

Labor Press Relations Guide Issued

The International Labor Press Association, official organization of AFL-CIO union publications, has announced the issuance of a press relations guide for labor unions.

The guide is the first of a series of handbooks covering various aspects of editorial and labor public relations work, according to Kenneth Fiester, secretary-treasurer of the ILPA.

Fiester described the new guide as a handbook "designed to help the local union president as well as his editor; the volunteer chairman of the local publicity committee as well as the staff administrator or organizer; and should be equally useful to small units or large ones, craft or industrial, in village or metropolis."

He noted that the ILPA started with press relations, "because it is so obviously one of the labor movement's major problems." It is a problem that can be solved, not by any one person, but by a cooperative effort within an organization, Fiester said.

Copies of the new press guide are being made available by the ILPA, below cost only to AFL-CIO affiliates, for 10 cents each, regardless of quantity. Orders can be filled promptly as long as the first printing lasts, Fiester said.

LABOR TAKES LEAD FOR NATIONAL FEPC

A new push in Congress for passage of an enforceable Fair Employment Practices Act was launched last week with the AFL-CIO clearly leading the drive.

In a detailed and frank statement presented by President George Meany, the AFL-CIO urged a House Special Subcommittee on Labor, headed by Representative James Roosevelt (D. California), to write a law with teeth to end discrimination in employment and upgrading, whether controlled by employers or unions, and in apprenticeship programs of every kind.

Roosevelt immediately indicated that the full House Labor Committee headed by Representative Adam Clayton Powell (D. New York) is planning to begin drafting a revised bill in a matter of days.

Other labor leaders joining with Meany in asking for quick action included President C. J. Haggerty of the AFL-CIO Building and Construction Trades Department; Secretary-Treasurer James B. Carey of the AFL-CIO Industrial Union Department; President David J. Mc-



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Administration Warned On "Urgency" of "Jobless" Action

President John F. Kennedy's generally optimistic report on the nation's pace of recovery from the 1961 recession has been sharply challenged by the AFL-CIO.

While applauding the Administration's basic policies and programs AFL-CIO President George Meany told delegates to the AFL-CIO Economic and Legislative Conference in Washington, D. C., last week that the "great lack" in the Administration and in the country is a "sense of urgency" toward the "basic problem of jobs."

Some 500 conference delegates from across the nation were advised that the labor movement has "a solemn duty to remind the President — and Congress — that the recession is not over and done with when four million Americans cannot find jobs, when other millions

are working only part-time and when almost a million more who want to work don't even bother to look for the chance."

The unemployed have become the

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Death Takes Vice President Robert R. Clark

The AFL-CIO movement in California and the west lost one of its ablest labor officials last week when Robert R. Clark died from injuries suffered early in January from a two car collision in Los Angeles.

Clark, a vice president at large of the California Labor Federation, AFL-CIO, was assistant to the regional director of the United Steelworkers of America for twelve Western states, chairman of the California Apprenticeship Commission, and a member of the Los Angeles Housing Commission.

His dedication to the interests of working men and women knew no limit. Clark served on the state AFL-CIO Executive Council's Standing Committee on Civil Rights and was an active member of the Los Angeles Conference of Religion and Labor. Prior to the AFL-CIO merger, he had also been president of the former Greater Los Angeles CIO Council.

Clark was born in West Frankfort, Illinois, the son of a coal miner, and moved with his family through various western mining towns. He joined the Steelworkers staff in Los Angeles, in 1940 when he was employed by Consolidated Western Steel.

Clark leaves his widow, Rose, in Torrance, California; three children, fourteen grandchildren, and one great-grandchild. Services were conducted last Saturday in Los Angeles with interment at Holy Cross Cemetery.

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"invisible men in America," Meany added. "They have become statistics instead of people. I say that's an attitude we simply cannot afford."

Warning further that the unemployment crisis is even more severe than the job statistics show, Meany declared that the **stand-by anti-recession measures asked by President Kennedy — public works projects and withholding tax cuts — are needed "not for the next recession, but for this one."**

Meany made public an analysis by AFL-CIO economists of the employment "come-back" following low points in the last four recessions. The analysis notes:

"The 1949-50 recovery saw unemployment drop by 30.6 percent in nine months. In 1954-55, the jobless shrank by 26.1 percent; in 1958-59, by 20 percent."

