

Order Now:

## COPE Endorsement Pamphlets

AFL-CIO affiliates in the state are urged to place their orders early for the official primary election pamphlet currently being printed by the California Labor Council on Political Education.

Pamphlet order forms were sent to affiliates this week by state COPE Secretary-Treasurer Thos. L. Pitts.

In addition to a statewide pamphlet carrying all labor endorsements for the June 5 primary, Pitts advised affiliates that area variations of the statewide pamphlet are being prepared for the San Francisco Bay Area; Los Angeles County; Sacramento Valley; San Joaquin Valley; and San Bernardino and Desert Area.

The pamphlets are attractively designed as self-mailers, for stuffing in No. 10 envelopes, or for distribution in door-to-door precinct work.

The area pamphlets carry all the endorsements for statewide offices, but district endorsements for Congress, State Senate, Assembly, and State Board of Equalization are restricted to those districts covered by the area pamphlet.

All the pamphlets will also carry labor's recommendations for the six statewide ballot propositions to appear on the June 5 primary. (See story Page 4.)

**The pamphlets are free of charge.** Completed order forms should be mailed in as soon as possible to California Labor COPE, 995 Market Street, Room 810, San Francisco.

For the convenience of affiliates, the pamphlet order form sent out this week is reprinted on page 2.

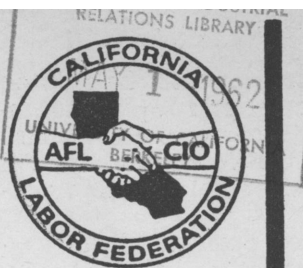
## Record Number In Federation Scholarship Competition

More than 800 graduating high school seniors will compete in the Federation's 1962 scholarship competition offering seven \$500 college awards.

The application deadline on April 16 set a new record for the number of students participating in the annual competition, now in its twelfth year.

The seven scholarship winners will be selected from among the applicants, based on a two-hour written examination to be administered on May 18, through the high schools of the competing students.

The aim of the examination is to evaluate the student's knowledge and understanding of labor and industrial problems and his



THOS. L. PITTS  
Executive  
Secretary-Treasurer

# Weekly News Letter

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## Pitts Urges Creation of State Manpower Commission By Executive Action

State AFL-CIO Secretary-Treasurer Thos. L. Pitts, this Wednesday, urged Governor Edmund G. Brown to establish a State Manpower Commission by executive action in order to effectively implement the federal manpower development and training act in California.

Pitts advanced labor's appeal as keynote speaker at the opening session of the California Apprenticeship Conference in Los Angeles.

Warning that California lacks adequate labor market information on present and projected skill needs, the state AFL-CIO leader declared:

"It would be a major mistake for California to rush into a makeshift, almost exclusively classroom oriented program, calculated to provide nothing more than partially trained manpower equipped with tools likely to become obsolete within a few short years. . . ."

The state's manpower problem, he pointed out, "is essentially a long-term proposition, extending as far into the future as we can visualize."

The function of the proposed commission would be to give top priority to labor market projections of future skill needs in sufficient detail so that effective,

planned community approaches to job training problems may be developed.

Pitts reminded conference participants that this was the main purpose of the Governor's automation bill which got hung up in the rush for final adjournment at the recent special session of the Legislature. The Assembly failed to produce a necessary two-thirds vote on the adoption of an Assembly-Senate conference report on the bill in the final minutes of the session because a number of lower house legislators had already left for home.

Pitts interpreted strong majorities recorded for the measure in

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### COPE Area Conference Credentials

Delegates' credentials for the 1962 national COPE Area Conference, to be held June 13-14 at the Statler-Hilton Hotel in Los Angeles, are now available through the San Francisco office of California Labor COPE.

The two-day meet was announced earlier by national COPE Director James L. McDevitt. Conference participants will come from Arizona, Nevada and Hawaii as well as California.

Local organizations interested in sending delegates should contact California Labor COPE's office in San Francisco, at 995 Market Street, for credential forms.

One of the features of the conference will be a COPE central body workshop emphasizing registration activities.

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## Pitts Urges Creation of State Manpower Commission

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both houses as "an undeniable mandate for executive action by the Governor."

A commission created by executive order, Pitts indicated, would be in a position to utilize funds soon to be available under the new federal law for use in planning and starting programs.

Pitts was careful to point out the particular importance of creating a manpower commission in reference to the need for the expansion of on-the-job training programs.

The new federal law, Pitts said, "will do very little to promote this type of training in California."

The state's paramount need is to develop basic information on the economy's skill needs for a well coordinated and planned attack—"an attack," Pitts said, "that will recognize the vital importance of expanding on-the-job training programs, and give this kind of training its proper role in the implementation of the new federal law."

