will require the wholehearted support and aid of all organized labor to accomplish this task; and

Whereas, It is necessary to have Government recognition by legislation of employee unions to obtain this goal; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, lend their support and aid to all affiliated government employee unions in prevailing upon the Congress of the United States to pass necessary legislation requiring all agencies of the government to recognize federal government employee unions; and be it further

Resolved, That this resolution be forwarded to the AFL-CIO national convention with the endorsement of the California Labor Federation, AFL-CIO.

Referred to Committee on Resolutions. Adopted, p. 82.

**Dues Check-Off System for Federal Government Employees**

**Resolution No. 255**—Presented by John W. Collins and Thomas Cleary of Northern California Council of Government Employees, San Francisco.

Whereas, Federal employees are faced with the same situation as union members employed in "right to work" states; and

Whereas, It is difficult to organize, operate and properly function under these conditions; and

Whereas, It is difficult if not impossible to collect union dues under federal regulations; and

Whereas, A voluntary union dues check-off system is universally recognized as a fair and equitable procedure; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to strive with every effort and facility at its command to obtain enactment of legislation in the Congress of the United States providing for automatic payroll deductions of union dues in such

amounts as may be authorized in writing; and be it further

Resolved, That this resolution be forwarded with the California Labor Federation's recommendation to the national Federation for implementation.

Referred to Committee on Resolutions.  
Adopted, p. 82.

### **Political Rights for Federal and Postal Employees**

**Resolution No. 256**—Presented by John W. MacKay and David R. Berger 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 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 by denying these citizens the privilege of voluntary participation in political activities; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record favoring the immediate repeal or amendment to the Hatch Act whereby full constitutional rights will be restored to all federal and postal employees; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be instructed to advise all California Congressmen and Senators of this action prior to January 1st, 1959, and request their support and favorable vote for such legislation prior to the final adjournment of the first session of the 86th Congress.

Referred to Committee on Resolutions.  
Adopted, p. 82.

### **Union Recognition by Law**

**Resolution No. 257**—Presented by John W. MacKay and David R. Berger of Post Office Clerks No. 64, Los Angeles.

Whereas, The Lloyd-LaFollette Act of 1912 repealed the vicious "gag orders" 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, Such token recognition in some areas has come to be used by postal officials as a device to build up non-affiliated company unions to the detriment of postal unions affiliated with the AFL-CIO; and

Whereas, The "right to work" theory and policy in dealing with postal unions and their representatives is becoming more and more pronounced under the present administration of the Post Office Department; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, 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, at the departmental, regional, and local office levels, to consult with postal unions and their representatives on all matters affecting working conditions; and be it further

Resolved, That such legislation include punitive provisions for officials disregarding the law, 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 to consultation on matters affecting their own welfare; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO be instructed to advise all California Congressmen and Senators of this action prior to January 1, 1959, and request their support and favorable vote for such legislation prior to the final adjournment of the first session of the 86th Congress.

Referred to Committee on Resolutions.  
Adopted, p. 76.

### **Elimination of Work Performance Standards Program and "Speed-Ups" Within the Postal Service**

**Resolution No. 258**—Presented by John W. MacKay and David R. Berger of Post Office Clerks, No. 64, Los Angeles.

Whereas, The fundamental purpose and objective of the United States Postal

Service is efficient service to the public; and

Whereas, The Postal Service has been operating with a so-called "Work Performance Standards" program for the larger post offices and "Equated Pieces of Mail" operation for the smaller offices for an extended period of time; and

Whereas, The Post Office Department has insisted the program is intended to assist in properly determining manpower requirements and utilization of manpower; and

Whereas, The development of the program has resulted in a tremendous and increasing loss in productive man-hours necessary to maintain the voluminous records resulting from the program; and

Whereas, Observation of the program indicates it is wasteful, uneconomical, cumbersome, and delaying to the proper and expeditious processing of mail matter; and

Whereas, During the development of the program and its operation decisions have been made by department officials with no consultations held with AFL-CIO postal unions in the localities affected; and

Whereas, Representatives of such unions have been rebuffed in their attempts to present suggestions for more workable and efficient measurement of mail and determination of manhours; and

Whereas, The "Work Performance Standards" program of the Post Office Department has resulted in unrealistic speed-ups of clerical employees and unattainable production norms now called "Guides for Employees Performing Basic Mail Handling Duties"; and

Whereas, Such "Guides for Employees" were issued by the Post Office Department November 20, 1958, in a directive order in the Postal Bulletin and carefully drafted with no consultation with locals or union representatives in localities affected and in direct opposition to requests from such locals that no individual work standards be established; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record condemning work performance standards and individual work standards in the Postal Service as "speed-up" devices detrimental to the morale of postal employees and contrary to the fundamental purpose of the Postal Service; and be it further

Resolved, That the Secretary of the

California Labor Federation, AFL-CIO protest these systems to Congress and request California Congressmen and Senators to introduce legislation to eliminate the present system of work performance standards and individual performance standards within the Postal Service during the first session of the 86th Congress in the event these two "speed-up" measures are in effect as of January 1, 1959.

Referred to Committee on Resolutions.  
Filed, p. 75. See Resolution No. 182.

### **Aid Postal Unions in Combatting Anti-Union Policies of the Post Office Department**

**Resolution No. 259**—Presented by John W. MacKay and David R. Berger of Post Office Clerks, No. 64, Los Angeles.

Whereas, The Post Office Department, under the administration of Postmaster General Arthur Summerfield, has established personnel policy and procedures which belittle and down-grade the rank and file postal employee with respect to his intelligence, skill, and dignity as a laboring individual; and

Whereas, This personnel policy is incorporated in Chapter 7 of the Postal Manual, parts of which allow manifold suspensions as disciplinary measures, terminations for minor rule infractions, and assignments and advancements without due recognition of seniority rights; and

Whereas, Chapter 7 of the Postal Manual also includes parts which prohibit organizational activity by a Postal union on the work room floor of a post office; and

Whereas, Provision is also made that material posted on bulletin boards or distributed to members by Postal union officers requires official approval prior to such posting or distribution, thus placing an unwarranted censorship on the dissemination of information to the membership of a union; and

Whereas, Local union officers, by reason of their employment in the postal service, are subjected to restriction, harassment, coercion, and curtailment of union activity in serving their members under the guise of various of these personnel restrictions; and

Whereas, The 54th convention of the California State Federation of Labor adopted a similar resolution which resulted in the State Federation's protest to the Post Office Department on these measures in October, 1956 and a reply

from the Post Office Bureau of Personnel in November, 1956 that "the California State Federation of Labor relied for its information about the cited section in the Postal Manual upon sources which were either themselves misinformed or which for purposes of their own have completely distorted its intent"; and

Whereas, Conditions have steadily worsened since that time, with censorship inflicted on post offices in San Diego, Fresno, San Francisco, and Los Angeles, California, and the complete disregard of seniority in certain of these post offices; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in opposition to the harassing and anti-union edicts issued by the Post Office Department in the Postal Manual, and request the Postmaster General to rescind Parts 741, 743, 744, and 746 of the Postal Manual; and be it further

Resolved, If such action proves unsuccessful, copies of this resolution be sent to the Senators and Congressmen from California requesting their support in having Parts 741, 743, 744, and 746 removed from the Postal Manual.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 76.

#### **Rescind the Federal Fund Raising Program Within Governmental Agencies**

**Resolution No. 260**—Presented by John W. MacKay and David R. Berger of Post Office Clerks, No. 64, Los Angeles.

Whereas, In many post offices throughout the nation and in other agencies of the federal government, employees had established charity organizations consisting of representatives of labor and management set up for the purpose of conducting charity drives within the post office or the agency; and

Whereas, These programs were most frequently established on the basis of one charity drive per year in which employees might make contributions to the charity of their choice; and

Whereas, Many such programs provided an emergency relief fund for employees or a welfare fund to provide for hardship cases for persons within the post office; and

Whereas, In many instances these programs provided for disaster relief for specific areas stricken by flood, hurricane, or other disaster; and

Whereas, Such programs were abruptly

and arbitrarily terminated by the issuance of Presidential Executive Order 10728 dated September 6, 1957, establishing rules and regulations to be carried out by the President's Committee on Fund Raising within the federal service; and

Whereas, Postal employee unions and/or their representatives in the offices so affected were not consulted nor were they given any advance warning that established programs in which they generally participated, and on many occasions had been instrumental in establishing, were to be terminated by such Presidential directive; and

Whereas, The newly established Federal Fund Raising Program orders that three charity drives per year must be conducted within federal agencies, names the charities to which contributions are allowed to be made, prohibits collections by other charities, makes no provision for an employee hardship fund, or for an emergency fund for aid to disaster areas, or for contributions to local charity groups or agencies not named by the program; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in opposition to the Federal Fund Raising Program as established by Presidential Executive Order; and be it further

Resolved, This convention condemn the program as undemocratic in that it does not allow the postal or federal employees or his union an opinion or a voice in the operation or conduct of the program, and it prohibits the American worker in the federal service from making his own selection as to the charity to which he will contribute; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO contact the Executive Branch of the U. S. Government, expressing such condemnation and request that the Federal Fund Raising Program as now established be rescinded.

Referred to Committee on Resolutions.  
Adopted, pp. 84-85.

#### **Increase Facilities and Opportunities for Adult Education**

**Resolution No. 261**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel

Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, The public schools have always been a concern to organized labor; and

Whereas, This concern has been not only for the education of our children but also within the field of adult education where working people have been afforded opportunities to continue their education, obtain greater technical training, or find pleasure in learning; and

Whereas, There has been a tendency in recent years to retrench in the field of adult education, reducing courses available and limiting areas of training to be covered; and

Whereas, In the University of California and state colleges there is danger of such retrenchment; and

Whereas, Special interest groups in business and agriculture are provided special services free of charge by the University and state colleges, and similar services are available to labor organizations only in a limited way and then at considerable expense to those seeking such educational services; and

Whereas, Freely available adult educational services should be expanded in the years to come; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, calls upon the University of California and the California Department of Education to provide greater facilities and opportunities for adult education and to make available to organized labor education facilities on the same basis as presently offered to agricultural and business groups in the University and state colleges; and be it further

Resolved, That representations be made to the California state legislature that it take the necessary budgetary steps to bring this about.

Referred to Committee on Resolutions.  
Adopted, p. 35.

#### **Repeal Section 14(b) of Taft-Hartley Law**

**Resolution No. 262**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak

Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, Once again in 1958 the electorate has shown overwhelmingly that it does not want so-called "right to work" legislation to stifle economic growth, undermine living standards, and destroy the organized strength of the trade unions; and

Whereas, In the unhappy eighteen states now afflicted with this repressive legislation, growth of trade unions has been stultified and economic progress has lagged behind that enjoyed by the free states of this nation; and

Whereas, With the exception of "right to work," it has been universally recognized that labor relations is the concern of the federal government and labor legislation should be nationwide in coverage and uniform in content; and

Whereas, The legal basis of state "right to work" laws is provided by Section 14(b) of the Labor-Management Relations Act of 1947, infamously known as the Taft-Hartley Act; and

Whereas, This section is but one of the many unfair and destructive provisions of that act, which it would be desirable to repeal entirely or to revise and amend extensively; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, calls upon the next session of the United States Congress, as a first step in removing injustices from the Taft-Hartley law and recognizing the will of the people, to enact legislation repealing Section 14 (b) of the Taft-Hartley Law so that people, now no longer able to act on their own behalf, can be liberated from the continuing disabilities of the harmful state wreck laws, which, under the false title of "right to work," have injured them so severely.

Referred to Committee on Resolutions.  
Filed, pp. 15-16. See Resolution No. 227.



### Reaffirm Endorsement of Community Service Organization

**Resolution No. 263**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, The Community Service Organization, national organization of the Mexican-American people, has long enjoyed the support of organized labor, having been previously endorsed by the conventions of the California State Federation of Labor; and

Whereas, This organization, through its many branches throughout the state of California, has attained many achievements in the fields of community betterment and human relations; and

Whereas, This organization has always been oriented to the same program of social progress espoused by organized labor; and

Whereas, In the recent campaign to defeat Proposition 18, the Community Service Organization, through its support of labor's efforts, gave valuable assistance in the drive to protect the wage standards and working conditions of the people of this state; and

Whereas, The Community Service Organization continues to perform important functions in the areas—both rural and urban—where it is organized; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, reaffirms its endorsement of the Community Service Organization and strongly urges all affiliated bodies to continue to provide this organization with the support and assistance necessary for it to continue in its essential program of service to all the people of our community.

Referred to Committee on Resolutions.  
Adopted, p. 102.

### Reaffirm Endorsement of Jewish Labor Committee

**Resolution No. 264**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, The California State Federation of Labor has at many past conventions endorsed the Jewish Labor Committee and commended it to all affiliates as meriting full support; and

Whereas, The Jewish Labor Committee, as the organization of the Jewish working masses, has functioned as an integral part of the labor movement and has served as an arm of organized labor in the struggle for civil rights and the effort to combat bigotry and discrimination; and

Whereas, The Jewish Labor Committee has been an invaluable ally of organized labor in the recent campaign to defeat Proposition 18; and

Whereas, In the field of human relations, this organization provides unions with educational material and makes available staff services to aid the fight against intolerance; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, reaffirms endorsement of the Jewish Labor Committee and urges all affiliated bodies to continue close cooperation and support for this valuable institution of the labor movement.

Referred to Committee on Resolutions.  
Adopted, p. 102.

### Reaffirm Endorsement of NAACP

**Resolution No. 265**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel,

Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, There has existed for years close fraternal relationship between the California labor movement and the National Association for the Advancement of Colored People; and

Whereas, The California State Federation of Labor at past conventions has endorsed the NAACP and recommended its support by affiliated central bodies and local unions; and

Whereas, The National Association for the Advancement of Colored People has taken and continues to maintain the lead in the struggle for desegregation of schools and the full enjoyment of civil rights on the part of all people without regard to race, color, religion, or nationality; and

Whereas, In the recent election, organized labor has been invaluablely assisted by the NAACP in the campaign to defeat Proposition 18; and

Whereas, The alliance of organized labor and the liberal community continues to provide the powerful basis of the struggle for human betterment; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, strongly reaffirms its historic endorsement of the National Association for the Advancement of Colored People and commends it to all affiliated organizations for support in its important goals.

Referred to Committee on Resolutions.  
Adopted, p. 102.

### **Enact State Fair Employment Practices Legislation**

**Resolution No. 266**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Gar-

ment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, It has for long been an important part of the California State Federation of Labor's legislative program to secure the enactment of fair employment practices legislation by the California state legislature; and

Whereas, In the last two sessions of the California legislature, an FEP bill was successfully enacted by the California Assembly only to be lost in the Senate Labor Committee; and

Whereas, This legislation has been sought by the California Committee for Fair Employment Practices, composed of a representative group of organizations, among them the California State Federation of Labor; and

Whereas, The 1958 elections have provided, in both houses of the legislature, majorities which should be sympathetic to the needs of the people and to programs attempting to meet these needs; and

Whereas, It has been demonstrated that only in law can there be any assurance that individuals can be protected from suffering the ravages and persecutions of discriminatory hiring and promotional policies in employment; and

Whereas, The 1959 session of the California state legislature will provide a unique opportunity finally to succeed in accomplishing the enactment of fair employment practices legislation; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, urges the next session of the legislature to adopt fair employment practices legislation and memorializes its officers to do all in their power to bring about this enactment; and be it further

Resolved, That California labor continue to work with allied organizations, through the California Committee for Fair Employment Practices, to bring this about.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### **Civil Rights Legislation**

**Resolution No. 267**—Presented by Nich-

olas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, In the steady march forward to build a better American society, with better standards of living and fuller enjoyment of life, there is still an important gap in making such full enjoyment universal; and

Whereas, Because of patterns of prejudice and frequent use of violence to enforce hatred and intolerance in many parts of this nation, American citizens of Negro origin are denied rights of equal enjoyment of a better life in education, housing, travel, public accommodation, etc; and

Whereas, Violence and brutality have been used in many parts of the country to enforce this inequity; and

Whereas, Denial of voting rights to Negroes in many states has made it possible to continue, with an aura of regional legality, the harsh suppression of human rights; and

Whereas, The United States Senate, through the filibuster, has for long provided obstacles against the enactment of legislation which could correct these evils; and

Whereas, The results of the recent elections, for the first time in many years, could provide an adequate liberal majority to secure needed corrective legislation; and

Whereas, The disgraceful and brutal picture of an America callous to the suffering of its own citizens must no longer be presented to the world; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, memorializes the Congress of the United States to enact such legislation, with enforcement powers, which will wipe out the shameful blot of terror and discrimination

in any part of the United States of America and guarantee to all Americans, no matter what their race, their color, their religious belief, their national origin, or their economic status, full enjoyment of every right as citizens of the United States, as wage earners, as members of the community, and as human beings; and be it further

Resolved, That the United States Senate be urged to clear the way of such legislative road blocks as Rule 22 so that the majority will of the elected representatives of the people of the United States can be properly registered and realized.

Referred to Committee on Resolutions.  
Adopted, p. 25.

### **AFL-CIO Ethical Practices Code**

**Resolution No. 268**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, The AFL-CIO has, from its inception, functioned under a Code of Ethical Practices to ensure that those who serve the labor movement live up to the highest ideals of organized labor; and

Whereas, Service to the millions of members of organized labor requires higher ethical standards than conduct which could be construed as acceptable in normal business relationships; and

Whereas, Despite the fact that thousands of leaders of organized labor conduct themselves in an exemplary manner, devoted to the economic betterment of those they serve within labor and the social betterment of the communities in which they live as citizens, anti-labor newspapers constantly harp on the few instances where violation of trust has been evidenced; and

Whereas, Regardless of how relatively few these violations are, all of organized labor is injured by them; and

Whereas, Continued stringent application of the AFL-CIO Code of Ethical Practices is the best protection of organized labor from the wrongdoer from within and the labor-hater from without; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, welcomes continued application of the AFL-CIO Code of Ethical Practices as the guardian protecting the rights of the rank and file and the integrity of organized labor against wrong-doing, and providing to the general public the forthright declaration that we want no gangsters or racketeers within our ranks and are taking steps to prevent such racketeering within the ranks of the AFL-CIO.

Referred to Committee on Resolutions.  
Filed, p. 39. See Resolution No. 20.

#### **Extend Minimum Wage and Maximum Hours Laws to Women and Minors in Agriculture**

**Resolution No. 269**—Presented by Nicholas Barbarino and Isidor Stenzor, Cloak Makers No. 55; Eva Kamin and Max Mont, Cloak Makers Union No. 58; Jack Cohen and Charles Bender, Ladies Garment Workers No. 84; Fannie Borax, Ladies Garment Workers No. 96; Max Artel, Ladies Garment Workers No. 97; Samuel Otto, Sportswear & Cotton Garment Workers No. 266; Susan D. Adams, Ladies Garment Workers No. 482; Mary Seal, Ladies Garment Workers No. 445; Max B. Wolf, Ladies Garment Workers No. 451; Sigmund Arywitz, Ladies Garment Workers No. 483; John Ulene, Ladies Garment Workers No. 469; Frank Dato, Ladies Garment Workers No. 497; and Clara Massey, Ladies Garment Workers No. 512, all of Los Angeles.

Whereas, Excellent laws covering women and minors in California industry, providing minimum wages for which they can be employed and maximum hours they are permitted to work, have contributed to the health, well-being, and family standards of such women and minors employed in industry; and

Whereas, This protection is presently denied the women and minors engaged in agricultural occupations, who have no legal safeguards as to the hours they work or the wages they earn; and

Whereas, It is important to the welfare of the community that this protection be extended to women and minors in agriculture; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, calls upon the California state legislature to enact legislation bringing women and minors engaged in agriculture in the state of California under the codes of industrial welfare now applicable to women and minors in industry so that they can all equally enjoy protection of the law as to their minimum wages earned and maximum hours worked.

Referred to Committee on Legislation.  
Filed, p. 69.

#### **New FEPC Campaign**

**Resolution No. 270**—Presented by William E. Pollard of Dining Car Employees No. 582, Los Angeles.

Whereas, There is good reason to believe that the election results make it more likely that the California legislature will adopt an FEPC law; and

Whereas, The prospects of FEPC in California have made great progress in recent years with the support of the California State Federation of Labor and the California Industrial Union Council in a campaign coordinated through the California Committee for Fair Employment Practices; and

Whereas, The campaign is again under way, with the California Committee for Fair Employment Practices again giving far-sighted and responsible leadership to the many cooperating organizations; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to renew its support of the California Committee for Fair Employment Practices and pledge vigorous assistance to its campaign for FEPC; and be it further

Resolved, That we call on our affiliates to support the campaign of the California Committee for Fair Employment Practices and to help provide the financial sinews for such a campaign, without which it will not be possible.

Referred to Committee on Resolutions.  
Filed, p. 25. See Resolution No. 266.

#### **Support AFL-CIO Civil Rights Committee and Program**

**Resolution No. 271**—Presented by William E. Pollard of Dining Car Employees No. 582, Los Angeles.

Whereas, The AFL-CIO Constitution provides for a Civil Rights Department and a Civil Rights Committee, which bod-

ies have been functioning since they were established in 1955 to strengthen the contribution of the labor movement to democracy in America; and

Whereas, One result of these bodies has been to keep the AFL-CIO ever in the leadership of the forces fighting for equal opportunity for all Americans through legislation, and through community action; and

Whereas, These civil rights arms of the AFL-CIO have contributed much to the great progress the trade union movement has made in eliminating discriminatory practices by or in unions; and

Whereas, The frontier of human rights where equality of opportunity must still be won for all Americans, in all parts of America, regardless of race, religion or national origin, is now the major battle ground of American democracy; the Valley Forge of today being Little Rock, the Gettysburg of 1959 may be Norfolk, Virginia; and

Whereas, We in California are proud of the record of the AFL-CIO in the field of civil rights; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, send its congratulations to the AFL-CIO Civil Rights Committee and Civil Rights Department, and pledge to these civil rights arms of the AFL-CIO its full cooperation and support in its important job; and be it further

Resolved, That we call upon these national organs to increase their work to the end that we may strengthen still more the democratic alliance between labor and the racial and religious minority groups, in order thereby to strengthen still more the democratic foundations of America; and be it further

Resolved, That we ask the Civil Rights Department of the AFL-CIO to assist the various civil rights committees of local affiliates of the AFL-CIO so that their program may become more effective; and be it finally

Resolved, That we pledge California's participation in any national conference or other function on civil rights which the AFL-CIO may organize through the Civil Rights Department or Committee.

Referred to Committee on Resolutions.  
Adopted, p. 25.

#### **Eliminate New Discovery Procedure Law**

**Resolution No. 272**—Presented by L. McClain, E. L. Congo and M. Freeman of Shipyard Laborers No. 802, San Pedro.

Whereas, In the state of California, as in most states in the union, the laws are made by members of the legislature; and

Whereas, The members, in turn, come from the members of the Lawyer's Guild; and

Whereas, In the state of California, the lawyers prosecute the laws; and

Whereas, The lawyers defend the laws; and

Whereas, The lawyers become the judges and judge the laws under which the people are governed, they should be responsible, honest and decent men; and

Whereas, Prior to 1957, in the State of California, the law was that once a man was in jeopardy and had his day in court, and the courts had ruled that a case was settled with prejudice, this particular case could not come before the courts at a future date.

In 1957 there was passed in the California legislature, a bill known as the "New Discovery Procedure." This bill makes it practically impossible for any citizen of California, once a lawsuit is brought to the attention of the lawyers and the courts, to be freed from persecution, unless the particular individual is willing to pay blackmail to some lawyer who takes advantage of this so-called "New Discovery Procedure"; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record condemning this unjust fraud, as well as condemning the unethical procedures used by lawyers to continually harass for a financial consideration, the decent people of the state of California; and be it further,

Resolved, That this convention go on record by requesting the legislature and its elected assemblymen to amend the California State Constitution by eliminating the so-called, "New Discovery Procedure."

Referred to Committee on Legislation.  
Filed, p. 97.

#### **Resolution No. 273**

Withdrawn at request of sponsors, pp. 95-96.

#### **In Memoriam Joseph D. McManus**

**Resolution No. 274**—Presented by California State Federation of Labor Executive Council.

Whereas, Brother Joseph D. McManus,

a vice president from 1933 to 1938 of what is now District 9, passed away on September 15, 1958; and

Whereas, Brother McManus was an active and devoted leader in the California labor movement during one of the most crucial periods in its history; and

Whereas, Throughout his life, his loyalty to the principles and aims of organized labor was firm and true; and

Whereas, He will be greatly missed by his friends and his trade union brothers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, before adjourning, will express in a moment of silence our sorrow over the loss of this brother, and our appreciation of his generous services to the labor movement in our state.

Referred to Committee on Resolutions.  
Adopted as amended, p. 102.

#### **Murder of Business Agent**

**Resolution No. 275**—Presented by California State Federation of Labor Executive Council.

Whereas, Brother Roderick MacKenzie has for many years been Business Representative of District Council of Painters No. 36; and

Whereas, He has served long and faithfully and with single-hearted devotion the membership of his local union, District Council and International Brotherhood; and

Whereas, In the performance of his duties he was cowardly shot to death by a painting contractor; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as condemning such cowardly act; and, be it further

Resolved, That our prayers and heartfelt sympathy be extended to his bereaved wife and family; and, be it further

Resolved, That a copy of this resolution properly engraved be presented to his wife and family.

Referred to Committee on Resolutions.  
Adopted p. 102.

#### **Sanitary Facilities on Construction Jobs**

**Resolution No. 276**—Presented by State Building and Construction Trades Council of California.

Whereas, There exists a Los Angeles City ordinance that requires temporary toilet facilities be connected to an exist-

ing sewer or cesspool on construction projects of municipal and school buildings; and

Whereas, The same ordinance applies on state and federal building projects at the ratio of one toilet to every 15 men or fraction thereof and one urinal to every 15 men or fraction thereof; and

Whereas, The responsible parties on construction projects are very lax in furnishing temporary chemical toilet facilities; and

Whereas, These same temporary chemical toilet facilities are unsanitary and unfit for human use; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to foster legislation to require responsible parties to furnish on all construction and building projects toilet facilities connected to a public sewer or cesspool at the ratio of one toilet facility for every 15 men or fraction thereof and urinal facility for every 15 men or fraction thereof, and to require responsible parties on all construction and building projects to furnish wash up facilities in the form of a sink to be installed adjacent to the toilet room for the use of those using same toilet room, and a bubbler drinking fountain also be installed over same wash up sink for the purpose of supplying sanitary potable water to the men on the project.

Referred to Committee on Legislation.  
Adopted, p. 101.

#### **Sufficient State Personnel to Enforce Housing Laws**

**Resolution No. 277**—Presented by State Building and Construction Trades Council of California.

Whereas, The California State Federation of Labor at its 54th, 1956 convention enacted Resolution No. 65 requesting that sufficient personnel be provided the Division of Housing in the California State Department of Industrial Relations to enforce state housing laws; and

Whereas, The 1957 session of the California legislature refused approval of additional personnel recommended by the State Department of Finance; and

Whereas, The Division of Housing is authorized by statute to encourage California communities in planning and enforcement of city and county building codes and housing ordinances and in slum prevention correction; and

Whereas, The Division of Housing is authorized by statute to secure enforce-

ment of the State Housing Act and the Earthquake Protection Law by the designated city and county enforcement agencies or to enforce these laws directly when local agencies fail to enforce them; and

Whereas, Many California communities fail to enforce state housing and building laws and fail to require adequate plans and specifications; and

Whereas, Lack of enforcement from the state and local level is destructive of state housing and building standards and adversely affects the construction industry; and

Whereas, A bill was introduced at the 1957 session of the legislature proposing the abolition of the Division of Housing, and legislative committee directives were issued restricting its activities; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation before the next general session of the California legislature providing for personnel required by the Division of Housing for a sound housing conservation and rehabilitation program and for the Division's enforcement and administrative duties under the State Housing Act, the Earthquake Protection Law, the State Trailer Park Act, the State Auto Court, Resort, and Motel Act, and the State Labor Camp Act, to the end that healthful, safe, housing conditions be provided for all the people of California.

Referred to Committee on Legislation.  
Adopted, p. 101.

#### **Protect Collective Agreements When New Corporations Are Formed**

**Resolution No. 278**—Presented by State Building and Construction Trades Council of California.

Whereas, Many businesses are organized under the corporate laws of the State of California; and

Whereas, There is tendency on the part of many of them to form more than one corporation for reasons best known to themselves; and

Whereas, As this sometimes causes needless confusion in labor-management problems; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as sponsoring legislation that would cause any company, organization or corporation who enters into a collective bargaining agreement with any other person, union, firm, council or cor-

poration to notify the other party of any change in name, officer set-up, type of business and office location; and, be it further

Resolved, That if this not be done, all collective bargaining agreements signed by the other name or names be legally binding on the newly formed business or corporation.

Referred to Committee on Legislation.  
Filed, p. 69.

#### **Reduce Hours Per Day Requirement**

**Resolution No. 279**—Presented by State Building and Construction Trades Council of California.

Whereas, There is ever-increasing efficiency on the part of our members, who work in the construction industry; and

Whereas, For various other reasons too numerous to mention, there is an alarming number of our members in great ranks of the unemployed; and

Whereas, There is apparently no comprehensive solution to the problem being proposed by the present administration; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to make a determined effort to shorten the work day of all crafts; and be it further

Resolved, That we sponsor legislation that would cause the various public agencies to shorten their "hours per day" requirement.

Referred to Committee on Legislation.  
Filed, p. 94.

#### **Require All Public Bodies to Pay Prevailing Wage Scales**

**Resolution No. 280**—Presented by State Building and Construction Trades Council of California.

Whereas, There is an apparent rabid anti-labor feeling on the part of many irrigation companies and community-owned public utilities, and other political subdivisions in the state of California; and

Whereas, These companies are authorized by and operate under the laws of our country, especially being permitted to tax the user under their franchise; and

Whereas, There is oftentimes no requirement that they observe the prevailing wage requirement to which other public bodies are bound; now, therefore, be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record as sponsoring legislation on all levels that would require any public body, political subdivision or any body that has the ability to raise funds by taxation, be required to pay not less than the generally prevailing wage scale for the area in which the work is to be performed, whether for the area in which the work is to be performed, whether work is performed by contract or their own forces; and, be it further

Resolved, That any wage scale adopted, shall be published in a newspaper of general circulation, at the same time the bids are advertised; and, be it further

Resolved, That wage determinations shall include all fringe benefit payments.

Referred to Committee on Legislation.  
Adopted, p. 99.

#### **Facilitate Recreational Opportunities**

**Resolution No. 281**—Presented by State Building and Construction Trades Council of California.

Whereas, The members of organized labor are becoming increasingly alarmed about recreational facilities, especially hunting; and

Whereas, Due to the increased efficiency and skills of our members and the introduction of automatic mechanisms in our factories, farms and construction projects, our people now have time to enjoy some of the bounties of this great nation of ours; and

Whereas, The Bureau of Land Management has recently held hearings to find out if there was any interest shown by the general public in a recreational land withdrawal; and

Whereas, This withdrawal would allow the Fish and Game Commission to stock these areas with popular types of wild life, and then when the time was ripe, this land would be opened to the general public for their enjoyment; and

Whereas, There is great need for this type of program, as it is becoming increasingly difficult to find a place to hunt; and

Whereas, It is entirely feasible to develop and administer these lands on a multiple-use basis so that grazing, mining, etc., could continue along with the wild life program; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as endorsing this program; and, be it further

Resolved, That state and federal legislators be asked to assist in getting this program enacted into law.

Referred to Committee on Resolutions.  
Adopted, p. 88.

#### **Restore Prevailing Wage Rate to State Construction Employees**

**Resolution No. 282**—Presented by State Building and Construction Trades Council of California.

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 first convention of the California Labor Federation, AFL-CIO, 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.  
Adopted, p. 98.

#### **Inequities of the Unemployment Insurance Code**

**Resolution No. 283**—Presented by State Building and Construction Trades Council of California.

Whereas, Certain inequities exist under the Unemployment Insurance Code of the State of California in the case of those employees who, having returned to work after long absences due to sickness or injury, are without sufficient credits to entitle them to benefits for unemployment occurring after their return to work; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor appropriate legislation before the California legislature at



its next general session to correct such inequities.

Referred to Committee on Legislation.  
Adopted, p. 64.

### **Establish Payroll Stub to Designate Straight Time and Overtime Hours**

**Resolution No. 284**—Presented by State Building and Construction Trades Council of California.

Whereas, There is no existing law requiring an employer to specify on the payroll stub of the employee's payroll check the number of straight time hours and the number of overtime hours worked by an employee in any payroll period; and

Whereas, Many contractors in the building and construction industry fail to specify the foregoing data on the payroll stub of the employee's payroll check, making it frequently impossible to ascertain what portion of the employee's wages constitute straight time worked and overtime worked; and

Whereas, There is no existing law requiring the employer to designate on the payroll stub of an employee's pay check a breakdown of the amounts paid for health and welfare, pension, vacations, holidays, apprenticeship training programs, and related benefits; and

Whereas, This affords opportunity to certain unscrupulous employers to avoid proper payment of their employees; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that legislation be enacted requiring that every employer must give a payroll stub to each employee for each payroll period designating the number of straight time hours and the number of overtime hours worked by every employee during the payroll period involved and the amount paid for each fringe benefit.

Referred to Committee on Legislation.  
Filed, p. 68. See Resolution No. 167.

### **Contractors' License Law**

**Resolution No. 285**—Presented by State Building and Construction Trades Council of California.

Whereas, Article 3, Section 7049 of the Contractor's License Law, exempts from its provision, Irrigation Districts, Reclamation Districts, Farming, Dairying, Agriculture, Viticulture, Horticulture, Stock or Poultry Raising or Clearing, or other work upon land in rural districts for fire prevention purposes, except when

performed by a licensee under this Chapter; and

Whereas, This not only allows corporations to be formed by such groups for the sole purpose of evading the intent of the law, but penalizes our legitimate contractors who are bound by its provisions; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to get Article 3, Section 7049 of the Contractors' License Law repealed.

Referred to Committee on Legislation.  
Adopted, p. 99.

### **Published Per Diem Wages to Include Fringe Benefits**

**Resolution No. 286**—Presented by State Building and Construction Trades Council of California.

Whereas, An increasing number of affiliated local unions of various building trades councils have negotiated various fringe benefits into their collective bargaining agreements, including health and welfare, pensions, vacations and similar benefits; and

Whereas, The present provisions of the California Public Works Law requires the contractors to provide for the payment of prevailing wage scales but fails to make any requirement that the contractor pay the various fringe benefits negotiated with private employers; and

Whereas, The failure of the law to require the contractors to provide for the payment of said fringe benefits creates an inequity and works to the disadvantage of both union employees and contractors who abide by the union conditions; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that the law be amended to read as follows:

"Per diem wages shall be deemed to include hourly employer contributions for health and welfare, pension, vacation and similar purposes, when the term "per diem Wages" is used in this chapter or in any other statute applicable to public works;" and further be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation that would require the actual publishing in detail of each craft needed and the wages to be paid each craft.

Referred to Committee on Legislation.  
Adopted, pp. 98-99.

**Floor Covering Contractors' License**

**Resolution No. 287**—Presented by State Building and Construction Trades Council of California.

Whereas, Carpet, linoleum and resilient floor covering contractors are presently not licensed by the Contractors' State License Board; and

Whereas, The existing statutes relating to licensing of general contractors and specialty contractors does not provide an appropriate classification for the licensing of Carpet, Linoleum and Resilient Floor Covering Contractors; and

Whereas, Such floor covering contractors are traditionally a part of the building industry; and

Whereas, An extensive apprenticeship program for the carpet, linoleum and resilient floor covering industry is presently in force; and

Whereas, Modern home construction contemplates the installation of carpeting, linoleum and resilient tile as an integral part of the home; and

Whereas, Licensing is necessary to protect the general public; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to propose suitable legislation amending the Business and Professions Code in order to obtain an appropriate classification covering the licensing of carpet, linoleum and resilient floor covering contractors.

Referred to Committee on Legislation.  
Adopted, p. 90.

**Prevailing Rates and Other Benefits in State Construction**

**Resolution No. 288**—Presented by State Building and Construction Trades Council of California.

Whereas, the Personnel Board of the State of California in meeting on June 2, 1956, reversed the decision of payment of prevailing wages to building trades maintenance employees made by a previous Personnel Board meeting held in San Francisco on February 18, 1942; and

Whereas, Such action taken on June 2, 1956, is considered as a wage cut for building trades' maintenance crafts; and

Whereas, Such wage cuts have been proposed by city and county agencies following the steps taken by the State; and

Whereas, A public hearing was held in Sacramento by the State Personnel Board

on February 1, 1958, to reconsider their former action of June 2, 1956; and

Whereas, After taking under advisement all the facts and figures presented at this hearing no action was taken either way; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation at the next session of the legislature to provide for the payment of prevailing wage rates and other benefits as in agreements of craftsmen employed on casual or permanent maintenance, repair, and construction work by the State of California.

Referred to Committee on Legislation.  
Filed, p. 98. See Resolution No. 282.

**Wilful Departure from Plans, etc., Without Consent**

**Resolution No. 289**—Presented by State Building and Construction Trades Council of California.

Whereas, Business and Professions Code, Section 7109, now in effect, states, "Wilful departure from or disregard of, plans or specifications in any material respect, and prejudicial to another without consent of the owner or his duly authorized representative, and without the consent of the person entitled to have the particular construction project or operation completed in accordance with such plans and specifications constitutes a cause for disciplinary action"; and

Whereas, It is proposed that as an amendment, the following paragraph be added and submitted as a bill to the State Legislature; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, favor the following amendment: "Every licensee shall post and keep posted at all times a copy of the plans and specifications relating to the construction project or operation in a public place on the job, and the same shall be available for inspection and copying. A failure to do so constitutes a cause for disciplinary action."

Referred to Committee on Legislation.  
Adopted p. 99.

**Anti-Union Employer Activities**

**Resolution No. 290**—Presented by State Building and Construction Trades Council of California.

Whereas, Some employers lay off, discharge, reduce pay and otherwise discipline, penalize, threaten and coerce em-

ployees so that the majority are fearful of joining a union where there is no union shop contract covering the employees of a particular employer; and

Whereas, The history of union organizing activities show that the overwhelming majority of employees do want union representation but are afraid to face the many disciplinary actions open to the employer and against which they are powerless; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to provide that any disciplinary action, threats of discharge or other disciplinary action, or discharge of employees during or within six months after union organizational drive shall be presumed to be because of their union activity and therefore unlawful and the burden of proving it contrary shall be placed on the employer, and further, that suitable penalties be provided including reinstatement with back pay and/or severance pay in a suitable formula based on length of service and the opportunity of like job opportunities.

Referred to Committee on Legislation.  
Filed, p. 69.

### Bids on Public Works

**Resolution No. 291**—Presented by State Building and Construction Trades Council of California.

Whereas, The present state law governing the listing of sub-contractors on public works contracts has loopholes which make it possible for a contractor to omit listing of many sub-contractors, then peddle the bids and receive the approval of the awarding authority to have the newly acquired sub-contractors approval; and

Whereas, This practice tends to undermine the conditions of members of unions working for these sub-contractors; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation which will require the awarding authority to reject the bid of a contractor who does not list all his sub-contractors according to present law; and be it further

Resolved, That the contractor shall not be permitted to add a sub-contractor but only to substitute one listed sub for another for cause after approval of the awarding authority and after a hearing

by the awarding authority of all interested parties; and be it further

Resolved, That the name of the contractor awarded the job and all sub-contractors be published within thirty (30) days in a trade paper or journal.

Referred to Committee on Legislation.  
Adopted, p. 99.

### Practices of Workmen's Compensation Insurance Carriers

**Resolution No. 292**—Presented by State Building and Construction Trades Council of California.

Whereas, Under the present California Workmen's Compensation Act, the insurance carrier is not required to notify injured workmen of rejection of claims, termination of disability payment, or refusal of further medical care; and

Whereas, When compensation carriers deny claims or fail to pay benefits as required by law and are, after litigation, ordered to do so by the Industrial Accident Commission, they suffer no penalty, having to pay only those amounts they should have paid in the first place; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to urge the legislature to amend the law to provide for an automatic increase of 15% in compensation in those cases where the carriers, after refusal or rejection of a claim for benefits has been ordered to pay benefits to the injured by the Industrial Accident Commission.

Referred to Committee on Legislation.  
Filed, pp. 60-61. See Resolutions Nos. 54 and 235.

### State Supervision of Industrial Accident Claims

**Resolution No. 293**—Presented by State Building and Construction Trades Council of California.

Whereas, Under the California Workmen's Compensation Act the Industrial Accident Commission does not exercise supervision of claims of injured workers filed with the insurance carriers; and

Whereas, Under the California law the insurance companies are free to deny claims or otherwise dispose of them without notifying the State of what disposition is made in the case of each individual worker; and

Whereas, This system has resulted in

much injustice and suffering to injured workers; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to amend the Workmen's Compensation Act to provide that upon denial of a claim or the cessation of the furnishing of medical benefits or payment of workmen's compensation that workmen's compensation insurance companies or self-insured employers shall be required to notify the Industrial Accident Commission in writing of their action, and that thereupon a review of the claim should be made by an official of the Industrial Accident Commission to determine whether the injured worker received all the benefits that he was entitled to under the law, and if not, then the Industrial Accident Commission should be empowered to order the insurance company or self-insured employer to furnish such benefits as are provided for by law.

Referred to Committee on Legislation.  
Filed, p. 60. See Resolution No. 52.

#### **Jury Duty Pay**

**Resolution No. 294**—Presented by State Building and Construction Trades Council of California.

Whereas, Pay for jury duty is wholly inadequate to compensate the great majority of our members who may be called to serve on a jury panel; and

Whereas, Many industries with many small employers and few employees cannot reasonably be expected to pay for time off for jury duty; and

Whereas, Many of our members hesitate and refuse to register to vote because of the threat of substantial loss of wages if called for jury duty; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to provide for full loss of time on the job while qualifying and responding to orders of the Jury Commissioner and actually serving on a jury; and be it further

Resolved, That this be set up under the jurisdiction of the California Department of Employment and charged to the Unemployment Insurance Fund so that the cost may be shared by all employers equally.

Referred to Committee on Legislation.  
Non-concurred, p. 99. See Resolution No. 106.

#### **Garmon Decision**

**Resolution No. 295**—Presented by State

Building and Construction Trades Council of California.

Whereas, The Garmon decision has had a very adverse affect on the traditional organization activities of unions in California; and

Whereas, The long term results of this decision will be very harmful to labor; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation which will nullify the effects of the Garmon decision and reaffirm the traditional position of this state with respect to organized labor's fundamental rights.

Referred to Committee on Legislation.  
Adopted, pp. 69-70.