During the comparable nine months span in 1961, the report emphasizes, unemployment was cut only 7.3 percent.

"We've got the higher production," Meany said. "We've boosted the rate of economic growth. But we have barely touched the basic problem of jobs."

The AFL-CIO President's warning on the nation's "number one" domestic issue was carried to Congress by delegates from international unions, and state and city central bodies through personal contact with senators and congressmen.

State AFL-CIO Secretary-Treasurer Thos. L. Pitts and other labor officials from California met with the state Congressional delegation to press for labor's legislative priorities, which include the following, in addition to recovery measures:

- Health benefits for the aged through social security: "Next to full employment," Meany said, this is labor's "No. 1 project." He called for passage of the Anderson-King bill, and not "some milk and water substitute."

- International trade: The United States "can't stand aloof" from the growing movement among

BLS TO UP-DATE CONSUMER PRICE INDEX BASE PERIOD

The U.S. Bureau of Labor Statistics has alerted users of the Consumer Price Index that the 1947-49 "base period" for measuring cost-of-living changes will be changed to a 1957-59 base commencing with figures issued for January 1962.

The change implements recommendations of the United States Bureau of the Budget, which has advanced the three-year period 1957-59 as the new standard base

free nations to stimulate trade "that is mutually beneficial," he said.

Meany reiterated his pledge of "100 percent support" to the President on this issue, noted that America's favorable balance of trade — the excess of U. S. exports over imports — has increased from \$1 billion in 1959 to \$5.5 billion last year, and added:

"Does this sound as though we were pricing ourselves out of the world market? Obviously we can and do compete successfully — and without sacrificing American wage standards."

- Taft-Hartley and Landrum-Griffin: "At the very least," Meany said, "Congress should look into these contradictions of the established principle that it is in the best interest of the United States that workers should be free to organize and bargain collectively."

- Federal taxes: He called for "elimination of special privileges . . . so all citizens pay their full share under the law."

- Federal aid to education: It seems "ridiculous," Meany said, that we can't spend \$1.5 billion a year for adequate schools and colleges when our national income is "several hundred times as great." He added:

"We agree with President Kennedy that his bills were good bills; he still wants them and we still support them."

- Civil rights: We need "at the very least" a federal fair employment practices law. We are "confident," Meany said, that "men now living will see the day when the evil of discrimination has been finally extirpated from American society."

- Consumer protection: Labor supports measures aimed at "all forms of deceptions, price-rigging and outright cheating that now bilk consumers of their hard-earned dollars."

period for general-purpose index numbers prepared by federal government agencies.

Well in advance of the change, the Bureau of Labor Statistics will publish a full explanation of the methodology involved in making this conversion to the new reference base. It will also, on request, make available to users of the Index, by means of appropriate publications, all information necessary to link the index on its new base with the historical cost-of-living series.

Brown Orders State Planning 'Speed-Up'

Reflecting an awareness of the need for coordinated state planning to meet the challenge of California's mushrooming population, Governor Edmund G. Brown has ordered acceleration of work on the state's development plan.

Elton R. Andrews, planning officer of the State Office of Planning, said that as a result of Brown's order, five new positions, including four professional planners, already have been approved for inclusion in the Governor's 1962-63 budget, scheduled for submission to the legislature on February 5.

He made the disclosure in commenting on a report issued by *California Tomorrow*, a non-profit organization dedicated to greater public awareness of the problems of growth in California.

The report, "California, Going, Going, Going . . ." called for emphasis on completion of an overall development plan for the state as provided by the Governor's order.

It also called for other steps to insure orderly future growth and land use development, to provide adequate recreational and park development, and to coordinate resource conservation and utilization.

"The report is a provocative catalog of the many serious growth and development problems facing California," Andrews said.

He pointed out that the State Office of Planning was created by legislation signed by Governor Brown in 1959, and that the Administration already has made important progress in many of the areas discussed, but he agreed that there is still much to be done.