Heavy emphasis on skill development programs which will serve to generate further fragmentation of skills must be avoided, Pitts stated, adding:

"Tomorrow's industry will increasingly demand skilled craftsmen with a well-rounded knowledge of the principles of their craft equipping them for the innovations which are bound to come with increasing frequency.

"One of the most logical places to start on this job is in the area of keeping our journeymen abreast of technological developments in their crafts and occupations through an extension of the apprenticeship programs and journeymen training.

"Drastic changes in processes and materials today pose a major threat of skill obsolescence for many skilled workers. The amount of effort and expenditure required to safeguard and extend the precious skills of this segment of our labor force is extremely modest in comparison to the economic cost if significant portions of it were permitted to wither on the vine in favor of 'quickie' training designed to meet short-range needs of the economy."

Pitts noted that neither the state nor the federal programs adequately provide for this crucial area of journeyman training and retrain-

ing. Current legislation, he pointed out, does not offer adequate incentives to journeymen to acquire new skills in their craft which will enhance their employment opportunities.

By way of example, Pitts suggested that it was shortsighted to restrict retraining payments to unemployed persons undergoing classroom instruction. Comparable payments, Pitts said, should be made available to journeymen to encourage on-the-job training programs in the new skills which will enhance the employability of persons threatened by obsolescence of some of their present skills.

It should not be necessary to wait for a person to become unemployed, and then require him to undertake classroom instruction which could be better performed on the job.

Pitts concluded:

"Let us make no mistake about it—the central manpower problem facing both the state and the nation is to avoid over-reliance upon fly-by-night training approaches instead of emphasizing the development of well-rounded and flexible craftsmen such as can only be produced by the basic apprenticeship program and its extension into other areas of journeymen retraining."

## Union Industrial Engineering Institutes

The AFL-CIO Department of Research is sponsoring three, two-week Institutes on Industrial Engineering for full-time union representatives and staff members, July 9-20, 1962, at the University of Wisconsin School for Workers.

The institutes are designed to provide the knowledge and understanding needed by union staff members to do a better job in representing union members in the areas of time study, synthetic work measurement, wage incentives, job evaluation and related problems.

The Fourth Constitutional Convention of the AFL-CIO adopted a policy resolution on industrial engineering which reviewed the threat of current industrial engineering practices in relation to establishment of working conditions and collective bargaining.

A brochure describing the institutes in detail is available by writing Bertram Gottlieb, Industrial Engineer, AFL-CIO Department of Research, 815 16th St. N.W., Washington 6, D.C. The brochure contains a registration form for interested union staff members.

### CALIFORNIA LABOR COPE PRIMARY ENDORSEMENT PAMPHLET

ORDER FORM (Mail to California Labor COPE, 995 Market St. Room 810, San Francisco 3, California)

QUANTITY  
DESIRED

1. **Statewide Pamphlet**  
(Includes endorsements for statewide offices and all district endorsements in the state) \_\_\_\_\_
2. **San Francisco - Bay Area Pamphlet**  
(Includes endorsements for statewide offices and district endorsements for the following counties: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano & Sonoma) \_\_\_\_\_
3. **Los Angeles County Pamphlet**  
(Includes endorsements for statewide offices and district endorsements for Los Angeles County) \_\_\_\_\_
4. **Sacramento Valley Pamphlet**  
(Includes endorsements for statewide offices and district endorsements for Sacramento County and central valley counties north of Sacramento) \_\_\_\_\_
5. **San Joaquin Valley Pamphlet**  
(Includes endorsements for statewide offices and district endorsements for San Joaquin County and central valley counties south of San Joaquin) \_\_\_\_\_
6. **San Bernardino and Desert Area Pamphlet**  
(Includes endorsements for statewide offices and district endorsements for San Bernardino, Riverside and Imperial counties) \_\_\_\_\_

For prompt accurate shipment, please PRINT or TYPE the following mailing label for above order.

ORGANIZATION .....  
ADDRESS .....  
CITY .....

## D.I. Payments for Farm Workers Begin

California this Tuesday became the first state in the nation to extend Unemployment Disability Insurance to its agricultural workers.

Governor Edmund G. Brown hailed the historical event as another "first" for California.

Under a 1961 amendment to the State Unemployment Insurance Code, Governor Brown pointed out that some 250,000 agricultural workers are now eligible for both disability insurance and hospital benefits. Disability benefits are made payable to otherwise eligible farm workers who have received wages of at least \$300 in the three-month period which ended December 31. This earnings requirement will apply to claims filed in May, June and July. On August 1, the qualifying requirement will become \$300 in wages received during the six-month period ending March 31, 1962.

The weekly benefit ranges from \$10 to \$70 a week. Each claimant's weekly benefit amount is determined by the claimant's wages during the highest quarter of his base period. A claimant who is hospitalized is entitled to a hospitalization benefit of \$12 a day for a maximum of \$20 days in addition to whatever he is receiving in basic disability benefits.