#### **"Suede Shoe" Operations**

**Resolution No. 296**—Presented by State Building and Construction Trades Council of California.

Whereas, The so-called "Suede Shoe Boys" are still operating in the alteration, repair and remodeling part of the construction industry; and

Whereas, Although there have been many convictions of these so-called "Suede Shoe Boys," many innocent home-owners have been bilked by them and continue to be; and

Whereas, These people give the construction industry in remodeling and alteration a black eye with the public; and

Whereas, Much of this work is done non-union because of the tactics of these so-called "Suede Shoe Boys"; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to use its best efforts to have the whole matter of the "Suede Shoe Operation" submitted to an appropriate State Legislative Committee for hearings and recommendations for legislation with a view to protecting the unsuspecting homeowner before he is defrauded by some "Suede Shoe Operator," by means of licensing the salesmen and estimators in alterations and remodeling work after appropriate examinations and with penalties for violations.

Referred to Committee on Legislation.  
Adopted, p. 99.

#### **Reduce Seven-Day Waiting Period for Workmen's Compensation**

**Resolution No. 297**—Presented by State

Building and Construction Trades Council of California.

Whereas, The Workmen's Compensation Act of the State of California presently requires a seven-day waiting period before compensation is paid to injured workers; and

Whereas, This seven-day waiting period is an outmoded provision and causes great hardship to injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to reduce the waiting period for the payment of workmen's compensation from seven days to three days.

Referred to Committee on Legislation.  
Filed, p. 61. See Resolution No. 190.

### Rehabilitation of Injured Workers

**Resolution No. 298**—Presented by State Building and Construction Trades Council of California.

Whereas, Under the California Workmen's Compensation Act no provision is made for vocational rehabilitation of industrially injured workers; and

Whereas, Modern rehabilitation practices are part and parcel of every up-to-date workmen's compensation act and the absence of rehabilitation features in the California Act results in great hardship to injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to amend the Workmen's Compensation Act to specifically provide that it is the legal duty and obligation of the workmen's compensation insurance carrier or self-insured employer to furnish vocational rehabilitation to industrially injured workers and to pay him temporarily disability during such period of vocational rehabilitation, in addition to all other benefits provided for by law.

Referred to Committee on Legislation.  
Filed, p. 61. See Resolution No. 50.

### Coro Foundation

**Resolution No. 299**—Presented by State Building and Construction Trades Council of California.

Whereas, Coro Foundation of San Francisco and Los Angeles is conducting programs aimed at achieving higher standards of political behavior, more able men and women in public affairs, and a better

public understanding of government and politics; and

Whereas, Educational programs are being conducted by Coro Foundation in San Francisco and Los Angeles wherein outstanding young people are given scholarships, after an intensive selection process, and placed in a full-time nine months training program known as the Internship in Public Affairs; and

Whereas, As part of this training experience the trainees spend several weeks in first hand observation of unions, gaining a thorough understanding of the work of organized labor, as well as observing the practical operations of government agencies, political campaigns and business firms; and

Whereas, The graduates of this program are rising to influential positions in government, industry and politics, where their decisions are having an increasing importance to organized labor and the whole community; and

Whereas, Coro Foundation is firmly supported by organized labor throughout California, its work having been endorsed by both the California State Federation of Labor and the California Industrial Union Council, with over 70 unions and councils contributing to its financial support and taking on the interns for training assignments; and

Whereas, The labor movement of the State of California desires to contribute fully to the civic welfare of the state, and is deeply interested in a better public understanding of the labor movement; be it therefore

Resolved, That the first convention of the California Labor Federation, AFL-CIO, endorse the work of Coro Foundation in training young people for community leadership and making it possible for them to gain a first hand understanding of organized labor; and be it further

Resolved, That all affiliated organizations be urged to lend their full support to Coro Foundation's work, both in co-operating with its training programs and joining in its financial support.

Referred to Committee on Resolutions.  
Filed, p. 102. See Resolution No. 19.

### Electrical and Plumbing Installations

**Resolution No. 300**—Presented by State Building and Construction Trades Council of California.

Whereas, It is necessary for the cities and counties of this state to exercise con-

trol over plumbing and electrical work due to their effect on public health and safety; and

Whereas, A great deal of this work is being done, and has been done, by persons of questionable competency; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to have a new section added to the Business and Professions Code, as follows:

"Section 7032. By the enactment of the provisions of this Code, the Cities and Counties of this state shall not be prohibited from the enactment and enforcement of local regulations as to the character and quality of building and construction, repair, reconversion and maintenance performed within the territorial limits of the City or County. The Cities and Counties can further enact legislation providing for permits and requiring the payment of reasonable fees in connection therewith for the examination and certification of the competency of any person working with the tools whether licensed as a contractor or not."

Referred to Committee on Legislation.  
Filed, p. 94.

#### Amend Section 3800, Labor Code

**Resolution No. 301**—Presented by State Building and Construction Trades Council of California.

Whereas, Building trades unions throughout the state are continually plagued by people who allege that they are contractors when in fact they are not, as a subterfuge, using the license of another; and

Whereas, Building permits as issued by most cities and counties do not indicate whether the builder is a licensed contractor or an owner builder; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to have Section 3800 of the Labor Code amended by the addition of the following paragraph:

"Each applicant for permit shall furthermore file with any County or City as a condition precedent to the issuance of permit a statement certifying that the applicant is licensed under the provisions of the Business and Professions Code giving the classification and number of the license and certifying that the same is in full force and effect, or, if the applicant

is exempt from the provisions of the State Contractors' License Law, the basis for the alleged exemption."

Referred to Committee on Legislation.  
Adopted, p. 99.

#### License Construction Equipment Operators

**Resolution No. 302**—Presented by State Building and Construction Trades Council of California.

Whereas, To provide greater protection of people and property from injury and damage; and

Whereas, The constant development of new and improved heavy complex and expensive equipment used in the construction industry, more skill in this operation, maintenance and repair, both from the standpoint of efficiency and safety, is necessary; and

Whereas, To prohibit individual cities, counties, or municipalities of having individual licensing laws which would be a financial hardship on persons employed in the building and construction industry; and

Whereas, To establish a uniform state licensing of operators on heavy construction, building construction and allied industries; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in favor of the adoption of a state licensing of operators on construction equipment used in the building construction industry or industries allied to the construction industry; and now, therefore, be it further

Resolved, That this licensing law shall be administered by the California State Department of Industrial Safety.

Referred to Committee on Legislation.  
Filed, p. 93.

#### Discharges for Garnishment

**Resolution No. 303**—Presented by State Building and Construction Trades Council of California.

Whereas, Many collection agencies follow the policy of placing a garnishment on an employee's wages without ascertaining whether the amounts allegedly owed are actually owed by the employee involved; and

Whereas, Employers frequently discharge an employee when a garnishment is placed on his wages without any investigation as to whether or not the em-

ployee owes the money or whether or not this is the first occasion on which his wages have been garnished; and

Whereas, It frequently develops after the garnishment has been placed and the employee has been discharged, and thereafter, it develops that either this is the first occasion on which his wages have been garnished or that money alleged to be owed is not actually owed by the employee; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to introduce legislation providing that an employer shall not have the right to discharge an employee where a garnishment has been placed on his wages for the first time with such employer.

Referred to Committee on Legislation.  
Filed, p. 90. See Resolution No. 169.

#### **Penalties for Violation of Contractors' License Law**

**Resolution No. 304**—Presented by State Building and Construction Trades Council of California.

Whereas, The California state legislature has enacted legislation requiring the licensing of contractors engaged in the building and construction industry; and

Whereas, The purpose of such legislation is to protect the health, safety and general welfare of all those persons dealing with persons engaged in the building-contracting vocation and affording to such persons an effective and practical protection against the incompetent, inexperienced, unlawful and fraudulent acts of building contractors with whom they contract; and

Whereas, Article II, Section 7030 of Chapter 9, Division 3 of the Business and Professions Code is designed to effectuate the purposes of the law by providing that any person who acts in the capacity of contractor without a license, or any person who conspires with another person to violate any provisions of this Chapter is guilty of a misdemeanor; and

Whereas, Despite this particular provision enforcement of the law has been ineffectual and the purposes of the law, have, in many cases been thwarted, in that violators of said law have either suffered no penalties or inadequate penalties; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, endorse the following:

That Article II, Section 7030 be amended to include the following language: That it be mandatory upon the Tribunal before whom a person is charged and tried with a violation of this law to impose, upon a finding of guilt, a fine of not less than \$300.00 and imprisonment in the County Jail for not less than ten days for the second and subsequent offenses.

Referred to Committee on Legislation.  
Adopted p. 99.

#### **Political Subdivisions to Contribute to Pension Funds**

**Resolution No. 305**—Presented by State Building and Construction Trades Council of California.

Whereas, An increasing number of local unions affiliated with various Building Trades Councils have negotiated fringe benefits covering their members with employers in private industry; and

Whereas, Members of the various local unions affiliated with the Building Trades Councils are employed by the State of California and its public bodies performing comparable work but do not receive the fringe benefits received by persons in private employment; and

Whereas, The failure of the State and its public bodies to provide for such fringe benefit payments creates an inequity between persons employed in private industry and those employed by the State and its public bodies; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, favors the introduction of legislation to provide that the State of California and its public bodies and any municipality shall have the authority to contribute to fringe benefits established by unions and employers in the same manner and on the same basis as private employers.

Referred to Committee on Legislation.  
Filed, pp. 97-98. See Resolution No. 172.

#### **Contractors and Subcontractors To Have \$2500 Bond**

**Resolution No. 306**—Presented by State Building and Construction Trades Council.

Whereas, There has been an increase in recent months of contractors and subcontractors in the building and construction industry lacking adequate financial resources to fail to pay workmen in their

employ wages due said workmen or to pay workmen by checks, which checks are subsequently not honored by the bank for insufficient funds; and

Whereas, The members of the building and construction trades unions have suffered financial loss and detriment as a result thereof; and

Whereas, The existing statutes and procedures do not appear adequate to protect workmen in this regard; now, therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, favors the introduction of legislation requiring that every general and specialty contractor be required, as a condition precedent to obtaining or renewing a general contractor's or specialty contractor's license, to deposit with the Division of Labor Law Enforcement, a bond in the sum of \$2,500.00, with the further provision that in the event the Division of Labor Law Enforcement finds that said contractor has failed to pay the wages or fringe benefits or both due his workmen, or has paid said workmen or fringe benefits with checks which subsequently are not honored by the bank because of insufficient funds, the Division of Labor Law Enforcement shall be authorized to execute upon such bond for the purpose of, and to the extent necessary, to pay the workmen and fringe benefits involved for any and all wages due them.

Referred to Committee on Legislation.  
Adopted, p. 101.

#### **Increase Penalty for Failure to Pay Wages When Due at Time of Quit**

**Resolution No. 307**—Presented by State Building and Construction Trades Council.

Whereas, Section 203 of the Labor Code presently provides in part that:

"If an employer wilfully fails to pay, without abatement or reduction, in accordance with Sections 201 and 202, any wages of an employee who is discharged or who quits, the wages of such employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but such wages shall not continue for more than thirty days"; and

Whereas, The penalties provided in Section 203 are not a sufficient deterrent to employers to assure prompt payment to employees and as a result thereof, the purposes of this section have in many cases been completely thwarted; and

Whereas, More stringent penalties are necessary to assure compliance with this section; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record, as follows: that Section 203 be amended to provide that if an employer fails to pay in accordance with Sections 201 and 202 any wages of any employee who is discharged or who quits, the employer must pay said employee the wages of such employee for each day or portion thereof for the period commencing with the due date of said wages until the day the wages are paid but in no event shall said period exceed six months.

Referred to Committee on Legislation.  
Filed, p. 69. See Resolution No. 166.

#### **Right of Association, Collective Bargaining, etc., for Employees of All Public Bodies**

**Resolution No. 308**—Presented by State Building and Construction Trades Council.

Whereas, Large numbers of workers are employed by various public bodies; and

Whereas, The number of these workers so employed has been and is increasing due to expanded services resulting from increased population and additional functions undertaken by the government, in many cases competing with private enterprise; and

Whereas, Such workers, like those employed in private industry, are dependent upon their jobs for their livelihood, and the purchasing power necessary to attain and sustain an adequate standard of living and economic protection for themselves and their dependents, but, notwithstanding such fact these employees, unlike employees in private industry, are denied the right of collective bargaining, and in many cases the right even of association; and

Whereas, Employees of public bodies should not be treated as second class citizens; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to take steps to obtain legislation giving to the employees of all public bodies:

1. The right to belong to a labor organization, to designate a collective bargaining agent, to collectively bargain with the public body employing them, and to engage in concerted peaceful activities for the procurement of satisfactory collective bargaining agreements.

2. Protection from discrimination and



coercion by public bodies in the exercise of the foregoing rights.

Referred to Committee on Legislation.  
Adopted as amended, p. 96.

### **Require Contractors' License for Public Works**

**Resolution No. 309**—Presented by State Building and Construction Trades Council.

Whereas, The State of California and its political sub-divisions, on occasion, do what they class as force account work wherein they call for bids to furnish men and equipment to do certain work; and

Whereas, The state law does not require a contractor's license on this particular type bid; and

Whereas, This allows unqualified, inexperienced and irresponsible firms to be awarded these contracts; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation that would require a valid contractor's license of anyone bidding on such work.

Referred to Committee on Legislation.  
Adopted, p. 90.

### **Medical Care Under California Workmen's Compensation Act**

**Resolution No. 310**—Presented by State Building and Construction Trades Council of California.

Whereas, Under Section 4600 of the California Labor Code, employers and their compensation insurance carriers have the sole right to control medical care of injured workmen; and

Whereas, This fact has resulted in a system of "closed panel" medicine for the injured worker and has seriously limited and materially interfered with the injured worker's right to choose his own doctor for treatment; and

Whereas, The employers and compensation carriers have abused their right to control medical care and have in many instances used it to legally maneuver the injured worker into a position whereby he is deprived of compensation; and

Whereas, It is a fundamental right of the patient to choose his own doctor for treatment, and has been consistently so stated by the American Medical Association and the California Medical Association; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO,

hereby records its position that Section 4600 of the California Labor Code be amended so as to permit the injured worker free choice of a competent physician in medical care for an industrial injury, without control by or approval of his employer of the workmen's compensation insurance carrier.

Referred to Committee on Legislation.  
Adopted, p. 62.

### **Increase Workmen's Compensation Rates**

**Resolution No. 311**—Presented by State Building and Construction Trades Council of California.

Whereas, The present rate of workmen's compensation is fixed by law at a maximum of \$50.00 per week for temporary disability, \$40.00 per week for permanent disability and maximum \$15,000.00 for death benefits; and

Whereas, All of these rates of compensation are inadequate in a modern industrial society and result in much suffering by industrially injured workers and their families; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to increase workmen's compensation benefits to equitable and decent levels and to enable workers and their families to maintain their standards of living during periods of industrial disability.

Referred to Committee on Legislation.  
Filed, p. 55. See Policy Statement VII.

### **Compensation for Workers Restricted to Light Work After Industrial Injury**

**Resolution No. 312**—Presented by State Building and Construction Trades Council of California.

Whereas, Some workers, especially in the construction trades and heavy industry, who suffer industrial injuries are released by their doctors to "light work," and

Whereas, It is well known that there is no "light work" available generally for workers in the construction trades, heavy industry and any other job which requires physical exertion; and

Whereas, It is not entirely clear under the California Workmen's Compensation Act today that the employer and his insurance carrier is required to either pay compensation to an injured worker or furnish him with light work, the practices

of insurance carriers are to stop payment of compensation when a worker is released to light work and many workers do not realize that they are entitled to receive compensation if the employer fails to furnish them with light work; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor legislation to amend the Labor Code so far as to make it perfectly clear that where a worker is limited to light work because of an industrial injury that the insurance carrier or the self-insured employer are required to either furnish the worker with such light work as he is able to do as an employee of the employer for whom he was working at the time he was injured or pay him compensation.

Referred to Committee on Legislation.  
Non-concurred, p. 63.

#### **Urge New Governor to Appoint Edward P. Park Director of Industrial Relations**

**Resolution No. 313**—Presented by California State Conference of Engineers.

Whereas, The Honorable Edmund G. (Pat) Brown has been elected Governor of the State of California, to take office on January 5, 1959; and

Whereas, It is the prerogative of the Governor to appoint the Director of the State Department of Industrial Relations; and

Whereas, It has always been traditional for an active representative of labor to head the State Department of Industrial Relations; and

Whereas, Edward P. Park has been a worthy representative of the labor movement in California since 1936; and

Whereas, Edward P. Park's record speaks for itself—he has served well and faithfully under two Governors: first in the capacity of Labor Commissioner (Chief of the Division of Labor Law Enforcement) and secondly, Director of the State Department of Industrial Relations; and

Whereas, Edward P. Park, in his position as Director of the State Department of Industrial Relations, has served the people of California with great distinction and with profound understanding of the problems of both labor and management and has brought greater harmony and closer cooperation between these two seg-

ments of California industry as revealed in our own particular field; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to endorse the appointment of Edward P. Park as Director of the State Department of Industrial Relations; and be it further

Resolved, That the California Labor Federation, AFL-CIO, write Governor-elect Edmund G. (Pat) Brown urging the appointment of Edward P. Park as Director of the State Department of Industrial Relations.

Referred to Committee on Resolutions.  
Filed, pp. 74-75. See Resolution No. 176.

#### **Audit All Workmen's Compensation Claims**

**Resolution No. 314**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Under the present California workmen's compensation law there is no provision of an audit of all workmen's claims; and

Whereas, No more than 8 to 10 percent of all cases go before a referee or the industrial commission; and

Whereas, We have virtually no information with respect to some 90 percent of the claims paid in any year in the State of California; and

Whereas, Many states provide for an audit of all claims by an appropriate state agency to ascertain whether workers received the benefits they are entitled to under the provisions of the law; and

Whereas, California needs a procedure where under the claims audit system a minimum requirement would call for a reporting of all medical care and financial payments made to a claimant at the time his case is terminated; and

Whereas, Such a report would require a claimant's signature specifying that he received treatment and payments; and

Whereas, The purpose of this audit would be to determine whether the requirements of the law had been met in each case, and in instances where there might be some question, the worker would be called in and advised of his rights under the law; and

Whereas, If this system were adopted an employee would be advised of the termination of his claim, a practice not now followed by many insurance carriers; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to institute a law requiring an audit of all claims by an appropriate state agency.

Referred to Committee on Legislation.  
Adopted, p. 62.

### **Extend Benefit Schedules in Workmen's Compensation Law**

**Resolution No. 315**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Benefit schedules under the California workmen's compensation law completely ignore earnings over \$80.97 per week and monthly earnings in excess of \$350.88, and this level of earnings is required to obtain the maximum benefit of \$50.00 per week; and

Whereas, The schedule should be revised in such a manner as to provide for benefits more nearly in line with wages currently being paid; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to extend the present schedule to cover wages of \$130.00 per week to be compensated for at 66% or a benefit of \$85.00 per week.

Referred to Committee on Legislation.  
Filed, p. 55. See Policy Statement VII.

### **Compulsory Workmen's Compensation Coverage for Agricultural Employees**

**Resolution No. 316**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Under Section 3325 the coverage of agricultural workers is not compulsory under the law; and

Whereas, Agricultural employers who elect to cover their employees may do so; and

Whereas, This coverage is discriminatory in nature; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend the law to provide compulsory coverage for agricultural employees.

Referred to Committee on Legislation.  
Adopted, p. 62.

### **Vocational Rehabilitation of Injured Workers**

**Resolution No. 317**—Presented by Cali-

fornia State Conference of Engineers; California State Theatrical Federation.

Whereas, California is fast becoming Number One as an industrial state; and

Whereas, With the additional amount of industry moving to California; and

Whereas, The number of workers injured is still rising; and

Whereas, The California workmen's compensation law does not provide for vocational rehabilitation for injured workers unable to return to previous jobs at substantially same rate of pay; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend the law to provide for full benefits during the period of vocational rehabilitation; the cost of such vocational rehabilitation to be borne in the same manner in which present medical care or physical rehabilitation is provided.

Referred to Committee on Legislation.  
Filed, p. 61. See Resolution No. 50.

### **Benefits for Dependents of Injured Workers**

**Resolution No. 318**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The present California workmen's compensation law does not provide for dependents' benefits on a weekly basis; and

Whereas, An employee who is injured and unable to work is under financial hardship to provide his family with the necessities of life; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to increase the weekly compensation benefits \$5.00 for the first dependent and \$2.50 for each additional dependent up to and including a maximum dependents' allowance of \$15.00 per week.

Referred to Committee on Legislation.  
Filed p. 62. See Policy Statement VII (b).

### **Duration of Death Benefits for Dependent Spouse and Children**

**Resolution No. 319**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The California workmen's compensation law at present has an ar-

bitrary limitation on the duration of death payments; and

Whereas, This creates an undue hardship on the dependent spouse and dependent children; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to remove this limitation so as to continue payments to a dependent spouse until death or remarriage with additional benefits for dependents.

Referred to Committee on Legislation.  
Adopted, p. 62-63.

### **Disposition of Death Benefits Where There Are No Dependents**

**Resolution No. 320**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, In cases of death arising out of or in the course of employment where the deceased left no dependents, the California workmen's compensation law does not presently provide for payments; and

Whereas, It is discriminatory that the liability for payment of all benefits under the law shall lapse; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend the law so that the liability for payment of all benefits in cases of death arising out of or in the course of employment where the deceased left no dependents shall accrue to the subsequent injuries fund provided for in the workmen's compensation law.

Referred to Committee on Legislation.  
Filed, pp. 62-63. See Resolution No. 319.

### **Compensation for Time Spent Getting Medical Treatment or Physical Examinations**

**Resolution No. 321**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Under the present California workmen's compensation law there is no compensation allowance spent in getting medical treatment or physical examinations required by an employer or insurance carrier; and

Whereas, The time spent in securing these examinations at the request of the employer or insurance carrier is a costly item in travel and time; therefore, be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to institute a provision in the California workmen's compensation law requiring that all time spent in getting medical treatment or physical examinations required by an employer or insurance carrier should be compensated for by the employer or insurance carrier.

Referred to Committee on Legislation.  
Adopted, p. 63.

### **Rewrite and Bring Up-to-Date Workmen's Compensation Law**

**Resolution No. 322**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, It is deemed advisable, through the expansion of the industrial State of California, that a complete study of all phases of the workmen's compensation program be instituted; and

Whereas, The present law has been on the statute books for over forty years and has passed through a large number of amendments and partial revisions; and

Whereas, Some steps should be taken after careful study to overcome the present control of medical care by the insurance carriers; and

Whereas, The present practice of issuing informal and advisory permanent disability ratings needs to be studied with a view toward eliminating this phase of the rating bureau's activities; and

Whereas, The penalties under the present law relating to inaccurate or wilful misconduct on the part of insurance carriers ought to be increased; and

Whereas, The present law should be amended to provide that insurance carriers must pay attorney fees in cases where claimant is successfully represented; and

Whereas, The present limit upon time allowed for filing claim in cases where death is due to industrial accident is unreasonable; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to conduct a study of all phases of the California workmen's compensation law with a view toward re-writing the law to bring it up-to-date with present-day problems. Such a study to be undertaken by competent and able people willing to work with all parties interested in the establishment of

a sound workmen's compensation program for the State of California.

Referred to Committee on Legislation.  
Adopted, p. 60.

### **Eliminate from Unemployment Insurance Code Penalty for "False" Statements**

**Resolution No. 323**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1257 (a) of the California Unemployment Insurance Code provides for indefinite disqualification for false statements; and

Whereas, These disqualifications are made by administrative fiat which result in many instances of error, causing untold hardship on claimants; and

Whereas, The complex and intricate wording of present legislation prevents thorough knowledge of the law by each claimant, thereby subjecting the claimant to entrapment; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1260 of the Code so as to eliminate the unnecessary severe penalty.

Referred to Committee on Legislation.  
Filed, p. 53. See Resolution No. 30.

### **Extend Coverage of Unemployment Insurance Law**

**Resolution No. 324**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Certain groups of employees are currently denied the protection of the California unemployment compensation law; and

Whereas, These groups, formerly excluded for administrative reasons, are now covered by other social insurance laws and should be covered by unemployment compensation; and

Whereas, Coverage could be obtained by repealing those sections of the Code which specifically exclude these groups; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal those sections of the Code which specifically exclude these groups (1) all agricultural labor. -Sections 625-628 (2) domestic service in private homes. -Section 629 (3)

public employees -Section 634 (4) employees of non-profit corporations -Section 633.

Referred to Committee on Legislation.  
Adopted, p. 54.

### **Workmen's Compensation Coverage for Domestic Service Workers**

**Resolution No. 325**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Sections 3352(G) and 3358.5 exclude domestic service workers from coverage if they work less than 52 hours per week; and

Whereas, The hazards of employment are equally as great on an employee who works less than 52 hours per week; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Sections 3352(G) and 3358.5 to provide coverage for domestic service workers who are employed for less than 52 hours per week.

Referred to Committee on Legislation.  
Adopted, p. 63.

### **Increase Permitted Earnings in Unemployment Insurance Law**

**Resolution No. 326**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1279 of the California Unemployment Insurance Code restricts the amount of money which may be earned in excess of unemployment benefits to \$3.00 in a benefit week; and

Whereas, This restriction deprives a worker of an opportunity to supplement his meager unemployment benefits by occasionally taking an odd job; and

Whereas, This \$3.00 limitation has not been increased in many years and has not kept pace with the times and the cost of living; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to raise the amount from \$3.00 to \$16.00.

Referred to Committee on Legislation.  
Filed, pp. 52-53. See Resolution No. 198.

### **Extend Limit of Taxable Wages in Unemployment Insurance Code**

**Resolution No. 327**—Presented by Cali-

fornia State Conference of Engineers; California State Theatrical Federation.

Whereas, Article 2, Section 930 of the California Unemployment Compensation Insurance Code limits taxable wages to \$3,000 paid to an individual by an employer during any calendar year; and

Whereas, The present limit on taxable wages was written into the Code in 1939; and

Whereas, The substantial and consistent rise in wages and incomes since 1939 means that taxes are only paid on about 3/5 of the income of the average California worker who earns about \$5,000 per year; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to raise the taxable wages from \$3,000 to \$3,600 to bring the figure more nearly in line with current wages.

Referred to Committee on Legislation.  
Adopted, p. 54.

#### **Reduce Period of Disqualification for Voluntary Quits**

**Resolution No. 328**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, An individual is disqualified for unemployment insurance benefits if he left work voluntarily without good cause or that he was discharged for misconduct connected with his most recent work; and

Whereas, An individual is presumed to have been discharged for reasons other than misconduct in connection with his work and not to have voluntarily left his work without good cause unless his employer is given written notice to the contrary to the director within five days after the termination of service, setting forth facts sufficient to overcome the presumption; and

Whereas, Section 1260 sets out the penalty for this disqualification; and

Whereas, The penalty in Section 1260 presently provides for disqualification for five weeks; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1260 by reducing the period of disqualification to two weeks.

Referred to Committee on Legislation.  
Adopted, p. 54.

#### **Repeal Sections of Unemployment Insurance Act Providing Schedules of Contribution Rates**

**Resolution No. 329**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The California Unemployment Insurance Code, Article 3, Sections 978 and 979 provides for two different schedules of contribution rates; and

Whereas, The schedule to be used in any year depends upon the size of the reserves in the unemployment fund. Because the schedule of rates provided for in Section 979 makes it possible for some employers to achieve a zero tax rate and other employers to pay unduly low rates in contravention of the basic premise of this social insurance law; and

Whereas, Unemployment is a social problem as well as an employer problem and thus all employers should contribute a certain minimum tax toward the support of the program; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal Section 979, and Section 980 pertaining to certain computations for Section 979 should also be repealed.

Referred to Committee on Legislation.  
Adopted, p. 54.

#### **Increase Maximum Unemployment Insurance Benefits**

**Resolution No. 330**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1280 of the California Unemployment Insurance Code sets forth the table of benefits; and

Whereas, The maximum weekly benefits according to the table is \$40.00 if the amount of wage in the highest quarter is \$1120 and over; and

Whereas, It is deemed advisable to raise the weekly benefits if the employee has earned \$1520 and over; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1280 by adding ten additional steps to the table at the same intervals as are provided in the existing table; and be it further

Resolved, That the maximum benefits

be raised to \$50.00 if the amount of wages in the highest quarter is \$1520 and over.

Referred to Committee on Legislation.  
Non-concurred, pp. 53-54.

### **Unemployment Insurance Dependency Benefits**

**Resolution No. 331**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1280 of the California Unemployment Insurance Code does not provide for payment of dependent benefits; and

Whereas, This creates a hardship on a family under the existing benefits; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1280 to provide for the payment of dependents' benefits, and the amount of such benefits to be related to the weekly benefit amount. The number of dependents to be counted shall not exceed five.

Referred to Committee on Legislation.  
Adopted as amended, p. 54.

### **Increase Duration of Unemployment Insurance Benefits**

**Resolution No. 332**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1281 (b) of the California Unemployment Insurance Code provides that the maximum amount of benefits is 26 times the weekly benefit amount; and

Whereas, With the upward trend of unemployment, the 26 times of weekly benefit amount does not cover the conditions that now exist; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1281 (b) so that the weekly benefit amount is 39 times the weekly benefit amount.

Referred to Committee on Legislation.  
Filed p. 54. See Resolution No. 354.

### **Department of Employment to Print Informational Pamphlets in Spanish as Well as English**

**Resolution No. 333**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, There are approximately 500,000 Spanish-speaking people in California and, because of the language barrier, they do not fully understand their rights and responsibilities under the Code; and

Whereas, Many of these workers lose benefits through their inability to understand the California Unemployment Insurance Code as it is now written; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 316 of the Code to require the Department of Employment to print their standard informational pamphlets on unemployment and disability insurance programs in the Spanish language as well as in English.

Referred to Committee on Legislation.  
Adopted, p. 54.

### **Tips Not To Be Reported for Purposes of Unemployment Insurance**

**Resolution No. 334**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Article 2, Section 927 and Section 927-1 of Title 22 (Administrative Code) requires that tips shall be treated as wages paid by a worker's employing unit; and

Whereas, At present waiters, waitresses, etc., are required to report the amount of tips when claiming unemployment insurance benefits; and

Whereas, Such workers are in the low income brackets which creates a hardship; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend the sections to relieve such workers from responsibility of reporting amount of tips for unemployment insurance purposes.

Referred to Committee on Legislation.  
Filed, p. 64.

### **Repeal Waiting Period for Unemployment Insurance**

**Resolution No. 335**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1253(d) of the California Unemployment Insurance Code requires that a claimant serve a one week waiting period before become eligible

for unemployment compensation benefits serves no valid purpose; and

Whereas, This waiting week causes undue and unnecessary hardship on a claimant contrary to the spirit and intent of the Unemployment Insurance Act; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal Section 1253(d) of the Code.

Referred to Committee on Legislation.  
Filed, p. 53. See Policy Statement VI (b).

#### **Repeal Section 1264 of Unemployment Insurance Act Re: Eligibility**

**Resolution No. 336**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1264 of the California Unemployment Insurance Code provides that an employee who leaves his or her employment to be married or to accompany his or her spouse to or join her or him at a place from which it is impractical to commute to such employment or whose marital or domestic duties cause him or her to resign from his or her employment shall not be eligible for unemployment insurance benefits for the duration of the ensuing period of unemployment and until he or she has secured bonafide employment subsequent to the date of such voluntary leaving; and

Whereas, Section 1264 also provides that notwithstanding any other provisions of this division, this section shall apply only to claims for unemployment insurance compensation benefits and shall not apply to claims for unemployment compensation disability benefits; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal Section 1264.

Referred to Committee on Legislation.  
Adopted, p. 54.

#### **Unemployment Insurance for Workers Idled by Trade Dispute**

**Resolution No. 337**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Disqualification of claimants who have been denied work as a result of a trade dispute works a severe hardship on said claimants; and

Whereas, Many industrial states provide for compensation of people idled by trade disputes; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal Section 1262 of the Code.

Referred to Committee on Legislation.  
Filed, p. 52. See Resolution No. 39.

#### **Repeal Section 1277 of Unemployment Insurance Act**

**Resolution No. 338**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, Section 1277 was amended into the California Insurance Code a few years ago, and provides "Wages paid prior to the filing of a valid claim and not used in the computation of the award may be used for the purpose of computing the amount of any other award only if within the 12-month period following the date of the filing of the valid claim the individual was paid sufficient wages to meet the eligibility requirements to the computation of an award for disability benefits but the establishment of a valid claim for disability benefits shall not constitute a valid claim for unemployment compensation benefits unless the claimant has sufficient wages to entitle the claimant to an award under this section"; and

Whereas, This section has deprived workers of unemployment benefits which they were formerly able to receive before it was enacted; and

Whereas, This provision constitutes one of the devices by which the employers have been emasculating and watering down the workers' rights under the California Unemployment Insurance Code; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to repeal Section 1277.

Referred to Committee on Legislation.  
Filed, p. 53. See Resolution No. 28.

#### **Increase Burial Benefit in Workmen's Compensation Act**

**Resolution No. 339**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The burial benefit at present is \$400.00; and



Whereas, The cost of living has also affected burial expenses; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to increase the burial expense \$200.00 so that the burial benefit will be \$600.00.

Referred to Committee on Legislation.  
Filed, p. 62. See Resolution No. 202.

**Amend Section 1252 of Unemployment Insurance Act Re: Holiday, Vacation and Severance Pay**

**Resolution No. 340**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The inclusion as wages of holiday, vacation and severance pay has been, by administrative decision, used to prevent claimant from drawing full compensation while unemployed; and

Whereas, This constitutes a violation of the principles of the State Unemployment Insurance Act; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1252 to read that 'holiday, vacation and severance pay accruing to an employee upon layoff is not to be considered as wages for the purposes of this section; and be it further

Resolved, That our legislative representative be instructed to press this matter with all urgency.

Referred to Committee on Legislation.  
Filed, p. 53. See Resolution No. 31.

**Amend Section 1253(c) of Unemployment Insurance Act Re: Availability for Work**

**Resolution No. 341**—Presented by California State Conference of Engineers; California State Theatrical Federation.

Whereas, The standard governing the California Department of Employment's rulings on the availability for work factor in the payment of benefits has been steadily increased by the pressure of the employer's lobby; and

Whereas, The availability factor has finally reached the punitive level that even when workers are not available for work a few hours in a week due to an act of God, or some other involuntary reason, they are denied benefits; and

Whereas, In the Garrett case, where this unfortunate worker was held by

thugs at gun point, the Department of Employment's denial of benefits was deemed so unfair that Governor Goodwin Knight personally paid him the money he had lost; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to request the next session of the California State Legislature to amend Section 1253 (c) to provide for a reasonable and fair regulation in respect to availability in the California Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 54.

**Amend Section 4453 of Workmen's Compensation Law Re: Computation of Average Weekly Earnings**

**Resolution No. 342**—Presented by California State Conference of Engineers.

Whereas, The present provisions of the workmen's compensation law of the State of California provide in computing the average weekly earnings for purposes of determining the amount of money to be received by injured workmen for temporary or permanent disability a basis of compensation which discriminates against employees who are newly hired; and

Whereas, The present provisions of the workmen's compensation law of the State of California is being interpreted to require employees to prove that they are in the labor market and are not seasonal or intermittent workers; and

Whereas, The present provisions of the workmen's compensation law of the State of California were not intended to be interpreted in the aforesaid manner; and

Whereas, It is necessary to change the workmen's compensation law of the State of California to provide a new formula for the computation of average weekly earnings in order to assure injured workmen the prompt and immediate payment of benefits in an amount commensurate with their earning capacity; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to seek in the forthcoming legislative session amendment of the provisions of Section 4453 of the Labor Code so that such Code provisions shall read as follows:

4453. In computing average annual earnings for the purposes of temporary disability indemnity only, the average weekly earnings shall be taken at not less than

twenty-three dollars and eight cents (\$23.08) nor more than seventy-six dollars and ninety-three cents (\$73.93). In computing average annual earnings for purposes of permanent disability indemnity, the average weekly earnings shall be taken at not less than twenty-three dollars and eight cents (\$23.08) nor more than sixty-one dollars and fifty-four cents (\$61.54). Between these limits the average weekly earnings, except as provided in Sections 4456 to 4459, shall be arrived at as follows:

(a) Where the contract of hire provides for wages in a specified amount payable on a regular basis, such as weekly, bi-weekly, monthly, or other similar period, the average weekly earnings shall be 95 per cent thereof, computed on a weekly basis. In such cases, average weekly earnings shall be determined as of the date of injury, regardless of prior earnings for the same or any other employer.

(b) Where the contract of hire provides for wages on any basis other than as provided in subparagraph (a) hereof, average weekly earnings shall be taken at 95 per cent of actual earnings averaged for such period of time, not exceeding one year, as will reasonably represent the average weekly earning capacity of the injured employee. In making such computation there shall be excluded from consideration any period of time the injured employee was not on the open labor market or was reasonably unable to work.

(c) In determining average weekly earnings, due consideration shall be given to actual earnings from all sources of employments. Where at or about the time of injury the employee is working for two or more employers, earnings from employers other than the employer in whose service the injury occurred shall be included in the determination of average weekly earnings, but shall not be taken at an hourly rate higher than the employment in which the injury occurred.

Referred to Committee on Legislation.  
Filed, p. 63.

#### **Equipment Operators' License**

**Resolution No. 343**—Presented by California State Conference of Engineers.

Whereas, To provide greater protection of people and property from injury and damage; and

Whereas, The constant development of new and improved heavy, complex and expensive equipment used in the construction industry, more skill in this operation,

maintenance and repair, both from the standpoint of efficiency and safety is necessary; and

Whereas, To prohibit individual cities, counties or municipalities of having individual licensing laws which would be a financial hardship on persons employed in the building and construction industry; and

Whereas, To establish a uniform state licensing of operators on heavy construction, building construction, and allied industries; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in favor and adoption of a state licensing of operators on construction equipment used in the building construction industry or industries allied to the construction industry; and be it further

Resolved, That this licensing law shall be administered by the California State Department of Industrial Safety.

Referred to Committee on Legislation.  
Filed, p. 93.

#### **Tunnel Safety Orders: Moving Powder Car**

**Resolution No. 344**—Presented by California State Conference of Engineers.

Whereas, There is a tendency on the part of the supervisory personnel and tunnel contractors to make the "explosives" car part of a train, or if using the locomotive pulling the powder car to move the "jumbo," in or out of position; and

Whereas, In the event of an accident during the movement of such "train" or "jumbo," could cause an explosion that would be the cause of much injury and many deaths; and

Whereas, The State Safety Order, Section 844, sub-section "C" is neither clear nor positive; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor appropriate amendments to the State Safety Orders, Section 8444, sub-section "C" to the end that only the powder car and nothing else would be attached to the locomotive while it was handling said car with explosives aboard; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be directed to ask the support of the Division of Industrial Safety, to the end that the Industrial Safety Board of the Department of Industrial Relations shall

adopt the necessary amendments to the Safety Orders.

Referred to Committee on Resolutions.  
Adopted, p. 88.

**Tunnel Safety Orders:  
Internal Combustion Engines**

**Resolution No. 345**—Presented by California State Conference of Engineers.

Whereas, Serious discomfort, serious injury and even death is caused by the use of internal combustion engines in inadequately ventilated places; and

Whereas, The testing equipment now used to test for carbon monoxide gas does not show the extent or the presence of other dangerous gases exhausted by internal combustion engines; and

Whereas, The requirements of the State Safety Orders governing such use, Section 8440 sub-section "A" through "O" use the word "should" meaning suggested and not mandatory; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor appropriate amendments to the State Safety Orders Section 8440, sub-section "A" through "O" to substitute the word "shall" for the word "should" in each appropriate place; and be it further

Resolved, That a new sub-section be added to this group that would make additional ventilation **m a n d a t o r y** where fumes, while not necessarily injurious to the health, were of such eye irritating qualities as to cause serious temporary impairment of sight and serious physical discomfort thus increasing the likelihood of serious accidents; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be directed to ask the support of the Division of Industrial Safety, to the end that the Industrial Safety Board of the Department of Industrial Relations shall adopt necessary amendments to the Safety Orders.

Referred to Committee on Resolutions.  
Adopted, p. 88.

**Tunnel Safety Orders: Outlaw  
Underground Trolley Powered  
Locomotives**

**Resolution No. 346**—Presented by California State Conference of Engineers.

Whereas, The use of a "Trolley Wire," to conduct power to a locomotive when used in a tunnel, poses varied possibilities

for serious electrical accidents because of normal wet conditions existing in underground workings thereby creating a more positive possibility of "short circuits" that would follow a line of least resistance through rails, equipment and even tunnel surfaces to the extent of fatality or serious injury to workmen; and

Whereas, The Division of Industrial Safety Orders (Title 8) (Reg. 54 No. 18-8-28-54) Section 8471 provides there shall be an insulated draw bar between an explosive powder car and a trolley energized locomotive, such bar being subject to water, minerals and other "current bearing" materials, therefore subject to "short circuits" causing the ignition of explosives; and

Whereas, A battery operated locomotive has the same general potential as a trolley operated locomotive; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to sponsor appropriate amendments to the State Safety Orders, (Title 8) Red. 54 Nos. 18-8-28-54) Section 8471, excluding trolley operated locomotives from operation in tunnels under construction; and, be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be directed to ask the support of the Division of Industrial Safety to the end that the Industrial Safety Board of the Department of Industrial Relations shall adopt necessary amendments to the Safety Orders.

Referred to Committee on Resolutions.  
Adopted p. 88.

**Prohibit Wiretapping and "Bugging"**

**Resolution No. 347**—Presented by California State Association of Electrical Workers.

Whereas, Wiretapping and bugging have become prevalent in anti-labor espionage; and

Whereas, Such activities are repugnant to the American theory of fair play, and the sanctity of the individual's privacy; and

Whereas, The federal and California laws have been found to be wholly inadequate in the protection of the individual's rights; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record that all wiretapping and bugging be prohibited by law unless a

court order is issued for specific cases, and that the California Labor Federation, AFL-CIO, introduce legislation to correct this evil.

Referred to Committee on Legislation.  
Adopted, p. 101.

**Union Security for Employees of  
Municipal Utility Districts**

**Resolution No. 348**—Presented by California State Association of Electrical Workers.

Whereas, There are thousands of unorganized utility workers in municipal utility districts in California performing work without benefit of collective bargaining; and

Whereas, These unorganized workers are depressing the wages and conditions of all organized labor; and

Whereas, The Public Utilities Code of California not only denies these workers any form of union security but further prohibits the signing of collective bargaining agreements; and

Whereas, Many IBEW members are employed by said districts without benefit or protection of signed agreements; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to actively support an amendment to the California Public Utilities Code which would correct this discrimination against workers employed by municipal utility districts.

Referred to Committee on Legislation.  
Adopted, p. 96.

**Federation to Conduct and/or Aid  
Teachers' Organizational Drive**

**Resolution No. 349**—Presented by California State Association of Electrical Workers.

Whereas, Union labor in California is or should be interested in other unions, especially such other unions involved in guiding thought into the minds of the future citizens of this country; and

Whereas, School teachers have experienced a continual struggle organizational-wise; and

Whereas, The student of today will be the leader of tomorrow and should be taught by people who at least know and understand the purposes and principles of the union labor movement; therefore be it

Resolved, That the first convention of

the California Labor Federation, AFL-CIO, go on record to conduct and/or aid an organizational drive for school teachers throughout California.

Referred to Committee on Resolutions.  
Adopted as amended, pp. 88-89.