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would ban it within an employer's work force after hiring, and it would carry "meaningful penalties for wilful violators," he said.

Ban Hiring Bias

Action is needed to end discrimination at the hiring gate, he declared, because "the employers do the hiring: they choose the work force."

Because employers control decisions on hiring, work assignments, promotions and so on, Meany said, "I do not hesitate to say that overwhelming instances of employment discrimination in this country are caused by the hiring and other personnel policies of employers."

"Having said this," he continued, "let me also say again, as I have said in many other places, that discrimination does exist in the trade union movement."

Meany said trade union members reflect the attitudes of their communities, of their parents, of their political leaders, of their newspapers.

While organized labor has made progress in this area, he added, "we have said repeatedly that to finish the job, we need the help of the United States government. When the rank-and-file membership of a local union obstinately exercises its right to be wrong, there is very little we in the leadership can do about it, unaided."

The AFL-CIO, Meany said, has "only one ultimate weapon — expulsion of a national or international union. That's all we can do."

In the cases where unions had been expelled from the AFL-CIO on charges of domination by corrupt influences, he said, expulsion was the only way to convince the membership of a situation of which they may have been ignorant and which they would have tended to disbelieve from a normally hostile press.

But where discrimination may be resisted by a union's leadership and practices by "wrong-headed" members, it often is maintained by unimpeachably democratic processes, Meany said.

'Misguided Members'

"Would we be better off," asked Meany, "to cast out these misguided members and remove them from

the influence of the mainstream of the labor movement, meanwhile expelling in the same action the national leaders who deplore and fight discrimination?"

"I think not. I think we can do more toward educating them if they're in the federation, with their own leaders getting broad AFL-CIO support toward the same end.

"So equal opportunity as a matter of federal law will help us."

Meany pointed out there are "a few places in a few trades or occupations, where the union itself exercises a major voice in employment." Relatively few of these local unions in turn follow a pattern of discrimination, he said, adding it "is our hope that the law you draft will apply to this problem as well."

A union which discriminates, Meany said, stands in violation of the AFL-CIO Constitution and the principles of the labor movement. He said he hopes the proposed bill will have the range of the AFL-CIO Constitution "and we hope you will make sure the law will also apply to apprenticeship programs of every kind. . . ."

State Manufacturing 35 Percent Defense Related

This state's contribution to national defense is the highest among the states of the nation, Governor Edmund G. Brown pointed out last week in reference to an announcement that the Western Space Age Industries and Engineering Exposition will be held in San Francisco, April 25-29.

The Governor noted that "approximately 35 percent of manufacturing in California is related to defense, compared to a national average of 15 percent."

California's leadership into the space age was described as a significant factor in the selection of the state by the Defense Department for the western exposition.

Brown elaborated on California's defense contribution as follows:

"More than a million persons in California are employed in defense or related industries, 400,000 of them in ordnance, aircraft, electronic and instrument industries alone.

"During the first nine months of

DI Refund Notice

Persons who worked for two or more employers last year may have had too much deducted from their pay checks for disability insurance. If so, such persons are entitled to a refund from the Department of Employment of anything over \$36 deducted for that purpose, **but the refund must be claimed before June 30, 1962.**

A Department of Employment notice issued recently points out that employers were required to withhold one percent of the first \$3,600 paid in wages to each worker during 1961, but that in cases where an employee worked for two or more employers during the year, more than the \$36 maximum may have been deducted from his wages for disability insurance.

More than 227,000 Californians applied for refunds last year and were paid a total of \$4,416,742 in checks averaging \$19.43. **The excess payment can be refunded only if the worker applies for it on a form obtainable at any local office of the Department of Employment.**

1961, for instance, the Department of Defense issued prime contracts totaling \$17,843,293,000 with more than \$4 billion, or approximately 24 percent, going to California.

"The second highest state was New York, which received \$1,832,913,000, or approximately 8 percent.

"The California figure does not include the additional millions of dollars California manufacturers received acting as sub-contractors for out-of-state industries, such as Boeing in Seattle, for instance.