**Restore Prevailing Pay for Construction  
Employees on Public Works**

**Resolution No. 350**—Presented by California State Association of Electrical Workers.

Whereas, The State of California has for many years recognized the prevailing wages, hours and working conditions for construction and maintenance work, as established through collective bargaining agreements between the building trades unions and their respective contractors' associations; and

Whereas, In the past a most friendly relationship has always existed between the building construction trades unions and related classes, and the various agencies of the State of California; and

Whereas, In the past this cooperative and understanding attitude was reflected in the contented and skilled mechanic that selected the State of California for career service; and

Whereas, On June 1st and June 2nd, 1956, the State Personnel Board took arbitrary action to disturb this harmony and relationship that had existed for many years; and

Whereas, The San Francisco-Oakland Bay Bridge and the Division of Highways among other state agencies, have opposed this action as detrimental to the efficient operation of their respective agencies; and

Whereas, These retrogressive and radical changes in the method of compensating skilled building trades mechanics has far reaching implications and results in wage scales being established far below those paid for comparable work in private industry or other public agencies, and will prevent the State of California from procuring skilled building trades mechanics for construction and maintenance work which they employ; and

Whereas, This action is discriminatory and contrarary to good existing practice—it is unfair and it was forced upon the various state agencies over their protest; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, condemn this action by the California

State Personnel Board in setting up wages, hours and conditions not comparable to the prevailing wages, hours and working conditions for construction and maintenance work in effect in private industry and in other public agencies; and be it further

Resolved, That we indicate our concern by legislative action or other action as required, to reverse this action of the State Personnel Board of June 1st and 2nd, 1956, and so restore the skilled building trades mechanics and related classes to the wages, hours, and working conditions for construction and maintenance work prevailing in the locality where employed.

Referred to Committee on Legislation.  
Filed, p. 98. See Resolution No. 282.

### Finance COPE

**Resolution No. 351**—Presented by California State Association of Electrical Workers.

Whereas, Labor in California and in other parts of the U. S. was recently subjected to an economic life and death struggle by proposed so-called "right to work" laws; and

Whereas, An all-out defense against this legislation has depleted the treasuries of many unions and councils; and

Whereas, These anti-labor forces are continually striving to destroy the prosperity of the worker, by attempting to prohibit effective collective bargaining by legislation, and by other means; and

Whereas, Labor, in order to prosper, must not only combat this vicious, anti-labor legislation, but it must introduce, sponsor and promote legislation beneficial to the American worker; and

Whereas, A legislative program, as proposed, not only requires the expenditure of much time and energy, but also requires an accompanying finance program; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, recommend that all unions adopt a voluntary contribution plan for their members, of a minimum of two dollars (\$2.00) per year per member, with a recommendation of four dollars (\$4.00) per year per member, and that one-half ( $\frac{1}{2}$ ) of this money be used for the national COPE program, and that one-half ( $\frac{1}{2}$ ) of it be used for the local COPE program.

Referred to Committee on Resolutions.  
Filed, subject matter referred to Executive Council, p. 74.

### Urge New Governor to Appoint Edward P. Park Director of Industrial Relations

**Resolution No. 352**—Presented by California State Theatrical Federation and California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The Honorable Edmund G. (Pat) Brown has been elected Governor of the State of California, to take office on January 5th, 1959; and

Whereas, It is the prerogative of the Governor to appoint the Director of the State Department of Industrial Relations; and

Whereas, It has always been historically an active representative of labor to head the State Department of Industrial Relations; and

Whereas, Brother Edward P. Park has been a worthy representative of the labor movement in California since 1936; and

Whereas, Brother Park served well and faithfully under two Governors as Labor Commissioner (Chief of the Division of Labor Law Enforcement) in the Department of Industrial Relations from 1953 to April 1958; and

Whereas, Brother Park was rewarded for such services by being appointed to the position of Director of the State Department of Industrial Relations; and

Whereas, Brother Park, in his position as Director of the State Department of Industrial Relations, has served the people of California with great distinction and ability, and with profound understanding of the problems of both labor and management, and brought greater harmony and closer cooperation between these two segments of California industry, as revealed in our own particular field; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, strongly urge Governor-elect Edmund G. (Pat) Brown to reappoint Brother Edward P. Park to the position he occupies so well, namely, the position of Director of the Department of Industrial Relations; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be instructed to wire Governor-elect Brown advising him of this action.

Referred to Committee on Resolutions.  
Filed, pp. 74-75. See Resolution No. 176.

**Outdoor Advertising**

**Resolution No. 353**—Presented by California State Theatrical Federation.

Whereas, Congress enacted in 1958 legislation establishing federal controls of outdoor advertising without regard to the strong position taken by the 1957 AFL-CIO convention in Atlantic City opposing federal controls; and

Whereas, The federal controls are now promulgated in the form of national standards which prohibit the reputable and standardized outdoor advertising industry by size restrictions and thereby deprive working privileges to many skilled unions; and

Whereas, The standards provide for information sites to be built at state expense which would exceed in cost any federal bonus money available and which sites are in conflict with controlled access designs of the freeway system; and

Whereas, The standards establish censorship of advertising copy through restrictions on brand name advertising; and

Whereas, The American Federation of Labor and Congress of Industrial Organizations have gone on record repeatedly in opposition to this restrictive form of legislation largely because of its serious interference with the work opportunities of skilled members of our organizations; and

Whereas, Some members of Congress have indicated that clarifying amendments to the present law will be introduced in 1959 session of Congress and because the California State Legislature has until July 1, 1961 to determine whether to act on the national standards without loss of any federal bonus money; now, therefore, be it

Resolved That the first convention of the California Labor Federation, AFL-CIO, hereby goes on record against any legislation that would be more restrictive than the present reasonable standards in the State of California relating to the placement of outdoor advertising structures; and be it further

Resolved, That pending the amelioration of existing drastic federal controls that the State Legislature in the State of California be urged to use its good offices in protecting the work opportunities of many skilled craftsmen that would be disturbed by the premature application of the Federal Aid Highway Act of 1958.

Referred to Committee on Resolutions  
Adopted, p. 88.

**Extend Duration of Unemployment Benefits to 39 Weeks**

**Resolution No. 354**—Presented by California State Theatrical Federation.

Whereas, The United States in 1958 recognized the urgent need to extend unemployment insurance benefits and made available to the states funds for a program of temporary unemployment compensation whereby the period for payment of unemployment insurance benefits was extended for those who had exhausted their claims since July 1957; and

Whereas, This federal program for temporary unemployment compensation expires in California on April 1, 1959; and

Whereas, Extended unemployment through no fault of their own is a misfortune that afflicts many thousands of workers in California not only in periods of economic recession but even in times of relative prosperity; and

Whereas, In 1958, employers in California enjoyed the lowest average tax rate for unemployment insurance that they have ever experienced; and

Whereas, With a balance in the Unemployment Fund currently in excess of \$846,000,000 the financial position of the unemployment insurance program in California is in an incomparably stronger position financially than in almost all other states; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to instruct the legislative representative to prepare a bill for presentation to the 1959 session of the legislature, extending unemployment insurance benefits from their present maximum of twenty-six weeks to a maximum of thirty-nine weeks; and, be it further

Resolved, That copies of this resolution be sent to state senators, state assemblymen and to the Governor.

Referred to Committee on Legislation.  
Adopted, p. 54.

**Statehood for Hawaii**

**Resolution No. 355**—Presented by California State Theatrical Federation.

Whereas, The Territory of Hawaii is vital to the defense of the United States; and

Whereas, The Territory has contributed greatly to the economic and cultural life of the United States; and

Whereas, The Territory of Hawaii has been an integral part of the United States

for 60 years and has, during this time, admirably fulfilled the obligations and responsibilities of statehood, but has been denied the rights and privileges of statehood; and

Whereas, The President of the United States, the Departments of State, Defense and Interior, and both major political parties have endorsed statehood for Hawaii; and

Whereas, The Representatives of the United States Congress have passed Hawaiian Statehood bills in 1947, 1950 and 1953, and the Senate passed the combined Hawaii-Alaska Enabling Act in 1954; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, hereby endorses immediate statehood for Hawaii; and, be it further

Resolved, That copies of this resolution be transmitted to the President of the United States, Secretary of the Interior, Speaker of the House of Representatives, and the Vice President of the United States.

Referred to Committee on Resolutions.  
Adopted, p. 89.

### **Repeal Jurisdictional Strike Act**

**Resolution No. 356**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The recent election victories in California give pro-labor majorities in both houses of the state legislature and offer an opportunity to secure passage of beneficial legislation for California working men and women and the repeal of anti-labor and restrictive labor laws now on our statute books; and

Whereas, The California Jurisdictional Disputes Act has proven to be a tool for the anti-union employer to avoid dealing with bona fide trade unions representing his employees; and

Whereas, The California State Federation of Labor was on record in opposition to the California Jurisdictional Disputes Act; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to seek the repeal of the California Jurisdictional Disputes Act.

Referred to Committee on Legislation.  
Filed, p. 69. See Resolution No. 213.

### **Disability Insurance Benefits for Pregnancy**

**Resolution No. 357**—Presented by Cali-

fornia State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Women workers in California are now an increasingly large proportion of the labor force; and

Whereas, Women lose time from their jobs and so lose all income from a cause which does not affect men, and which is not covered by disability insurance, namely pregnancy; and

Whereas, Pregnancy presents the same physical causes for inability to work as were meant to be covered by state disability insurance; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record for an extension of our state disability insurance law to cover pregnancy for a medically reasonable length of time, and that we make this demand a part of our program with the state legislature in 1959.

Referred to Committee on Legislation.  
Adopted, p. 55.

### **Private Employment Agencies**

**Resolution No. 358**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Many unscrupulous private employment agencies in California are exacting exorbitant fees from applicants for employment, and are taking advantage of many unemployed persons who are unaware of the availability of employment through union offices and the State Employment Service; and

Whereas, Many such employment agencies deliberately seek to circumvent the terms of union contracts by directly soliciting employers under the contract in order to induce them to ignore the terms of their union contracts requiring notice to the union of vacancies and by dispatching applicants without the knowledge of the unions and for jobs at union establishments and charging them high fees for this service; and

Whereas, These employment agencies are guilty of other abuses which are detrimental to the interests and welfare of unemployed persons; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in support of this resolution; and be it further

Resolved, That the officers of the California Labor Federation, AFL-CIO, be instructed to undertake a study of the laws regulating private employment agencies

in California with a view of proposing appropriate legislation to the next session of the California Legislature so that existing abuses detrimental to the unemployed may be corrected and that ethical and fair standards of conduct on the part of these employment agencies may be guaranteed by law; and be it further

Resolved, That such legislation shall prohibit private employment agencies from charging applicants for employment any fees whatsoever for any services performed by such agencies in connection with locating available employment for such persons in establishments under union contract or agreement.

Referred to Committee on Legislation.  
Adopted as amended, p. 68.

### Garmon Decision

**Resolution No. 359**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The decision of the California Supreme Court in the Garmon case has denied to working people and organized labor rights enjoyed by them in California for over fifty years; and

Whereas, This decision in effect repeals the guarantees of full freedom of association, organization, collective bargaining and the right to strike and picket in furtherance of these guarantees, which were established by law in Sections 921 of the California Labor Code; and

Whereas, If this decision remains the law in California, its effects upon the right of labor to organize, obtain union shop contracts and to protect and improve wages and working conditions can be even more detrimental than a "right to work" law; and

Whereas, The only way that labor can protect itself against such judge-made law as is embodied in the Garmon decision is to secure enactment of legislation fair to labor by the people of California through their elected representatives in the state legislature; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in support of this resolution; and, be it further

Resolved, That the California Labor Federation, AFL-CIO, shall cause to be prepared and introduced at the next session of the legislature appropriate amendments to the California Labor Code which will clarify and confirm labor's right to peacefully picket, boycott and engage in other con-

certed activities for the purpose of organizing the unorganized, and for the purpose of securing collective bargaining contracts providing for a union shop and other terms and conditions of employment which are fair to organized labor.

Referred to Committee on Legislation.  
Filed pp. 69-70. See Resolution No. 295.

### Compensation for Jury Duty

**Resolution No. 360**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, When people are chosen for duty on the jury their names are picked from the list of registered voters; and

Whereas, The daily wage for serving on the jury is so small that it creates a financial hardship on laboring people; and

Whereas, This financial hardship is causing our union members to not register to vote and thereby making it more difficult to elect people who will act favorably toward labor organizations; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to exert every effort to devise some means by which the people who serve on jury duty will receive enough compensation for their efforts so as not to create a financial hardship on them for time lost from regular work in order to do jury duty.

Referred to Committee on Resolutions.  
Adopted, p. 89.

### Assist Campaign for FEP Legislation

**Resolution No. 361**—Presented by California State Council of Culinary Workers, Bartenders and Hotel and Service Employees.

Whereas, There is good reason to believe that the election results make it more likely that the California legislature will adopt an FEPC law; and

Whereas, The prospects of FEPC in California have made great progress in recent years with the support of the California State Federation of Labor and the California Industrial Union Council in a campaign coordinated through the California Committee for Fair Employment Practices; and

Whereas, The campaign is again under way, with the California Committee for Fair Employment Practices again giving far-sighted and responsible leadership to the many cooperating organizations; now, therefore, be it



Resolved, That the first convention of the California Labor Federation, AFL-CIO, renew its support of the California Committee for Fair Employment Practices and pledges vigorous assistance to its campaign for FEPC; and be it further

Resolved, That we call on our affiliates to support the campaign of the California Committee for Fair Employment Practices and to help provide the financial sinews for such a campaign.

Referred to Committee on Resolutions.  
Filed, pp. 73-74. See Resolution No. 270.

### **Protest Ruling on Application of Rees-Doyle Act**

**Resolution No. 362**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, F. Britton McConnell, Insurance Commissioner for the State of California, has ruled that the provisions of the Rees-Doyle Act governing employee health and welfare programs shall apply only to such plans negotiated between labor unions and employers; and

Whereas, Such a ruling is manifestly contrary to the plain terms of the law and the intent of the legislature, and leaves unprotected thousands of employees in California whose health and welfare benefits are controlled and administered solely by employers; and

Whereas, No basis exists for excluding from regulation under the law employers who are in a position to secure tax benefits and profits from dividends through exclusive control and administration of health and welfare programs which should be designed solely for the welfare of their employees; therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record in support of this resolution; and be it further

Resolved, That we hereby protest the ruling of Insurance Commissioner McConnell in limiting the application of the Rees-Doyle Act to union-employer negotiated health and welfare programs, and urge that this ruling be reconsidered so that all employee health and welfare programs in California shall be subject to regulation under the law; and be it further

Resolved, That if the Insurance Commissioner refuses to so reconsider his aforesaid ruling, then the officers of the California Labor Federation shall take appropriate steps at the next session of the

California Legislature so that legislation is introduced and adopted amending the Rees-Doyle Act in order that the terms of the law shall apply to all employee health and welfare programs in California.

Referred to Committee on Legislation.  
Adopted, p. 101.

### **Civil Rights**

**Resolution No. 363**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The AFL-CIO Constitution provides for a Civil Rights Department and a Civil Rights Committee which bodies have been functioning since they were established in 1955 to strengthen the contribution of the labor movement to democracy in America; and

Whereas, One result of these bodies has been to keep the AFL-CIO ever in the leadership of the forces fighting for equal opportunity for all Americans through legislation, and through community action; and

Whereas, These civil rights arms of the AFL-CIO have contributed much to the great progress the trade union movement has made in eliminating discriminatory practices by or in unions; and

Whereas, The frontier of human rights where equality of opportunity must still be won for all Americans, in all parts of America, regardless of race, religion or national origin, is now the major battleground of American democracy; the Valley Forge of today being Little Rock, the Gettysburg of 1959 may be Norfolk, Virginia; and

Whereas, We in California are proud of the record of the AFL-CIO in the field of civil rights; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, sends its congratulations to the AFL-CIO Civil Rights Committee and Civil Rights Department and pledges to these civil rights arms of the AFL-CIO its full cooperation and support in their important job; and be it further

Resolved, That we call upon these national organs to increase their work to the end that we may strengthen still more the dramatic alliance between labor and the racial and religious minority groups in order thereby to strengthen still more the democratic foundations of America; and be it still further

Resolved, That we ask the Civil Rights Department of the AFL-CIO to assist the

various civil rights committees of local affiliates of the AFL-CIO so that their program may become more effective.

Referred to Committee on Resolutions.  
Filed pp. 73-74. See Policy Statement IX  
(a) and Resolution No. 271.

**Support AFL-CIO Condemnation of Bombings and Places of Worship, Schools, Etc.**

**Resolution No. 364**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The wave of bombings and other forms of lawlessness has been unleashed in the Southern states to such an extent that over 400 separate acts of violence have been counted by agencies working on this problem; and

Whereas, The bombings have been directed against schools, meeting places and houses of worship in a general display of bigotry against Jewish, Catholic and Protestant congregations; and

Whereas, This display of violence has been linked to efforts to evade the Supreme Court's anti-segregation rulings; and

Whereas, The AFL-CIO Executive Council at its November meeting in Washington, D. C., condemned these acts as "the handiwork of hate-mongering conspirators" and called on "federal, state and local law enforcement agencies to cope with these acts of violence"; and

Whereas, Such a wave of lawlessness is possible because the political leaders in many southern communities have chosen to play upon the prejudices of their people in appealing for votes and to give quiet support to such violence; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to support the position of the national AFL-CIO in condemning these acts of violence; and, be it further

Resolved, That we support the national AFL-CIO in its support of such legislation as it considers necessary to strengthen the hands of law enforcement agencies to combat such violence.

Referred to Committee on Resolutions.  
Filed, pp. 73-74.

**Establish Full-Time Public Relations Department**

**Resolution No. 365**—Presented by California State Council of Retail Clerks.

Whereas, Organized labor has most recently gone through one of its biggest fights and challenges it has ever been faced with, namely, Proposition No. 18; and

Whereas, In order to cope with this challenge and successfully come through this fight, the State Federation of Labor, and labor councils, and departmental councils, and local unions had to establish their own individual public relations program; and

Whereas, The establishment of such programs was accomplished at tremendous expense to all groups; and

Whereas, All these groups were generally inexperienced in the public relations field, and through such inexperience considerable time and money was expended needlessly; and

Whereas, These most recent experiences demonstrate the need for a continuing public relations program; now, therefore, be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record to establish a full time public relations department staffed by experienced professional public relations people; and be it further

Resolved, That such department be instructed to use all media such as regular TV and/or radio shows, to reach the general public in order to constantly keep the general public advised of organized labor's program and its efforts in their behalf; and be it finally

Resolved, That such department be instructed to conduct a continuing educational campaign amongst our own members through all means available to them.

Referred to Committee on Resolutions.  
Filed, p. 74. See Resolution No. 157.

**Expenditure of Corporation Funds to Influence Voters**

**Resolution No. 366**—Presented by the California State Council of Retail Clerks.

Whereas, In recent elections it has been the custom of large corporations to expend funds to influence the action of the voters; and

Whereas, Many of our members have complained that in all such large corporations, they have not made any endeavor to obtain the wishes or thinking of the corporation stockholders on such expenditures; therefore be it

Resolved, That the first convention of the California Labor Federation, AFL-CIO, go on record as favoring the adoption of,

and instructing its officers to urge the passage of legislation which would make it a violation of law subject to severe penalties for any corporation to contribute, disburse, loan, or promise payment directly or indirectly of any monies to be used to influence the action of the voters for or against any particular measure to be voted upon

at a statewide election without having first at a regular or special meeting of the corporate stockholders obtained consent for the expenditure of such funds to be used to influence the voters on such measures.

Referred to Committee on Legislation.  
Filed; subject matter referred to Executive Council, p. 97.

## ROLL OF DELEGATES

### ALHAMBRA

Electrical Utility Wkrs. No. 47 (500)  
A. J. Coughlin, Jr., 250  
J. M. Kelly, 250

### ANAHEIM

Carpenters No. 2203 (1743)  
Dewey M. Smith, 872  
Charles M. Oldham, 871

### ANTIOCH

Carpenters No. 2038 (192)  
Blair F. Spires, 96  
Edmond Swope, 96

### ARCATA

Lumber & Sawmill Wkrs. No. 2808 (630)  
Leonard Cahill, 630

### AUBURN

Bldg. Trades Council.  
Tri-Counties (2)  
F. B. Wood, 1

### BAKERSFIELD

Bldg. & Const. Trades Council (2)  
H. D. Lackey, 1  
Butchers No. 193 (401)  
Harold Hodson, 201  
Charles Hohlbein, 200  
Carpenters No. 743 (1043)  
Paul A. Hill, 522  
W. A. Hannah, 521  
Central Labor Council (2)  
Charles Hohlbein, 1  
Cooks & Waiters No. 550 (1579)  
Jack White, 790  
Joe Whitlock, 789  
Electrical Wkrs. No. 428 (418)  
Ivan Beavan, 418  
Hod Carriers & Com. Laborers No. 220 (1312)  
Joe E. Southern, 438  
Arthur Blinks, 437  
Leland J. Terrell, 437  
Painters No. 314 (325)  
C. L. McBride, 325

### BARSTOW

Machinists No. 706 (257)  
H. B. Grevilluis, 257

### BENICIA

Machinists No. 1687 (250)  
Walter S. Martin, 250

### BERKELEY

Insurance Agents No. 219 (50)  
Wm. J. Foley, 50  
Painters No. 40 (393)  
Ben Rasnick, 197  
Clarence Vezey, 196  
Teachers No. 1078 (50)  
Don Henry, 50

### BORON

Chemical Wkrs. No. 85 (593)  
B. B. Potts, 593

### BURBANK

Culinary Wkrs. & Bartenders No. 694 (2242)  
Wm. R. Robertson, 1121  
Ira L. Osborn, 1121  
Fire Fighters of Calif., Federated (2)  
T. J. Rizzo, 1  
A. E. Albertoni, 1  
Machinists No. 1600 (1916)  
Irene Finch, 320  
Daniel F. Fitzpatrick, 320  
Leland G. Hewitt, 319  
Max Mennen, 319  
George Rusnak, 319  
Ralph DiPrizito, 319

### CHESTER

Lumber & Sawmill Wkrs. No. 3074 (313)  
Raymond A. Casebeer, 157  
Charles W. Haynes, 156

### COLMA

Cemetery Wkrs. & Greens Attds. No. 265 (137)  
William Becker, 137

### COMPTON

Carpenters No. 1437 (1407)  
Albert O. Horne, 704  
Wm. M. Young, 703  
State Empls. No. 361 (58)  
I. Theodore Timpone, 29  
McKay Mitchell, 29

### CONCORD

Machinists "C" No. 1173 (535)  
Felix J. Dumond, 535

### CROCKETT

Sugar Refinery Empls. No. 20037 (1097)  
Lawrence W. Box, 549  
William J. Stewart, 548

### DECOTO

Operating Engineers No. 509 (102)  
Frank A. Lawrence, 102

### EL CENTRO

Painters No. 313 (34)  
Sam Adel, 34

### EL CERRITO

Teachers No. 866 (175)  
John Hutchinson, 88  
Henry Clark, 87

### EL MONTE

Carpenters No. 1507 (2182)  
V. C. Mathis, 1091  
Dean G. Weddle, 1091  
Hod Carriers & Laborers No. 1082 (1612)  
George Tarr, 323  
Peter Ramult, 323  
Norman Jackson, 322  
Julian Contreras, 322  
Arthur Pina, 322  
Painters No. 254 (699)  
J. T. Cianfone, 233  
Edwin Decker, 233  
James O. Jones, 233

### EUREKA

Barbers No. 431 (75)  
Walter Buchanan, 75  
Bartenders No. 318 (160)  
R. G. Dickinson, 160  
Central Labor Council (2)  
Albin J. Gruhn, 1  
Cooks & Waiters No. 200 (413)  
Ruby Van Ornum, 207  
Elona Haney, 206  
Laborers No. 181 (317)  
Albin J. Gruhn, 317  
Lumber & Sawmill Wkrs., Redwood Dist. Council (2)  
Claude Heinig, 1  
Raymond K. Nelson, 1  
Painters No. 1034 (100)  
Dave Fishman, 100

### FEATHER FALLS

Lumber & Sawmill Wkrs. No. 2801 (249)  
Clarence E. Briggs, 125  
Milton H. Vandburgh, 124

### FRESNO

Bakers No. 43 (400)  
John C. Bopp, 200  
Bill O'Rear, 200  
Bldg. & Const. Trades Council (2)  
Lloyd M. Myers, 1  
Ed L. Fiedler, 1  
Central Labor Council (2)  
Bill O'Rear, 1  
Cooks, Pastry Cooks & Assts. No. 230 (330)  
Leo Vuchinich, 330  
Culinary, Bartenders & Hotel Service Empls. No. 62 (1075)  
George Rollis, 1075  
Electrical Wkrs. No. 100 (150)  
Lloyd Myers, 150  
Fire Fighters No. 753 (235)  
H. G. Bell, 118  
R. V. Hill, 117  
Hod Carriers & Com. Laborers No. 294, (1583)  
Jesse Bernard, 396  
Dutch Epperson, 396  
Chester Mucker, 396  
Charles Robinson, 395  
Iron Wkrs. No. 155 (200)  
H. D. Lackey, 200  
Machinists No. 653 (741)  
Lawrence Sargenti, 371  
U. S. Austin, 370  
Machinists No. 1309 (816)  
Mack. O. Keister, 816  
M. P. Machine Operators No. 599 (50)  
Edward C. Irvin, 25  
Dallas R. Page, 25  
Plumbers & Steamfitters No. 246 (377)  
James F. Peyton, 377  
Retail Food, Drug & Liquor Clks. No. 1288 (1100)  
George Kisling, 1100  
Stage Empls. No. 158 (50)  
Dallas R. Page, 50

### GILROY

Painters No. 1157 (75)  
Otto E. Sargent, 75

**GLENDALE**

Brick & Clay Wkrs. No. 820  
(293)  
James Cruz, 293  
Carpenters No. 563 (1200)  
William F. Miller, 600  
T. O. Craig, 600  
Painters No. 713 (729)  
Willard Sward, 365  
Robert Esch, 364  
Plumbers No. 761 (1087)  
Fred Weeks, 544  
Dominic Soffietto, 543

**GRASS VALLEY**

Bartenders & Culinary Wkrs.  
No. 368 (629)  
W. G. Jensen, 315  
Ralph Reynolds, 314

**HAYWARD**

Carpenters No. 1622 (1000)  
Leon McCool, 250  
Charles Parker, 250  
Gustave Toensing, 250  
C. L. Middleton, 250  
Culinary Wkrs. & Bartenders  
No. 823 (1949)  
Joseph Medeiros, 488  
Leroy V. Woods, 487  
Floyd Attaway, 487  
Robert Otteson, 487  
Glass Bottle Blowers No. 53  
(157)  
Eugene Tilford, 157  
Painters No. 1178 (513)  
Wm. Anderson, 257  
Andrew G. Swanson, 256

**HOLLYWOOD**

Actors Equity Assn. (195)  
Edd X. Russell, 195  
Affiliated Property Craftsmen  
No. 44 (2000)  
B. C. "Cappy" DuVal 1000  
John Ott, 1000  
A.F. of L. Film Council (2)  
John Lehnars, 1  
H. O'Neil Shanks, 1  
Amer. Fed. of Television &  
Radio Artists (300)  
Jack Edwards, 300  
Bldg. Service Empls. No. 278  
(434)  
John A. Buchanan, 434  
Carpenters No. 1052 (1554)  
Patrick A. Hogan, 518  
William A. Paterson, 518  
Edward Singer, 518  
Electricians, Studio, No. 40  
(300)  
Charles L. Thomas, 150  
Theodore Robinson, 150  
Film Technicians No. 683 (2610)  
Albert L. Jones, 1305  
A. Alan Jackson, 1305  
Machinists No. 1185 (853)  
A. L. Smith, 853  
Make-up Artists No. 706 (300)  
Fred B. Phillips, 300  
Motion Picture Costumers No.  
705 (304)  
Carl R. Walker, 152  
Ted Ellsworth, 152  
M. P. Crafts Service No. 727  
(162)  
Albert K. Erickson, 162  
M. P. Photographers No. 659  
(300)  
Herbert Aller, 300  
M. P. Set Painters No. 729 (237)  
Ralph W. Peckham, 237  
M. P. Sound Technicians  
No. 695 (300)  
Thomas A. Carmen, 300  
M. P. Studio Cinetechnicians  
No. 789 (525)  
Paul E. O'Bryant, 263  
Percival F. Marston, 262  
M. P. Studio Electrical  
Technicians No. 728 (500)  
Al Franklin, 250  
Charles Futoran, 250

M. P. Studio Projectionists  
No. 165 (310)  
George J. Flaherty, 155  
Leo S. Moore, 155  
Musical Artists, Amer. Guild  
of (50)  
Lee Harris, 25  
Bruce Poyer, 25  
Office Empls. No. 174 (893)  
Herman W. Pope, 893  
Painters No. 5 (853)  
Edward Homer, 285  
John J. Huhn, 284  
I. Bill Hanna, 284  
Publicists No. 818 (150)  
Lloyd Ritchie, 150  
Scenic Artists, No. 816 (232)  
Dillard C. Thomason, 232  
Screen Actors Guild, Inc.  
(5000)  
Pat Somerset, 834  
Leon Ames, 834  
Walter Pidgeon, 833  
George Chandler, 833  
Howard Keel, 833  
John Dales, 833  
Screen Extras Guild, Inc. (3200)  
Franklyn Farnum, 534  
Jeffrey Sayre, 534  
Tex Brodus, 533  
Paul Bradley, 533  
Kenner G. Kemp, 533  
Paul Cristo, 533  
C. J. Hyans  
A. O'Neil Shanks  
Script Supervisors No. 871 (36)  
Thelma Preece, 36  
Set Designers & Model Mkrs.  
No. 847 (75)  
Zeal Fairbanks, 75  
Studio Grips No. 80 (300)  
William J. Holbrook, 300  
Studio Utility Empls. No. 724  
(815)  
James E. Day, 272  
Paul W. Denton, 272  
Thomas J. Lynch, 271

**HUNTINGTON PARK**

Butchers No. 563 (200)  
J. J. Rodriguez, 200  
Glass Bottle Blowers No. 145  
(118)  
Wyatt R. Lazenby, 118  
Glass Bottle Blowers No. 146  
(297)  
Clifford Valenciana, 149  
Michael Pindar, 148  
Machinists No. 1571 (588)  
John C. Strosky, 588  
Post Office Clerks, Calif.  
Federation (2)  
George M. Wall, 1  
Marvin Arbuckle, 1

**INGLEWOOD**

Carpenters No. 2435 (1498)  
Arlie Hulsey, 749  
Willis A. Cooper, 149  
Painters No. 1346 (860)  
Charles Marsh, 430  
Edward L. Hunt, 430

**LAFAYETTE**

Fire Fighters No. 1231 (54)  
Edgar K. Irwin, 27  
Donald D. Wright, 27

**LA JOLLA**

Carpenters No. 1358 (261)  
Fred B. Gough, 261

**LODI**

Carpenters No. 1418 (193)  
Richard Ferdun, 193

**LONG BEACH**

Bartenders No. 686 (879)  
Thomas Pitts, 440  
M. R. Callahan, 439  
Bricklayers & Stonemasons  
No. 13 (229)  
J. L. Roth, 115  
Daniel Brice, 114  
Bldg. & Const. Trades  
Council (2)  
Carleton E. Webb, 1

Carpenters No. 710 (1378)  
George C. Bentson, 1378  
Cement Masons No. 791 (306)  
William P. Evans, 306  
Central Labor Council (2)  
M. R. Callahan, 1  
George C. Bentson, 1  
Culinary Alliance No. 681  
(5055)  
J. A. Mitchek, 843  
Clayton R. Smith, 843  
Juanita McDougale, 843  
Clara Coats, 842  
V. V. Jameson, 842  
James T. Stevens, 842  
Culinary Wkrs., State Council  
(2)  
Frankie Behan, 1  
Fire Fighters No. 372 (361)  
T. J. Rizzo, 361  
Hod Carriers & Com. Laborers  
No. 507 (2120)  
James V. Brimhall, 1060  
Glenn K. Buss, 1060  
Lathers No. 172 (198)  
Norman Donnelly, 99  
C. B. Cariss, 99  
Machinists No. 1235 (270)  
A. J. Sax, 270  
T. E. McShane  
Motion Picture Projectionists  
No. 521 (69)  
Marvel Fairchild, 69  
Municipal Empls. No. 112 (100)  
L. N. Baskins, 50  
A. Feola, 50  
Painters No. 256 (863)  
Jas. H. Blackburn, 288  
Wayne J. Hull, 288  
E. B. Webb, 287  
Plasterers & Cement Masons  
No. 343 (312)  
Carleton E. Webb, 312  
Retail Clerks No. 324 (4550)  
Clifford J. Martin, 759  
Donald McKee, 759  
Cecil Richardson, 758  
Morgan Whitaker, 758  
Leland D. Brooks, 758  
Orrin W. Lutterbeck, 758  
Sheet Metal Wkrs. No. 420  
(625)  
Stanley L. Graydon, 313  
Fred Van Wagner, 312  
Teachers No. 1263 (79)  
Frank Ochao, 40  
Ruth Conrad, 39  
Typographical No. 650 (170)  
Hobart M. Hall, 170

**LOS ANGELES**

Advertising & Public Relations  
Empls. No. 518 (45)  
Thelma Thomas, 23  
Ella C. Lea, 22  
Allied Printing Trades Council  
(2)  
Charles L. Brown, 1  
George E. Smith, 1  
Allied Printing Trades Council,  
So. Calif. Conference (2)  
Frank Calderone, 1  
Peter J. Rimmel, 1  
Asbestos Wkrs. No. 5 (275)  
J. J. Christian, 138  
Albert E. Hutchinson, 137  
Automotive-Marine-Prod. Fin.  
Equip. Maint. & P.S.  
Painters No. 1798 (500)  
R. M. Waite, 250  
John J. Lazzara, 250  
Barbers No. 295 (821)  
Alvin L. Holt, 274  
Frank LeCain, 274  
F. E. Hawthorne, 273  
Barbers & Beaut., Calif. State  
Assn. (2)  
Sig J. Olsen, 1  
M. C. Isaksen, 1  
Bartenders No. 284 (2220)  
Earl Hyatt, 1110  
Herman Leavitt, 1110  
Beauticians No. 295-A (50)  
Fannie Markley, 50  
Esther Bills

- Bill Posters No. 32 (83)  
 E. R. Dresman, 42  
 C. J. Hyans, 41  
 Boilermakers No. 92 (1000)  
 Lucky Johnson, 250  
 J. F. Eberle, 250  
 George H. Smith, 250  
 John Helbig, 250  
 Bookbinders & Bindery Women  
 No. 63 (646)  
 John F. DiBrog, 323  
 George E. Smith, 323  
 Brick & Clay Wkrs., Dist.  
 Council No. 11 (2)  
 Richard Pinkney, 1  
 Bricklayers No. 2 (375)  
 Peter Modica, 188  
 Edw. J. Thompson, 187  
 Bldg. & Const. Trades Council  
 (2)  
 J. J. Christian, 1  
 Ralph A. McMullen, 1  
 Bldg. Service Empls. No. 193  
 (50)  
 Harold L. Kerr, 50  
 Bldg. Service Empls., Calif.  
 State Council (2)  
 Richard Liebes, 1  
 William Healy, 1  
 Bldg. Service Empls. So. Calif.  
 Joint Council No. 8 (2)  
 William M. Sloane, 1  
 Alfred Kelly, 1  
 Cabinet Makers & Millmen  
 No. 721 (2240)  
 Harlan Poulter, 560  
 James Flores, 560  
 Anthony Bogdanowicz, 560  
 Joseph Pinto, 560  
 Carpenters No. 25 (1599)  
 C. T. Lehmann, 267  
 John H. Davis, 267  
 V. Jabson, 267  
 Roy Wallace, 266  
 D. Bowman, 266  
 A. L. Ortego, 266  
 Carpenters No. 929 (1044)  
 Thurman E. Sanford, 1044  
 Carpenters No. 1497 (1885)  
 Richard Dunham, 1443  
 G. E. Lambert, 1442  
 Carpenters L.A. County, Dist.  
 Council (2)  
 William Sidell, 1  
 Gordon A. McCulloch, 1  
 Carpet, Lino. & Soft Tile  
 Layers No. 1247 (1395)  
 Fred V. Adam, 465  
 Ray Maley, 465  
 Al Stewart, 465  
 Cement Masons No. 627 (1137)  
 Martin J. Nelson, 1137  
 Central Labor Council (2)  
 Thomas Ranford, 1  
 W. J. Bassett, 1  
 Chemical Wkrs. Dist. Council  
 No. 5 (2)  
 D. E. Stutts, 1  
 Chemical Wkrs. No. 11 (610)  
 Delmus E. Stutts, 610  
 Chemical Workers No. 452  
 (412)  
 Jack T. Swift, 412  
 Cloak Makers No. 55 (500)  
 Nicholas Barbarino (250)  
 Isidor Stenzor (250)  
 Cloak Makers No. 58 (500)  
 Eva Kamin, 250  
 Max Mont, 250  
 Comm'l. Telegraphers No. 48  
 (250)  
 W. B. Foglesong, 250  
 Cooks No. 468 (2500)  
 Paul E. Greenwood, 417  
 C. A. Schroeder, 417  
 Amedeo Ceili, 417  
 George Chakos, 417  
 Cooper Daniels, 416  
 Pierre Desserrey, 416  
 County Mechanical Supervisory  
 Empls. No. 180 (54)  
 Browne C. Hamilton, 54  
 Culinary Wkrs., Joint Exec.  
 Board (2)  
 John L. Cooper, 1  
 Dept., Variety & Spec. Store  
 Clerks No. 777 (1085)  
 Edgar A. Montgomery (1085)  
 Dining Car Empls. No. 582  
 (250)  
 William E. Pollard, 250  
 Editorial Assn. No. 21241 (204)  
 Ralph Roddy, 102  
 Sid King, 102  
 Electrical Wkrs. No. 11 (4416)  
 Joe Dugan, 736  
 Charles McCord, 736  
 Chris Ferrick, 736  
 Fred H. Nutsch, 736  
 Leroy E. Ramsey, 736  
 John B. Spears, 736  
 Electrical Wkrs. No. B-18 (550)  
 E. P. Taylor, 275  
 W. Chester West, 275  
 Electrical Wkrs. No. 1710 (500)  
 Harry M. Fesperman, 250  
 Charles P. Hughes, 250  
 Electrical Wkrs., Calif. State  
 Assn. (2)  
 John G. Bell, 1  
 George E. O'Brien, 1  
 Electrical Wkrs., Joint Exec.  
 Conf. So. Calif. (2)  
 M. J. Collins, 1  
 C. L. Thomas, 1  
 Elevator Constructors No. 18  
 (168)  
 John R. Humes, 168  
 Federated Municipal Crafts,  
 Council of (2)  
 B. A. Mitchell, 1  
 L. A. Parker, 1  
 Fire Fighters No. 748 (987)  
 Stephen T. Barnes, 247  
 Wm. V. Wheatley, 247  
 Harry R. Curry, 247  
 V. E. Lawrence, 246  
 Fire Fighters No. 1014 (1154)  
 Oscar P. Castorina, Jr., 231  
 Fred C. Smith, 231  
 Kenneth D. Larson, 231  
 Charles C. Olesen, 231  
 Charles Wiest, 230  
 Glass Bottle Blowers No. 19  
 (211)  
 Lester Abrahamson, 106  
 Harold Leach, 105  
 Glass Bottle Blowers No. 122  
 (41)  
 Carl Legler, 41  
 Glass Bottle Blowers No. 125  
 (260)  
 John Kitzke, 130  
 E. Gonzales, 130  
 Gov't Employees, S.W. Dist.  
 Council (2)  
 James C. Coulter, 1  
 Hardwood Floor Wkrs. No.  
 2144 (885)  
 Harold Sturgeon, 443  
 Gust Olson, 442  
 Hod Carriers No. 300 (5000)  
 Robert Saucedo, 834  
 Felix Espinoza, 834  
 Joseph Jones, 833  
 Augustine Ruiz, 833  
 Ray Waters, 833  
 George Lawrence, 833  
 Hotel Service Empls. No. 765  
 (1000)  
 Chris J. McCarthy, 500  
 John A. Casey, 500  
 Iron Workers (Shopmen)  
 No. 509 (700)  
 George R. Harris, 700  
 Laborers, So. Calif. Dist.  
 Council (2)  
 H. C. Rohrbach, 1  
 W. Loyd Leiby, 1  
 Ladies Garment Workers  
 No. 84 (250)  
 Jack Cohen, 125  
 Charles Bender, 125  
 Ladies Garment Workers  
 No. 96 (316)  
 Fannie Borax, 316  
 Ladies Garment Workers  
 No. 97 (250)  
 Max Artel, 250  
 Ladies Garment Workers No.  
 445 (Custom Tailors) (100)  
 Susan D. Adams, 100  
 Ladies Garment Workers  
 No. 451 (250)  
 Max B. Wolfe, 250  
 Ladies Garment Workers  
 No. 482 (206)  
 Sigmund Arywitz, 206  
 Ladies Garment Workers  
 No. 483 (156)  
 Mary Seal, 156  
 Ladies Garment Workers  
 No. 496 (206)  
 John Ulene, 206  
 Ladies Garment Workers  
 No. 497 (50)  
 Frank Dato, 50  
 Ladies Garment Workers  
 No. 512 (100)  
 Clara Massey, 100  
 Lathers No. 42 (230)  
 C. J. Haggerty, 115  
 George W. Flanders, 115  
 Lathers No. 42-A (1014)  
 Richard DeBey, 1014  
 L. A. City Empls. No. 119 (50)  
 Sylvia Zankech, 50  
 L. A. County Employees  
 No. 187 (2)  
 Hugh S. McColl, 1  
 L. A. County Park & Rec. Dpt.  
 Empls. No. 517 (247)  
 Walter H. Murphy, 247  
 L. A. County Probation  
 Officers No. 685 (220)  
 Milton L. Most, 220  
 Lumber & Sawmill Wkrs.  
 No. 2288 (3124)  
 Harry N. Sweet, 1562  
 John T. Smith, 1562  
 Nick G. Cordil  
 Machinists, District Council  
 No. 94 (2)  
 H. A. Cooksey, 1  
 Machinists "M" No. 311 (3916)  
 S. G. Goodman, 3916  
 Machinists No. 1186 (2000)  
 Herbert A. Cooksey, 2000  
 Mailers No. 9 (432)  
 W. J. Bassett, 432  
 Meat Cutters No. 421 (3125)  
 Glenn Gilbreath, 1042  
 John W. Tobin, 1042  
 Ryan P. Clark, 1041  
 Metal Trades Council of  
 So. Calif. (2)  
 Arthur J. Timmons, 1  
 Miscellaneous Empls. No. 440  
 (2915)  
 Harvey Lundschen, 729  
 John L. Cooper, 729  
 Dale Bradford, 729  
 Fred Felix, 728  
 Robert Giesick  
 Misc. Foremen & Supts. of  
 Public Wks. No. 413 (112)  
 B. A. Mitchell, 112  
 M. P. Projectionists No. 150  
 (620)  
 George J. Schaffer, 620  
 M. P. Sound Technicians No.  
 695 (300)  
 Thomas A. Carman, 300  
 Musicians No. 47 (3166)  
 Marl Young, 3166  
 Office Employees No. 30 (591)  
 Don Camp, 296  
 Cynthia McCaughan, 295  
 Office Empls. No. 305 (111)  
 Joseph F. McGee, 111  
 Offset Wkrs., Printing  
 Pressmen No. 78 (550)  
 Frank Calderone, 275  
 Preston Wilson, 275  
 Operating Engrs. No. 12 (10200)  
 Donald L. Fager, 1700  
 J. J. Twombly, 1700  
 William C. Carroll, 1700  
 Jack Bailey, 1700  
 Richard Holman, 1700  
 C. W. Smallwood, 1700  
 Oper. (Stat'y) Engrs. No. 501  
 (850)  
 R. W. Tucker, 425  
 Ernest J. Leupp, 425

Painters District Council  
No. 36 (2)  
Charles H. Marsh, 1  
Painters No. 116 (887)  
Sam Laderman, 444  
T. C. Canaday, 443  
Painters No. 434 (300)  
Clarence Scott, 300  
Painters No. 1348 (250)  
A. Boyarsky, 125  
Sol Zelesnick, 125  
Pari Mutuel Empls. No. 280  
(302)  
N. Daddario, 151  
Louis Scaler, 151  
Photo Engravers No. 32 (590)  
Peter J. Remmel, 590  
Pipe Trades Dist. Council  
No. 16 (2)  
Edwin G. Rogers, 1  
Henry Spiller, 1  
Plumbers No. 78 (2382)  
Joseph A. Walsh, 2382  
Printing Spec. & Paper  
Prod. No. 388 (1000)  
Art Perez, 250  
Jane Peek, 250  
Don McCaughan, 250  
John L. Donovan, 250  
Printing Spec. & Paper Prod.,  
So. Calif. Jt. Council  
No. 2 (2)  
Don McCaughan, 1  
Provision House Wkrs. No.  
274 (3000)  
Joseph A. Spitzer, 1500  
Frank Aiello, 1500  
Public Empls., So. Calif.  
Council No. 20 (2)  
Daniel J. Scannell, 1  
Public Employees, So. Calif.  
Council No. 187 (2)  
Hugh S. MacColl, 1  
Reinforced Iron Workers  
No. 416 (750)  
Frank Vaughn, 750  
Service & Maintenance Empls.  
No. 399 (1250)  
Luther Daniels, 1250  
Sheet Metal Wkrs. No. 108  
(3922)  
E. R. Edwards, 784  
Norbert Otten, 784  
Al Casada, 784  
Eugene Cloud, 785  
James Corbett, 785  
Sportswear & Cotton Garment  
Wkrs. No. 266 (658)  
Samuel Otto, 658  
Sprinkler Fitters No. 709 (330)  
John R. Ladika, 330  
Stage Employees No. 33 (275)  
Carl G. Cooper, 275  
Stereotypers No. 58 (200)  
Walter R. Stansberry, 200  
Street Elec. Rwy. & M.C.E.  
No. 1277 (1000)  
Francis J. Donnelly, 500  
Fred L. Morris, 500  
Structural Iron Wkrs. No.  
433 (1083)  
Ralph Larkin, 542  
James Shively, 541  
Teachers No. 1021 (92)  
Edward A. Irwin, 46  
Evelyn Carstens, 46  
Tile Layers No. 18 (275)  
E. T. McGourty (275)  
Typographical No. 174 (1900)  
Joseph E. Aubuchon, 380  
Henry E. Clemens, 380  
Wilfred A. Hubbard, 380  
Robert M. Jones, 380  
Joseph Solomon, 380  
Typographical, S. Calif. Conf.  
(2)  
Hobart M. Hall, 1  
United Garment Wkrs. No.  
94 (50)  
Betty Feeney, 50  
United Garment Wkrs. No.  
125 (346)  
Ethel Fite, 346

Variety Artists, American  
Guild of (300)  
Irvin P. Mazzei, 150  
Vince Silk, 150  
Waiters No. 17, (2766)  
Edward S. Simpson, 461  
Charles Stirner, 461  
Edward Pilloni, 461  
Paul F. Meister, 461  
Edmund Anthony, 461  
Fred Prinz, 461  
Waitresses No. 639 (4609)  
Marie O'Keefe, 769  
Mae Stoneman, 768  
Evelyn S. Murphy, 768  
Mary Pilgram, 768  
Clara Gurney, 768  
Anne Buckley, 768  
Window Cleaners No. 349 (125)  
Robert F. Bongertz, 63  
John Berkey, 62

#### MARTINEZ

Bldg. & Construction Trades  
Council, Contra Costa (2)  
Howard Reed, 1  
Carpenters No. 2046 (300)  
Roy Mattson, 300  
Central Labor Council, Contra  
Costa County (2)  
Hugh Caudel, 1  
Vernon Fremstad, 1  
Construction Laborers No. 324  
(2238)  
John A. Cespuglio, 382  
Robert A. Skidmore, 382  
Herbert J. Shoup, 381  
Ronald D. Wright, 381  
Salvatore J. Minerva, 381  
Clarence C. Cowell, 381  
Painters No. 741 (150)  
Patrick L. Lane, 150

#### MAYWOOD

Glass Bottle Blowers No. 145  
(118)  
Wyatt R. Lazenby, 118  
Glass Bottle Blowers No. 148  
(260)  
Neil Morrison, 130  
Cloise McCauley, 130  
Machinists No. 795 (377)  
John Snider, 377

#### MILL VALLEY

Carpenters No. 1710 (259)  
Norman B. Campbell, 259

#### MODESTO

Bldg. & Construction Trades  
Council (2)  
R. L. Cloward, 1  
Carpenters No. 1235 (374)  
Don L. Meyers, 374  
Central Labor Council,  
Stanislaus County (2)  
Don L. Meyers, 1  
C. Al Green, 1  
Culinary & Bartenders No. 542  
(1028)  
Ray Berry, 514  
Walter E. Hurst, 514  
Hod Carriers, Bldg. & Const.  
Laborers No. 1130 (616)  
Stuart Scofield, 616  
Plasterers & Cement Masons  
No. 429 (50)  
C. Al Green, 50  
Plumbers & Steamfitters No.  
437 (200)  
R. L. Cloward, 200

#### MONROVIA

Electrical Wkrs. No. 1008 (701)  
Arthur E. Tucker, 351  
James E. Montgomery, 350  
Machinists No. 1893 (500)  
Ralph Gould, 500

#### MONTEREY

Bldg. & Construction Trades  
Council (2)  
George Wilson, 1  
John Mattos, 1

Carpenters No. 1323 (965)  
George Wilson, 483  
Francis I. Geary, 482  
Central Labor Council (2)  
Francis I. Geary, 1  
Leslie L. Jenkins, 1  
Fish Cannery Wkrs. of the  
Pacific (390)  
James Rodriguez, 390  
Hod Carriers & Laborers  
No. 690 (389)  
George E. Jenkins, 195  
Louis A. Casati, 194  
Seine & Line Fishermen (200)  
John Crivello, 200

#### MOUNTAIN VIEW

Carpenters No. 1280 (1278)  
Wesley E. Bell, 256  
Albert G. LaChapelle, 256  
F. J. Dumas, 256  
Casey O'Brien, 255  
Joseph H. Allen, 255

#### NAPA

Bartenders & Culinary Wkrs.  
No. 753 (372)  
Ernest M. Collicutt, 186  
Stella M. Collicutt, 186  
Carpenters No. 2114 (326)  
Fred Schoonmaker, 326  
Central Labor Council (2)  
Ernest Collicutt, 1  
Lyle Pennell, 1  
Hod Carriers & Gen. Laborers  
No. 371 (355)  
W. W. Jinks, 177  
Jessie O. Payne, 178  
Machinists No. 1419 (250)  
Lyle Pennell, 250

#### NORWALK

Brick & Clay Wkrs. No. 487  
(97)  
Allan F. Ewing, Sr., 49  
Genevieve Ewing, 48

#### OAKLAND

Allied Printing Trades Council  
East Bay Cities (2)  
C. Roy Heinrichs, 1  
Aircraft Wkrs. (Machinists)  
No. 854 (1252)  
Donald Hennings, 626  
Sam Blanford, 626  
Auto & Ship Painters No. 1176  
(499)  
Fred Campbell, 250  
Leslie K. Moore, 249  
Automotive Machinists No. 1546  
(4719)  
E. H. Vernon, 944  
A. J. Hayes, 944  
J. E. Clark, 944  
M. F. Dumas, 944  
DeWayne Williams, 943  
Barbers No. 134 (445)  
Chris A. Silva, 223  
Sigvald J. Olsen, 222  
Bartenders No. 52 (1273)  
James F. Murphy, 319  
Steven J. Revillak, 318  
John F. Quinn, 318  
Joseph J. Canale, 318  
Boilermakers No. 10 (520)  
Cleo W. Huddleston, 260  
Frank E. Erwin, 260  
Bldg. & Const. Trades Council  
(2)  
J. L. Childers, 1  
Bldg. Service Empls. No. 18  
(873)  
W. Douglas Geldert, 291  
Edna E. Lallement, 291  
Benjamin J. Tusi, 291  
Butchers No. 120 (1687)  
E. A. Coe, 281  
S. E. Thornton, 282  
Paul Fleischman, 281  
Donald Finnie, 281  
Everett Davis, 281  
John Reid, 281  
Calif. Legislative &  
Coordinating Council (2)  
R. T. MacDonald, 1

- Carpenters No. 36 (1969)  
 Alfred Thoman, 329  
 Oscar N. Anderson, 328  
 Howell Frazier, 328  
 Robert Rose, 328  
 James Brooks, 328  
 Gunnar Benonys, 328  
 Carpenters No. 1473 (557)  
 R. G. Baker, 279  
 Wm. F. Marshall, 278  
 Carpet, Lino. & Soft Tile  
 Wkrs. No. 1290 (275)  
 Charles J. Garoni, 275  
 Cement Mason No. 594 (475)  
 George Wendover, 238  
 Robert Beam, 237  
 Cemetery Wkrs. & Greens  
 Attendants (50)  
 Edward Reith, 50  
 Central Labor Council (2)  
 Robert S. Ash, 1  
 Richard K. Groulx, 1  
 Chemical Wkrs., Dist. Council,  
 No. 2 (2)  
 J. A. Thomas, 1  
 Cleaning & Dye House Wkrs.  
 No. 3009 (1303)  
 Russell R. Crowell, 1303  
 Clerks & Lumber Handlers No.  
 939 (75)  
 Joseph M. Souza, 38  
 Joseph Botelho, 37  
 Comm'l. Telegraphers No.  
 208 (100)  
 Wayne Gardner, 100  
 Construction & Gen. Laborers  
 No. 304 (3000)  
 Lee Lalor, 500  
 Paul L. Jones, 500  
 Howard Bostwick, 500  
 Eric Norberg, 500  
 Lester Smith, 500  
 O. B. Oas, 500  
 Cooks No. 228 (2000)  
 H. J. Badger, 400  
 Jack Faber, 400  
 Pat Sander, 400  
 Art Leischman, 400  
 Harry Goodrich, 400  
 Culinary Wkrs. No. 31 (3731)  
 Edrie E. Wright, 622  
 Fran Kaczmarek, 622  
 Betty Borikas, 622  
 Jody Kerrigan, 622  
 Elmo Rua, 622  
 Lilyan Peterson, 621  
 Dept. & Specialty Store  
 Empls. No. 1265 (540)  
 Russel L. Mathiesen, 270  
 Alvin W. Kidder, 270  
 Dining Car Cooks & Waiters  
 No. 456 (300)  
 T. W. Anderson, 300  
 Electrical Wkrs. 595-B (1250)  
 J. H. Kurt, 250  
 Thos. Sweeney, 250  
 J. R. Johnston, 250  
 Robert Weis, 250  
 Jerry Donahue, Jr., 250  
 Electrical Wkrs. No. 1245  
 (10,000)  
 Ronald T. Weakley, 1667  
 L. L. Mitchell, 1667  
 Marvin C. Brooks, 1667  
 Alfred R. Kaznowski, 1667  
 M. Scott Shaw, 1666  
 Richard Sands, 1666  
 Daniel J. McPeak  
 M. A. Walters  
 W. Scott Wadsworth  
 P. W. Yochem  
 Federal Fire Fighters Bay  
 Area, Alameda Medical  
 Depot No. 5-9 (54)  
 Henry L. Easterly, 54  
 Fire Fighters No. 55 (649)  
 Albert E. Albertoni, 217  
 Eugene P. Nunes, 216  
 Eugene F. McNamara, 216  
 Gardeners, Florists &  
 Nurserymen No. 1206 (85)  
 I. Ray Darton, 42  
 Wm. H. Norman, 43  
 Glass Bottle Blowers No. 155  
 (325)  
 James B. Gordon, 163  
 Ruby Nobriga, 162  
 Glass Bottle Blowers No. 137  
 (73)  
 John D. Rooks, 37  
 Herman Armstrong, 36  
 Glass Bottle Blowers No.  
 141 (500)  
 Gratalee Reese, 250  
 Elaine Rasette, 250  
 Hod Carriers No. 166 (250)  
 Shelton Coats, 250  
 Lathers, No. 83 (187)  
 William Ward, 187  
 Laundry Wkrs. No. 3012  
 (1078)  
 Eddie Maney, 359  
 Walter East, 359  
 Millie Castelluccio, 360  
 Machinists No. 284 (2325)  
 John J. Kollmeyer, 388  
 Rolf Danielson, 388  
 William Stadnisky, 388  
 Edward Logue, 387  
 Edward Mart, 387  
 Arthur B. Briggs, 387  
 Machinists No. 1566 (1000)  
 John Schiavenza, 250  
 Patrick Kelley, 250  
 Nellie Blanford, 250  
 Thomas Burns, 250  
 M. P. Operators No. 169 (107)  
 Irving S. Cohn, 54  
 John Forde, 53  
 Nurserymen, Gardeners &  
 Florists No. 300 (100)  
 K. Nakano, 100  
 Office Employees No. 29 (1778)  
 Leah Newberry, 297  
 Ann Hollingsworth, 297  
 Richard Groulx, 296  
 Jeanette Zoccoli, 296  
 Carmella Foutch, 296  
 Myra Henry, 296  
 Operating (Stationary)  
 Engineers No. 736 (109)  
 Gordon MacDonald, 55  
 Fred M. Pruitt, 54  
 Paint Makers No. 1101 (553)  
 Ed Morgan, 276  
 Jack Kopke, 277  
 Painters, District Council  
 No. 16 (2)  
 Peter J. Ceremello, 1  
 W. C. Rood, 1  
 Painters No. 127 (672)  
 Larry Kessell, 224  
 Sven Fosberg, 224  
 Al King, 224  
 Plasterers No. 112 (125)  
 Joseph P. Egan, 63  
 Jack P. Wood, 62  
 Plumbers & Gas Fitters No.  
 444 (900)  
 Ben H. Beynon, 900  
 Printing Spec. & Paper  
 Products No. 382 (1400)  
 Marshall J. Thorpe, 235  
 John G. Ferro, 233  
 Rose C. Brown, 233  
 Raymond G. Geiger, 233  
 Tom Wilkins, 233  
 Al Chasmar, 233  
 Retail Food Clerks No. 870  
 (1200)  
 Harris C. Wilkin, 400  
 Charles F. Jones, 400  
 Robert S. Ash, 400  
 Roofers No. 81 (312)  
 C. Silveria, 156  
 William Phalanger, 156  
 Sheet Metal Wkrs. No. 355  
 (200)  
 Vernon C. Hall, 100  
 Alfred Teixeira, 100  
 Shipyard & Marine Shop  
 Laborers No. 886 (700)  
 A. F. Bartholomew, 350  
 O. K. Mitchell, 350  
 Sleeping Car Porters (250)  
 C. L. Dellums, 125  
 J. E. Brown, 125  
 Steamfitters No. 342 (1275)  
 Lou Kovacevich, 638  
 William Weber, 637  
 Street Carmen No. 192 (1201)  
 F. V. Stambaugh, 241  
 V. M. Castlebury, 240  
 C. R. Gifford, 240  
 T. V. Van Dalsem, 240  
 T. R. Letkey, 240  
 Teachers No. 771 (131)  
 Ralph Steinhaus, 66  
 George Stokes, 65  
 Theatrical Empls. No. B-82  
 (100)  
 Joe Connelly, 100  
 Theatrical Janitors No. 121  
 (86)  
 Frank Figone, 43  
 Roscoe W. Nanninga, 43  
 Theatrical Stage Empls. No.  
 107 (37)  
 Wm. Daul, 19  
 John Craig, 18  
 Typographical No. 36 (520)  
 John W. Austin, 260  
 Jack Jasper, 260  
 Typographical Unions, Calif.  
 Conf. (2)  
 John W. Austin, 1  
 U. C. Employees No. 371 (205)  
 Jim Marshall, 205
- OLIVE VIEW**  
 L. A. City, County & State  
 Empls. No. 347 (200)  
 Sidney Moore, 200
- OROVILLE**  
 Bartenders & Culinary Wkrs.  
 No. 654 (371)  
 Edward A. Doyle, 186  
 Robert B. Doyle, 185  
 Central Labor Council of  
 Butte County (2)  
 Virginia L. Davis, 1  
 E. A. Doyle, 1
- PALM SPRINGS**  
 Carpenters No. 1046 (324)  
 Milbert E. Cameron, 324
- PALO ALTO**  
 Barbers No. 914 (100)  
 Frank E. Ermey, 100  
 Carpenters No. 668 (962)  
 Ervin B. Schultz, 481  
 James E. Powers, 481  
 Painters No. 388 (344)  
 Roger M. Brennan, 344
- PASADENA**  
 Carpenters No. 769 (1187)  
 Kenneth K. Keller, 297  
 Floyd S. Alvord, 297  
 William Fisher, 297  
 Peter P. Keller, 296  
 Central Labor Council (2)  
 Arthur K. Hutchings, 1  
 Anne Sweet, 1  
 Hotel-Restaurant Empls. &  
 Bartenders No. 531 (1689)  
 Edith Glenn, 845  
 Hilton Porter, 844  
 L. A. Co. Probation Officers  
 No. 685 (220)  
 Milton L. Most, 220  
 Meat Cutters No. 439 (1800)  
 Lee Johnson, 450  
 Russell F. Robinson, 450  
 Ray Hollingsworth, 450  
 Charles H. Lang, 450  
 Painters No. 92 (523)  
 Dick Overmier, 262  
 Fred Lampe, 261
- PETALUMA**  
 Bartenders & Culinary Wkrs.  
 No. 271 (283)  
 Earl P. Byars, 283  
 Machinists No. 1596 (126)  
 E. F. Andrews, 126
- PITTSBURG**  
 Barbers No. 917 (84)  
 Joe Bileci, 84

Chemical Wkrs. No. 23 (385)  
 L. E. Haralson, 193  
 L. S. Ensminger, 192  
 Culinary Wkrs. & Bartenders  
 No. 822 (653)  
 Vince Licari, 327  
 Chuck Alleman, 326  
 Plasterers & Cement Masons  
 No. 825 (83)  
 W. E. Robbie, 42  
 C. D. Meyers, 41

**POMONA**

Barbers No. 702 (108)  
 Premo M. Valle, 108  
 Central Labor Council (2)  
 H. C. Evetts, 1  
 Premo Valle, 1  
 Laborers No. 806 (734)  
 P. H. Garcia, 734  
 Painters & Decorators No. 979  
 (574)  
 Herbert C. Evetts, 287  
 Albert E. Cash, 287  
 Plumbers & Steamfitters No.  
 398 (750)  
 E. G. Rogers, 750  
 Retail Clerks No. 1428 (2197)  
 John M. Sperry, 732  
 Maurice Z. Cofer, 732  
 Samuel Franklin, 733

**REDDING**

Bldg. & Const. Trades Council  
 N. E. Calif. (2)  
 Charles H. Page, 1  
 Phillip J. McKenna, 1  
 Central Labor Union, Five  
 Counties (2)  
 H. L. Weingartner, 1  
 Clarice Rabe, 1  
 Culinary Wkrs., Bartenders &  
 Hotel Service Empls. No.  
 470 (861)  
 Clarice Rabe, 431  
 Mary Hungate, 430  
 Hod Carriers & Com. Laborers  
 No. 961 (779)  
 C. E. McMennamin, 260  
 P. J. McKenna, 260  
 Charles H. Page, 259

**REDLANDS**

Operative Potters No. 214 (75)  
 Bernard Rowbottom, 38  
 Max Ohle, 37  
 Operative Potters No. 226 (183)  
 Walter Murray, 92  
 Clyde Graham, 91

**REDONDO BEACH**

Carpenters No. 1478 (1357)  
 Tom Means, 1357

**REDWOOD CITY**

Electrical Wkrs. No. 1969 (127)  
 Merritt G. Snyder, 64  
 Edward W. Allen, 63

**RESEDA**

Carpenters No. 844 (1623)  
 W. T. Hopkins, 812  
 H.H. McClory, 811

**RICHMOND**

Bartenders & Culinary Wkrs.  
 No. 595 (1732)  
 Bernice A. Cooper, 289  
 Charles F. Cooper, 289  
 Oscar Gustafson, 289  
 Clarence P. Moitza, 289  
 D. E. Robinette, 288  
 Mary R. Sullivan, 288  
 Beauticians No. 508-A (87)  
 Gaye Campbell, 44  
 Juanita Fox, 43  
 Boilermakers No. 513 (325)  
 Ernest M. King, 162  
 Rouse Garner, 163  
 Carpenters No. 642 (1043)  
 Thomas J. Cherry, 348  
 Calvin M. Verrinder, 348  
 Lanse T. Curtis, 347  
 Ralph L. Goodwin

Electrical Wkrs. No. 302 (775)  
 E. F. Stark, 259  
 W. B. Dyer, 258  
 R. D. Keena, 258  
 Machinists No. 824 (147)  
 Don Deabenderfer, 74  
 Walter T. Koop, 73  
 Motion Picture Projectionists  
 No. 560 (50)  
 Hugh Caudel, 50  
 Painters No. 560 (358)  
 Don Montgomery, 179  
 Eugene Hoyes, 179  
 Retail Clerks No. 1179 (2419)  
 Esther I. Luther, 2419

**RIVERSIDE**

Bldg. & Const. Trades Council  
 (2)  
 Robert F. Willsey, 1  
 S. B. Buchanan, 1  
 Carpenters No. 235 (761)  
 Guy B. Marquand, 761  
 Cement, Lime & Gypsum Wkrs.,  
 Dist. Council No. 3 (2)  
 Joseph M. Vierra, 1  
 Central Labor Council (2)  
 Burnell W. Phillips, 1  
 Electrical Wkrs. No. 440 (222)  
 Walter L. Stephenson, 111  
 Roy I. Bussee, 111  
 Hod Carriers & Com. Laborers  
 No. 1184 (1403)  
 R. L. Robinson, 281  
 Dewey Franklin, 281  
 Roscoe Grosvenor, 281  
 James L. Smith, 280  
 Elmer J. Doran, 280  
 Machinists No. 1104 (310)  
 D. H. Helgerud, 310  
 Painters No. 286 (204)  
 Harvey C. Cooke, 204  
 Painters, Dist. Council,  
 No. 48 (2)  
 James H. Blackburn, 1  
 Jack T. Cox, 1  
 Sheet Metal Wkrs. No. 509 (367)  
 Paul E. Healy, 184  
 Olsen A. Underwood, 183

**ROSEVILLE**

Central Labor Council of  
 Placer, Nevada & El  
 Dorado Counties (2)  
 Ralph Reynolds, 1

**SACRAMENTO**

Barbers No. 112 (212)  
 Olaf Karlstad, 212  
 Bartenders No. 600 (600)  
 Thomas Peterson, 600  
 Bookbinders No. 35 (125)  
 Joseph J. Selenski, 125  
 Bldg. & Const. Trades Council  
 (2)  
 R. A. Caples, 1  
 Walter R. Morris, 1  
 Butchers No. 498 (1907)  
 Roy Mack, 1907  
 Calif. Dept. of Industrial  
 Relations Empls. No. 1031  
 (37)  
 Frank D. Rohmer, 37  
 California State Empls. Council  
 No. 56 (2)  
 Frank Rohmer, 1  
 William Garrett, 1  
 Carpenters Dist. Council (2)  
 A. J. Page, 1  
 M. A. Rossi, 1  
 Carpenters No. 586 (1900)  
 Robert C. Georges, 475  
 Arvin Miller, 475  
 Wallace J. Burt, 475  
 Arthur Kion, 475  
 Cement Masons No. 582 (321)  
 F. B. Wood, 161  
 Arthur Oyler, 160  
 Central Labor Council (2)  
 Harry Finks, 1  
 Lilas Jones, 1  
 Const. & Gen. Laborers  
 No. 185 (2875)  
 Percy F. Ball, 959  
 William Brickell, 958  
 John F. Petersen, 958

Cooks No. 683 (685)  
 Barney Jackson, 685  
 Electrical Wkrs. No. 340 (250)  
 Richard A. McDonald, 125  
 Raymond E. Ralph, 125  
 Electrical Wkrs., No. Calif.  
 Jt. Ex. Conf. (2)  
 Nick Frye, 1  
 Fire Fighters, Federated,  
 F-57 (64)  
 Malcolm B. Ogletree, 64  
 Fire Fighters No. 522 (184)  
 Kenneth D. Severit, 184  
 Robert C. Fisher  
 Misc. Empls. No. 393 (995)  
 Ralph P. Gross, 995  
 Painters No. 487 (700)  
 George R. Buckman, 350  
 Harry J. Buckman, 350  
 Plumbers & Steamfitters  
 No. 447 (300)  
 Patrick V. Harvey, 300  
 Printing Spec. & Paper  
 Converters No. 460 (60)  
 Fred Makiney, 60  
 Retail Clerks No. 588 (2000)  
 Jas. F. Alexander, 400  
 Paul Frazelle, 400  
 Wynn Plank, 400  
 Rudy Zanin, 400  
 Bryson Huiting, 400  
 Rocket & Guided Missile  
 Lodge No. 946 (3145)  
 J. Lombardo, 3145  
 Sheet Metal Wkrs. No. 162  
 (398)  
 A. R. Caples, 398  
 Teachers, Calif. State Fed (2)  
 Mrs. Patricia Jackson, 1  
 J. Paul McGinnis, 1  
 Theatre Empls. No. B-66 (91)  
 Harry Finks, 91  
 Typographical No. 46 (303)  
 Conrad C. Haug, 303  
 Waiters & Waitresses No. 561  
 (1010)  
 Lilas Jones, 1010  
 Wholesale Plumbing House  
 Empls. No. 447 Aux. (77)  
 J. T. Minear, 77

**SALINAS**

Carpenters No. 925 (438)  
 H. B. Baldwin, 438  
 Central Labor Council  
 Peter A. Greco, 1  
 Fire Fighters No. 1270 (54)  
 George D. Hignel, 54  
 Hod Carriers & Com. Laborers  
 No. 272 (242)  
 John F. Mattos, 242  
 Hotel, Restaurant Empls. &  
 Bartenders No. 355 (356)  
 Alfred J. Clark, 178  
 Virgil C. Knight, 178  
 Painters No. 1104 (95)  
 Peter A. Greco, 95  
 Retail Clerks No. 839 (438)  
 Carl N. Carr, 438

**SAN ANDREAS**

Carpenters No. 386 (70)  
 Clayton N. Chatfield, 35  
 Jack Dillashaw, 35

**SAN BERNARDINO**

Carpenters No. 944 (1745)  
 James Farris, 291  
 William Heibel, 291  
 George McCoy, 291  
 Elmer Pester, 291  
 James Wood, 291  
 Charles Love, 290  
 Carpenters, Dist. Council of  
 San Bernardino and  
 Riverside Co. (2)  
 Arthur Jensen, 1  
 Central Labor Council (2)  
 Earl Wilson, 1  
 Charles H. New, 1  
 Culinary Wkrs. & Bartenders  
 No. 535 (1750)  
 Louis J. Rees, 875  
 Clare Breitmeir, 875



Electrical Wkrs. No. 447 (487)  
 John M. Carney, 244  
 Webb Green, 243  
 Electrical Wkrs. No. 543 (202)  
 L. B. Richardson, 101  
 C. J. Sanders, 101  
 Electrical Wkrs. No. RR848  
 (298)  
 E. L. Swearingen, 298  
 Laborers No. 783 (1992)  
 Augustine Acuna, 332  
 Ray Wilson, 332  
 James McGraw, 332  
 Walter Neff, 332  
 George Givens, 332  
 Benny Flores, 332  
 M. P. Machine Oprs. No. 577  
 (50)  
 R. G. W. Bennett, 50  
 Office Empls. No. 83 (50)  
 Burnell W. Phillips, 50  
 Plumbers & Steamfitters  
 No. 364 (600)  
 Thomas Patrick Robison, 300  
 Herman Benson, 300  
 Theatrical Stage Empls.  
 No. 614 (50)  
 N. Earl Wilson, 50

**SAN BRUNO**  
 Air Transport Empls. No. 1781  
 (433)  
 Salvatore Menta, 216  
 Norman McLeod, 217

**SAN DIEGO**  
 Bldg. & Const. Trades Council  
 (2)  
 W. J. DeBrunner, 1  
 Bldg. Service Empls. No. 102  
 (400)  
 George C. Allen, 400  
 Bridgemen No. 229 (160)  
 Walter Morris, 80  
 John J. O'Brien, 80  
 Butchers No. 229 (1800)  
 Thomas L. Goodbody, 900  
 Max J. Osslo, 900  
 Cannery Wkrs. & Fishermen's  
 Union (2000)  
 Lester Balinger, 2000  
 Carpenters Dist. Council (2)  
 Armon L. Henderson, 1  
 Carpenters No. 1296 (1642)  
 Francis Whitely, 274  
 J. W. Parker, 274  
 Guy Duncan, 274  
 L. E. Palmer, 274  
 Archie MacKellar, 273  
 Nels Norem, 273  
 Carpenters No. 1571 (1041)  
 Malcolm Mercer, 521  
 George E. Parmer, 520  
 Carpet, Lino. & Resilient Tile  
 Wkrs. No. 1711 (200)  
 Richard W. Rees, 200  
 Central Labor Council (2)  
 John W. Quimby, 1  
 County & Municipal Empls.  
 No. 127 (813)  
 Otto W. Hahn, 813  
 Culinary Alliance & Hotel Serv.  
 Empls. No. 402 (3119)  
 M. C. Bray, 520  
 Edward Clouette, 520  
 Luch Galaski, 520  
 Joseph LiMandri, 520  
 Esther Ryan, 520  
 Dudley Wright, 519  
 Electrical Wkrs. No. 465 (550)  
 Vernon W. Hughes, 275  
 W. A. Hayward, 275  
 Electrical Wkrs. No. 569 (1486)  
 M. J. Collins, 248  
 Morton E. McGeary, 248  
 Howard S. Williams, 248  
 Frank R. Underhill, 248  
 K. E. Garnett, 247  
 Richard Kiley, 247  
 Hod Carriers No. 89 (2658)  
 Frank Penuelas, 443  
 R. R. Richardson, 443  
 John P. Felix, 443  
 Joseph T. Adams, 443  
 Roy L. Netter, 443  
 Isaiah K. Ivey, 443

Machinists No. 2191 (588)  
 Harold Lamb, 588  
 Machinists No. 2192 (752)  
 Richard W. Fitzgerald, 752  
 Machinists No. 2195 (951)  
 N. P. Peralta, 951  
 Millmen No. 2020 (649)  
 Donald K. Overhiser, 325  
 Marion N. Long, 324  
 M. P. Projectionists No. 297 (81)  
 Edwards H. Dowell, 81  
 Painters No. 333 (725)  
 H. C. Baker, 363  
 J. A. Lee, 362  
 Retail Clerks No. 1222 (2748)  
 Phil J. Scott, 916  
 Walter Stringhane, 916  
 Phyllis Brunton, 916  
 Roofers No. 45 (116)  
 Harry B. Feldman, 116  
 Stationary (Oper.) Engineers  
 No. 526 (200)  
 Oliver H. Williamson, 100  
 Daniel J. Molles, 100  
 Street, Elec. Rwy., & M.C.O.  
 No. 1309 (434)  
 Walter D. Zimmerman, 217  
 Merle M. Genet, 217  
 Typographical No. 221 (352)  
 William J. Brine, 352  
 Waiters & Bartenders No. 500  
 (1079)  
 Peter N. George, 540  
 Charles J. Hardy, 539

**SAN FRANCISCO**  
 Allied Printing Trades Council  
 (2)  
 Clinton N. Jetmore, 1  
 Apartment & Hotel Empls.  
 No. 14 (500)  
 Russell R. Dreyer, 250  
 John J. Rowan, 250  
 Asbestos Wkrs. No. 16 (252)  
 J. Wayne Kelly, 126  
 E. L. Morse, 126  
 Automotive Machinists No. 1305  
 (3773)  
 J. P. Andersen, 629  
 C. L. Hoppe, 629  
 Fred L. Martin, 629  
 Fritz Mey, 629  
 George Sanderson, 629  
 Chas. Schweiger, 628  
 Bakers No. 24 (1500)  
 Wm. E. Stief, 750  
 Bertha Del Carlo, 750  
 Barbers & Beauticians No. 148  
 (900)  
 M. C. Isaksen, 225  
 Noel J. Clement, 225  
 Dean B. Hillam, 225  
 Frances Carney, 225  
 Bartenders No. 41 (2864)  
 A. F. Dougherty, 478  
 R. R. Kenny, 478  
 M. T. Hernan, 477  
 W. G. Walsh, 477  
 Wm. McCabe, 477  
 Jos. Garcia, 477  
 Bill Posters & Billers No.  
 44 (50)  
 Loyal H. Gilmour, 25  
 H. D. Skellinger, 25  
 Boilermakers No. 6 (1000)  
 E. P. Rainbow, 250  
 O. J. Becker, 250  
 R. E. Preston, 250  
 W. P. Barros, 250  
 Bookbinders No. 31-125 (450)  
 Laura Johnston, 225  
 Paul Folden, 225  
 Bookbinders & Binderywomen,  
 Calif. Conf. Int'l. (2)  
 William S. Hogan, 1  
 John F. Di Brog, 1  
 Bldg. & Const. Trades Council  
 (2)  
 Daniel F. Del Carlo, 1  
 J. L. Hogg, 1

Bldg. Service Empls. No. 87  
 (1200)  
 George Hardy, 400  
 Herman Eimers, 400  
 James Cheney, 400  
 Bldg. Service Empls. No. 167  
 (50)  
 Joseph F. Major, 50  
 Butchers No. 115 (3300)  
 George Mesure, 550  
 Richard Brugge, Sr., 550  
 Thomas Anderson, 550  
 Alfred Lombardi, 550  
 Albert Nelson, 550  
 Robert Loding, 550  
 Candy & Glace Fruit Wkrs.  
 No. 158 (700)  
 Austin Tully, 350  
 Lloyd Abreo, 350  
 Carpenters No. 22 (2293)  
 Joseph O'Sullivan, 1146  
 George Fessler, 1147  
 Carpenters No. 483 (953)  
 Ernest T. Aronson, 447  
 Paul Clifford, 476  
 Carpenters No. 2164 (657)  
 James Gill, 219  
 A. C. Whittaker, 219  
 John L. Hogg, 219  
 Carpenters, Bay Counties Dist.  
 Council (2)  
 C. R. Bartalini, 1  
 C. A. Clancy, 1  
 Carpenters, State Council (2)  
 H. J. Harkleroad, 1  
 C. R. Bartalini, 1  
 Cement Masons No. 580 (287)  
 Perry A. Ledbetter, 287  
 Central Labor Council (2)  
 Claude Jinkerson, 1  
 George W. Johns, 1  
 City & County Empls. No. 400  
 (200)  
 George Snider, 100  
 Ed Farnell, 100  
 Civil Service Bldg. Maint.  
 Empls. No. 66-A (758)  
 M. Bride, 253  
 Ed Warren, 253  
 Wm. Gutierrez, 252  
 Cleaning & Dye House Wkrs.  
 No. 3010 (487)  
 Henry M. Romiguere, 244  
 Albina Baker, 243  
 Cloakmakers No. 8 (716)  
 Jack Taub, 716  
 Comm'l. Telegraphers No. 34  
 (500)  
 James W. Cross, 500  
 Const. & Gen. Laborers  
 No. 261 (1848)  
 Sam Capriolo, 308  
 Henry J. Brosseau, 308  
 Terence O'Sullivan, 308  
 George Ellis, 308  
 Con Murphy, 308  
 Clay Frederickson, 308  
 Cooks No. 44 (3040)  
 C. T. McDough, 507  
 Jos. Belardi, 507  
 Al Mason, 507  
 Sam Hagler, 507  
 Gust Smirnits, 506  
 William Kilpatrick, 506  
 Coppersmiths No. 438 (50)  
 Robert E. Mogel, 50  
 Culinary Wkrs., Joint Exec.  
 Board (2)  
 Anthony Anselmo, 1  
 Dental Technicians No. Calif.  
 No. 99 (75)  
 Lew C. G. Blix, 75  
 Dressmakers No. 101 (1050)  
 Jennie Matyas, 263  
 Anne Russo, 263  
 Sue Lee, 262  
 Verna Pettibone, 262  
 Electrical Wkrs. No. 6 (1000)  
 Charles J. Foehn, 334  
 Charles H. Issel, 333  
 William E. Flanagan, 333  
 Elevator Constructors No. 8  
 (150)  
 Frank J. Murphy, 150

- Elevator Operators & Starters  
No. 117 (162)  
Philip J. Deredi, 162
- Embalmers, Professional,  
No. 9049 (105)  
William J. Williams, 53  
John F. Crowley, 52
- Film Exchange Empls. No.  
B-17 (100)  
John M. Jensen, 100
- Fire Fighters No. 798 (1720)  
Robert Callahan, 344  
Patrick Cunningham, 344  
H. G. Follett, 344  
Daniel Harrington, 344  
Thomas O'Sullivan, 344
- Garment Cutters No. 45 (66)  
Andy Ahern, 66
- Glaziers & Glass Wkrs. No.  
718 (300)  
Lafe J. Bottorff, 300
- Gov't. Empls. Internal Revenue  
No. 634 (130)  
Thomas Cleary, 65  
Daniel A. Neumann, 65
- Gov't. Empls. "West. Region  
Public Housing", No. 922  
(75)  
T. M. Gillin, 38  
Paul M. Sapp, 37
- Gov't. Empls., No. Calif.  
Council (2)  
John W. Collins, 1  
Thomas Cleary, 1
- Hospital & Institutional Wkrs.  
No. 250 (600)  
Tom Kelly, 300  
Agnes Granger, 300
- Hotel & Club Service Wkrs.  
No. 233 (3269)  
Bertha Metro, 654  
Glenn Chaplin, 654  
Leo Ware, 654  
Elizabeth Shaw, 654  
Isora Roy, 653
- Inland Boatmen's Union of  
the Pacific (300)  
Raoul A. Vincilione, 300
- Iron Wkrs. No. 377 (200)  
James Jensen, 100  
A. F. Mailloux, 100
- Iron Wkrs., Dist. Council (2)  
E. M. Woods, 1
- Jewelry Wkrs. No. 36 (150)  
Fred A. Petersen, 75  
Andre H. Muth, 75
- Laborers, No. Calif. Dist.  
Council (2)  
Chas. Robinson, 1  
Jay Johnson, 1
- Ladies Garment Cutters,  
No. 213 (118)  
Ralph Krug, 59  
Charles MacSwan, 59
- Lathers No. 65 (75)  
David L. Randall, 38  
Carl Stauss, 37
- Locomotive Firemen &  
Enginemen, Calif. State  
Legis. Bd. (2)  
William V. Ellis, 1
- Lumber Clerks & Lumbermen  
No. 2559 (387)  
A. C. Jensen, 194  
L. D. Shaughnessy, 193
- Lumber & Sawmill Wkrs.,  
Calif. State Council (2)  
Gene Cameron, 1
- Lumber & Sawmill Wkrs., Cent.  
Calif. Dist. Council (2)  
J. L. Hazard, 1  
John F. Reeves, 1
- Machinists No. 68 (3350)  
Stanley Jensen, 1675  
Merril Cooper, 1675  
William Ferguson
- Machinists No. 1327 (4375)  
Frank Meagher, 730  
Chris Amadio, 729  
Raymond Gabel, 729  
Emmett Campion, 729  
Charles Barnes, 729  
Nancy Dotto, 729
- Mailers No. 18 (200)  
Douglas A. Smith, 100  
Paul C. Welton, 100
- Marine Cooks & Stewards  
(5000)  
Ed Turner, 834  
Louis Foyt, 834  
Joe Goren, 833  
Frank Gomar, 833  
Tony Branconi, 833  
P. D. Thompson, 833
- Marine Firemen (2500)  
Samuel E. Bennett, 1250  
Joe DoBosics, 1250
- Masters, Mates & Pilots  
No. 89 (50)  
Johan H. Sever, 50
- Masters, Mates & Pilots No. 90  
(1200)  
Capt. Robert E. Durkin, 400  
Capt. W. C. Jackson, 400  
Capt. John A. Cross, 400
- Metal Trades Council, Bay  
Cities (2)  
Thomas A. Rotell, 1  
A. F. Bartholomew, 1
- Misc. Empls. No. 110 (2579)  
A. T. Gabriel, 516  
Roger W. Smith, 516  
Frank Collins, 516  
Will Adams, 516  
Lucile Kelly, 515
- Misc. & Wood Wkrs. No. 2565  
(230)  
William W. White, 110  
Rose M. White, 110
- Molders & Foundry Wkrs.  
No. 164 (325)  
Thomas A. Rotell, 325
- M. P. Machine Operators No.  
162 (162)  
Henry Meyer, 162
- Musicians No. 6 (1000)  
Charles H. Kennedy, 334  
Albert Morris, 333  
A. Ray Engel, 333
- Office Empls. No. 3 (600)  
Phyllis Mitchell, 300  
Edwin B. Love, 300
- Operating Engineers No. 3  
(12,000)  
N. J. Carman, 2000  
W. V. Minahan, 2000  
Al Clem, 2000  
Paul Edgecombe, 2000  
A. H. Hope, 2000  
H. T. Petersen, 2000
- Operating Engineers No. 39  
(1500)  
Matt Tracy, 250  
James T. Rivers, 250  
Frank Brantley, 250  
C. C. Fitch, 250  
Jack Sarouhan, 250  
Robert Moran, 250
- Optical Technicians No. 18791  
(75)  
John McNeil, 75
- Ornamental Plasterers No. 460  
(37)  
Frank J. Nieberding, 37
- Paint & Brush Makers No. 1701  
(400)  
Kenneth Reeves, 200  
John R. Shoop, 200
- Painters Dist. Council No. 8  
(2)  
Harry L. Bigarani, 1  
Edgar Hammer, 1
- Painters No. 19 (900)  
Paul Wells, 225  
Stan Koppel, 225  
Harry Bigarani, 225  
Dow Wilson, 225
- Painters No. 1158 (995)  
L. Don Fuller, 332  
Edgar Manner, 332  
Walter Kristofferson, 331
- Pharmacists No. 838 (400)  
Homer A. Asselin, 200  
J. H. Kane, 200
- Photo Engravers No. 8 (300)  
George C. Krantz, 150  
Roy Ellison, 150
- Pile Drivers No. 34 (500)  
O. J. Lindell, 250  
Dave W. Williams, 250
- Pipe Trades Council, Calif. (2)  
James Martin, 1  
Joe Walsh, 1
- Plasterers & Cement Mason No.  
Calif., Dist. Council (2)  
M. B. Dillashaw, 1  
F. J. Nieberding, 1
- Plumbers & Pipefitters No. 38  
(2916)  
Gus Katsarsky, 1458  
Joseph P. Mazzola, 1458
- Post Office Clerks No. 2 (1000)  
Emmet Andrews, 500  
Adolph J. Barbosa, 500
- Printing Pressmen No. 24 (645)  
Arthur Sanford, 645
- Printing Specialties & P.P.  
No. 362 (1000)  
Kenneth Young, 250  
Mark J. Fiore, 250  
LeeRoy Risdon, 250  
Gerald McCann, 250
- Public Employees Conf. (2)  
Robert Ronebush, 1  
Charles E. Wiest, 1
- Radio & TV Technicians  
No. 202 (200)  
John Stevens, 100  
Marvin L. Larsen, 100
- Repeatermen & Toll Testboard-  
men No. 1011 (300)  
R. W. Jones, 300
- Retail Clerks, Calif. State  
Council (2)  
Larry Vail, 1
- Retail Dept. Stores Empls.  
No. 1100 (4250)  
Larry Vail, 1417  
Leona Graves, 1417  
Ray Vetterlein, 1416
- Retail Grocery Clerks No. 648  
(2016)  
Elsie MacDougall, 336  
Robert Hunter, 336  
Maurice Hartshorn, 336  
Eric C. Lyons, 336  
John J. Hill, 336  
C. H. Jinkerson, 336
- Retail Fruit & Vegetable Clerks  
No. 1017 (300)  
Allen Brodke, 150  
Henry Savin, 150
- Retail Shoe & Textile Salesmen  
No. 410 (400)  
James Dwyer, 200  
William Silverstein, 200
- Roofers No. 40 (371)  
Thomas R. Moore, 186  
Elmer A. Maloney, 185
- Sailors Union of the Pacific  
(5333)  
Morris Weisberger, 889  
Harry Johnson, 889  
Jim Dimitratos, 889  
Ed Wilson, 889  
Jack Dwyer, 889  
Paul Scharrenberg, 888
- Sausage Makers No. 203 (785)  
Richard B. Martin, 262  
Carl Mussotter, 262  
Gene Langst, 261
- Scrap Iron, Metal, Salv. &  
Waste, Material Wkrs.  
No. 965 (200)  
Jack Streit, 100  
George Mendoza, 100
- Seafarers, Atlantic & Gulf  
Dist. (750)  
Marty Brethoff, 375  
John Hawk, 375
- Sheet Metal Wkrs. No. 104 (500)  
Tom Roberts, 500
- Sign & Pictorial Painters No.  
510 (220)  
R. H. Wendelt, 220
- Specialty Unions, West. Conf.  
(2)  
Kenneth Young, 1  
John L. Donovan, 1
- State Bldg. & Const. Trades  
Council (2)  
Bryan P. Deavers, 1