"Nor does it include the contribution which California's productive capacity makes to the economic welfare of all the other western states.

"And even greater than this is the future expenditures of the civilian space agencies, represented by NASA which alone plans a billion dollar expenditure in California next year."

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Labor Aids Civil Rights Progress

Labor has played a prominent role in aiding America to win the greatest legislative advances in civil rights since the Civil War during the seven years following the Supreme Court's school desegregation decision. It has also participated in widespread popular demonstrations, such as sit-ins and freedom rides, to assert the right for equal treatment of all Americans.

These were reported in the 13th edition of **The People Take The Lead**—the American Jewish Labor Committee's annual roundup of civil rights advance in the United States, which reviews civil rights developments since 1954.

Analyzing the publication's major findings, Louis Caplan, committee president, asserted that the past seven years have been marked "by an unprecedented thrust toward the realization of equality of opportunity for all our citizens."

Caplan listed the following gains during 1961 as especially noteworthy.

1. For the first time since the Supreme Court ruling, school desegregation was accomplished without incident in Atlanta, Dallas, Memphis, New Orleans, Little Rock and other cities of the deep South.

2. Congress extended the life of the Federal Civil Rights Commission for two more years; and the Commission, in five comprehensive reports, called for sweeping executive and congressional action to extend civil rights in voting, education, employment, housing and the administration of justice.

3. Twelve new law suits initiated by the Justice Department in Southern counties brought to 22 the total number of court actions designed to insure for Negro Americans the right to vote.

4. Enforceable fair employment practices laws were passed by the

Non-Union Products Folder

The Amalgamated Clothing Workers of America, AFL-CIO, representing workers in the boys' and men's clothing industry, recently issued a "western edition" of its folder entitled **PASS THEM BY**.

The folder lists the major non-union brands and firms in the male apparel industry, including several firms located in California. These firms, ACWA points out, have "consistently fought the efforts of their workers to gain the benefits of union organization. Typical of such firms is the SPIRE shirt made by Grunwald-Marx, which had operated a union shop in southern California before running away to Arizona."

Unions desiring to distribute this folder to their membership may obtain the quantity needed by contacting the Union Label Department, ACWA, 26 Seventh Street, San Francisco. Union Label posters are also available upon request.

state legislatures of Illinois, Kansas and Missouri, bringing the total to 20.

5. "Freedom Riders," hundreds of college students, unionists, professors, ministers and other citizens from every section of the country, challenged continued segregation of transportation in many Southern cities; stringent new regulations by the Interstate Commerce Commission which followed these rides may well have signalled the end of segregated travel.

Despite these actions, Mr. Caplan cautioned, "This period has not been without setbacks," and "These heartening signs have come far more slowly than men of good will might wish."

Copies of **The People Take The Lead** are available at 25c each, \$20.00 per hundred, from the National Labor Service, 165 East 56th Street, New York 22, New York.

"White Collar" Swinging Pro-Labor

The recent 2-1 vote for union organization by New York teachers is dramatic evidence of a new swing toward organized labor, according to Assistant Director Franz Daniel of the AFL-CIO Department of Organization.

Speaking to Fresno-Madera Labor Council delegates last week, Daniel said there is a growing realization among white collar workers, engineers, and technicians that they are merely cogs in big companies unless they have an organization to protect their human dignity.

"When this fact dawns on them," Daniels declared, "they begin to turn to the union movement as the one organization dedicated to fight for the dignity of all workers regardless of their skills, training, education or industry."

Daniel noted that the various changes in the union movement over the years have not been willed by any man or group of men. They were made necessary by the changing times, he told council delegates.

The merger of the AFL and CIO in 1955 came not because George Meany and Walter Reuther wanted it, but because a merged movement was necessary to meet the economic and political problems of an automated and atomic age, Daniel added.

Reviewing history, he said that the formation of the Knights of Labor and then the AFL had been necessary because of the rising industrialization of the country. The CIO came in the 30's because the assembly-line factory workers needed organization.

Daniel noted that while there may have been some complacency in the movement toward white collar workers in the 50's, a new vitality is now evident as the interest in progressive, fighting unionism is on the rise everywhere.