Street, Elec. Rwy. & M.C.  
 Opers. No. 1225 (202)  
 Herman B. Markley, 101  
 Robert P. McCrory, 101  
 Street, Elec. Rwy. & M.C.  
 Empls. No. 1380 (250)  
 Thomas Gowanlock, 125  
 Paul Nathan, 125  
 Teachers No. 61 (485)  
 Dan D. Jackson, 243  
 John Edmond, 242  
 Teachers No. 1119 (50)  
 Thomas Gaffney, 25  
 Susanne Greenfield, 25  
 Theatrical Federation, Calif.  
 State (2)  
 Pat Somerset, 1  
 William P. Sutherland, 1  
 Theatrical Janitors No. 9 (155)  
 Ted Canavaro, 78  
 Ellis Cheney, 77  
 Theatrical Stage Empls.  
 No. 16 (75)  
 Frank O'Leary, 75  
 Theatrical Wardrobe Att'ds.  
 No. 784 (62)  
 William P. Sutherland, 62  
 Tri-State Council of Calif.  
 Ariz. & Nev. (2)  
 Robert E. Mogel, 1  
 Lloyd Child, 1  
 Typographical No. 21 (1500)  
 Harry Blair, 300  
 Clarence H. Brokaw, 300  
 C. C. Castro, 300  
 A. C. Sears, 300  
 C. Q. Stowe, 300  
 Union Label Section (2)  
 James C. Symes, 1  
 Edward Penn, 1  
 United Garment Wkrs. No. 131  
 (1237)  
 Lily Bianco, 248  
 Anna Clingman, 248  
 Eleanora Collotzi, 247  
 Emily Rosas, 247  
 Lillie Rogers, 247  
 Upholsterers No. 28 (100)  
 John A. Silva, 100  
 Variety Artists, Amer. Fed. of  
 (200)  
 Phil Downing, 100  
 Sidney Dean, 100  
 Waiters & Dairy Lunchmen  
 No. 30 (3611)  
 Joe Wilder, 602  
 Sanford J. Williams, 602  
 Richard Anderson, 602  
 Sangle Escove, 602  
 Peter Lallas, 602  
 Joseph A. Piccini, 601  
 Waitresses No. 48 (4396)  
 Jackie Walsh, 733  
 Hazel O'Brien, 733  
 Frankie Behan, 733  
 Elizabeth Kelley, 733  
 Joyce McCabe, 732  
 Lucille O'Donnell, 732  
 Watchmakers No. 101 (200)  
 George F. Allen, 100  
 Warren K. Billings, 100  
 Web Pressmen No. 4 (200)  
 George Ertola, 100  
 James Zilemba, 100  
 Window Cleaners No. 44 (200)  
 Tony Borsella, 100  
 Richard L. Forte, 100

**SAN JOSE**

Auto Mechanics No. 1101 (1045)  
 Keith Simmons, 1045  
 Barbers No. 252 (170)  
 Anthony Agrillo, 170  
 Bartenders No. 577 (531)  
 Herschell Morgan, 531  
 Bldg. & Const. Trades Council  
 (2)  
 Otto E. Sargent, 1  
 Bldg. Service Empls. No. 77  
 (142)  
 Julian Gutierrez, 71  
 Bert Barnard, 71

Butchers No. 506 (1786)  
 Earl A. Moorhead, 596  
 Fred L. Feci, 595  
 Ernest L. Courtright, 595  
 Carpenters, Dist. Council (2)  
 Joseph C. Kiefer, 1  
 Carpenters No. 316 (2050)  
 S. E. Welch, 342  
 E. J. Gale, 342  
 A. Bailey, 342  
 Wm. Tracy, 342  
 F. L. Lauzon, 341  
 Geo. Reilman, 341  
 Cement Laborers No. 270 (2431)  
 Robert H. Medina, 406  
 Harry F. Whitehouse, 405  
 Joe W. Kenney, 405  
 H. L. Gilmore, 405  
 John Pierini, 405  
 James L. Jeffrey, 405  
 Central Labor Council (2)  
 Earl A. Moorehead, 1  
 Victor J. Lazzaro, 1  
 Electrical Wkrs. No. 332 (175)  
 J. H. Cupples, Jr., 88  
 Edward H. Lawton, 87  
 Fire Fighters No. 873 (197)  
 Ralph Bernardo, 99  
 Raymond Jones, 98  
 Hod Carriers No. 234 (243)  
 Robert Spotswood, 122  
 James Peepgrass, 121  
 Hotel, Restaurant & Hotel  
 Service Empls. No. 180  
 (3117)  
 Louis Bosco, 1559  
 Lee Stears, 1558  
 Machinists No. 504 (2180)  
 F. W. Gorham, 1405  
 James N. LeBlanc, 1405  
 Moffett Field Federal Fire  
 Fighters No. F-36 (54)  
 Clarence R. Kelly, 27  
 William R. Carson, 27  
 Painters No. 507 (809)  
 Charlie A. Davis, 405  
 Sal Lopez, 404  
 Painters, Dist. Council, No. 33  
 (2)  
 Chas. R. Downey, 1  
 Plumbers No. 393 (250)  
 Rex. V. Saunders, 125  
 James T. Hartigan, 125  
 Public Empls. No. 1409 (108)  
 Jay M. Hartman, 108  
 Retail Clerks Assn. No. 428  
 (2166)  
 James P. McLoughlin, 434  
 Calude L. Fernandez, 433  
 Victor J. Lazzaro, 433  
 William H. Tupper, 433  
 Amanda V. Honeywell, 433  
 Theatrical State Empls. No.  
 134 (25)  
 Chas. Cano, 13  
 James O. Day, 12

**SAN MATEO**

Bartenders & Culinary Wkrs.  
 No. 340 (2791)  
 William J. Anselmo, 559  
 John L. Conlan, 558  
 T. A. Small, 558  
 Toy L. Smith, 558  
 I. A. Valentine, 558  
 Bldg. & Constr. Trades  
 Council (2)  
 U. S. Simonds, Jr., 1  
 Henry Schwab, 1  
 Butchers No. 516 (673)  
 Edwin F. Michelsen, 673  
 Carpenters No. 162 (1061)  
 Earl W. Honerlah, 266  
 Jos. Cambiano, 265  
 William Schuster, 265  
 Ira Hoover, 265  
 Central Labor Council (2)  
 Ruth M. Bradley, 1  
 Sam Menta, 1  
 Const. & Gen. Laborers No.  
 389 (1453)  
 Chas. Benton, 485  
 Phil Thorpe, 484  
 Glen Hopper, 484

Electrical Wkrs. No. 617 (100)  
 W. H. Diederichsen, 50  
 Joseph L. McGann, 50  
 Laundry Wkrs. No. 143 (150)  
 Ruth M. Bradley, 150  
 Machinists No. 1414 (200)  
 Ralph R. Trosper, 100  
 Chas. W. Huston, 100  
 Paint, Varnish & Lacquer  
 Mkrs. No. 1053 (306)  
 Raymond Angell, 305  
 Painters & Decorators No. 913  
 (481)  
 Kenneth M. Hower, 481  
 Plumbers & Steamfitters No.  
 467 (50)  
 Sam Abruscato, 25  
 Irving Hupp, 25  
 Printing Pressmen No. 315 (65)  
 Jay P. Sheldon, 33  
 Lawrence S. Snyder, 32  
 Retail Clerks No. 775 (500)  
 Carl E. Cohenour, 250  
 Russell Hovland, 250

**SAN PEDRO**

Bartenders No. 591 (400)  
 Arthur R. Hemmes, 200  
 Homer R. Hixon, 200  
 Butchers No. 551 (2417)  
 George Harold Woodard, 1209  
 Lenora G. Hixon, 1208  
 Central Labor Council (2)  
 C. O. Johnson, 1  
 James Waugh, 1  
 Hotel, Restaurant, Cafeteria &  
 Motel Empls. No. 512 (1618)  
 Mary J. Olson, 809  
 Edna N. Waugh, 809  
 Pile Drivers No. 2375 (500)  
 Chas. H. Popejoy, 250  
 George Graves, 250  
 Thomas Randall  
 Retail Clerks No. 905 (2222)  
 Ben N. Scott, 556  
 Walter B. Scheppmann, 556  
 Ivan M. Morris, 555  
 Edna Johnson, 555  
 Shipyard Laborers No. 802 (630)  
 L. McClain, 210  
 E. L. Congo, 210  
 M. Freeman, 210

**SAN RAFAEL**

Bartenders & Culinary Wkrs.  
 No. 126 (921)  
 Elsie Jensen, 921  
 Hod Carriers & Gen. Laborers  
 No. 291 (1083)  
 Chas. Giannini, 270  
 Kenneth Moser, 271  
 Loney Trimble, 271  
 Geo. Goodfellow, 271  
 Lathers, Golden Gate Dist.  
 Council (2)  
 R. B. Pritchard, 1  
 Retail Clerks No. 1119 (648)  
 Lorin T. Young, 216  
 Ross M. Miller, 216  
 Walter J. McLaughlin, 216  
 Teachers No. 1077 (53)  
 Amy Thompson, 26  
 Robert Burton, 27

**SANTA ANA**

Bldg. & Const. Trades Council  
 Orange County (2)  
 Thomas W. Mathew, 1  
 James Dawkins, 1  
 Carpenters Dist. Council of  
 Orange County (2)  
 James G. King, 1  
 Harold R. McGuire, 1  
 Carpenters No. 1815 (1796)  
 Wm. W. Palmer, 300  
 Wm. X. Vaughn, 299  
 A. R. Teter, 299  
 E. R. Quigley, 299  
 N. H. Allcock, 299  
 A. L. Oliver, 300  
 Cement Masons No. 52 (310)  
 Wm. J. Fountain, 310  
 Central Labor Council (2)  
 William J. Fountain, 1  
 Clyde A. Bratcher, 1

Electrical Wkrs. No. 441 (250)  
W. A. Ferguson, 250  
Hod Carriers No. 652 (2790)  
Jose M. (Joe) Lara, 465  
Reynaldo S. (Ray) Mendoza, 465  
Roger Fisher, 465  
Louie Rodriguez, 465  
O. B. Larks, 465  
Raymond Placentia, 465  
Lathers No. 440 (250)  
Ray B. Braden, 250  
Musicians No. 7 (43)  
Milton R. Foster, 43  
Painters No. 686 (679)  
William W. Seaquist, 679  
Plumbers & Steamfitters No. 582 (300)  
Ray F. North, 150  
Eugene Duval, 150  
Theatrical Stage Empls. No. 504 (50)  
Ralph F. Adams, 50  
Typographical No. 579 (105)  
William J. Fountain, 105

**SANTA BARBARA**

Bldg. & Const. Trades Council (2)  
W. Fillippini, 1  
W. Tuttle, 1  
Carpenters No. 1062 (764)  
A. N. Gauthier, 382  
R. W. Mansfield, 382  
Central Labor Council (2)  
Warren Underwood, 1  
Al Whorley, 1  
Culinary Alliance & Bartenders No. 498 (1780)  
Zola Benson, 890  
Al Whorley, 890  
Meat Cutters No. 556 (425)  
Warren M. Underwood, 213  
Russell E. Jehnke, 212  
Painters, Calif. State Conf. (2)  
H. C. Baker, 1  
Plasterers & Cement Masons No. 341 (68)  
W. Tuttle, 68  
Sheet Metal Wkrs. No. 273 (159)  
Carl L. Hehnke, 80  
W. L. Fillippini, 79  
Stage & M.P. Machine Operators No. 442 (50)  
John H. Gotchel, 50

**SANTA CLARA**

Glass Bottle Blowers No. 262 (200)  
James Giacobelli, 100  
Warner P. Basse, 100

**SANTA CRUZ**

Const. & Gen. Laborers No. 283 (216)  
Paul Burnett, 216  
Plasterers & Cement Masons No. 379 (54)  
Arthur H. Bishop, 54

**SANTA MARIA**

Constr. Genl. & Oil Field Lbrs. No. 1222 (500)  
J. W. McClung, 500

**SANTA MONICA**

Barbers No. 573 (137)  
Danny Hernandez, 137  
Carpenters No. 1400 (965)  
Robert J. O'Hare, 322  
Paul Miller, 322  
David Wertz, 321  
Sam Mazurek  
Central Labor Council (2)  
George P. Veix, Sr., 1  
Walt Ragan, 1  
Culinary Wkrs. & Bartenders No. 814 (3791)  
John W. Meritt, 759  
Doris Ray, 758  
Norbert Butsch, 758  
Jack Manbeck, 758  
William Brooks, 758

Meatcutters No. 587 (800)  
George P. Veix, Sr., 267  
M. J. Pieri, 267  
Patricia D. Weger, 266  
Retail Clerks No. 1442 (1250)  
O. I. Clappitt, 625  
Walt Ragan, 625

**SANTA ROSA**

Bartenders & Culinary Wkrs. No. 770 (1026)  
Ted Vasil, 513  
George "Doc" Fowler, 513  
Boot & Shoe Wkrs. No. 446 (90)  
Tom Cory, 90  
Butchers No. 364 (602)  
Jack Laumann, 301  
Everett A. Matzen, 301  
Central Labor Council (2)  
Jack McCormick, 1  
Ted Matthews, 1  
Electrical Wkrs. No. 551 (200)  
E. N. Frye, 200  
Retail Clerks No. 1532 (615)  
George L. Deck, 615

**SAUGUS**

Glass Bottle Blowers No. 69 (181)  
Murvin Deaton, 90  
Harold R. Smith, 91

**STOCKTON**

Bartenders No. 47 (437)  
Angelo Trucco, 437  
Bldg. & Const. Trades Council (2)  
Howard A. Gibson, 1  
Carpenters No. 266 (500)  
Roy E. Beckner, 250  
C. J. Dunning, 250  
Carpenters San Joaquin County, Dist. Council (2)  
Paul Lofton, 1  
M. R. Marcus, 1  
Central Labor Council San Joaquin County (2)  
Henry Hansen, 1  
Culinary Wkrs. Alliance No. 572 (1322)  
Dave Mitchell, 1322  
Electrical Wkrs. No. 591 (100)  
O. G. Harbak, 50  
Geo. A. Mulkey, 50  
Fire Fighters No. 1229 (126)  
Warren E. Mackey, 63  
Robert Renner, 63  
Hod Carriers & Com. Laborers No. 73 (895)  
Jerry G. Arnold, 448  
Gilbert Mata, 447  
Office Empls. No. 26 (54)  
Alice Hansen, 54  
Painters No. 1115 (278)  
H. L. Gibson, 278  
Papermakers No. 320 (406)  
S. W. Brown, 406  
V. E. Shriver  
Pipe Trades Council No. 36 (2)  
R. L. Cloward, 1  
Retail Clerks No. 197 (250)  
Emmet Hughes, 250

**SUNNYVALE**

Theatrical Stage & M.P. Operators No. 796 (50)  
Eugene C. Schloemer, 50  
Jack N. Sandgren

**TERMINAL ISLAND**

Cannery Wkrs. of the Pacific (3750)  
Thomas Ivey, 938  
Arnulfo Miranda, 328  
Christina Barritt, 937  
Antonio Tovar, 937

**TRACY**

Carpenters No. 1698 (72)  
Frank R. Fontes, 72

**UKIAH**

Carpenters, No. Coast Dist. Council (2)  
E. A. Brown, 1

**VALLEJO**

Boilermakers No. 148 (184)  
Walter L. Baker, 184  
Bldg. & Const. Trades Council (2)  
Lowell Nelson, 1  
James Pollard, 1  
Carpenters No. 180 (700)  
William Leshe, 350  
L. C. Harman, 350  
Central Labor Council (2)  
William Leshe, 1  
Stanley Lathen, 1  
Culinary Wkrs. & Bartenders No. 560 (699)  
Loretta Coss, 233  
Ole G. Twedt, 233  
P. D. Womack, 233  
Hod Carriers & Laborers No. 326 (560)  
Walter F. Conley, 280  
Lee Elmore, 280  
Machinists No. 1492 (18)  
W. Martin, 18  
Mare Island Navy Metal Trades Council (2)  
Walter L. Baker, 1  
Painters No. 376 (175)  
Harold B. Thompson, 175  
Plasterers & Cement Masons No. 631 (54)  
Lowell Nelson, 27  
Robert Scott, 27  
Plumbers No. 343 (80)  
Luke O'Neill, 40  
James H. Pollard, 40  
Retail Clerks No. 373 (1000)  
Stanley Lathen, 250  
Wayne Wilt, 250  
Harry Clark, 250  
Jack Sparlin, 250  
Sheet Metal Wkrs. No. 75 (175)  
W. R. White, 175

**VAN NUYS**

Carpenters No. 1913 (2290)  
George W. Collins, 573  
Oliver C. Owens, 573  
Marvin E. Whitney, 572  
Harry Schultz, 572  
Painters No. 1595 (742)  
James Lee, 742  
P.O. Clerks No. 1159 (50)  
Dave Mower, 50

**VENTURA**

Bldg. & Const. Trades Council (2)  
Ronald Benner, 1  
Carpenters No. 2463 (568)  
Sam Heil, 284  
Lonnie (Lon) D. Terry, 284  
Carpenters of Ventura County, Dist. Council (2)  
Dean E. Southerland, 1  
Central Labor Council (2)  
Melvin B. Roots, 1  
George F. Bronner, 1  
Hod Carriers & Common Laborers No. 585 (936)  
Bennie A. Arellano, 234  
Ralph L. Patetzick, 234  
James V. Flores, 234  
Juan L. Carmona, 234

Operating Engineers No. 732 (41)  
Eddie Parks, 21  
Judd Minzer, 20

**VISALIA**

Bldg. & Const. Trades Council (2)  
James F. Peyton, 1  
Carpenters No. 1484 (233)  
R. L. Evans, 233  
Central Labor Council (2)  
Robert L. Evans, 1  
Stage Empls. & M.P. Oper. No. 605 (50)  
Albert M. Cox, 50

**WATSONVILLE**

Brick & Clay Wkrs. No. 998 (94)  
 Lee J. Pirrone, 47  
 Louis Smith, 47  
 Carpenters No. 771 (155)  
 Michael P. Dowdall, 155  
 Central Labor Council (2)  
 Michael P. Dowdall, 1

**WEED**

Lumber & Sawmill Wkrs. No.  
 2907 (738)  
 N. H. Blankenship, 369  
 Robert Plueger, 369

**WILMINGTON**

Chemical Wkrs. No. 40 (296)  
 Ralph O. Fleming, 148  
 Manuel Sanchez, 148  
 Ship Carpenters No. 1335 (300)  
 I. D. (Tex) Skinner, 150  
 Henry A. Poellot, 150

**AUTO WORKERS**

**Local No. 76 (770)**  
 Ray F. Andrada  
 Tony Cortez  
 Manuel Diaz  
**Local No. 148 (10,046)**  
 M. John Hill  
 Herbert C. Kincaid  
 Henry S. Phillips  
 John P. Smith  
 Allan Haywood  
**Local 179 (1,955)**  
 Joseph V. McCart  
 George Simonson  
**Local No. 230 (2,860)**  
 David Bittner  
 Ralph C. Crossland  
 George Nespor  
 William W. Young  
**Local No. 333 (777)**  
 Floyd M. Bueno  
 Edwin C. Meyers  
 Edmund Mikula  
**Local No. 406 (1,245)**  
 Vince R. Ferragamo  
 Samuel D. Killough  
 Fred E. Lackey  
 Lewis H. Michener  
 Vern N. Rasmussen  
 James Brooks  
 James H. Trumbo  
**Local No. 506 (2,819)**  
 Robert L. Spears  
**Local No. 509 (2,046)**  
 Robert Slater  
 DeWitt Stone  
 Spencer Wiley  
**Local No. 645 (2,552)**  
 William Lawson  
**Local No. 805 (666)**  
 Augustus E. Brace  
 Gus A. Rogers  
**Local No. 808 (1,055)**  
 Robert Davis  
 Dale Forgy  
 Ruben Ortega  
 Hobert Mainord  
**Local No. 809 (188)**  
 Walter P. McLogan, Jr.  
**Local No. 811 (3,580)**  
 Bill Francis  
 Bernice Lela Yeager  
 Clarence E. Wright  
**Local No. 887 (10,194)**  
 Cele Carrigan  
 Richard Cartwright  
 Everard J. Franklin  
 Albert Haener  
 Jack Hurst  
 Hank Lacayo  
 Julius Middler  
 Carter M. Paine  
 Fred Westfall  
**Local No. 1031 (940)**  
 Joseph A. Dolin  
 Harold Freudenthaler  
 Daniel L. Gonzales  
 Victor Neves  
 Jack E. Tobler

**BROADCAST EMPLOYEES**

**Local No. 51 (140)**  
 Norbert James Greene  
 James Thursby  
 Paul Viaregge, Alt.  
**Local No. 53 (884)**  
 Robert T. Pennebaker  
 A. Lloyd Hockin  
 Gus S. Malpee  
 Walter C. Shockley

**CLOTHING WORKERS**

**Joint Board, Los Angeles (3)**  
 Jerome Posner  
**Joint Board San Francisco (3)**  
 Sam Krips  
**Local No. 42 (600)**  
 Julia D. Brilliant  
 Hazel F. Newton  
 Joseph Trovato  
 Louis V. Wright  
**Local No. 55D (400)**  
 Claude Cox  
 Leonard Levy  
**Local No. 278 (1,933)**  
 Harry Arbeitman  
 Harry Bloch  
 Anthony DeChiazza  
 Frank Panick  
 Sarah Pivitz  
 Morris Zusman  
**Local No. 288 (300)**  
 Irwin Dick  
 Joseph T. Saldivar  
**Local No. 297 (40)**  
 Claude Cox  
**Local No. 372 (175)**  
 Fred Raganold  
**Local No. 408 (375)**  
 Lola Lujan  
 Irving J. Roitman

**COMMUNICATION WORKERS**

**Local No. 9406 (291)**  
 Martha H. McGarr  
**Local No. 9412 (458)**  
 Kenneth L. Crosswell  
 Arthur Hellender  
**Local No. 9415 (2,066)**  
 J. Gordon Laughland  
 Leonard J. Lawson  
 Ruth Suhling  
**Local No. 9416 (306)**  
 James H. Elliott  
**Local No. 9421 (717)**  
 Kathryn I. Akin  
**Local No. 9429 (134)**  
 Ann N. Clayton  
**Local No. 9430 (395)**  
 Einar A. Engdahl  
 Fred H. Henry  
 Arthur C. Keefe  
 Walter A. Picchi  
**Local No. 9490 (1,547)**  
 Robert Garcia  
 Joe W. Hightower  
 R. W. Rivers  
**Local No. 9501 (1,172)**  
 George W. Gorman  
**Local No. 9503 (721)**  
 James L. Childs  
 Charles C. Fincher  
 Mildred C. Lender  
**Local No. 9505 (1,037)**  
 Elizabeth J. Hirt  
 Donald L. May  
 Norman E. Mohler  
 John W. Walsh  
**Local No. 9506 (750)**  
 Robert C. Prior  
 William C. White  
**Local No. 9507 (730)**  
 William H. McMahan  
**Local No. 9509 (876)**  
 Lionel E. Garrett  
 William L. Gwyn  
 Keith E. Kennedy  
 Horton W. Simons

**Local No. 9571 (871)**  
 George E. Buck  
**Local No. 9573 (215)**  
 Edmond F. Bishop  
**Local No. 9574 (868)**  
 Herbert Keith Johnson  
 Peter J. Watt  
**Local No. 9579 (469)**  
 Richard F. Trotter  
**Local No. 9590 (1,843)**  
 E. A. King  
 R. T. Newman  
 M. A. Schlaff  
 J. D. Spence  
**Local No. 9595 (657)**  
 James A. Everitt  
 Leland L. Obar

**ELECTRICAL WORKERS**

**Local No. 852 (175)**  
 Charles E. Clark  
 Robert J. Murphy  
 Andrew E. Sikora  
**Local No. 1503 (140)**  
 Lois M. Hurley

**FURNITURE WORKERS**

**Local No. 262 (1,007)**  
 Edward Nolan  
 Louis Picetti  
 Joseph R. Pierucci  
 Anthony Scardaci  
 Fred Stefan  
**Local No. 1010 (790)**  
 John Martinez  
 Louis Gilbert

**MARINE ENGINEERS**

**Local No. 79 (495)**  
 W. H. Buttram

**MARINE & SHIPBUILDING**

**Local No. 9 (2,118)**  
 Nick Betancourt  
 James R. Brown  
 Robert Buchan  
 William K. Campbell  
 Antonio Chavez  
 John H. Christian  
 Victor T. Colbary  
 Francis G. Collins  
 Emmett A. Davis  
 Anthony J. Donofrio  
 Pat Figarelli  
 Sam Flood  
 William Garcia  
 Pete V. Grijalva  
 Frank Guklien  
 William F. Hooe  
 Lloyd A. Lewis  
 Richard H. Lloyd  
 Frank A. Martinez  
 Dan J. O'Hara  
 Leo A. Serrano

**MARITIME UNION**

**San Francisco (250)**  
 Richard Larson  
**San Pedro Branch (250)**  
 Peter Bocker

**NEWSPAPER GUILD**

**Local No. 52 (1,477)**  
 William R. Keller  
 Sam B. Eubanks  
 Fred D. Fletcher  
 Robert E. Guiles  
 Rebecca Harmon  
 Michael Harris  
 Alice Johnson  
 Eunice Massey  
 William A. Millis  
 Mary Pastorelli  
 Austin Piety  
 Ernest W. Rapley  
 Jack Russell  
 Lou Webb  
 Harvey H. Wing  
 Ray Christiansen, Alt.  
 Jack Howard  
 Harold Rossman  
 Edna Vice  
**Local No. 69 (1,052)**  
 Justin F. McCarthy, Jr.

**Local No. 98 (186)**  
Frank R. Sauliere

**OIL CHEMICAL &  
ATOMIC WORKERS**

**Local No. 1-5 (2,118)**  
Paul C. Boyd  
Virgil F. Coragliotti  
George D. Kilty

**Local No. 1-19 (617)**  
John H. Walker  
Henry H. Cole Alt.

**Local No. 1-120 (650)**  
Wallace L. McBride  
Henry J. Prairie  
Donald F. Miller, Alt.

**Local No. 1-128 (6,270)**  
Charles F. Armin  
Donald R. Brand  
Elliott M. Cantley

Otis O. Clayton  
Eddie A. Dawson  
Edward D. Duffy  
Howard D. Geiger  
James R. Holman  
Franklin K. Hull  
Frederick H. Laudan  
William D. Mhoon  
Emmet P. O'Malley  
Harlan L. Savage

**Local No. 1-519 (950)**  
Clifton M. Bell  
Leonard L. Fiedler

**Local No. 1-547 (673)**  
Joseph M. Allen  
Stanford R. Smith

**Local No. 1-587 (245)**  
Ray Epley

**Local No. 1-589 (451)**  
Robert W. O'Neil  
Wesley N. Hayes, Jr.

**PACKINGHOUSE WORKERS**

**Local No. 78 (790)**  
Frank Menzes

**Local No. 200 (544)**  
Manuel Alvarado  
Jesse C. Avelar  
Thomas Howard  
Doris McCrider

**Local No. 263 (43)**  
Jerry E. Wetle

**PAPERWORKERS &  
PAPERMAKERS**

**Local No. 1400 (169)**  
Gerald R. Lockwood  
Steven V. Ray

**RADIO ASSOCIATION**

**San Francisco (250)**  
Jay A. Darwin

**RETAIL, WHOLESALE &  
DEPT. STORE**

**Local No. 75 (33)**  
Neil J. Sullivan

**RUBBER WORKERS**

**Local No. 43 (650)**  
George J. Costigan  
Laurence D. McCarty  
Merle R. Elliott, Alt.

**Local No. 44 (1,298)**  
Leonard E. Burrows  
Paul M. Perez  
Herbert H. Wilson

**Local No. 60 (158)**  
Will W. Brown

**Local No. 64 (334)**  
Edwin J. Porreca

**Local No. 100 (2,775)**  
Earl M. Farwell  
James A. Lewis

**Local No. 131 (1,613)**  
Asa W. Foster  
Sherman L. Hardaway  
Archib E. Hamady  
Joseph S. Nelson, Jr.

**Local No. 141 (100)**  
John Noblet  
Herbert Welch

**Local No. 146 (53)**  
Edna Harbison

**Local No. 225 (343)**  
Clarence Remington  
Frances West

**Local No. 393 (382)**  
Mrs. Larue S. Buck  
Aurelia Luna  
Otilia Pinon  
Lupe Ramirez

**Local No. 417 (121)**  
A. J. Moore  
Lyman B. Street

**Local No. 451 (211)**  
William O. Deatherage  
Gayle Collins

**Local No. 490 (325)**  
Cathrine J. David  
Henry L. Smith  
Evelyn L. Vance

**STATE, COUNTY &  
MUNICIPAL**

**Local No. 1136 (132)**  
James C. Broussard  
Conrad C. Eustace

**STEELWORKERS**

**Local No. 168 (50)**  
Henry Hook  
Fred L. Wise

**Local No. 1069 (1,383)**  
Raymond Glunt

**Local No. 1304 (1,325)**  
Dave Arca  
Lloyd Ferber  
Jack Long  
William Mitchell  
Ernest Perry  
Robert G. Smith

**Local No. 1414 (508)**  
Robert R. Clark  
Benson Clouch  
Stephen H. Darcy  
Donald W. Hamilton  
Edwin Morang, Jr.  
George Steele

**Local No. 1440 (2,340)**  
Anthony Cannata  
Thomas B. Henderson  
William L. Milano  
Allen Prator  
William Sims  
Charles Whitlatch

**Local No. 1502 (464)**  
John Bel  
Joseph DiLucchio  
Edward Sanchez  
Jack Sustrick

**Local No. 1547 (308)**  
Joe Doherty

**Local No. 1549 (1,371)**  
Michael Yavenditti

**Local No. 1684 (950)**  
Robert Barker  
John Barros  
James Hanley  
Leo Jevelle  
John Valeskie

**Local No. 1798 (484)**  
Dorothy P. McDaid  
Charles E. Wells

**Local No. 1835 (205)**  
Edward P. Mazetti

**Local No. 1845 (1,270)**  
John Prokopowich

**Local No. 1981 (1,300)**  
Del Coffey  
Thomas Consiglio  
Chris Gellepis  
Bradis Flowers  
Charles Harding  
Frank Hudson  
Charles Simon  
Larry Savala  
Harold Schellenberg  
Ed Tanski  
G. J. Conway

**Local No. 1986 (117)**  
James Carbray  
L. F. Curry

**Local No. 2018 (4,296)**  
Sidney G. Boswell  
James Carbray  
John A. Despol  
Lloyd K. Hoskinson  
Winfred H. Jamison  
Leroy E. Johnson  
Wm. Frank McCaskell  
Herbert H. Napier  
Gabriel Ybarra

**Local No. 2058 (2,051)**  
Victor Sozer

**Local No. 2172 (250)**  
C. Herbert Finley

**Local No. 2273 (178)**  
Allen Lamkin  
Thomas E. Leonard

**Local No. 2586 (58)**  
C. Herbert Finley

**Local No. 2869 (4,000)**  
Ronald E. Bitonti  
Timon E. Covert  
Keith R. Geisert  
Stanley J. O'Neill  
Harold A. Rasmussen

**Local No. 3367 (477)**  
Roby W. Pierce  
Kenneth D. Steadman

**Local No. 3677 (669)**  
Stannard C. Adams

**Local No. 3702 (40)**  
Edmund Raggio  
Jack R. Ringer

**Local No. 3941 (233)**  
Melvin B. Benner  
G. J. Conway  
Samuel Diel

**Local No. 4113 (88)**  
William Stumpf  
Archibald Allison

**Local No. 4155 (163)**  
Lloyd F. Dayton

**Local No. 4233 (40)**  
Lloyd F. Dayton

**Local No. 4468 (314)**  
Ed Jencks

**Local No. 4511 (243)**  
Leo Allison  
Duane Dimond  
Charles Wright

**Local No. 4670 (1,426)**  
James H. Reed  
Edmond Tanski

**Local No. 4765 (222)**  
Damian E. Garcia  
George V. Pineda

**Local No. 5004 (229)**  
Sam Givens

**Local No. 5188 (40)**  
Philip Z. Thimmies, Jr.  
C. Herbert Finley

**Local No. 5303 (143)**  
Gerald J. Conway  
A. N. Cheleden

**Local No. 5415 (61)**  
Joe Doherty

**Local No. 5450 (40)**  
William Stumpf  
Joseph Angelo

**Local No. 5504 (169)**  
Harry T. Derr  
Vincent T. O'Neill

**Local No. 5525 (17)**  
Jack L. Morris  
Hugo Rivera

**Local No. 5632 (10)**  
Lloyd F. Dayton

**TEXTILE WORKERS**

**Local No. 99 (213)**  
Manuel Aragon  
Alex Barclay

**Local No. 146 (146)**  
Gus R. Billy

**Local No. 915 (243)**  
Ronald Nicholas  
Lonnie Poindexter

**Los Angeles Jt. Board (3)**  
Frank Nicholas Jr.

**San Francisco Jt. Board (3)**  
Sonia Baltrum

#### **TRANSPORT WORKERS**

**Local No. 3005 (140)**  
Raymond B. Crosby  
Juan R. Govea

#### **TRANSPORT SERVICE EMPLOYEES**

**Local No. 95 (40)**  
Irene Evans

#### **UTILITY WORKERS**

**Local No. 132 (1,292)**  
Adam Binder  
Mancil Downs  
Anthony Finocchio  
John Gatti  
Lorenzo Gill  
John C. Kreutz  
Eva Robles  
Edward T. Shedlock  
Roger J. Snow

**Local No. 246**  
Rex Jensen  
John E. Trantham

**Local No. 259 (58)**  
Edward Shedlock

**Local No. 283 (63)**  
Edward Shedlock

**Local No. 389 (340)**  
Henry Betz  
William F. McKinley  
Martha Michner

#### **WOODWORKERS**

**Local No. 6-64 (926)**  
Lawrence W. Gardner  
Troy Price  
Argie L. Thomas  
James Thompson

**Local No. 13-86 (127)**  
Edward Hinkley  
William Page

**District Council No. 6 (3)**  
Harold E. Geiger

**District Council No. 13 (3)**  
Robert P. Crimmins  
John B. Laird  
Emmett R. Lawson

#### **COUNCILS**

**Alameda Central Labor Council**  
(3)

Arthur R. Hellender  
Joseph Angelo

**Contra Costa County Council**  
(3)

Anthony Troia  
Herschel Franzen

**Los Angeles County Council (3)**

Clyde Bullock  
Albert T. Lunceford  
Robert R. Clark

**San Francisco County Council**  
(3)

Mark Becker  
Thomas Monroe

#### **GENERAL BOARD OF CIUC**

John M. Duffy, 1  
Clarence Stinson 1  
Frank White, 1  
John Janosco, 1  
Leo Focha, 1

# **MERGER DOCUMENTS**

## **AGREEMENT TO MERGE**

### **California State Federation of Labor-California Industrial Union Council**

The California State Federation of Labor and the California Industrial Union Council agree to create a single federation of trade unions in California through the process of merger. They agree upon the following principles and procedures to accomplish this end.

#### **I**

#### **Principles of Merger**

(a) The merged state central body shall be known as the California Labor Federation, AFL-CIO.

(b) The California State Federation of Labor (hereinafter referred to by its initials "CSFL") and the California Industrial Union Council (hereinafter referred to by its initials "CIUC") shall effectuate the merger through the organic consolidation of these two organizations, respectively, into a single organization, which under the provisions of the AFL-CIO Merger Agreement and Constitution, and the rules and regulations issued thereunder, shall function as the officially chartered state central body of the AFL-CIO in the State of California. Said merger shall be effectuated through agreement on the attached Constitution for the merged state central body.

(c) It is recognized and agreed that said merger is freely and voluntarily negotiated to effectuate in California the spirit of the national merger.

(d) The parties further agree that until local central bodies have merged, the central bodies affiliated respectively with the CSFL and the CIUC shall be eligible for affiliation with the state merged organization in accordance with the applicable eligibility provisions for affiliation in the Constitution of the merged organization and the Constitution and rules and regulations issued thereunder of the AFL-CIO.

(e) Except as otherwise provided in this Agreement, the government, finances, procedure and structure of the merged federation shall be determined by the Constitution, and the Convention Rules and Order of Business attached thereto, of the merged federation.

#### **II**

#### **Government and Structure of the Merged Federation**

(a) Initially the Secretary-Treasurer and the President shall be the Secretary-Treasurer and President of the CSFL, and initially the two General Vice Presidents shall be the Secretary-Treasurer and President of the CIUC. The twenty-four (24) Vice Presidents from geographical districts shall be the twenty-four (24) Vice Presidents of the CSFL. The eight (8) Vice Presidents At Large shall be the eight (8) Vice Presidents of the CIUC.

### III

#### Affiliations

Any organization presently affiliated with either the CSFL or the CIUC, shall be deemed an affiliate of the California Labor Federation, AFL-CIO.

### IV

#### Finances

(a) The merged federation shall succeed to all the assets of the CSFL and shall assume all of its liabilities and contractual obligations. The merged federation shall succeed to all of the assets of the CIUC and shall assume all of its liabilities and contractual obligations.

(b) On the effective date of the combination, all the property, real and personal and mixed, and all right, title and interest either legal or equitable in any monies, funds or property, tangible or intangible of the CSFL and CIUC and all debts due to each of them, and all rights, privileges and powers and every other interest of each of them, of whatever nature, shall, by virtue of the combination of the CSFL and CIUC, be transferred to and vested in the California Labor Federation, AFL-CIO and all such rights and properties shall thereafter be as effectually the property of the California Labor Federation, AFL-CIO as they were of the CSFL and the CIUC. Title to any property, real, personal or mixed, legally vested in the CSFL or CIUC, shall not be in any way impaired by reason of the combination but shall in all respects be vested in the combined organization by virtue of the combination. The California Labor Federation, AFL-CIO shall, on and after the effective date of the combination, be responsible by virtue of the combination, for all debts, liabilities and obligations of the CSFL and the CIUC, and all such debts, liabilities and obligations shall from that time forth attach to the combined organization and may be enforced against it to the same extent as if said debts, liabilities, and obligations were incurred or otherwise contracted by it.

(c) The respective organizations agree, by escrow instructions or otherwise, to execute the appropriate documents transferring the property into the name of the newly merged organization.

(d) The present executive officers, the present members of the Executive Council of the CSFL and the present executive officers, the present members of the Executive Council or the General Board of

CIUC shall be empowered and required to and shall from time to time after the effective date of the combination, execute and deliver or cause to be executed and delivered, upon request of the combined organization, all such authorizations or other instruments as the combined organization may deem necessary or desirable in order to confirm the right and title of the combined organization to the property, rights and privileges referred to in paragraph (b) of this Article, and shall take such further and other action as may be requested for such purposes.

(e) An audit of a reputable certified public accountant shall be transmitted covering a period from the end of the preceding fiscal year of each organization to the closest possible date feasible prior to the convening of the merger convention, indicating the condition of the respective organizations.

(f) Such audit shall be accompanied by a certificate indicating the absence of any unrevealed or undisclosed liabilities of any type insofar as either of these organizations is concerned, and shall be accompanied by an appropriate undertaking in an appropriate amount guaranteeing the correctness of the certificate.

(g) In the event that the merger convention should not agree upon a merger, then all of the above steps shall have been conditional and there shall not be any transfer of assets or properties to the merged organization until it is established as a matter of law.

### V

#### Employees

(a) The combination of the CSFL and CIUC is not intended to affect any presently existing collective bargaining agreement covering the employees of the CSFL or CIUC, but all rights, duties and responsibilities of the CSFL or CIUC vested in either the CSFL or CIUC pursuant to such contracts are intended to be vested in the California Labor Federation, AFL-CIO, by virtue of the combination, provided the severance allowance provision shall be inapplicable since severance allowance accrued shall have already been paid by the CIUC.

(b) The combination of the CSFL and the CIUC is not intended, nor shall it be deemed, in itself to terminate the employment of any employees of either the CSFL or CIUC. All employees of the CSFL or CIUC initially, shall upon the effective date of the combination, and by virtue thereof, be deemed to be employees



of the California Labor Federation, AFL-CIO, without interruption of their employment status.

(c) With respect to any existing pension or retirement program of either of the respective organizations, it is understood and agreed that such programs, where they exist, shall be continued, and any funds allocated to such programs shall be frozen with respect to the accounts to which they are allocated upon establishment of the merged organization. In the event that either of said organizations does not have any such programs currently in existence, then it is understood and agreed that upon the coming into being of the merged organization, those affiliated with any such organization which does not have such program will have all rights available under such program computed as to them only from and after the date of merger.

(d) Initially, the headquarters and office and staff personnel of the two state federations shall be retained as the staff of the merged federation. A special committee shall be established of the former executive officers of the CSFL and CIUC which shall, in conjunction with the executive officers of the state labor federation, make just, fair and equitable provision for the integration of the personnel of the CSFL and CIUC into the personnel for the merged state labor federation.

## VI

### Method of Merger

(a) This Merger Agreement shall be submitted for approval to the Executive Council of the CSFL and to the General Board of the CIUC.

(b) The proposed Constitution and Rules and Order of Business shall be submitted for approval to the General Board of the CIUC and the Executive Council of the CSFL.

(c) Upon approval by the respective state executive bodies, this Merger Agreement, the proposed attached Constitution and Rules and Order of Business and such other agreements as are necessary to accomplish the merger shall be submitted to separate conventions of the CSFL and the CIUC.

(d) Upon approval by the separate conventions of the CSFL and CIUC, a joint convention shall be held.

(e) If the Merger Agreement, Constitution and Rules and Order of Business are approved by the respective conventions, all resolutions submitted to each

convention shall be referred for disposition to the merged convention of the California Labor Federation, AFL-CIO.

## VII

### Initial Convention

(a) The provisions of the Constitution and the Rules and Order of Business of the merged federation shall govern the initial convention except as otherwise provided in this Agreement.

(b) The initial convention shall be called for the City of San Francisco, commencing December 8, 1958.

(c) There shall be a Joint California AFL-CIO Merger Committee consisting of ten (10) members each from the CSFL and the CIUC.

(d) The Joint California AFL-CIO Merger Committee shall be empowered to designate a Credentials Committee which shall have authority to accredit as delegates to such convention, all of the delegates who have been duly accredited to the conventions of the California State Federation of Labor and the California Industrial Union Council which approved the merged Constitution. Where the total number of such delegates is less than the number of delegates the organization is entitled to under the merged Constitution, the Joint Credentials Committee shall be authorized to accredit additional delegates from such organization up to such number.

(e) Delegates representing unions shall be entitled to a total number of per capita votes based upon the membership represented by such delegation at the conventions of the CSFL and the CIUC approving the Constitution of the merged state labor federation. Central labor bodies and other councils and subordinate bodies as deemed eligible for affiliation in accordance with the Constitution and rules and regulations of the AFL-CIO shall be entitled to two (2) delegates at conventions, each with one vote.

(f) The Joint AFL-CIO Merger Committee shall report to the convention, designate temporary officers for the convention, appoint all convention committees, and take such other action as may be necessary by virtue of the fact that it is an initial convention.

## VIII

### Effective Date

This Merger Agreement and the Constitution and Rules and Order of Business of the merged federation shall become ef-

fective upon approval by the separate conventions of the CSFL and the CIUC and shall govern the affairs of the federation beginning with the first convention of the new state organization, provided that the Merger Agreement and Constitution establishing California Labor COPE is completed and approved concurrently by the separate conventions of the California Labor League for Political Education and the California CIO Council on Political Education.

This Merger Agreement is made this ninth day of September, 1958.

California State Federation  
of Labor

THOMAS L. PITTS  
President

C. J. HAGGERTY  
Secretary-Treasurer

California Industrial  
Union Council

MANUEL DIAS  
President

JOHN A. DESPOL  
Secretary-Treasurer

## CONSTITUTION

### California Labor Federation, AFL-CIO

#### ARTICLE I

##### Name

Section 1. This body shall be known as the CALIFORNIA LABOR FEDERATION, AFL-CIO, herein called the Federation.

#### ARTICLE II

##### Objects and Principles

Section 1. The objects and principles of this Federation are:

(a) To aid workers in securing improved wages, hours and working conditions with due regard for the autonomy, integrity and jurisdiction of affiliated unions.

(b) To secure united and harmonious action in all matters directly affecting the interests of the organized workers, giving recognition to the principle that both craft and industrial unions are appropriate and that each are equal and necessary as methods of union organization.

(c) To encourage all workers without regard to race, creed, color, national origin or ancestry to share equally in the full benefits of union organization.

(d) To promote and maintain harmonious relations between employer and employee to the end that each shall recognize the rights of the other.

(e) To create and give effect to a system whereby the affiliated organizations shall extend to each other moral and material aid when occasion arises.

(f) To study economic and social conditions and to pursue policies aimed at effecting a more equal distribution of wealth and promoting full employment.

(g) To secure legislation which will

safeguard and promote the principles of free collective bargaining, the rights of workers, farmers and consumers, and the security and welfare of all the people and to oppose legislation inimical to these objectives.

(h) To use the good offices of this Federation to bring about the affiliation of all local unions in the state with their appropriate city central and department councils.

(i) To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.

(j) To aid and encourage the sale and use of union made goods and union services through the use of the union label and other symbols; to promote the labor press and other means of furthering the education of the labor movement.

(k) To protect the labor movement from any and all corrupt influences and from the undermining effects of Communist agencies and of all others who are opposed to the basic principles of our democracy and free and democratic unionism.

(l) To safeguard the democratic character of the labor movement.

(m) While preserving the independence of the labor movement from political control, to encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the local, state and national communities.

(n) To give constructive aid in promoting the cause of peace and freedom

in the world and to aid, assist and cooperate with free and democratic labor movements throughout the world in conformity with the policy of the AFL-CIO.

### ARTICLE III

#### Affiliations

Section 1. The following organizations located in California and the Territory of Hawaii shall be eligible to affiliate with the Federation:

(a) All local unions chartered directly by the AFL-CIO, or by National or International Unions affiliated with the AFL-CIO.

(b) All central labor bodies chartered by the AFL-CIO, and those bodies chartered by the Departments of the AFL-CIO.

(c) All councils and joint boards chartered by National or International unions affiliated with the AFL-CIO.

(d) Such other subordinate bodies as the Executive Council may determine are eligible for affiliation in accordance with the Constitution and rules and regulations of the AFL-CIO.

Section 2. No organization officered, controlled or dominated by Communists, Fascists or other totalitarians, or whose policies and activities are consistently directed toward the achievement of the program or purposes of the Communist Party, any Fascist organization, or other totalitarian movement shall be permitted as an affiliate of the Federation.

Section 3. No organization chartered by a National or International Union affiliated with the AFL-CIO, which secedes, is suspended or expelled therefrom, or any organization chartered by a National or International Union that has seceded from or that has been suspended from or expelled by the AFL-CIO shall be allowed to affiliate or continue affiliation with or be recognized by this Federation.

### ARTICLE IV

#### Officers

Section 1. The officers of the Federation shall consist of a President, a Secretary-Treasurer, and 34 Vice Presidents.

For purposes of designation only, the 34 Vice Presidents shall be divided into:

- (a) Two General Vice Presidents;
- (b) 24 Geographical Vice Presidents; and
- (c) Eight At Large Vice Presidents.

Section 2. For purposes of designation only, the two General Vice Presidents shall be allocated to General Vice President Office A and Office B, respectively.

Section 3. For purposes of designation only, the 24 Geographical Vice Presidents shall be allocated as follows:

District No. 1 (San Diego and Imperial counties), one Vice President.

District No. 2 (City of Long Beach and Orange County), one Vice President.

District No. 3 (Los Angeles City proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside counties), six Vice Presidents. The offices of this district shall be numbered 3A, 3B, 3C, 3D, 3E, and 3F.

District No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica), one Vice President.

District No. 5 (Ventura, Santa Barbara and San Luis Obispo counties), one Vice President.

District No. 6 (Kern, Tulare, Kings, Fresno, Madera, Inyo and Mono counties), one Vice President.

District No. 7 (San Joaquin, Stanislaus, Merced, Mariposa, Tuolumne, Calaveras and Alpine counties), one Vice President.

District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey counties), one Vice President.

District No. 9 (San Francisco), four Vice Presidents. The offices of this district shall be numbered 9A, 9B, 9C and 9D.

District No. 10 (Alameda County), two Vice Presidents. The offices of this district shall be numbered 10A and 10B.

District No. 11 (Contra Costa County), one Vice President.

District No. 12 (Marin, Sonoma, Napa and Solano counties), one Vice President.

District No. 13 (Sacramento, Yolo, Colusa, Glenn, Butte, Sutter, Yuba, Nevada, Placer, El Dorado and Amador counties), one Vice President.

District No. 14 (Humboldt, Del Norte, Mendocino and Lake counties), one Vice President.

District No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehama, Trinity and Sierra counties), one Vice President.

Section 4. For purposes of designation only, the eight At Large Vice Presidents shall be allocated to At Large Vice President Office A, B, C, D, E, F, G and H, respectively.

# ARTICLE V

## Elections

### A. OFFICERS

#### (1) Eligibility for Nomination

Section 1. Subject to the provisions of A(1) Section 2 of this Article, any individual who is a duly accredited delegate to the convention and a member in good standing of at least one local union affiliated with the Federation and the AFL-CIO, may be nominated for office; providing, however, any incumbent officer who is a member in good standing of a local union affiliated with the Federation, regardless of whether or not he is a delegate and even though he is not personally present for reasons beyond his control, shall be entitled to run for his incumbent office.

Section 2. (a) No individual shall be eligible to be nominated for or to serve as an officer, who is a member of the Communist Party, Ku Klux Klan, any Fascist organization, or other totalitarian movement, or who consistently pursues policies or activities directed toward the achievement of the program or purposes of the Communist Party, Ku Klux Klan, any Fascist organization, or other totalitarian movement.

(b) No individual shall be eligible to be nominated for and run for more than one office. Any individual who is nominated for an office may decline to accept the nomination for such office at any time prior to the close of nominations for such office.

(c) No individual shall be eligible to be nominated as a Geographical Vice President unless he is affiliated with at least one affiliated local union located in such Geographical Vice President district.

(d) No individual shall be eligible to be nominated as an At Large Vice President unless he is affiliated with at least one affiliated local union located in the state.

#### (2) Nomination Procedure

Section 1. Any accredited delegate to the convention may nominate a candidate for office.

Section 2. Nomination of candidates shall be made in the following order:

- (a) President
- (b) Secretary-Treasurer
- (c) General Vice Presidents

- (d) Geographical Vice Presidents
- (e) At Large Vice Presidents.

Section 3. Nominations for officers for a succeeding term shall be made on Wednesday of such convention and the election shall be held on Thursday of such convention.

#### (3) Election Procedure

Section 1. Every officer shall be elected by a majority of votes cast for all candidates for each respective office. Where there are more than two candidates for an office, and none receives a majority, the candidate receiving the lowest vote shall retire after each ballot.

Section 2. The form of the ballot shall be as shown in the sample at the end of this section. It shall contain the names of all candidates for contested offices alphabetically arranged under the proper headings for each office with a blank following each name. The blank shall be of sufficient size for the placing thereon of the number of votes to which the voting delegate is entitled. At the top of each ballot, in addition to a blank for the number of the ballot, shall be left a blank in which shall be written the name of the organization which the delegate represents and another blank in which shall be written the name of the delegate voting. If a delegate is voting for his entire delegation he shall submit the written authorization required under Section 5, Article XV B at the time he casts his ballot.

#### (Sample Ballot)

No.....	
Name of Organization .....	
Name of Delegate .....	
(if authorized to vote entire delegation, attach authorization signatures)	
For President	Number of Votes
John Brown .....	.....
R. R. Smith .....	.....
For Secretary-Treasurer	
John Blue .....	.....
John Doe .....	.....
For General Vice Presidents	
Office A	
John Doe .....	.....
John White .....	.....
Office B	
June Brown .....	.....
Mary Jones .....	.....

For Geographical  
Vice Presidents

District 1

A. B. A. Johnson .....  
P. E. Tubeman.....

District 10

Office A:

D. E. Johnson .....  
A. E. Smith .....

Office B:

F. R. Black .....  
C. R. Jackson .....

For Vice Presidents At Large

Office A:

John Black .....  
Jim Jones .....

Office B:

John Andrews .....  
James Smith .....

For Convention City:

Los Angeles .....  
San Francisco .....

Section 3. To be eligible to vote for officers of the Federation, a delegate must have been seated by the convention prior to adjournment Wednesday of such convention.

Section 4. The election shall be in charge of an Election Board of twelve delegates, none of whom shall be candidates at the election at which they serve.

Section 5. The Election Board, subject to the approval of the convention, shall be appointed by the President immediately after nominations are completed.

Section 6. There shall not be more than one member on the Election Board from any one National or International organization.

Section 7. The Election Board shall consist of three Supervisors, and nine Tally Clerks. The Secretary shall prepare a sufficient number of ballots (which shall be numbered consecutively, beginning with No. 1), and issue them on roll call to delegates, not later than 11:00 a.m. on the day of election. After receipt of ballot, the delegate shall be required to retire immediately to a voting booth, which shall have been prepared by the Secretary and the Supervisors, and mark the ballot. Said ballot shall then be placed in a proper receptacle.

(a) Any accredited delegate may be present and remain where the election is conducted during the hours of voting and

during the counting of the ballots by the Election Board, but no delegate shall be permitted under any circumstances, to solicit votes inside the room where the election is being conducted or in the immediate vicinity of the entrance thereto.

(b) The Election Board shall have the right to eject from the election room any person who disturbs or interferes with the conduct of the election.

Section 8. The nine Tally Clerks shall divide themselves into three equal groups. After the ballots are cast and total number ascertained, the Supervisors shall divide the ballots into three parts as nearly equal as possible, giving each group of Tally Clerks one portion. After the counting and tallying of votes for all candidates, the Tally Clerks shall return tally sheets in duplicate with all ballots to the Supervisors. After the returns are in, a tabulated sheet in duplicate (containing the results of the election) shall be prepared and submitted to the convention.

Section 9. A ballot shall be rejected if it is so mutilated or disfigured as to be considered invalid by at least nine members of the Election Board. No change in any vote or ballot shall be made by anyone after the ballot is in the custody of the election officers.

Section 10. The following pledge shall be given to the newly elected officers: "I (giving name) hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability and will uphold the Constitution of the California Labor Federation, AFL-CIO and the decisions of its conventions, and the Constitution of the AFL-CIO and the rules governing state central labor bodies."

#### (4) Terms of Officers

Section 1. The terms of officers of the Federation shall be for a period of two years, unless terminated sooner by removal as provided in this Constitution or death or resignation, and until a successor is designated.

All terms shall commence immediately upon the final adjournment of the convention at which the officers are elected.

#### B. CONVENTION CITY

Section 1. The designation of the convention city for the following convention shall be by election of the convention.

Section 2. Nominations shall be made on Wednesday by any accredited delegate of the convention and the election shall be held on Thursday of such convention.

Section 3. The names of the cities nominated shall be placed in the appropriate place on the ballot as specified in Article V, A, (3), Section 2, and shall be listed alphabetically with a blank following each name.

## ARTICLE VI

### Powers and Duties of President

Section 1. The duties of the President shall be:

(a) To transact any such business as may of right appertain to the office.

(b) To preside at all conventions and meetings of the Executive Council.

(c) To call meetings of the Executive Council when necessary, but at least three times each year. Upon petition specifying the items to be considered, signed by ten of the members of the Executive Council, the President shall call a special meeting of the Executive Council which shall be restricted to the consideration of items in the petition.

(d) To exercise supervision over the affairs of the Federation.

(e) To sign official documents when required.

(f) To be the custodian of the bond furnished by the Secretary-Treasurer.

(g) To make a report on the administration of his office at the convention.

(h) To represent the Federation.

(i) To appoint, subject to the approval of the Executive Council, and subject to the approval of the convention, such committees as are necessary to conduct the affairs of the convention, and after the convention has commenced, to change the composition of any committee, subject to the approval of the convention. Such committees may meet before the opening date of the convention and shall proceed to consider all resolutions, appeals, reports, and constitutional amendments submitted to the convention, and shall report thereon to the convention.

(j) To appoint, subject to the approval of the Executive Council, from time to time any and all committees herein provided or as may be necessary or desirable.

(k) To cast the deciding vote in the case of a tie other than a roll call vote at conventions.

(l) To conduct the correspondence pertaining to his office.

Section 2. He shall receive his legitimate expenses incurred in the perform-

ance of his duties, and shall submit to the Secretary-Treasurer at the end of each month, an itemized account of all money, traveling and incidental expenses expended by him in the interest of the Federation.

## ARTICLE VII

### Powers and Duties of the Secretary-Treasurer

Section 1. The duties of the Secretary-Treasurer shall be:

(a) To act as the chief executive officer of and represent the Federation and to have all other necessary powers to carry out his duties as chief executive officer.

(b) To take charge of all books, papers and effects of the Federation.

(c) To conduct the correspondence pertaining to his office.

(d) To receive and collect all monies due the Federation.

(e) To deposit all funds belonging to the Federation in bank accounts in the name of California Labor Federation, AFL-CIO as Secretary-Treasurer of the California Labor Federation, AFL-CIO.

(f) To deposit such money only in such bank or banks as shall have been designated by the Executive Council.

(g) To withdraw none of said monies in any manner other than by check, signed by himself and countersigned by the President or Vice President designated by the President, with their official titles.

(h) To maintain suitable offices for the Federation.

(i) To compile and keep up to date a list showing the name and the post office address of each of the principal officers of each affiliated organization.

(j) To make a summarized statement of all receipts and expenditures for regular periods specified by the Executive Council, to be audited by an independent certified public accountant.

(k) To furnish a surety bond in the sum of \$10,000, to be issued by a bona fide surety company designated by the Executive Council, the premium on which shall be paid by the Federation; provided, that the Executive Council shall have the power to increase the amount of said bond.

(l) To deliver to his successor all money, securities, books, papers and other property of this Federation in his possession at the expiration of his term of office.

(m) To submit to each regular convention a complete statement of all receipts

and disbursements for the past fiscal year.

(n) To submit to each regular convention a detailed report of the activities of the Federation during the preceding fiscal year. (The fiscal year of this Federation shall be from July 1 to June 30, inclusive.)

(o) To represent the Federation at all conventions of the AFL-CIO; provided, that in the event he shall notify the Executive Council of the Federation that he cannot attend the convention of the AFL-CIO, then the Executive Council shall designate the President, or some other person if the President is not able to attend, to represent the Federation in his stead.

(p) To cause to be introduced and to support legislation favorable to organized labor before the California legislature and other legislative bodies; to oppose legislation hostile to organized labor, and to gather necessary data to perform these duties.

(q) To appoint representatives in any part of the state deemed necessary, and to direct their activities, subject to the approval of the Executive Council.

(r) To employ such office and staff personnel as deemed necessary for the conduct of the business of the Federation and of conventions of the Federation.

(s) To retain an attorney or attorneys to represent the Federation in all matters when in his judgment the services of an attorney may be necessary to protect the interest of labor, subject to the approval of the Executive Council.

(t) To act as Secretary of all conventions and of the Executive Council and to keep all letters, documents, accounts, etc., open at all times to the inspection of all officers of the Federation.

(u) To print proceedings of Federation conventions as deemed necessary.

Section 2. He shall receive his legitimate expenses incurred in the performance of his duties, and he shall submit an itemized account of all money, traveling and incidental expenses expended in the interest of the Federation.

## ARTICLE VIII

### Powers and Duties of General Vice Presidents

Section 1. The General Vice Presidents shall represent the Federation. Their duties shall be assigned by the Secretary-Treasurer, and they shall work under the direction and supervision of the Secretary-Treasurer.

Section 2. Each of the General Vice Presidents shall receive his legitimate expenses incurred in the performance of his duties, and shall submit to the Secretary-Treasurer, at the end of each month, an itemized account of all money, traveling and incidental expenses expended by him in the interest of the Federation.

## ARTICLE IX

### Executive Council

Section 1. The Executive Council shall consist of the President, the Secretary-Treasurer, and the 34 Vice Presidents, specified in Article IV, Section 1, herein.

Section 2. The Executive Council shall meet not less than three times each year. It shall be authorized and empowered to take such action and render such decisions as will be necessary to carry out fully and adequately the decisions and instructions of the conventions between conventions and shall have the power to direct the affairs of the Federation and its affiliated organizations for the purposes set forth in the Constitution and in the resolutions adopted by conventions. The Executive Council shall meet at the request of the President, the Secretary-Treasurer or not less than ten members of the Executive Council who jointly make such a request. A majority of the members of the Executive Council shall constitute a quorum which shall be required to transact business.

Section 3. The Executive Council shall have power to make rules governing matters not in conflict with the Constitution, and shall report all such rules to the convention.

Section 4. It shall be the duty of the Executive Council, which may be delegated to a duly established Legislative Committee of the Executive Council, to watch legislative matters affecting the interest of the working people, and to take appropriate steps towards such legislative action as may be necessary and of assistance to the Secretary-Treasurer in carrying out his legislative responsibilities. Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided, that the sponsor or sponsors of the resolutions shall be notified accordingly; provided,

further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee.

Section 5. In case of a vacancy in the office of President by death, resignation, or other cause, the Executive Council shall immediately elect one of the Vice Presidents until his successor is elected.

Section 6. In the event of a vacancy in any office of the Federation other than that of President, by reason of death, resignation, or other cause, the President shall make such vacancy known to the Executive Council and shall call for nominations either at the meeting of the Executive Council in which the vacancy is announced or at the next meeting. In case of a vacancy in any office of Vice President, all nominations shall be subject to the same limitations applicable to the predecessor in office specified in Article V herein, except that the nominee need not have been a delegate to a convention of the Federation, and except that limitations as to Geographical Vice Presidents and At Large Vice Presidents specified in Article V herein shall not apply to offices of General Vice Presidents. The names of all nominees shall be submitted to the Executive Council, and it shall require a majority vote of the Council to elect. Upon each unsuccessful balloting, the name of the candidate receiving the lowest number of votes shall be dropped. In case of vacancy in the office of Secretary-Treasurer, the same procedure shall be followed as in the case of Vice President, except that the limitations as to Geographical Vice Presidents and At Large Vice Presidents specified in Article V herein shall not apply.

Section 7. The Executive Council shall have power, by a majority vote of said council, to suspend, expel, or otherwise discipline any officer or affiliate of the Federation for violation of this Constitution, or any act or conduct detrimental to the Federation, or contrary to the established principles and policies of the Federation and of the AFL-CIO; provided, that the Council shall first accord such officer or affiliate a fair and impartial trial, upon 30 days written notice having been first served upon such officer or affiliate, setting forth the time and place of such hearing and the nature of the charges filed against such officer or affiliate. Any such officer or affiliate who has been convicted of any offense upon such trial shall have the right to appeal to

the next regular convention of the Federation and to the National AFL-CIO pursuant to Rule 28 of the Rules Governing State Central Bodies.

Section 8. It shall be the duty of the Executive Council to furnish each regular convention with a printed report of its action during the past fiscal year.

Section 9. From time to time, upon a recommendation from the Secretary-Treasurer, the Executive Council may budget major functions of the Federation.

Section 10. The Executive Council shall meet prior to each convention for the purpose of making recommendations, including submission of resolutions, statements of policy and similar matters for the transaction of such other business as may be necessary to insure the proper organization and conduct of the convention. The appointment of convention committees by the President shall be subject to the approval of the Executive Council and the convention, qualified by the provisions of Article VI, Section 1 (i) herein.

Section 11. The appointment of any and all committees, other than convention committees, from time to time as herein provided or as may be necessary or desirable, shall be subject to the approval of the Executive Council.

Section 12. The Executive Council, following action by affiliated central labor councils and unions involved, shall have the power to place firms and commodities on the Federation's "We Don't Patronize List," consistent with the policies of the AFL-CIO and in accordance with its rules and regulations.

## ARTICLE X

### Standing Committees

Section 1. The following standing committees, with staff designated by the Secretary-Treasurer, which committees shall be composed of members of the Executive Council, as appointed by the President, subject to the approval of the Executive Council, shall work in conjunction with the officers of the Federation and under the supervision of the Executive Council:

1. Legislation.
2. Education.
3. Community Services.
4. Safety and Occupational Health.
5. Civil Rights.
6. Housing.

It, of course, will be permissible for the Standing Committees to consult with and cooperate with qualified individuals and groups who could tend to a more success-



ful completion of the projects of the respective committees.

1. The Committee on Legislation shall promote the policies and programs of the Federation in the state legislature; assist in carrying out the legislative policies and program of the AFL-CIO in Congress; and shall assist the local affiliates in carrying out their legislative programs in the respective local areas.

2. The Committee on Education shall promote the widest possible understanding among the union members of the aims of the Federation; shall assist affiliated unions in developing their own educational programs; and shall assist in implementing the Federation's interests in providing the state with the highest standard of education at all levels.

3. The Committee on Community Services shall promote the active participation by affiliated unions and their members in affairs of their community and the development of sound relationships with appropriate agencies in such communities.

4. The Committee on Safety and Occupational Health shall promote safety and the protection of occupational health in all working places of our state and in general insure the highest level of safety and healthful working conditions in the state.

5. The Committee on Civil Rights shall promote, at the earliest possible date, the effective removal of all discriminatory practices consistent with the principles and policies formulated by the Federation.

6. The Committee on Housing shall advise on all matters relating to housing programs and policies.

With respect to the activities of any of the above committees, wherever it is necessary or desirable to introduce legislation either at the state or local level to implement the program of the respective committee, before any such legislation is introduced it shall first be presented to and recommended by the Legislative Committee for approval by the Executive Council. Only upon such approval by the Executive Council will such proposed legislation then be introduced.

## ARTICLE XI

### Expenses

Section 1. When attending meetings of the Executive Council, members of the Executive Council shall be paid for necessary traveling expenses (if travel is by automobile, payment shall be computed at not less than 10 cents per mile), and

not to exceed \$35.00 per diem for expenses and \$15.00 a day for hotel accommodations.

Section 2. When members of the Executive Council are officially authorized to devote their time to the business of the Federation, they shall be paid the sum of \$35.00 per day compensation in addition to necessary traveling expenses (if travel is by automobile, payment shall be computed at not less than 10 cents per mile), and expenses for meals and hotel accommodations.

## ARTICLE XII

### Compensation

Section 1. The President shall receive a salary of \$1,250 a month in equal payments as approved by the Executive Council.

Section 2. The Secretary-Treasurer shall receive a salary of \$2,084 a month in equal payments as approved by the Executive Council.

Section 3. Each of the General Vice Presidents shall receive a salary of \$1,042 a month in equal payments as approved by the Executive Council.

## ARTICLE XIII

### Revenues

Section 1. The revenues of the Federation shall be derived as follows:

(a) From each application for affiliation a fee of \$5.00, which shall accrue to the General Fund.

(b) From each affiliated union (other than those mentioned under subsection (c) of this section) per capita payment of 5 cents per month upon the full paid up membership of the affiliated union; provided that the minimum payment shall be \$2.00 per month. The number of members upon which per capita payment shall be paid shall be the number of members from whom regular monthly dues payments were received during the preceding month by the affiliated union. Partial or token affiliation shall not be accepted. These payments shall accrue to the General Fund.

(c) From each central labor body, joint board, and other similar bodies and councils affiliated under the provisions of subsections (b), (c) and (d) of Section 1, Article III, \$1.00 a month, which shall accrue to the General Fund.

Section 2. These monies shall be deposited in bank accounts maintained in the

name of California Labor Federation, AFL-CIO.

Section 3. An account entitled "Pension Fund" shall be established. The Executive Council is authorized and empowered to transfer into such account any and all sums which it deems reasonably necessary to meet the purposes of such Fund.

## ARTICLE XIV

### Good Standing

Section 1. In the event any union fails to pay its per capita tax for a period of three months, it shall be notified by the Secretary-Treasurer, in writing, not later than the fifteenth day of the fourth month, that it will be suspended at the end of said fourth month unless all delinquent per capita tax is paid. Any union so suspended can only be reinstated by a vote of the Executive Council, and upon the tender of payment of the four months' per capita tax owed as herein provided; provided, however, that if a union three months in arrears upon receipt of its notice from the Secretary-Treasurer during the fourth month that it is about to be suspended, shall notify the Executive Council in writing that it is temporarily unable to pay its per capita tax because all of its funds have been expended in a strike, or because of other good cause, then the Executive Council, when such union makes application for reinstatement, and upon proof of the claim that funds have been expended in a strike or upon demonstration of the existence of good cause to the satisfaction of the Executive Council, may reinstate the union and waive the reinstatement fee. In extreme cases, because of the exhaustion of funds in a strike or other good cause, the Executive Council shall have discretionary authority to waive the suspension requirements altogether.

In any case in which the Executive Council waives suspension or reinstates a union as provided in the preceding paragraph, it may also specify the number of delegates and roll call votes which such union will be permitted at the convention following such action.

In order to be entitled to vote for officers during the convention, suspended unions must have been reinstated at least three months prior to the month in which the convention takes place.

Section 2. The Executive Council may, if it is convinced that the request of an affiliated organization involved in a strike or lockout is justified, exonerate the affiliated organization from per capita pay-

ment for a specified period, and may also specify the number of delegates and roll call votes which such union will be permitted at the convention following such action.

Section 3. Whenever any affiliated organization is delinquent four months in its per capita payment, the Secretary-Treasurer shall notify the delinquent organization that its affiliation has been suspended. A copy of this notice of loss of affiliation shall be sent the principal officers of the National or International Union to which the delinquent organization is affiliated.

## ARTICLE XV

### Conventions

#### A. GENERAL

Section 1. The convention shall be the supreme governing body of the Federation.

Section 2. The Federation shall meet at such place as the preceding convention shall have selected on the third Monday in August during the years 1959 and 1960, and on the third Monday in August during the year 1962 and every even-numbered year thereafter. If in the city selected by the convention, the hotel, restaurant and other necessary convention facilities are inadequate or unsatisfactory, or if other good cause is found to exist, the Executive Council is authorized to select another convention city and/or change the convention date.

Section 3. By a two-thirds vote of the members of the Executive Council, a special convention may be called and if so called the provisions of this Article shall be applicable except that the notice of the convention may be shortened, provided it must be at least 30 days prior to the date of the special convention. Such special convention shall, however, be limited solely to the subject or subjects specifically and definitely indicated in the "call" for such special convention.

Section 4. Notice of the convention shall be issued by the Secretary-Treasurer in the form of a "convention call" to all affiliates at least 60 days prior to the opening date of the convention. If after the issuance of the convention call the site and/or date of the convention is changed, a mere notice of such change to all affiliates shall be deemed sufficient to meet the requirement of this Section.

Section 5. The conventions of the Federation shall be composed of duly accredited delegates from affiliated organiza-

tions together with the incumbent officers of the Federation.

Section 6. None other than accredited delegates shall be permitted to address the convention unless accorded the privilege by a two-thirds vote; provided, that the Secretary-Treasurer shall have the authority to permit guest speakers to address the convention, subject to the provision and control of the number of guest speakers by the Executive Council.

Section 7. Local committees on arrangements for the convention shall not use the name of the Federation in the public solicitation of any funds, the sale of tickets, or the sale of advertising space in souvenir programs, etc., nor shall such committees be permitted to solicit funds, the sale of tickets, or the sale of advertising space in souvenir programs, etc., in the territory of the labor movement of any other city. Upon infraction of this rule, it shall be mandatory upon the Executive Council to select another convention city.

Section 8. The rules and order of business governing the preceding convention shall be in force from the opening of any convention until new rules have been adopted.

Section 9. A quorum shall consist of delegates from twenty-five affiliated local unions.

Section 10. The Secretary-Treasurer shall cause to be printed daily the proceedings of the convention. At the beginning of each session of the convention he shall have available for each delegate a printed copy of the proceedings of the day before.

Section 11. The Secretary-Treasurer shall prepare and submit to the convention:

(a) A list of the average per capita paid membership for the fiscal year of each affiliated local union.

(b) A list of the estimated average dues paying membership of each affiliated local union, based upon whatever information, if any, which is made available to the Secretary-Treasurer in this respect.

Section 12. It shall require 150 delegates to demand a roll call vote upon any vote where a roll call is not otherwise specified in this Constitution.

Section 13. Any action taken by the convention, except an amendment to the Constitution other than one specified in Article XXI, Section 2, shall be effective immediately unless timely notice of reconsideration or other effective action to rescind is taken pursuant to the rules of par-

liamentary procedure applicable to the convention.

## B. REPRESENTATION

Section 1. Only organizations in good standing with the Federation, whose per capita tax (including approved exonerations) is paid in full up to the third month prior to the month in which the convention is held shall be entitled to representation by delegates to the convention.

Section 2. No organization shall be entitled to representation unless such organization has applied for affiliation at least three months prior to the first day of the month of opening date of the convention and no person shall be recognized as a delegate who is not a member in good standing of at least one of the organizations issuing the credentials to him at the time he receives credentials from the secretary of the affiliate; provided, that organizations chartered within three months of the opening date of the convention shall be eligible to representation.

Section 3. Representation at the convention shall be governed as follows:

(a) Each regularly affiliated union shall be entitled to representation as follows: two delegates for the first 500 members or less; one delegate for the next succeeding 250 members or major fraction thereof; and one delegate for each succeeding 500 members or major fraction thereof. In no event, however, shall any union be entitled to more than ten delegates.

On all questions where a roll call vote is taken, each delegate shall vote an equal percentage of the membership of the union he or she represents; provided, that all fractional votes shall be eliminated. For the purpose of selecting delegates and for roll call votes at the convention, the number of members of each union shall be the average monthly number on which per capita tax is paid into the Federation during the twelve month period ending on the last day of the third month immediately preceding the month of the opening date of the convention, as determined by dividing the total amount paid during each period by sixty cents.

However, an organization exonerated from payment pursuant to the provisions of Article XIV, Section 1, or Section 2, hereof, shall be entitled to representation and vote as determined by the Executive Council as therein provided.

(b) Central bodies and other similar bodies and councils eligible for affiliation under subsections (b), (c) and (d) of Section 1, Article III, shall be entitled to

two delegates. Each delegate shall be entitled to one vote.

Section 4. Each incumbent officer of the Federation may participate in the convention with voice and one vote even though he is not a delegate.

Section 5. No proxies shall be allowed, but on roll call or per capita vote, one delegate, upon prior written approval of all co-delegates, may vote for the entire delegation.

Section 6. No delegate shall be permitted to represent more than one organization, but a delegate from a central labor body or other similar body or council eligible for affiliation under subsections (b), (c) and (d) of Section 1, Article III, may also represent the affiliated local union in which he holds membership in good standing, if he has credentials from such local union; provided, further, a delegate may represent up to three affiliated local unions, affiliated with the same National or International Union, with a combined per capita vote of not more than 1200, if the delegate is a member in good standing in at least one of such locals from which he has received credentials.

#### C. CERTIFICATION OF DELEGATES

Section 1. Delegates and alternates to the convention of the Federation shall be elected or otherwise designated by the affiliate and shall receive credentials from the secretary of such affiliate. A duplicate of the same shall be forwarded by such secretary to the Secretary-Treasurer of the Federation at least two weeks prior to the convention.

Section 2. If any alternate presents credentials and is seated in place of the delegate-elect, he or she shall be the recognized representative throughout the remaining sessions of the convention.

Section 3. The Secretary - Treasurer shall prepare a preliminary roll of delegates where no contest is filed, from duplicates in his possession, and such delegates so returned by the Secretary-Treasurer shall have the power to transact business until the report of the Committee on Credentials is received and adopted.

Section 4. Delegates from central labor bodies and other similar bodies and councils eligible for affiliation under subsections (b), (c) and (d) of Section 1, Article III, shall not be seated in the convention unless the local union in which they hold membership in good standing is affiliated with the Federation.

Section 5. In the event credentials are properly presented by any eligible or-

ganization for any person who, after a hearing by the Credentials Committee,

(a) is shown to be a member of any organization which is dual to the AFL-CIO, or

(b) is shown to be a member of any Communist, Fascist or other totalitarian group, organization or movement, or is shown to have been a member of any such group, organization or movement, or to have consistently aligned himself with such group, organization or movement, in the course of his conduct and has not previously dissociated himself from such group, organization or movement, the Credentials Committee shall reject the credentials of such person in its report to the convention, and upon the adoption of the Credentials Committee's report, such person shall not be seated in the conventions of the Federation.

#### D. RESOLUTIONS

Section 1. All resolutions to be considered by the convention shall be forwarded in triplicate to the Secretary-Treasurer on or before the fifteenth day immediately preceding the opening day of the convention except in instances where such resolutions have been acted upon and approved by regularly constituted and affiliated statewide organizations at conventions or conferences held during the 15-day period immediately preceding the opening day of the convention, in which event such resolutions shall be received by the Secretary-Treasurer not later than 9 p.m. on the day immediately preceding the opening day of the convention. The Secretary-Treasurer shall number the resolutions in the order received, and shall refer them to the proper committee.

Any resolution not submitted within the time specified in this Constitution but which is delivered to the Secretary-Treasurer prior to noon on the first day of the convention shall be reported to the convention by the Secretary prior to the adjournment on the first day of the convention as a late resolution and shall not be referred to any committee for consideration unless and until the convention so orders by a vote of two-thirds of the members present and voting on such first day of such convention on request of a delegate.

Section 2. No resolution shall be received unless signed by an executive officer of an affiliate of the Federation or bearing the seal of such affiliate.

Section 3. The Secretary - Treasurer shall cause all resolutions properly filed with him under Section 1 of this Article

and all resolutions, statements of policy and similar matters submitted to the convention by the Executive Council under the authority of Section 10, Article IX to be printed, and copies distributed to the delegates of the convention prior to the opening session thereof or as soon thereafter as practical, but not later than the opening of the second day's session together with the proceedings of the first day. The printing of resolutions shall include the number assigned each resolution by the Secretary-Treasurer, and the name of the committee to which it has been referred, as well as the name or names of the delegate or delegates of the affiliate or affiliates which introduced it and the name and/or number of the affiliate or affiliates.

#### **E. COMMITTEES**

Section 1. Subject to the provisions of Article VI, Section 1 (i) herein, five days prior to the assembling of the regular convention, the President shall appoint a Committee on Credentials of delegates-elect who shall apportion the vote of each as provided in Section 3 of Article XV B and report the same to the convention in writing on the first day of the convention. The President, in appointing this committee, shall choose from delegates-elect against whom no contest has been filed, and, if practical, from those residing in the vicinity where the convention is to be held. Members of this committee shall be reimbursed for expenses in an amount determined by the Executive Council.

Section 2. Subject to the provisions of Article VI, Section 1 (i) herein, ten days prior to the assembling of the regular convention, the President shall appoint committees on Resolutions, Legislation, Constitution and Rules and Order of Business, the members of which shall be reimbursed for expenses in an amount determined by the Executive Council. The committees appointed under this section shall consider all resolutions submitted to the convention and referred to them by the Secretary-Treasurer under Section 1 of Article XV D and also all statements of policy, appeals and related matters referred to them by him, and shall report thereon to the convention.

Section 3. The minimum number of members on any committee shall be fifteen.

#### **ARTICLE XVI**

##### **Autonomy**

Section 1. This Federation recognizes the right of each affiliate to manage its

own affairs, and guarantees autonomy to all its affiliates.

#### **ARTICLE XVII**

##### **Compliance with National Body**

Section 1. This Federation shall comply with all rules and regulations of the AFL-CIO and all Codes established by the AFL-CIO for state central bodies in accordance with the AFL-CIO Constitution.

#### **ARTICLE XVIII**

##### **Strikes, Lockouts and Boycotts**

Section 1. All affiliated organizations desiring the assistance of the Federation in labor disputes shall submit to the Secretary-Treasurer of this Federation, for approval by the Executive Council, a full statement of the grievance. Organizations violating this section shall forfeit all claims upon the Federation for support.

Section 2. Where a lockout occurs, which, upon investigation, proves to have been unavoidable by the affiliate involved, compliance with Section 1 of this Article shall not be necessary. In such instances, the members of the affiliate affected shall be entitled to assistance.

Section 3. Subject to Section 1 of this Article, any affiliate having the sanction of its National or International in any strike shall be accorded the endorsement of this Federation, if no jurisdictional dispute is involved between affiliated organizations.

Section 4. The amount of support the Federation may grant shall be determined by the funds it has on hand.

Section 5. In the event of a strike or lockout, only such affiliates shall be eligible to financial support from this Federation as have been in good standing in the Federation for a period of six months prior to the strike or lockout.

Section 6. Applications by affiliates to place firms or commodities on the "We Don't Patronize List" of the Federation shall not be considered by a convention unless the Executive Council of the Federation has had an opportunity to adjust the differences between the affiliate and the employer. The Executive Council by its own action under authority of Section 12, Article IX, may place firms or commodities on the "We Don't Patronize List."

Section 7. All of the actions taken by the Federation under this Article shall be subject to the Constitution of the AFL-

CIO and the rules and regulations of the AFL-CIO.

## ARTICLE XIX

### Political Action

Section 1. There shall be established a political action body, which shall be the official political arm of the Federation, but which shall function independently of the Federation to meet the need for sound political education, to endorse candidates for office, to encourage workers to register, vote and exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the state and nation. The Federation, however, shall have exclusive authority to pass upon state ballot propositions.

## ARTICLE XX

### Laws In Book Form

Section 1. Immediately after the adjournment of each regular convention, the Secretary-Treasurer shall have printed in

pocket form the Constitution and Rules and Order of Business adopted by the convention, on the outside cover of which shall be printed, in addition to the title, the year of the convention, and copies of the book shall be furnished the secretary of each affiliated organization.

## ARTICLE XXI

### Amendment of Constitution

Section 1. This Constitution may be amended or altered by resolution only at a convention of the Federation. A two-thirds majority of votes cast shall be required.

Section 2. Those sections of the Constitution pertaining to officers and their duties shall go into effect immediately after their adoption.

Section 3. The Constitution as amended at each annual convention, shall be in full force and effect, as a whole, immediately upon the adjournment of the convention.

## CONVENTION RULES AND ORDER OF BUSINESS

### California Labor Federation, AFL-CIO

1. **Roberts Rules of Order.** The convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. **Rules — Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. **Amendment of Standing Rules.** No standing rule of the convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. **Convening the Convention.** The convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and shall recess at 5:00 p.m. each afternoon, unless the delegates agree to extend the sessions or to call special night sessions by a two-thirds vote.

5. **Resolutions Defined.** Whenever the word "resolution" is used in these rules, it shall include constitutional amendments.

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is majority and minority division on any committee, both the majority and minority shall be entitled to report to the convention. The discussion and vote of concurrence or non-concurrence shall be first on the minority report.

7. **Committee Quorum.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

8. **Passage of Resolutions and Committee Reports by Convention.** (a) A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment which shall require a two-thirds vote of the delegates present and voting.

(b) No motion or resolution shall be finally acted upon until an opportunity

to speak has been given the delegate making or introducing same, if he so desires.

**9. Roll Call Vote.** At the request of one hundred and fifty (150) delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

**10. Precedence of Motions During Debate.** When a question is under debate or before the convention, no motions shall be received but the following, which shall take precedence in the order named:

First—To adjourn;

Second—To recess to a time certain;

Third—For the previous question;

Fourth—To set as a special order of business;

Fifth—To postpone to a stated time;

Sixth—To postpone indefinitely;

Seventh—To refer to, or re-refer to committee;

Eighth—To divide or amend;

Ninth—To lay on the table.

**11. Motions in Writing.** Upon request of the Chairman, a motion shall be reduced to writing and shall be read to the convention by the Chairman before the same is acted upon.

**12. Contents of Motions.** No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the convention by the Chairman.

**13. Motion to Reconsider.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

**14. Motion to Table.** Motion to lay on the table shall be put without debate.

**15. Recognition and Decorum of Delegates.** (a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization which they represent.

(b) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(d) Any delegate may appeal from a decision of the Chairman, without waiting for recognition by the Chairman, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the convention prior to the appeal being taken.

(e) 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. The same shall apply while an appeal from the Chair is being decided.

(f) 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 a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to himself, and shall forthwith be recognized by the Chairman, but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

**16. Microphones on Convention Floor.** There shall be placed in convenient locations on the convention floor an equal number of microphones designated "FOR" and "AGAINST". A delegate wishing to speak on a matter before the convention, shall use the appropriate microphone which designates his position on the subject then pending, but appropriate motions, appeals and inquiries may be made from either. The Chair shall rotate speakers so that speakers on each side of the question shall have equal opportunity to present their views. Should two or more delegates rise to speak on the same side of a question, the Chair shall decide who is entitled to the floor.

**17. Voting Not To Be Interrupted.** When once begun, voting shall not be interrupted. No delegate shall be allowed to change his vote, or have his vote recorded after the vote is announced.

**18. Attendance of Delegates.** 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.

# REPORT OF THE AUDITORS

San Francisco, California  
December 5, 1958

California State Federation of Labor  
995 Market Street  
San Francisco, California

Gentlemen:

We have examined the statement of cash and deposits of the California State Federation of Labor as of November 30, 1958, and the related statement of cash receipts and disbursements for the period July 1, 1958 to November 30, 1958. 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 period July 1, 1958 to November 30, 1958. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

During the month of October 1957, the California State Federation of Labor entered into a contract with Occidental Life Insurance Company, whereby that company would, henceforth, act as the depositary and administrator of the Federation's pension program. The program provides for pension benefits, in the form of individual annuities, for qualified, full-time employees and full-time paid officers of the Federation. Under the terms of the contract, covered employees become eligible for normal retirement benefits after having attained age sixty and after having completed twenty years of continuous service with the Federation. In addition, provision has been made in the contract for employees whose employment is terminated after having completed ten years of continuous service, and for employees who become totally and permanently disabled after having completed fifteen years of continuous service. The following information, which relates to funds deposited by the Federation in the Occidental Life Insurance Company, was confirmed to us by the insurance company at November 30, 1958:

<b>Balance in Deposit Accumulation Fund with Occidental Life Insurance</b>	
Company at June 30, 1958 .....	\$292,546.25
Interest Earned July 1, 1958 to November 30, 1958 .....	3,325.18

<b>Balance in Deposit Accumulation Fund with Occidental Life Insurance</b>	
Company at November 30, 1958 .....	<u>\$295,871.43</u>

We have been advised that a request has been submitted by the Federation to the Commissioner of Internal Revenue for a ruling on the income tax status of the Federation's pension program.

Following is a summary of the cash transactions of the "Right to Work" Defense Fund for the period July 1, 1957 to November 30, 1958:

Contributions received .....	\$870,536.34
Refunds .....	6,783.03
	<u>\$877,319.37</u>



**Expenses:**

Salaries .....	\$ 9,855.60	
Expense allowances .....	13,991.34	
Other expenses .....	846,320.45	
		<u>870,167.39</u>

**Cash on Deposit**

<b>Bank of America N.T. &amp; S.A., November 30, 1958 .....</b>	<b>\$ 7,151.98</b>
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This Fund which was established in July 1957, received voluntary contributions from California local unions, affiliated organizations, and individuals.

Information concerning the details of the above summary may be found in our separate audit report on this Fund dated December 1, 1958.

Surety bonds in effect at November 30, 1958, were as follows:

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; no effect has been given in these statements to income accrued but uncollected at November 30, 1958, 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.

Included on Schedule 2 of this report is a memo inventory of office furniture and equipment owned by the Federation at November 30, 1958.

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 November 30, 1958, and the results of its cash transactions for the five-month period then ended in conformity with generally accepted accounting principles applied on a basis consistent with that of preceding periods.

We attach the following:

**Exhibit A—Statement of Cash and Deposits—By Funds—November 30, 1958.**

**One Page—Notes to Financial Statements—November 30, 1958.**

**Exhibit B—Statement of Cash Receipts and Disbursements—By Funds—Period July 1, 1958 to November 30, 1958.**

**Schedule 1—Detail of Disbursements—Period July 1, 1958 to November 30, 1958.**

**Schedule 2—Inventory of Office Furniture and Equipment—November 30, 1958.**

Very truly yours,

**SKINNER & HAMMOND**  
Certified Public Accountants

**FINANCIAL STATEMENT**  
**PERIOD ENDING NOVEMBER 30, 1958**  
**Exhibit A—Statement of Cash and Deposits—By Funds**

	Total	General Fund	Legal Defense Fund	Organizing Fund	"Right to Work" Defense Fund
<b>Cash on Hand and on Deposit:</b>					
Office fund .....	\$ 300.00	\$ 300.00	\$	\$	\$
Bank of America N.T. & S.A., Humboldt Branch .....	170,022.82	76,968.25	30,463.76	55,438.83	7,151.98
Crocker-Anglo National Bank:					
Savings account No. 6731 .....	12,107.42	12,107.42			
Savings account No. 8997 .....	8,211.94	8,211.94			
The Hibernia Bank:					
Savings account No. 697-136 .....	7,726.05	7,726.05			
	<u>\$198,368.23</u>	<u>\$105,313.66</u>	<u>\$30,463.76</u>	<u>\$55,438.83</u>	<u>\$ 7,151.98</u>
<b>Cash Deposits with Airlines .....</b>	<b>850.00</b>	<b>850.00</b>			
	<u>\$199,218.23</u>	<u>\$106,163.66</u>	<u>\$30,463.76</u>	<u>\$55,438.83</u>	<u>\$ 7,151.98</u>
<b>Summary of Change in Fund Balances</b>					
<b>During the Five Month Period Ended November 30, 1958</b>					
Balances at July 1, 1958 .....	\$532,018.34	\$ 87,700.89	\$32,256.00	\$50,344.33	\$361,717.12
Add: Reserve for unemployment taxes .....	71.55	71.55			
	<u>\$532,089.89</u>	<u>\$ 87,772.44</u>	<u>\$32,256.00</u>	<u>\$50,344.33</u>	<u>\$361,717.12</u>
Less: Excess of cash disbursements over cash receipts for period July 1, 1958 to November 30, 1958—Exhibit B .....	332,871.66	(18,391.22)	1,792.24	(5,094.50)	354,565.14
Balances at November 30, 1958 .....	<u>\$199,218.23</u>	<u>\$106,163.66</u>	<u>\$30,463.76</u>	<u>\$55,438.83</u>	<u>\$ 7,151.98</u>

NOTE: This statement is subject to the notes on the following page.

# NOTES TO FINANCIAL STATEMENTS—NOVEMBER 30, 1958

The California State Federation of Labor records income when cash is received and expenses when the disbursement is made. No effect has been given in these statements to income accrued but uncollected at November 30, 1958, or to expenses or expense commitments incurred but unpaid at that date. Purchases of office furniture and equipment are charged directly to expense when paid.

At November 30, 1958, estimated per capita taxes receivable approximated \$11,000.00 and unpaid operating expenses incurred prior to November 30, 1958, amounted to approximately \$2,500.00. Officers of the Federation are of the opinion that expense commitments at November 30, 1958, relating to the forthcoming merger convention together with estimated additional expenses to be incurred in connection therewith will total approximately \$50,000.00.

## Exhibit B—Statement of Cash Receipts and Disbursements—By Funds Period July 1, 1958 to November 30, 1958

	Total	Operating Funds			"Right to Work" Defense Fund
		General Fund	Legal Defense Fund	Organizing Fund	
<b>Cash Receipts:</b>					
Per capita receipts and affiliation fees:					
Per capita tax	\$131,313.43	\$ 82,253.89	\$16,353.18	\$32,706.36	
Affiliation fees	17.00	17.00			
<b>Total Per Capita Receipts and Affiliation Fees</b>	<b>\$131,330.43</b>	<b>\$ 82,270.89</b>	<b>\$16,353.18</b>	<b>\$32,706.36</b>	<b>\$</b>
<b>Other receipts:</b>					
Contributions to "Right to Work" Defense Fund	428,356.64	190.00			428,356.64
Registration fees—Labor Conference	190.00				
Reimbursement from C.L.L.P.E. for pro rata charge for administrative expenses	1,800.00	1,800.00			
Miscellaneous receipts and refunds	6,448.48	82.12			6,366.36
<b>Total Cash Receipts</b>	<b>\$568,125.55</b>	<b>\$ 84,343.01</b>	<b>\$16,353.18</b>	<b>\$32,706.36</b>	<b>\$434,723.00</b>
<b>Cash Disbursements:</b>					
Merger convention expenses—San Francisco	\$ 4,718.21	\$ 4,718.21	\$	\$	\$
AFL-CIO conference	326.81	326.81			
Executive council meetings	5,617.09	5,617.09			
Legislative expenses	649.30	649.30			

Organizing expenses .....	10,482.60			
Publicity expenses .....	13,434.47			
Statistical expenses .....	9,389.34			
Legal expenses .....	18,145.42			
Los Angeles office expenses .....	17,129.26			
Scholarship program expenses .....	1,658.00			
Office salaries .....	18,984.77			
Printing, stationery, and office supplies .....	3,100.86			
Office rent—general .....	960.00			
Postage and mailing—general .....	658.44			
Telephone and telegraph—general .....	565.90			
Taxes .....	716.38			
General expenses .....	5,172.22			
“Right to Work” Defense Fund expenses .....	789,288.14			
<b>Total Cash Disbursements—Schedule 1 .....</b>	<b>\$ 65,951.79</b>	<b>\$18,145.42</b>	<b>\$27,611.86</b>	<b>\$789,288.14</b>
<b>Excess of Cash Disbursements Over Cash Receipts for the Period</b>	<b>\$ (18,391.22)</b>	<b>\$ 1,792.24</b>	<b>\$ (5,094.50)</b>	<b>\$354,565.14</b>
<b>July 1, 1958 to November 30, 1958 .....</b>	<b>\$ (18,391.22)</b>	<b>\$ 1,792.24</b>	<b>\$ (5,094.50)</b>	<b>\$354,565.14</b>

**Schedule 1—Detail of Disbursements  
Period July 1 1958 to November 30, 1958**

**MERGER CONVENTION EXPENSES—SAN FRANCISCO:**

City and County of San Francisco—

Auditorium deposit ..... \$ 500.00

The Garrett Press—printing ..... 4,218.21

Total .....		\$ 4,718.21
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**AFL-CIO CONFERENCE:**

Western Air Lines .....		326.81
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**EXECUTIVE COUNCIL MEETINGS:**

**Allowances and expenses of officers  
and employees:**

**Regular meetings:**

Ash, Robert .....	\$ 102.30	
Callahan, M. R. ....	177.58	
Christian, J. J. ....	178.22	
Dougherty, Art .....	100.00	
Fillippini, Wilbur .....	184.00	
Finks, Harry .....	160.00	
Gardner, John T. ....	178.22	
Giesick, Robert .....	195.00	
Goldberger, Jack .....	150.00	
Green, C. Al. ....	108.60	
Gruhn, Albin .....	192.45	
Haggerty, C. J., Secretary-Treasurer .....	150.00	
Henning, John F. ....	35.00	
Jones, Paul A. ....	104.60	
Lackey, H. D. ....	157.20	
Nelson, Lowell .....	103.50	
O'Brien, George .....	178.22	
O'Hare, Robert .....	228.08	
Otto, Walter .....	35.00	
Petrone, Geraldine .....	35.00	
Reed, Howard .....	103.50	
Small, Thomas A. ....	150.00	
Smith, James L. ....	200.00	
Somerset, Pat .....	228.08	
Vial, Donald .....	35.00	
Weisberger, Morris .....	100.00	

		\$ 3,569.55
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**Merger meetings:**

Finks, Harry .....	\$ 335.00	
Goldberger, Jack .....	277.00	
Gruhn, Albin J. ....	425.25	
Haggerty, C. J., Secretary-Treasurer .....	105.00	
Nelson, Lowell .....	315.00	
Small, Thomas A. ....	306.09	
Somerset, Pat .....	105.00	

		1,868.34
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**Other expenses:**

Clift Hotel .....	\$ 98.50	
Statler Hotel .....	80.70	

		179.20
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Total .....		\$ 5,617.09
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**LEGISLATIVE EXPENSES:**

Postage .....	\$ 100.12	
Sacramento Labor Council .....	167.17	
Hotel Senator .....	79.34	
Western Union .....	150.57	
Hotel El Dorado .....	152.10	
	<hr/>	
Total .....		649.30

**ORGANIZING EXPENSES:****Salaries:**

Henning, John F. ....	\$ 3,190.00	
Otto, Walter R. ....	2,255.00	
	<hr/>	
		5,445.00

**Allowances and expenses:**

Haggerty, C. J., Secretary-Treasurer .....	\$ 2,325.00	
Henning, John F. ....	43.20	
	<hr/>	
		2,368.20

**Other expenses:**

David Hewes Building—rent .....	\$ 750.00	
Western Air Lines .....	1,172.40	
Cadillac Motor Car Division .....	64.92	
Flood Garage .....	104.14	
Union Oil Co. ....	77.94	
John F. Fixa, Postage .....	500.00	
	<hr/>	
		2,669.40

Total .....		10,482.60
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**PUBLICITY EXPENSES:****Salaries:**

Bergeron, Margaret .....	\$ 86.40	
Bianchi, Maud .....	696.73	
Kennedy, Marie .....	51.84	
King, Bert C. ....	863.85	
Moore, Josephine .....	799.51	
Waia mau, Wm. K. ....	102.01	
Weber, Jeanne .....	428.40	
Weber, Nan A. ....	792.46	
	<hr/>	
		\$ 3,821.20

**Other expenses:**

David Hewes Building—rent .....	\$ 815.00	
James H. Barry Co. ....	1,218.18	
Blake, Moffitt & Towne .....	2,326.63	
John F. Fixa, Postmaster .....	1,400.00	
Golden Gate Press .....	485.68	
The Garrett Press .....	2,997.15	
Milo Harding Co. ....	340.47	
Morgan and Barclay .....	30.16	
	<hr/>	
		9,613.27

Total .....		\$ 13,434.47
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**STATISTICAL EXPENSES:****Salaries:**

Bergeron, Margaret .....	\$ 1,823.67	
Centonze, Irma .....	51.84	

Hayes, Nell .....	1,109.63
Kennedy, Diana .....	875.13
Kennedy, Marie .....	345.60
London, Joan .....	2,146.86
Mann, Shirley .....	25.92
Mayhew, Mary .....	69.12
Mergthal, Christa .....	15.69

\$ 6,463.46

Expenses—Donald Vial .....

217.75

**Books, pamphlets, and subscriptions:**

Bancroft-Whitney .....	\$ 45.24
Bureau of National Affairs .....	574.00
Congressional Quarterly .....	50.00
West Publishing Company .....	16.48
Commerce Clearing House .....	270.00
Wobbers .....	106.68
National Information Bureau .....	25.00
AFL-CIO .....	37.00
Superintendent of Documents, Washington .....	75.00
Other books, pamphlets, etc. ....	182.58

1,381.98

**Other expenses:**

David Hewes Building—rent .....	\$ 815.00
Addressograph-Multigraph .....	20.60
Addressing Machine Co. ....	28.24
Audograph Co. ....	11.00
Alhambra Water Co. ....	34.67
General Office Equipment Co. ....	101.79
International Business Machines .....	65.77
Bell Typewriter Co. ....	62.60
Royal McBee Corp. ....	6.92
Marchant Calculator .....	18.00
Don Henry .....	60.92
California Safety Council .....	30.00
Pacific Carbon & Ribbon .....	26.68
Galland Linen Service .....	9.55
Petty cash—misc. ....	34.41

1,326.15

Total .....

\$ 9,389.34

**LEGAL EXPENSES:****Salary:**

Vial, Donald .....

\$ 3,384.70

**Fees and expenses:**

Scully, Charles P. .... \$11,819.28

Todd, Clarence E. .... 36.09

11,855.37

**Other expenses:**

David Hewes Building—rent .....

\$ 785.00

Pacific Telephone and Telegraph .....

420.35

Clerk of Supreme Court .....

1,700.00

2,905.35

Total .....

18,145.42

**LOS ANGELES OFFICE EXPENSES:****Salaries:**

Connolly, Jean C. ....	\$ 159.20
Hyans, Curtis .....	2,200.00
Kennedy, Margaret .....	2,086.10
Pitts, Thomas L., President .....	6,250.00

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\$10,695.30
**Allowances and expenses:**

Hyans, Curtis .....	\$ 1,131.01
Pitts, Thomas L., President .....	2,557.78

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3,688.79
**Other expenses:**

Office Building Associates—rent .....	\$ 1,400.00
Aldine Co. ....	80.00
Bancroft-Whitney .....	66.04
Cadillac Motor Car Division .....	8.47
Pacific Telephone and Telegraph .....	510.44
Magnetic Springs Water Co. ....	45.79
Richfield Oil Co. ....	161.13
Texas Oil Co. ....	311.17
Standard Oil Co. ....	32.35
Flood Garage .....	30.15
International Business Machines .....	43.88
Thermofax Sales .....	1.41
Petty cash .....	54.34

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2,745.17

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Total .....

\$ 17,129.26

**SCHOLARSHIP PROGRAM EXPENSES:****Scholarships:**

University of California—J. L. Dolan .....	\$ 500.00
University of San Francisco—John Peterson .....	500.00
Mills College—Barbara Woth .....	500.00

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\$ 1,500.00
**Other expenses:**

Garrett Press .....	\$ 104.00
Petty cash—postage .....	54.00

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158.00

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Total .....

1,658.00

**OFFICE SALARIES:**

Draper, Anne .....	\$ 112.32
Dunn, Margaret .....	1,908.22
Haggerty, C. J., Secretary-Treasurer .....	10,420.00
Hines, Chas. A. ....	2,420.00
Lewis, Carolyn .....	86.40
McManus, Shirley .....	1,971.11
Petrone, Geraldine .....	2,066.72

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Total .....

18,984.77

**PRINTING, STATIONERY, AND OFFICE SUPPLIES:**

Addressing Machine Co. ....	\$ 23.09
Galland Linen Service .....	53.71



Morgan and Barclay .....	45.70	
The Garrett Press .....	2,774.41	
Golden Gate Press .....	54.04	
Bell Typewriter Co. ....	62.60	
Wobbers .....	19.71	
Pacific Carbon and Ribbon Co. ....	26.68	
Banco Corporation .....	23.42	
Business Equipment Co. ....	17.50	
Total .....		\$ 3,100.86
<b>OFFICE RENT—GENERAL:</b>		
David Hewes Building .....		960.00
<b>POSTAGE AND MAILING—GENERAL:</b>		
Pitney-Bowes, Inc. ....	\$ 408.44	
John F. Fixa, Postmaster .....	250.00	
Total .....		658.44
<b>TELEPHONE AND TELEGRAPH:</b>		
Pacific Telephone and Telegraph .....	\$ 420.34	
Western Union .....	145.56	
Total .....		565.90
<b>TAXES:</b>		
Federal Reserve Bank—social security taxes .....		716.38
<b>GENERAL EXPENSES:</b>		
Office Employees Insurance Trust Fund .....	\$ 1,054.00	
Arthur Dougherty—services .....	500.00	
California State Fair .....	360.00	
Harry Finks—expenses .....	81.00	
Tickets—Jack Goldberger banquet .....	100.00	
Litchtenberger & Ferguson .....	98.22	
Widows and Orphans Ball—contribution .....	5.00	
National Association of Letter Carriers— contribution .....	5.00	
Benedetti Floral Co. ....	65.52	
Bekins Van and Storage .....	79.76	
Skinner & Hammond .....	1,825.00	
James Allen—bonds .....	95.80	
Maloney & Maritzen—insurance .....	80.58	
Tickets—Wm. F. Schnitzler .....	240.00	
Union Label Section—Christmas party .....	100.00	
S. F. Tuberculosis Association .....	5.00	
City of Hope .....	50.00	
Photostat Company .....	107.12	
Thos. L. Goodbody .....	101.67	
Alhambra National Water .....	27.95	
Sacramento Labor Council .....	88.00	
Petty cash—miscellaneous .....	102.60	
Total .....		\$ 5,172.22
<b>“Right to Work” Defense Fund Expenses</b>		
(supporting detail shown in our separate audit report of this Fund under date of December 1, 1958 .....		789,288.14
<b>TOTAL DISBURSEMENTS—Exhibit B</b>		<u>\$900,997.21</u>

**Schedule 2—Inventory of Office Furniture and Equipment  
November 30, 1958**

	<b>San Francisco</b>	<b>Los Angeles</b>
Desks—Executive type .....	2	1
Desks—Other .....	14	2
Chairs—Leather .....	6	8
Chairs—Stenographer .....	10	1
Chairs—Other .....	33	1
File cabinets—Metal—4 drawer .....	17	4
File cabinets—Metal—5 drawer .....	2	
File cabinets—Wood—4 drawer .....	10	2
Typewriters—Electric .....	2	1
Typewriters—Regular .....	12	
Typewriter stands .....	5	2
Adding machines—R. C. Allen .....	2	
Calculator—Marchant .....	1	
Addressograph—Electric .....	2	
Addressograph—Hand operated .....	1	
Dictophones .....	4	
Robotyper .....	1	
Verifax copying machine .....	1	
Thermofax copying machine .....		1
Mimeograph .....	2	
Joggler machine .....	1	
Electric stapler .....	2	
Electric heater .....	1	
Electric water cooler .....	1	
Electric folder .....	1	
Electric fans .....	1	2
Safe—large .....	1	
Tables—Working—large .....	11	
Table—Conference .....		1
Tables—End and other .....	6	
Leather sofa .....	1	
Check protector .....	1	
Cabinet—Special .....	1	
Cabinets—Supply type .....	11	2
Postage meter sealer .....	1	
Files—Addressograph .....	5	
Files—Cards .....	1	
Comptometer .....	1	
Library .....	1	
1958 Cadillac sedan .....	1	

**Note:** We verified by physical inspection the existence of the office furniture and equipment at the San Francisco office, and examined the certificate of ownership of the automobile shown above. We accepted the Los Angeles inventory, without verification, as taken by employees in that office.

**CALIFORNIA INDUSTRIAL UNION COUNCIL****Financial Statements****November 30, 1958**

December 2, 1958

General Board of the  
California Industrial Union Council  
117 West Ninth Street  
Los Angeles 15, California

Gentlemen:

We have examined the cash receipts and disbursements records of the California Industrial Union Council for the period from June 1, 1958 through November 30, 1958. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records, and other auditing procedures, as we considered necessary in the circumstances.

In connection with this examination, we traced recorded receipts to the bank deposits, examined the acknowledgements issued for collections, inspected cancelled checks together with supporting vouchers and invoices, and examined the minutes of the Executive Board and Committee meetings. Bank balances were confirmed by direct correspondence with the depositaries and reconciled with the amounts reflected in the books. We did not independently communicate with the unions and other groups to confirm the contributions received; however, a summary has been prepared indicating the amounts received from all contributing organizations and the funds to which these amounts apply.

In accordance with the Agreement to Merge there is presented Special Exhibit I, Consolidated Statement of Financial Condition of the California Industrial Union Council and the California CIO Council on Political Education, setting forth the assets, liabilities, and surplus as of November 30, 1958. Because of the time limitations imposed, estimates, where indicated, were required in the preparation of Special Exhibit I.

Special Exhibit II reproduces a Certificate of Liability signed by John A. Despol, Secretary-Treasurer of the California Industrial Union Council, the original of which is on file in the offices of the undersigned.

We have prepared, and submit herewith, statements and supporting schedules reflecting receipts and disbursements of the organization for the period under audit. We have also prepared a summary of the various bank accounts to show the increase or decrease of funds on deposit for each of the three funds maintained:

**EXHIBIT I**—Summary of Cash Receipts and Disbursements of the Three Funds Maintained as of November 30, 1958.

**EXHIBIT II**—Statement of Cash Receipts and Disbursements of the General Fund for the six months ended November 30, 1958.

**Schedule A**—Conferences and Committees.

**Schedule B**—Convention Expenses.

**Schedule C**—Contributions.

**EXHIBIT III**—Statement of Cash Receipts and Disbursements of the Education Fund for the six months ended November 30, 1958.

**EXHIBIT IV**—Statement of Cash Receipts and Disbursements of the Public Relations Fund for the six months ended November 30, 1958.

These statements have been prepared from the books and records without independent audit or verification.

Respectfully submitted,  
**TILLES AND GEST**  
Certified Public Accountants

**SPECIAL EXHIBIT I**

**California Industrial Union Council  
California CIO Council on Political Education  
Consolidated Statement of Financial Condition**

**As of November 30, 1958**

**ASSETS**

Cash on hand and in banks .....	\$33,026.12	
Estimated per capita dues receivable .....	11,200.00	
Office furniture, fixtures, and equipment* .....	1.00	
<b>Total Assets</b> .....		<b>\$44,227.12</b>

**LIABILITIES**

Estimated convention expenses .....	\$10,000.00	
Due to Steelworkers International Union .....	6,750.00	
Estimated closing expenses .....	3,000.00	
Estimated payroll taxes payable .....	1,734.23	
<b>Total Liabilities**</b> .....		<b>\$21,484.23</b>
<b>Surplus</b> .....		<b>\$22,742.89</b>

\*Nominal value assigned—actual value determinable through inventory and appraisalment

\*\*Estimated by the office of Secretary-Treasurer.

(Subject to report letter comments.)

**SPECIAL EXHIBIT II**

December 1, 1958

Tilles and Gest  
Certified Public Accountants  
4055 Wilshire Boulevard, Suite 310  
Los Angeles 5, California

Gentlemen:

In connection with your examination of the books and records of the California Industrial Union Council and California CIO Council on Political Education, and with reference to your inquiries regarding the liabilities, I now confirm to the best of my knowledge and belief that, other than the obligations for federal and state payroll taxes and other expenses incurred in the normal course of business, there exists only a liability for the estimated convention expenses to be incurred.

There are no lawsuits presently pending against either the California Industrial Union Council or the California CIO Council on Political Education.

There are no contingent liabilities in existence.

None of the equipment has been pledged or hypothecated in any manner.

Yours very truly,

JOHN A. DESPOL  
Secretary-Treasurer

## PROCEEDINGS OF

## EXHIBIT I

**California Industrial Union Council  
Summary of Three Funds Maintained**

**As of November 30, 1958**

	<b>Total</b>	<b>General Administrative Fund</b>	<b>Education Fund</b>	<b>Public Relations Fund</b>
Total Receipts .....	\$51,162.35	\$43,955.19	\$3,603.58	\$3,603.58
Total Disbursements .....	50,706.56	43,499.77	3,603.58	3,603.21
Net Increase or Decrease .....	\$ 455.79	\$ 455.42	—0—	\$ .37
Bank Balance June 1, 1958 .....	\$21,707.39	\$19,707.76	\$1,000.00	\$ 999.63
Net Increase or Decrease .....	455.79	455.42	—0—	\$ .37
Bank Balance Nov. 30, 1958....	\$22,163.18	\$20,163.18	\$1,000.00	\$1,000.00

## EXHIBIT II

**California Industrial Union Council  
General Administrative Fund  
Statement of Cash Receipts and Disbursements  
for the Six Months Ended November 30, 1958**

**RECEIPTS**

Bank Balance June 1, 1958 .....		\$19,707.76
<b>Receipts</b>		
Per capita dues collected .....	\$43,090.89	
<b>Less: Allocations to other funds</b>		
10% to Public Relations Fund .....	\$3,603.58	
10% to Education Fund .....	3,603.58	7,207.16
		35,883.73
<b>Transfers from other funds</b>		
Education Fund .....	3,603.58	
Public Relations Fund .....	3,603.21	7,206.79
Affiliation fees .....		20.00
Sale of equipment .....		825.00
COPE payroll taxes .....		19.67
<b>Total Receipts</b> .....		43,955.19
<b>Total Cash Available</b> .....		\$63,662.95
<b>Disbursements</b> .....		43,499.77
Cash on deposit November 30, 1958, at the California Bank, 625 South Spring Street, Los Angeles 54, California .....		\$20,163.18

**DISBURSEMENTS**

<b>Salaries</b>		
<b>Officers</b>		
Manuel Dias .....	\$ 5,200.00	
John A. Despol .....	699.92	
	\$ 5,899.92	
Office staffs .....	18,167.67	
	\$24,067.59	
<b>Less: Payroll deductions payable</b> .....	2,351.92	\$21,715.67
(Subject to report letter comments.)		

# CALIFORNIA LABOR FEDERATION

343

Officers, staff and personnel travel and activities .....	4,334.49
Convention expenses (Schedule B) .....	4,070.48
Conferences and committees (Schedule A) .....	3,482.69
Rent .....	2,686.00
Payroll taxes, insurance, and property taxes .....	2,026.77
Telephone and telegrams .....	1,409.61
Payroll taxes—prior period .....	1,284.37
Legal and accounting .....	851.53
Printing and supplies .....	575.82
Postage, shipping, and storage .....	407.43
Contributions (Schedule C) .....	230.00
Machine rent and service contracts .....	176.59
Office services .....	157.80
Literature and publications .....	76.27
Flowers and miscellaneous .....	14.25
<b>Total Disbursements .....</b>	<b>\$43,499.77</b>

## SCHEDULE A

### California Industrial Union Council General Administrative Fund Statement of Cash Receipts and Disbursements For the Six Months Ended November 30, 1958

<b>Conferences and Committees</b>	
General Board hall rent .....	\$ 107.50
<b>Merger Meetings</b>	
Legal fees .....	\$2,366.09
Members' lost time .....	443.47
Members' expenses .....	392.99
Hall rental .....	172.64
<b>Total Conferences and Committees .....</b>	<b>\$3,375.19</b>
	<b>\$3,482.69</b>

## SCHEDULE B

### California Industrial Union Council General Administrative Fund Statement of Cash Receipts and Disbursements For the Six Months Ended November 30, 1958

<b>Convention Expenses</b>	
Officers' reports .....	\$2,135.02
Call and credentials .....	314.60
Hotel reservations .....	10.00
Kits .....	148.51
Room deposit .....	20.00
Transportation of staff .....	450.45
Outside services .....	205.90
Staff .....	786.00
<b>Total Convention Expenses .....</b>	<b>\$4,070.48</b>

(Subject to report letter comments.)

PROCEEDINGS OF

SCHEDULE C

California Industrial Union Council  
General Administrative Fund

Statement of Cash Receipts and Disbursements  
For the Six Months Ended November 30, 1958

**Contributions**

Murray Green Award .....	\$120.00
Histadrut .....	100.00
Children's Hospital .....	10.00
<b>Total Contributions</b> .....	<u>\$230.00</u>

EXHIBIT III

California Industrial Union Council  
Education Fund

Statement of Cash Receipts and Disbursements  
For the Six Months Ended November 30, 1958

<b>Bank Balance June 1, 1958</b> .....	\$1,000.00
--	------------

**Receipts**

10% of five-cent per capita dues .....	3,603.58
<b>Total Cash Available</b> .....	<u>\$4,603.58</u>

**Disbursements**

Transfer to General Fund—C.I.U.C. ....	<u>\$3,603.58</u>
--	-------------------

<b>Cash on Deposit November 30, 1958, at the Bank of America, Ninth and Spring Streets, Los Angeles 14, California</b> .....	<u>\$1,000.00</u>
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EXHIBIT IV

California Industrial Union Council  
Public Relations Fund

Statement of Cash Receipts and Disbursements  
For the Six Months Ended November 30, 1958

<b>Bank Balance June 1, 1958</b> .....	\$ 999.63
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**Receipts**

10% of five-cent per capita dues .....	3,603.58
<b>Total Cash Available</b> .....	<u>\$4,603.21</u>

**Disbursements**

Transfer to General Fund—C.I.U.C. ....	<u>\$3,603.21</u>
--	-------------------

<b>Cash on Deposit November 30, 1958, at the Bank of America, Ninth and Spring Streets, Los Angeles 14, California</b> .....	<u>\$1,000.00</u>
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(Subject to report letter comments.)

**California Industrial Union Council  
General Fund**

**Detail of Per Capita Receipts and Affiliation Fees  
For the Period June 1, 1958 to November 30, 1958**

<b>ACWA</b>		Local 9509 .....	220.25
Joint Board, San Francisco .....	\$ 12.00	Local 9510 .....	343.14
Joint Board, Los Angeles .....	14.00	Local 9571 .....	399.85
Local 42 .....	180.00	Local 9572 .....	152.85
Local 55-D .....	200.00	Local 9573 .....	54.05
Local 81 .....	10.00	Local 9574 .....	265.20
Local 108 .....	12.00	Local 9575 .....	61.85
Local 278 .....	500.00	Local 9576 .....	83.35
Local 288 .....	90.00	Local 9579 .....	192.55
Local 297 .....	12.00	Local 9580 .....	156.35
Local 372 .....	52.50	Local 9581 .....	38.90
Local 408 .....	112.50	Local 9590 .....	533.55
		Local 9595 .....	307.30
<b>ALA</b>		<b>IAW (INSURANCE)</b>	
Local 17 .....	394.40	Local 83 .....	49.10
Local 22 .....	190.00		
<b>ANG</b>		<b>IUE</b>	
Local 52 .....	344.80	Local 850 .....	66.00
Local 69 .....	304.90	Local 852 .....	52.25
Local 92 .....	40.00	Local 853 .....	23.85
Local 98 .....	58.20	Local 854 .....	45.40
		Local 1501 .....	66.45
<b>ARA</b>		Local 1502 .....	41.90
San Francisco .....	75.00	Local 1503 .....	40.55
		Local 1504 .....	12.35
<b>BREWERY</b>		Local 1505 .....	24.20
Local 293 .....	29.10	Local 1506 .....	27.25
		Local 1507 .....	9.40
<b>CWA</b>		Local 1511 .....	12.85
Local 9401 .....	41.95	Local 1514 .....	12.00
Local 9402 .....	135.25	<b>IUMSWA</b>	
Local 9404 .....	101.95	Local 9 .....	526.30
Local 9405 .....	51.95	<b>IWA</b>	
Local 9406 .....	79.60	District Council 6 .....	12.00
Local 9407 .....	54.45	District Council 13 .....	12.00
Local 9412 .....	132.75	Local 6-64 .....	298.20
Local 9415 .....	505.25	Local 13-86 .....	26.70
Local 9416 .....	97.40	Local 269 .....	41.05
Local 9417 .....	81.15	Local 286 .....	15.05
Local 9418 .....	80.40	Local 338 .....	18.10
Local 9421 .....	150.00	Local 365 .....	32.45
Local 9422 .....	5.80	Local 370 .....	58.60
Local 9423 .....	129.00	Local 372 .....	14.80
Local 9427 .....	18.90	Local 398 .....	23.10
Local 9429 .....	39.40	Local 433 .....	308.25
Local 9430 .....	80.00		
Local 9431 .....	28.00	<b>MEBA</b>	
Local 9490 .....	361.90	Local 79 .....	171.95
Local 9501 .....	337.90	<b>NABET</b>	
Local 9503 .....	192.10	Local 53 .....	217.95
Local 9505 .....	347.50	Local 54 .....	9.20
Local 9506 .....	225.00	San Francisco .....	21.00
Local 9507 .....	229.80		
Local 9508 .....	66.60		



## PROCEEDINGS OF

NMU		Local 844 .....	10.00
Los Angeles .....	62.50	Local 887 .....	3,446.80
San Francisco .....	62.50	Local 923 .....	187.60
OCAW		Local 1031 .....	209.05
District Council 1 .....	12.00	Local 1124 .....	5.90
Local 5 .....	729.70	UFW	
Local 19 .....	208.10	Local 262 .....	317.35
Local 120 .....	196.70	Local 577 .....	12.90
Local 128 .....	1,851.60	Local 1010 .....	247.40
Local 326 .....	56.65	UFW (PAPERWORKERS)	
Local 356 .....	33.35	Local 1400 .....	51.00
Local 519 .....	300.00	UPWA	
Local 534 .....	37.10	District Council 4 .....	12.00
Local 547 .....	197.50	Local 67 .....	172.55
Local 587 .....	73.15	Local 200 .....	190.75
Local 589 .....	137.40	Local 263 .....	12.70
RWDSU		Local 78 .....	474.15
Local 75 .....	50.00	URW	
Local 112 .....	8.00	Local 43 .....	195.00
STATE, COUNTY, MUNICIPAL		Local 44 .....	361.75
Local 800 .....	23.90	Local 60 .....	48.35
Local 1136 .....	37.50	Local 64 .....	123.35
TWU		Local 78 .....	28.55
Local 502 .....	80.00	Local 100 .....	687.05
Local 505 .....	60.00	Local 131 .....	438.65
Local 518 .....	12.85	Local 141 .....	30.00
Local 3005 .....	51.05	Local 146 .....	17.05
TWUA		Local 158 .....	38.35
Joint Board, San Francisco .....	12.00	Local 171 .....	51.05
Local 71 .....	113.70	Local 225 .....	99.85
Local 99 .....	55.65	Local 300 .....	10.90
Local 146 .....	43.60	Local 335 .....	13.25
Local 158 .....	75.50	Local 357 .....	19.30
Local 818 .....	13.80	Local 393 .....	120.55
Local 915 .....	63.70	Local 417 .....	40.30
Local 1291 .....	12.10	Local 428 .....	38.85
Local 1378 .....	44.35	Local 430 .....	11.85
UAW		Local 433 .....	16.80
Local 76 .....	209.30	Local 451 .....	69.80
Local 109 .....	55.75	Local 458 .....	153.85
Local 143 .....	3,289.00	Local 476 .....	12.00
Local 179 .....	524.90	Local 490 .....	60.05
Local 216 .....	299.80	Local 510 .....	21.80
Local 230 .....	523.40	USA	
Local 333 .....	235.05	Local 168 .....	13.50
Local 406 .....	303.65	Local 1069 .....	465.00
Local 506 .....	848.00	Local 1304 .....	346.85
Local 509 .....	476.50	Local 1414 .....	210.00
Local 560 .....	550.80	Local 1440 .....	746.55
Local 567 .....	12.00	Local 1441 .....	81.00
Local 645 .....	494.20	Local 1502 .....	130.55
Local 792 .....	34.25	Local 1547 .....	42.40
Local 805 .....	219.00	Local 1586 .....	59.65
Local 808 .....	306.80	Local 1684 .....	270.00
Local 809 .....	40.05	Local 1798 .....	138.75
Local 811 .....	1,051.35	Local 1835 .....	81.30
		Local 1845 .....	386.60

Local 1981 .....	455.00		UTSEA	
Local 1986 .....	35.70	Local 95 .....	12.00	
Local 2018 .....	1,175.20	Local 904 .....	9.45	
Local 2029 .....	8.00	Local 905 .....	6.00	
Local 2058 .....	585.70	Local 908 .....	12.00	
Local 2172 .....	75.00		UWUA	
Local 2273 .....	45.85	Local 132 .....	408.50	
Local 2571 .....	107.75	Local 160 .....	16.40	
Local 2586 .....	16.55	Local 160-B .....	16.60	
Local 2869 .....	1,600.00	Local 160-C .....	16.65	
Local 3367 .....	148.80	Local 168 .....	32.55	
Local 3677 .....	218.05	Local 193 .....	12.10	
Local 3702 .....	12.00	Local 243 .....	69.25	
Local 3941 .....	69.30	Local 246 .....	127.90	
Local 4113 .....	27.30	Local 259 .....	16.95	
Local 4155 .....	51.40	Local 283 .....	18.95	
Local 4233 .....	6.40	Local 289 .....	18.00	
Local 4383 .....	29.95	Local 389 .....	124.55	
Local 4468 .....	124.20	Local 170 .....	21.95	
Local 4511 .....	44.15	Greater Alameda Council .....	12.00	
Local 4534 .....	15.10	Contra Costa Council .....	12.00	
Local 4670 .....	329.50	Greater Los Angeles Council .....	12.00	
Local 4765 .....	56.45	San Francisco Council .....	12.00	
Local 5004 .....	70.40	Overpayments .....	13.75	
Local 5038 .....	35.45			
Local 5119 .....	19.50	Total Per Capita .....	\$43,090.89	
Local 5188 .....	16.10	<b>Affiliation Fees</b>		
Local 5303 .....	54.30	IUE 1507 .....	\$5.00	
Local 5415 .....	13.65	S. F. Labor Council .....	5.00	
Local 5450 .....	12.00	USA 5632 .....	5.00	
Local 5504 .....	67.65	RWDSU 75 .....	5.00	
Local 5525 .....	10.25			
Local 5649 .....	8.00	<b>Grand Total</b> .....	<b>\$43,110.89</b>	
Local 5632 .....	19.50			

# INDEX

## A

<b>Addresses</b>	<b>Page</b>
Brown, Edmund G. ....	18
Cohelan, Jeffery ....	30
Dunleavy, Hal ....	55
Flanagan, Daniel V. ....	72
Flynn, John J. ....	66
Hesser, B. C. ....	82
Keating, Msgr. Martin Cody ....	33
Mosk, Stanley ....	35
Park, Edward P. ....	49
Shelley, John F. ....	16
Tokumaru, Shinichi ....	31
Williams, Franklin ....	76
<b>Agreement to Merge</b> .....	312
<b>Agricultural Workers</b>	
Policy Statement IV .....	22, 127
Resolutions:	
No. 269—Extend Minimum Wage and Maximum Hours Laws to Women and Minors in Agriculture .....	69, 269
No. 316—Compulsory Workmen's Compensation Coverage for Agricultural Employees .....	62, 284
No. 324—Extend Coverage of Unemployment Insurance Law ....	54, 286
<b>Amusement Tax</b> .....	65
<b>Anti-Labor Activities</b>	
Resolutions:	
No. 129—Prevent Use of Labor Organization's Name by Outsiders Without Consent .....	99, 218
No. 230—Demand Justice Department Investigation of Ultra-Right Winger Joe Kamp .....	41, 254
No. 290—Anti-Union Employer Activities .....	69, 275
<b>Appointments Recommended</b>	
Resolutions:	
No. 60—Recommendation on Director of State Department of Social Welfare .....	40, 206
No. 122—Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program .....	40, 215
No. 158—Union Representation on State Pest Control Board .....	40, 228
No. 176—Request New Governor to Retain Officials Concerned With Building Trades .....	40, 236
No. 232—Appointment of Union Representatives to California Pest Control Board .....	40, 255
No. 313—Urge New Governor to Appoint Edward P. Park Director of Industrial Relations .....	74-75, 283
No. 352—Urge New Governor to Appoint Edward P. Park Director of Industrial Relations .....	74-75, 294

## B

<b>Barbers and Beauticians</b>	
Resolutions:	
No. 146—Oppose Display of Price Signs Outside of Barber Shops .....	70, 223
No. 147—Prohibit Advertising of Prices by Barber Colleges .....	70-71, 224
No. 148—Barber Examiners Board to Regulate Prices in Barber Schools and Colleges .....	71-72, 224
No. 149—Forty-Hour Week in Barber Schools and Colleges .....	91-92, 225
No. 150—Examination Qualification for Hairdresser Cosmetologist Instructor .....	91, 225

	Page
No. 151—Exemptions from Section 7324 of Cosmetology Act .....	91, 225
No. 152—Use of Term "Cosmetologist" .....	91, 226
No. 153—Eliminate Shop Training of Junior Cosmetology Operators.....	91, 226

## C

**California Labor Council on Political Education, see****Political Activity****California Labor Federation, AFL-CIO**

Constitution, Rules and Order of Business .....	315, 327
Merger documents .....	312
Officers .....	inside front cover; 7-8

**Resolutions:**

No. 14—State Newsletter .....	35, 188
No. 58—AFL-CIO Legislative Mobilization .....	74, 205
No. 137—Incumbent Officer of Federation Must be a Delegate to be Nominated for Office .....	42-44, 220
No. 138—Federation Elections to be by Secret Ballot .....	44-48, 221
No. 186—Expand the Department of Education Under the Merged California Labor Federation .....	35, 238
No. 253—Establish Civil Rights Department in California Labor Federation, AFL-CIO .....	26-28, 29-30, 261
No. 365—Establish Full-Time Public Relations Department .....	74, 299

**Chemical Workers Dispute .....** 65**Civil Rights and Liberties**

Clinton High School Building Fund .....	76, 100
Policy Statement IX .....	25, 149

**Resolutions:**

No. 3—Civil Liberties and Civil Rights Mobilization .....	25, 172
No. 13—Civil Liberties Threatened by Present Anti-Labor Administration .....	39, 187
No. 15—Upholding the Freedom to Read .....	39, 188
No. 17—Civil Rights .....	25, 190
No. 43—Civil Rights .....	89, 197
No. 128—Support Supreme Court's School Desegregation Order .....	25, 218
No. 140—Support Urban League's Western Regional Office .....	102, 222
No. 143—Enforce Supreme Court Ruling on School Integration .....	25, 223
No. 145—State Senate and Fair Employment Practices Bill .....	25, 223
No. 155—End Discrimination in Housing .....	26-28, 29-30, 227
No. 199—Fair Employment Practices Act .....	89, 243
No. 223—Commend U.S. Supreme Court for its Ruling on School Integration .....	25, 252
No. 234—Eliminate Discrimination in Housing .....	26-28, 29-30, 255
No. 240—Support State FEPC Bill .....	25, 257
No. 253—Establish Civil Rights Department in California Labor Federation, AFL-CIO .....	26-28, 29-30, 261
No. 265—Reaffirm Endorsement of NAACP .....	102, 266
No. 266—Enact State Fair Employment Practices Legislation .....	25, 267
No. 267—Civil Rights Legislation .....	25, 267
No. 270—New FEPC Campaign .....	25, 269
No. 271—Support AFL-CIO Civil Rights Committee and Program .....	25, 269
No. 347—Prohibit Wiretapping and "Bugging" .....	101, 292
No. 361—Assist Campaign for FEP Legislation .....	73-74, 297
No. 363—Civil Rights .....	73-74, 298
No. 364—Support AFL-CIO Condemnation of Bombings of Places of Worship, Schools, etc. ....	73-74, 299

Williams, Franklin .....	76
--------------------------	----

**Clinton High School Building Fund .....** 76, 100**Collective Bargaining**

Policy Statement, Section B .....	39, 168
-----------------------------------	---------

**Resolutions:**

No. 215—Collective Bargaining for Public Employees at Local Levels.....	96, 249
---	---------

No. 216—Public Policy on Collective Bargaining Relations of Hospital and Institutional Workers .....	Page 95, 249
No. 278—Protect Collective Agreements When New Corporations are Formed .....	69, 272
No. 308—Right of Association, Collective Bargaining, etc. for Employees of All Public Bodies .....	96, 281
No. 348—Union Security for Employees of Municipal Utility Districts....	96, 293
<b>Commemorative Convention Badges .....</b>	<b>94</b>
<b>Committees, Convention</b>	
Members .....	8-10
Reports:	
Constitution .....	41
Credentials .....	10, 13, 33, 300
Legislation .....	52, 60, 68, 89, 90, 94, 101
Resolutions .....	14, 21, 34, 38, 73, 82, 84, 102
<b>Communications to Convention .....</b>	<b>14, 28, 29, 55, 54, 72</b>
<b>Constitution, California Labor Federation, AFL-CIO .....</b>	<b>315</b>
<b>Constitution, Committee on</b>	
Members .....	8
Reports .....	41
<b>Construction Industry</b>	
Resolutions:	
No. 103—State Heating and Piping Industry Code .....	93, 208
No. 104—State Plumbing Code .....	93-94, 208
No. 111—State License for Sprinkler Fitters .....	92-93, 212
No. 154—Licensing of Carpet, Linoleum and Resilient Floor Covering Contractors .....	90, 226
No. 163—Owner-Builders to Have Contractors' License .....	90, 230
No. 164—Contractor and Subcontractors to Have \$2500 Bond .....	90, 231
No. 165—Payment by Certified Check or Cash When Requesting Lien Release .....	68-69, 231
No. 166—Increase Penalty for Failure to Pay Wages When Due at Time of Quit .....	69, 232
No. 167—Payroll Stub to Show Straight Time and Overtime Hours .....	68, 232
No. 168—Payroll Stub to Show Deductions for Fringe Benefits .....	68, 232
No. 174—"C" License for Floor Covering Contractors .....	90, 234
No. 175—Corrective Measures in C-61 Licenses .....	74, 235
No. 205—Adequate Protection for Contractors, etc. When Bidding on Public Work .....	101, 245
No. 208—Protect Workers' Pay When Labor Releases Must Be Signed .....	68-69, 246
No. 209—Extend Prevailing Construction Wage to Prefabrication Work .....	98, 247
No. 285—Contractors' License Law .....	99, 274
No. 287—Floor Covering Contractors' License .....	90, 275
No. 289—Wilful Departure from Plans, etc. Without Consent .....	99, 275
No. 291—Bids on Public Works .....	99, 276
No. 296—"Suede Shoe" Operations .....	99, 277
No. 300—Electrical and Plumbing Installations .....	94, 278
No. 301—Amend Section 3800, Labor Code .....	99, 279
No. 302—License Construction Equipment Operators .....	93, 279
No. 304—Penalties for Violation of Contractors' License Law .....	99, 280
No. 306—Contractors and Subcontractors To Have \$2500 Bond .....	101, 280
No. 307—Increase Penalty for Failure to Pay Wages When Due at Time of Quit .....	69, 281
No. 309—Require Contractors' License for Public Works .....	90, 282
No. 343—Equipment Operators' License .....	343
<b>SEE ALSO: Industrial Safety and Health, Prevailing Wage, Public Works.</b>	
<b>Contractors, see: Construction Industry, Industrial Safety and Health,</b>	
<b>Licensing, Prevailing Wage, and Public Works.</b>	
<b>Convention City, 1959 .....</b>	<b>59</b>

**Coro Foundation****Page****Resolutions:**

No. 19—Coro Foundation .....	102, 190
No. 299—Coro Foundation .....	102, 278

**Credentials, Committee on**

Members .....	8
Reports .....	10, 13, 33, 300

**D**

<b>Delegates to Convention, Roll of</b> .....	300
---	-----

**Disability Insurance, see: Unemployment Disability Insurance.****E****Education**

Clinton High School Building Fund .....	76, 100
Policy Statement XI .....	34-35, 157

**Resolutions:**

No. 7—Summer Educational Institutes .....	35, 175
No. 19—Coro Foundation .....	102, 190
No. 32—Special Education for Handicapped Children .....	99, 195
No. 44—Education .....	34, 198
No. 128—Support Supreme Court's School Desegregation Order .....	25, 218
No. 143—Enforce Supreme Court Ruling on School Integration .....	25, 223
No. 214—Federal Aid to Schools .....	34, 249
No. 223—Commend U. S. Supreme Court for Its Ruling on School Integration .....	25, 252
No. 261—Increase Facilities and Opportunities for Adult Education.....	35, 264
No. 299—Coro Foundation .....	102, 278
No. 349—Federation to Conduct and/or Aid Teachers' Organizational Drive .....	88-89, 293
Scholarships, Federation .....	18, 103

**SEE ALSO: Labor Education.**

<b>"Earthquake" Resolution</b> .....	65
--------------------------------------	----

**Employment Agencies****Resolutions:**

No. 185—Private Employment Agencies .....	68, 238
No. 358—Private Employment Agencies .....	68, 296

**Endorsements and Fraternal Greetings****Resolutions:**

No. 18—Histadrut .....	102, 190
No. 263—Reaffirm Endorsement of Community Service Organization....	102, 266
No. 264—Reaffirm Endorsement of Jewish Labor Committee .....	102, 266
No. 265—Reaffirm Endorsement of NAACP .....	102, 266

**Ethical Practices Code****Resolutions:**

No. 20—Ethical Practices .....	39, 191
No. 268—AFL-CIO Ethical Practices Code .....	39, 268

**F****Fair Employment Practices**

Policy Statement IX (b) .....	150
-------------------------------	-----

**Resolutions:**

No. 3—Civil Liberties and Civil Rights Mobilization .....	25, 172
No. 145—State Senate and Fair Employment Practices Bill .....	25, 223
No. 199—Fair Employment Practices Act .....	89, 243
No. 240—Support State FEPC Bill .....	25, 257
No. 266—Enact State Fair Employment Practices Legislation .....	25, 267

	Page
No. 270—New FEPC Campaign .....	25, 269
No. 361—Assist Campaign for FEP Legislation .....	73-74, 297
Williams, Franklin .....	76

**Fire Fighters****Resolutions:**

No. 112—Raise Fire Protection Tax Limit Under California Health and Safety Code .....	89, 212
No. 113—Straight 25-Year Service Retirement in 1937 County Retirement Act .....	96, 213
No. 114—Right of Fire Fighters to Organize .....	89, 213
No. 115—Protection of Fire Fighters in Event of Jurisdictional Changes in Fire Department .....	89, 213
No. 116—Allowance of Earnings of Member on Disability Retirement .....	89, 214
No. 117—Assistance to Fire Fighters' Organizational and Legislative Programs .....	39, 214
No. 119—Remove Limitation of Earnings from State Employees' Retirement System .....	95, 214
No. 120—Arbitration Procedure for Fire Fighters .....	89, 215
No. 121—Oppose Integration of Police and Fire Departments in All Cities, Municipalities, Political Subdivisions and Federal Installations .....	39-40, 215
No. 122—Appointment of Labor-Affiliated Fire Fighters to State Fire Protection Program .....	40, 215
No. 123—Ten-Year Conclusive Presumption, Section 3212— State Labor Code .....	89, 216
No. 124—Prohibit Apportionment of Disability Benefits .....	89, 216
No. 125—Vote of Alternate Member of Retirement System .....	95, 217
No. 127—Oppose Integration of Police and Fire Departments .....	39-40, 218
Statement by Delegate Albert Albertoni .....	100
<b>Foreign Sound Tracks</b> .....	66
<b>Full Employment and the Economy</b>	
Policy Statement I .....	14, 111
Resolution No. 136—AFL-CIO Program for the Economic Emergency .....	14, 220

**G****Garmon Decision****Resolutions:**

No. 295—Garmon Decision .....	69-70, 277
No. 359—Garmon Decision .....	69-70, 297

**Government Employees, see: Public Employees****H****Hawaii**

Resolution No. 355—Statehood for Hawaii .....	89, 295
---	---------

**Health and Welfare**

Policy Statement VIII (b) .....	146
Policy Statement, Section D .....	39, 169

**Resolutions:**

No. 8—Health and Welfare Plans .....	24, 175
No. 11—Safety and Health in Shipyards .....	85, 182
No. 12—Health Insurance, Medical and Hospital Care .....	24, 183
No. 16—Health and Welfare Plans .....	24, 189
No. 24—Emergency Hospital Admissions .....	99, 193
No. 42—Health and Welfare Plans .....	24, 197
No. 45—Safety Legislation .....	97, 198
No. 102—Hospital Service Plans Rates .....	99, 207
No. 112—Raise Fire Protection Tax Limit Under California Health and Safety Code .....	89, 212
No. 131—Health and Welfare Master Plan for Public Employees .....	98, 219
No. 144—Oppose Future Atomic Tests in Nevada .....	39, 223

No. 172—Authorize State and Political Subdivisions to Contribute to Pension Funds .....	Page 97-98, 234
No. 178—Hospitalization Benefits .....	75, 236
No. 184—Improved Sanitation and Cleanliness in Post Offices .....	75-76, 237
No. 195—Employer-Paid Health and Welfare Programs for Public Employees .....	98, 242
No. 248—Full Health and Welfare Coverage for State Employees .....	95, 259
No. 362—Protest Ruling on Application of Rees-Doyle Act .....	101, 298

## Housing

Policy Statement X .....	34, 152
Resolutions:	
No. 155—End Discrimination in Housing .....	26, 28, 29-30, 227
No. 226—Reduce GI, FHA Interest Rates and Increase Supply of Low and Middle Income Housing .....	34, 253
No. 234—Eliminate Discrimination in Housing .....	26-28, 29-30, 255
No. 277—Sufficient State Personnel To Enforce Housing Laws .....	101, 271

## I

### Industrial Relations Department, California

Park, Edward P. ....	49
Resolutions:	
No. 49—Selection of Referees by the Industrial Accident Commission..	24, 203
No. 52—State Supervision of Industrial Accident Claims .....	60, 204
No. 53—Industrial Accident Commission's Use of Independent Medi- cal Examiners .....	63, 204
No. 176—Request New Governor to Retain Officials Concerned With Building Trades .....	40, 236
No. 228—Increase Appropriation for Division of Labor Law Enforce- ment .....	22, 253
No. 229—Increase Appropriation for Industrial Accident Commission..	24, 254
No. 277—Sufficient State Personnel To Enforce Housing Laws.....	101, 271
No. 313—Urge New Governor to Appoint Edward P. Park Director of Industrial Relations .....	74-75, 283
No. 352—Urge New Governor to Appoint Edward P. Park, Director of Industrial Relations .....	74-75, 294

### Industrial Safety and Health

Resolutions:	
No. 11—Safety and Health in Shipyards .....	85, 182
No. 45—Safety Legislation .....	97, 198
No. 344—Tunnel Safety Orders: Moving Powder Car .....	88, 291
No. 345—Tunnel Safety Orders: Internal Combustion Engines .....	88, 292
No. 346—Tunnel Safety Orders: Outlaw Underground Trolley-Powered Locomotives .....	88, 292

### In Memoriam

Arnold, Jack T. ....	2
Baker, Roe H. ....	4
MacKenzie, Roderick .....	103
Metz, Harry .....	3
Purvis, Harold .....	30
Waters, Mike .....	101
Resolutions:	
No. 274—In Memoriam—Joseph D. McManus .....	102, 270
No. 275—Murder of Business Agent .....	102, 271

### International Affairs

Policy Statement XIII .....	38, 166
Policy Statement, Section D .....	39, 169
Resolutions:	
No. 47—International Relations .....	39, 198
No. 144—Oppose Future Atomic Tests in Nevada .....	39, 223



**Invocations**

Page

Donahoe, Most Rev. Hugh A. ....	7
Juvinall, Rev. Andrew .....	31
Pike, Rt. Rev. James A. ....	90
White, Rabbi Saul .....	60

**J****Jurisdictional Strike Act****Resolutions:**

No. 213—Delete Jurisdictional Strike Act From Labor Code.....	69, 248
No. 356—Repeal Jurisdictional Strike Act .....	69, 296

**Jury Duty****Resolutions:**

No. 106—Adequate Pay for Jury Duty .....	99, 209
No. 294—Jury Duty Pay .....	99, 277
No. 360—Compensation for Jury Duty .....	89, 297

**K**

<b>Knott's Berry Farm</b> .....	73
---------------------------------	----

**L****Labor Education**

Policy Statement, Section C .....	39, 169
-----------------------------------	---------

**Resolutions:**

No. 7—Summer Educational Institutes .....	35, 175
No. 40—Union Leadership Training .....	35, 196

**Labor Legislation**

Policy Statement III .....	15, 21-22, 121
----------------------------	----------------

**Resolutions:**

No. 5—Investigation of Improper Activities in Labor and Management Fields .....	15, 173
No. 58—AFL-CIO Legislative Mobilization .....	74, 205
No. 110—Remove Taft-Hartley Discrimination Against Guards .....	16, 211
No. 142—Committee to Safeguard Labor's Legislative Rights .....	21, 222
No. 156—Repeal Taft-Hartley Act .....	16, 228
No. 170—Federation Officers to Cooperate With State Agencies re Corrective Labor Legislation .....	15, 233
No. 189—Prohibit States from Enacting Labor Legislation More Restrictive Than Federal Legislation .....	16, 239
No. 212—Delete Section 14(b) of Taft-Hartley Act .....	16, 248
No. 213—Delete Jurisdictional Strike Act from Labor Code .....	69, 248
No. 227—Repeal Destructive Sections of Taft-Hartley Act .....	15-16, 253
No. 262—Repeal Section 14 (b) of Taft-Hartley Law .....	15-16, 265
No. 356—Repeal Jurisdictional Strike Act .....	69, 296

**Labor Public Relations****Resolutions:**

No. 14—State Newsletter .....	35, 188
No. 41—Public Relations for Organized Labor .....	35, 197
No. 157—National Labor Publicity Bureau .....	35, 228
No. 365—Establish Full-Time Public Relations Department .....	74, 299

<b>Laundry and Dry Cleaners International Union, AFL-CIO</b> .....	104
--	-----

**Legislation, Committee on**

Members .....	9
Reports .....	52, 60, 68, 89, 90, 94, 101

**Licensing****Resolutions:**

No. 111—State License for Sprinkler Fitters .....	92-93, 212
---	------------

No. 154—Licensing of Carpet, Linoleum and Resilient Floor Covering Contractors .....	Page 90, 226
No. 163—Owner-Builders to Have Contractors' License .....	90, 230
No. 174—"C" License for Floor Covering Contractors .....	90, 234
No. 175—Corrective Measures in C-61 Licenses .....	74, 235
No. 285—Contractors' License Law .....	99, 274
No. 287—Floor Covering Contractors' License .....	90, 275
No. 301—Amend Section 3800, Labor Code .....	99, 279
No. 302—License Construction Equipment Operators .....	93, 279
No. 304—Penalties for Violation of Contractors' License Law .....	99, 280
No. 309—Require Contractors' License for Public Works .....	90, 282
No. 343—Equipment Operators' License .....	93, 291
<b>Lumber Industry</b>	
Resolution No. 192—Uniform Meal Periods in the Lumber Industry .....	69, 241
<b>M</b>	
<b>McGavin, Peter</b> .....	12
<b>Merchant Marine and Shipbuilding</b>	
Resolutions:	
No. 9—Maritime Program .....	84, 176
No. 11—Safety and Health in Shipyards .....	85, 182
No. 126—Support Seafarers' Merchant Marine Policy .....	84, 217
No. 196—Allocate New Ship Contracts to West Coast Shipyards .....	85, 242
<b>Merger, State AFL-CIO</b>	
Action leading to, affirmed .....	13
Merger documents .....	312
Report of Auditors .....	329
Report of Joint Merger Committee .....	7-12
Resolutions:	
"Earthquake" resolution .....	65
No. 4—To Ensure Continuity of Policy Through Merger of State Bodies .....	41, 172
No. 6—Value of State AFL-CIO Merger .....	41, 175
<b>Minimum Wage</b>	
Policy Statement III (c) (d) .....	21-22, 125, 126
Resolutions:	
No. 22—Minimum Wage .....	21, 192
No. 220—Nationwide Minimum Wage of \$1.50 per Hour .....	21, 251
No. 269—Extend Minimum Wage and Maximum Hours Laws to Women and Minors in Agriculture .....	69, 269
<b>Monopoly Prosecution</b>	
Resolution No. 225—Support Monopoly Prosecution of General Motors .....	14, 252
<b>N</b>	
<b>NAACP</b>	
Resolution No. 265—Reaffirm Endorsement of NAACP .....	102, 266
Williams, Franklin .....	76
<b>Natural Resources</b>	
Resolution No. 188—Protect Our Natural Resources .....	38, 239
<b>New Discovery Procedure Law</b>	
Resolution No. 272—Eliminate New Discovery Procedure Law .....	97, 270
<b>Nuclear Weapons</b>	
Policy Statement, Section D .....	39, 169
Resolution No. 144—Oppose Future Atomic Tests in Nevada .....	39, 223
<b>O</b>	
<b>Officers, California Labor Federation, AFL-CIO</b>	
Current .....	inside front cover; 7-8

Resolutions:		Page
No. 137—Incumbent Officer of Federation Must be a Delegate to be Nominated for Office .....	42-44,	220
No. 138—Federation Elections to be by Secret Ballot .....	44-48,	221

**Organizing**

Resolutions:		
No. 21—Organize the Unorganized .....	88,	191
No. 117—Assistance to Fire Fighters' Organizational and Legislative Programs .....	39,	214
No. 349—Federation to Conduct and/or Aid Teachers' Organizational Drive .....	88-89,	293

**Outdoor Advertising**

Resolutions:		
No. 162—Oppose Attempts to Outlaw Outdoor Advertising .....	85-88,	230
No. 353—Outdoor Advertising .....	88,	295

**P****Pest Control Board, State**

Resolutions:		
No. 158—Union Representation on State Pest Control Board .....	40,	228
No. 232—Appointment of Union Representatives to California Pest Control Board .....	40,	255
Pitts, Thomas L. ....	12,	105

**Policy Statements, see: Statements of Policy.**

**Political Activity**

Resolutions:		
No. 160—Plan to Finance COPE .....	41,	229
No. 210—Continue and Extend COPE Organization .....	41,	247
No. 218—Importance of Voter Registration Campaign in Defeating "Right to Work" .....	41,	250
No. 256—Political Rights for Federal and Postal Employees .....	82,	262
No. 351—Finance COPE .....	74,	294
No. 366—Expenditure of Corporation Funds to Influence Voters .....	97,	299

**SEE ALSO: Proposition 18.**

**Postal Employees**

Resolutions:		
No. 177—Retirement Liberalization and Longevity Grade Increases .....	75,	236
No. 178—Hospitalization Benefits .....	75,	236
No. 179—Overtime Pay for Substitutes .....	75,	236
No. 180—Merit Promotion by Law .....	75,	237
No. 181—Seniority by Law .....	75,	237
No. 182—Abolishment of Work Production System .....	75,	237
No. 183—Abolishment of Regional Offices .....	75,	237
No. 184—Improved Sanitation and Cleanliness in Post Offices .....	75-76,	237
No. 256—Political Rights for Federal and Postal Employees .....	82,	262
No. 257—Union Recognition by Law .....	76,	262
No. 258—Elimination of Work Performance Standards Program and "Speed Up" Within the Postal Service .....	75,	262
No. 259—Aid Postal Unions in Combatting Anti-Union Policies of the Post Office Department .....	76,	263
No. 260—Rescind the Federal Fund-Raising Program Within Governmental Agencies .....	84-85,	264

**SEE ALSO: Public Employees.**

**Prevailing Wage**

Resolutions:		
No. 108—Prevailing Wage Rates in State Construction .....	98,	210
No. 171—Director of Industrial Relations to Receive Classifications and Rates List Prior to Advertisement for Bids .....	98,	233

No. 209—Extend Prevailing Construction Wage to Prefabrication Work .....	Page 98, 247
No. 211—Include Fringe Benefits in Determination of Prevailing Wage .....	98, 248
No. 231—Prevailing Union Wages in All Government Contracts .....	21, 254
No. 280—Require All Public Bodies to Pay Prevailing Wage Scales.....	99, 272
No. 282—Restore Prevailing Wage Rate to State Construction Employees .....	98, 273
No. 286—Published Per Diem Wages to Include Fringe Benefits .....	98-99, 274
No. 288—Prevailing Rates and Other Benefits in State Construction.....	98, 275
No. 350—Restore Prevailing Pay for Construction Employees on Public Works .....	98, 293

**SEE ALSO: Public Works.**

**Printing Trades**

**Resolutions:**

No. 139—Lithographers' Union Label Outlawed .....	40, 221
No. 159—Endorse and Support Union Label Campaign of L.A. Allied Printing Trades Council .....	40, 229

**Proposition 18**

Dunleavy, Hal: report on campaign polls .....	55
---	----

**Resolutions:**

No. 129—Prevent Use of Labor Organization's Name by Outsiders Without Consent .....	99, 218
No. 134—"Right to Work" .....	21, 220
No. 218—Importance of Voter Registration Campaign in Defeating "Right to Work" .....	41, 250
No. 221—Boycott San Francisco Chronicle for its Stand on Proposition 18 .....	40, 251
No. 222—Commend San Francisco News for its Stand on Proposition 18 .....	41, 252

**Public Employees (federal, state and local, except Fire Fighters and Postal Employees, which are listed separately, and construction employees, for which see Prevailing Wage and Public Works.)**

**Resolutions:**

No. 101—State Employees Salary Adjustments .....	94, 207
No. 119—Remove Limitation of Earnings from State Employees' Retirement System .....	95, 214
No. 130—Disability Insurance for Public Employees .....	54-55, 219
No. 131—Health and Welfare Master Plan for Public Employees .....	98, 219
No. 132—Los Angeles Salary Standardization Ordinance .....	85, 219
No. 133—Unemployment Insurance for Public Employees .....	63, 220
No. 135—Allowances for Uniforms and Special Clothing .....	94, 220
No. 172—Authorize State and Political Subdivisions to Contribute to Pension Funds .....	97-98, 234
No. 195—Employer-Paid Health and Welfare Programs for Public Employees .....	98, 242
No. 215—Collective Bargaining for Public Employees at Local Levels....	96, 249
No. 216—Public Policy on Collective Bargaining Relations of Hospital and Institutional Workers .....	95, 249
No. 238—Increase County Employees' Vacation Time .....	96, 257
No. 239—Public Employees and State Compensation Insurance Fund....	95, 257
No. 241—Amend Los Angeles Metropolitan Transit Authority Act .....	96, 257
No. 242—Unemployment Insurance or Severance Pay for State Employees .....	63-64, 258
No. 243—State Employees' Retirement Benefits .....	95, 258
No. 244—Establish Labor-Management Conference Table System for State Employees .....	96, 258
No. 245—Establish Training System for Advancement of State Employees .....	84, 258
No. 246—Twenty-six Equal Pay Days a Year for State Employees .....	94, 259
No. 247—Change Promotional Examination Procedure for State Employees .....	95, 259

	Page
No. 248—Full Health and Welfare Coverage for State Employees .....	98, 259
No. 249—Proposed Revision of Personnel Board's "Laws and Rules".....	95, 259
No. 250—Cash Payment for Accumulated Overtime Upon Retirement....	95, 260
No. 251—Retirement After 25 Years in State Service .....	95, 260
No. 252—Pro-Rate County Employees' Retirement Contribution to Fit Monthly or Semi-Monthly Pay Periods .....	96, 260
No. 254—Recognition of Federal Government Employees' Unions by All Government Agencies .....	82, 261
No. 255—Dues Check-Off System for Federal Government Employees .....	82, 261
No. 256—Political Rights for Federal and Postal Employees .....	82, 262
No. 257—Union Recognition by Law .....	76, 262
No. 260—Rescind the Federal Fund Raising Program Within Governmental Agencies .....	84-85, 264
No. 308—Right of Association, Collective Bargaining, etc. for Employees of All Public Bodies .....	96, 281
No. 348—Union Security for Employees of Municipal Utility Districts .....	96, 293

### Public Works

#### Resolutions:

No. 171—Director of Industrial Relations to Receive Classifications and Rates List Prior to Advertisement for Bids .....	98, 233
No. 173—Per Diem Wages Under Public Contracts to Include All Fringe Benefits .....	98, 234
No. 205—Adequate Protection for Contractors, etc. When Bidding on Public Work .....	101, 245
No. 291—Bids on Public Works .....	99, 276
No. 309—Require Contractors' License for Public Works .....	90, 282

SEE ALSO: Construction Industry and Prevailing Wage.

## R

### Recreation

#### Resolutions:

No. 1—Recreation .....	88, 171
No. 281—Facilitate Recreational Opportunities .....	88, 273

### Rehabilitation

#### Resolutions:

No. 34—Support of Workshops for Disabled Persons .....	64, 195
No. 35—Vocational Rehabilitation of Disabled Persons .....	64, 195
No. 36—Rehabilitation Facilities .....	64, 196
No. 50—Rehabilitation of Injured Workers .....	61, 203
No. 298—Rehabilitation of Injured Workers .....	61, 278
No. 317—Vocational Rehabilitation of Injured Workers .....	61, 284

**Resolutions** ..... starting at 171

### Resolutions, Committee on

Members .....	9
Reports .....	14, 21, 34, 38, 73, 82, 84, 102

**Resolutions, Procedure for Reporting** ..... 78

### Right of Association

#### Resolutions:

No. 114—Right of Fire Fighters to Organize .....	89, 213
No. 257—Union Recognition by Law .....	76, 262
No. 308—Right of Association, Collective Bargaining, etc. for Employees of All Public Bodies .....	96, 281
No. 348—Union Security for Employees of Municipal Utility Districts .....	96, 293

**"Right to Work", see: Proposition 18.**

<b>Roll of Delegates to Convention .....</b>	<b>300</b>
<b>Rules and Order of Business .....</b>	<b>327</b>

## S

### Scholarships, Federation

Presentation of 1958 awards .....	18
Suggestion to increase number .....	103

**School Desegregation, see: Civil Rights and Education.**

**Shipbuilding, see: Merchant Marine.**

### Shorter Hours

#### Resolutions:

No. 141—Campaign for Six-Hour Day .....	39, 222
No. 197—Shorter Work Day .....	39, 243
No. 279—Reduce Hours Per Day Requirement .....	94, 272

### Social Security and Welfare

Policy Statement VIII .....	24-25, 144
Resolution No. 10—Old Age, Survivors' and Disability Insurance .....	25, 180

### Statements of Policy

Digest of Statements I-XIII .....	107-110
I—Full Employment and the Economy .....	14, 111
II—Taxation .....	14-15, 116
III—Labor Legislation .....	15, 21-22, 121
IV—Agricultural Labor .....	22, 127
V—Unemployment Insurance .....	22, 130
VI—Unemployment Disability Insurance .....	23, 137
VII—Workmen's Compensation .....	23-24, 139
VIII—Social Security and Welfare .....	24-25, 144
IX—Civil Rights .....	25, 149
X—Housing .....	34, 152
XI—Education .....	34-35, 157
XII—Water and Power .....	38, 163
XIII—International Affairs .....	38, 166
Section A—Supplemental Unemployment Benefits .....	22-23, 168
Section B—Collective Bargaining Objectives .....	39, 168
Section C—Labor Undergoing Trial .....	39, 169
Section D—Air Pollution and Radiation Hazards .....	39, 169
Section E—General Program Policy Statements .....	39, 170

## T

### Taft-Hartley Act

Policy Statement III (b) .....	15, 122
--------------------------------	---------

#### Resolutions:

No. 110—Remove Taft-Hartley Discrimination Against Guards .....	16, 211
No. 156—Repeal Taft-Hartley Act .....	16, 228
No. 189—Prohibit States from Enacting Labor Legislation More Restrictive Than Federal Legislation .....	16, 239
No. 212—Delete Section 14 (b) of Taft-Hartley Act .....	16, 248
No. 227—Repeal Destructive Sections of Taft-Hartley Act .....	15-16, 253
No. 262—Repeal Section 14 (b) of Taft-Hartley Law .....	15-16, 265

### Taxation

Amusement Tax .....	65
Policy Statement II .....	14-15, 116

#### Resolutions:

No. 219—Endorse New Tax Revision Initiative Petition .....	15, 251
No. 224—Higher Taxes on Utility Companies and Corporations to Meet State Budget Deficit .....	96-97, 252

## U

Page

**Unemployment Insurance**

Policy Statement V .....	22, 130
--------------------------	---------

**Resolutions:**

No. 23—Re Disqualification for Unemployment Benefits of Unemployed Workers Receiving Severance Pay, Sick Pay, Vacation Pay, and Holiday Pay .....	53, 192
No. 25—Loss of Unemployed Benefits in Respect to Trade Disputes....	52, 193
No. 27—On Section 1279 of the California Unemployment Insurance Code .....	52-53, 193
No. 28—Against Section 1277 of the California Unemployment Insurance Code .....	53, 194
No. 29—Eliminate Sec. 1253 (d) California Unemployment Insurance Code .....	53, 194
No. 30—Amendment of Sec. 1257 (a) California Unemployment Insurance Code .....	53, 194
No. 31—Amendment of Sec. 1252 California Unemployment Insurance Code .....	53, 194
No. 39—Elimination of Sec. 1262 of California Unemployment Insurance Code .....	52, 196
No. 191—Incentive for Partial Employment Under the Unemployment Insurance Act .....	52-53, 240
No. 198—Increase Amount of Earnings Under Section 1279 Unemployment Insurance Code .....	52-53, 243
No. 217—Extend Unemployment Insurance Coverage to Employees of Non-Profit Organizations .....	53, 250
No. 242—Unemployment Insurance or Severance Pay for State Employees .....	63-64, 258
No. 283—Inequities of the Unemployment Insurance Code .....	64, 273
No. 323—Eliminate from Unemployment Insurance Code Penalty for "False" Statements .....	53, 286
No. 324—Extend Coverage of Unemployment Insurance Law .....	54, 286
No. 326—Increase Permitted Earnings in Unemployment Insurance Law .....	52-53, 286
No. 327—Extend Limit of Taxable Wages in Unemployment Insurance Code .....	54, 286
No. 328—Reduce Period of Disqualification for Voluntary Quits .....	54, 287
No. 329—Repeal Sections of Unemployment Insurance Act Providing Schedules Contribution Rates .....	54, 287
No. 330—Increase Maximum Unemployment Insurance Benefits.....	53-54, 287
No. 331—Unemployment Insurance Dependency Benefits .....	54, 288
No. 332—Increase Duration of Unemployment Insurance Benefits .....	54, 288
No. 333—Department of Employment to Print Informational Pamphlets in Spanish as Well as English .....	54, 288
No. 334—Tips Not to be Reported for Purposes of Unemployment Insurance .....	64, 288
No. 335—Repeal Waiting Period for Unemployment Insurance .....	53, 288
No. 336—Repeal Section 1264 of Unemployment Insurance Act re: Eligibility .....	54, 289
No. 337—Unemployment Insurance for Workers Idled by Trade Dispute .....	55, 289
No. 338—Repeal Section 1277 of Unemployment Insurance Act .....	53, 289
No. 340—Amend Section 1252 of Unemployment Insurance Act re: Holiday, Vacation and Severance Pay .....	53, 290
No. 341—Amend Section 1253 (c) of Unemployment Insurance Act re: Availability for Work .....	54, 290
No. 354—Extend Duration of Unemployment Benefits to 39 Weeks.....	54, 295

**Unemployment Disability Insurance**

Policy Statement VI .....	23, 137
---------------------------	---------

**Resolutions:**

No. 59—Voluntary Plan Carriers .....	54, 206
No. 130—Disability Insurance for Public Employees .....	54-55, 219

	<b>Page</b>
No. 206—Speed Up Collection of U. C. D. Benefits .....	54, 246
No. 233—Liberalization of Workmen's Compensation and Disability Insurance Laws .....	55, 255
No. 357—Disability Insurance Benefits for Pregnancy .....	55, 296
<b>Unemployment, Supplemental Benefits</b>	
Policy Statement, Section A .....	22-23, 168
Resolutions:	
No. 2—Supplemental Unemployment Benefits .....	23, 172
No. 46—Supplemental Unemployment Benefits .....	23, 198
<b>Union Label</b>	
Resolutions:	
No. 139—Lithographers' Union Label Outlawed .....	40, 221
No. 159—Endorse and Support Union Label Campaign of L.A. Allied Printing Trades Council .....	40, 229
<b>Urban League</b>	
Resolution No. 140—Support Urban League's Western Regional Office.....	102, 222
<b>V</b>	
<b>Visiting Delegations</b> .....	16, 31, 32
<b>W</b>	
<b>Wage, Garnishment</b>	
Resolutions:	
No. 57—Attachments and Garnishments on Wages .....	89, 205
No. 169—Discharges for Garnishment .....	90, 233
No. 237—Prohibit Attachments and Garnishments of Wages Before Judgment is Secured .....	89, 256
No. 303—Discharges for Garnishment .....	90, 279
<b>Wage, Payment</b>	
Resolutions:	
No. 164—Contractors and Subcontractors to Have \$2500 Bond .....	90, 231
No. 165—Payment by Certified Check or Cash When Requesting Lien Release .....	68-69, 231
No. 166—Increase Penalty for Failure to Pay Wages When Due at Time of Quit .....	69, 232
No. 167—Payroll Stub to Show Straight Time and Overtime Hours .....	68, 232
No. 168—Payroll Stub to Show Deductions for Fringe Benefits .....	68, 232
No. 194—Strengthen Law for Collecting Wages Due and Unpaid .....	68, 241
No. 208—Protect Workers' Pay When Labor Releases Must be Signed .....	68-69, 246
No. 284—Establish Payroll Stub to Designate Straight Time and Overtime Hours .....	68, 274
No. 306—Contractors and Subcontractors to Have \$2500 Bond .....	101, 280
No. 307—Increase Penalty for Failure to Pay Wages When Due at Time of Quit .....	69, 281
<b>Wage, Prevailing, see: Prevailing Wage.</b>	
<b>Water and Power</b>	
Policy Statement XII .....	38, 163
Resolution No. 188—Protect Our Natural Resources .....	38, 239
<b>West Berlin Labor Movement</b> .....	65
<b>Wiretapping</b>	
Resolution No. 347—Prohibit Wiretapping and "Bugging" .....	101, 292
<b>Women Employees</b>	
Resolutions:	
No. 51—25 Lb. Weight Lifting Limitation on Women .....	64, 203
No. 269—Extend Minimum Wage and Maximum Hours Law to Women and Minors in Agriculture .....	69, 269



No. 325—Workmen's Compensation Coverage for Domestic Service Workers .....	Page 63, 286
No. 357—Disability Insurance Benefits for Pregnancy .....	55, 296

SEE ALSO: Minimum Wage.

### Workmen's Compensation

Policy Statement VII .....	23-24, 139
----------------------------	------------

#### Resolutions:

No. 33—Workmen's Compensation .....	55, 195
No. 37—Workmen's Compensation .....	62, 196
No. 38—Workmen's Compensation .....	62, 196
No. 48—Reduce Seven-Day Waiting Period for Workmen's Compensation .....	61, 203
No. 49—Selection of Referees by the Industrial Accident Commission .....	24, 203
No. 50—Rehabilitation of Injured Workers .....	61, 203
No. 52—State Supervision of Industrial Accident Claims .....	60, 204
No. 53—Industrial Accident Commission's Use of Independent Medical Examiners .....	63, 204
No. 54—Practices of Workmen's Compensation Insurance Carriers... ..	60-61, 204
No. 55—Medical Care Under California Workmen's Compensation Act .....	61, 205
No. 56—Rate of Workmen's Compensation .....	55, 205
No. 105—Proof of Claims by Injured Workers .....	62, 208
No. 109—Liberalize Workmen's Compensation Act .....	60, 210
Labor Code .....	89, 216
No. 123—Ten-Year Conclusive Presumption, Section 3212—State Labor Code .....	89, 216
No. 124—Prohibit Appointment of Disability Benefits .....	89, 216
No. 187—Adequate Medical Facilities and Qualified Medical Personnel at Certain Job Sites .....	62, 239
No. 190—Workmen's Compensation from First Day When Disability Duration Lasts One Week or More .....	61, 240
No. 193—Provide for Applicant's Recovery of Costs Incurred to Successfully Establish Claim .....	62, 241
No. 200—Set Time Limit for Appointment of New Physician .....	61, 243
No. 201—Extend Period for Reinstating Proceedings for Compensation on an Old Injury .....	62, 244
No. 202—Increase Amount Provided for Burial Expenses .....	62, 244
No. 203—Waive Waiting Period When Industrial Injury Causes Hospitalization .....	62, 244
No. 204—Speed Up Payments of Accident Compensation to Injured Employees .....	61, 244
No. 207—Injured Employee May Request Osteopath .....	61-62, 246
No. 233—Liberalization of Workmen's Compensation and Disability Insurance Laws .....	55, 255
No. 235—Penalty for Failure of Workmen's Compensation Insurance Carriers to Pay Claims .....	60-61, 256
No. 236—Free Choice of Physician by Injured Workers .....	61, 256
No. 239—Public Employees and State Compensation Insurance Fund... ..	95, 257
No. 292—Practices of Workmen's Compensation Insurance Carriers... ..	60-61, 256
No. 293—State Supervision of Industrial Accident Claims .....	60, 276
No. 297—Reduce Seven-Day Waiting Period for Workmen's Compensation .....	61, 277
No. 298—Rehabilitation of Injured Workers .....	61, 278
No. 310—Medical Care Under California Workmen's Compensation Act .....	62, 282
No. 311—Increase Workmen's Compensation Rates .....	55, 282
No. 312—Compensation for Workers Restricted to Light Work After Industrial Injury .....	63, 282
No. 314—Audit All Workmen's Compensation Claims .....	62, 283
No. 315—Extend Benefit Schedules in Workmen's Compensation Law... ..	55, 284
No. 316—Compulsory Workmen's Compensation Coverage for Agricultural Employees .....	62, 284
No. 317—Vocational Rehabilitation of Injured Workers .....	61, 284
No. 318—Benefits for Dependents of Injured Workers .....	62, 284

	Page
No. 319—Duration of Death Benefits for Dependent Spouse and Children .....	62-63, 284
No. 320—Disposition of Death Benefits Where There Are No Dependents .....	62-63, 285
No. 321—Compensation for Time Spent Getting Medical Treatment or Physical Examination .....	63, 285
No. 322—Rewrite and Bring Up-to-Date Workmen's Compensation Law .....	60, 285
No. 325—Workmen's Compensation Coverage for Domestic Service Workers .....	63, 286
No. 339—Increase Burial Benefit in Workmen's Compensation Act.....	62, 289
No. 342—Amend Section 4453 of Workmen's Compensation Law re: Computation of Average Weekly Earnings .....	63, 290
<b>SEE ALSO: Industrial Safety and Health, and Rehabilitation.</b>	