Basic disability benefits are paid for each day beginning with the eighth day of disability, or the first day of confinement in a hospital, whichever comes first.

A disabled person should file his claim promptly because late filing may result in a loss of benefits. Claim forms may be obtained from any Department of Employment office and from doctors and hospitals.

## 2-G Reporting Form Shortened

A major reduction in paperwork will now aid large unions in reporting finances under the Labor-Management Reporting and Disclosure Act, Secretary of Labor Arthur J. Goldberg announced this week.

"A new four-page financial report form replaces the former eight-page form which the larger

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## Gov. Brown Urges State Low-Income Housing Program

Private industry must be encouraged and helped to find ways of meeting the "great challenge" of providing adequate housing for low-income families, Governor Edmund G. Brown has pointed out.

In a letter to his newly established Governor's Advisory Commission on Housing Problems, Brown said:

"Many families in California do not have a wide range of choice in housing, particularly the elderly, the minorities, agricultural workers, some veterans, dislocatees, and low-income families in general."

Governor Brown said that "it is obvious the primary responsibility" for developing housing for these groups lies with private industry."

But it should be the responsibility of the Commission and the State, through existing agencies or new legislation, "to find methods by

expense-free trip to the 1962 convention of the California Labor Federation, AFL-CIO to be held in Long Beach in August.

which the State can establish a climate which will help and encourage the various segments of private industry to meet this great challenge," the Governor said.

The Governor's Advisory Commission on Housing Problems was established by the 1961 Legislature to study housing problems in the state. Edward P. Eichler, of Palo Alto, is chairman. State AFL-CIO President Al Gruhn and Vice President William Sidell are commission members. The 15-member commission is to make a two-year study of housing and report its findings to the Legislature with recommendations for legislation.

The Governor said that the Commission must give special study to methods for financing all state housing.

Because of enormous demands for bond financing of schools, colleges, the University and water projects, revenue bonds, rather than general obligation bonds, should be used to finance any proposed state housing projects, the Governor said.

Another important consideration, Governor Brown said, is land use.

He suggested that the Commission make an analysis of the economics of land use and land development "with particular emphasis on the effect of tax policies and speculation on the range of choice which is or will be available."

"You might also consider a program for state acquisition of land for open space and future development," the Governor said.

"We are faced with both a great challenge and a great opportunity. Will the doubling of our population merely cause an increase in all of our environmental problems in geometric progression? Or can we harness that growth to create a more beautiful and more prosperous California?"

"I welcome the many financial aids which have been provided by the Federal Government over the years and which were increased by the National Housing Act of 1961, but I believe that the primary responsibility for the direction of our growth lies with state government."

## Scholarship Competition

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out knowledge of the student's identity. Selection of the seven winners will be made by a committee of three judges: Frederick A. Breier, Ph.D., Associate Professor of Economics, University of San Francisco, San Francisco; Leon F. Lee, Ph.D., Associate Professor, Department of Industrial Relations, San Jose State College, San Jose; Benjamin Aaron, L.L.B., Director, Institute of Industrial Relations, University of California at Los Angeles.

Four of the seven scholarship awards are being made available this year in cooperation with the following affiliates of the Federation:

One offered by the Los Angeles Building and Construction Trades Council; one by the California Legislative Board of the Brotherhood of Railroad Trainmen; one by the Los Angeles District Council of Carpenters; and one by the Painters' District Council No. 36 of Los Angeles, to be known as the "Roderick Mackenzie Scholarship Award."

Local central labor bodies and unions have been cooperating with the Federation to encourage participation in the competition.

In addition to the \$500 awards, scholarship winners will receive an

RETURN REQUESTED

## AWOC Strike Against Calpak Asparagus In Second Week

A major dispute involving the asparagus harvest in Stockton, continuing into its second week, has been marked to date by arrests of AFL-CIO pickets and intensive California Packing Corporation efforts across the state to recruit replacements for its striking harvest crew.

The extensive asparagus fields of Calpak Camp No. 2 in the Stockton area, struck last week by 95 percent of its more than 300 workers, were still in only partial operation as this week drew to a close.

Most of the newly recruited workers, unaware that they were hired for strikebreaking purposes, have turned thumbs down on this bad faith offer of employment as soon

as they understood the situation.

Under the leadership of the Agricultural Workers Organizing Committee, AFL-CIO, picketing is continuing at the corporation farm's 3,000 acre asparagus fields on Union Island, about 20 miles southwest of Stockton.

With about 75 percent of the Calpak workers signed up with the union, some 300 asparagus cutters walked off the job April 18 after the firm refused to sign an AWOC contract. The effectiveness of the strike action was apparent on the following day when company sources conceded no more than 18 workers on the job.

A clear indication of the impact of organizing activities upon the corporation's labor relations policies was apparent in the increased wages it is now paying.

As compared to the average weekly wage of about \$40 prior to the strike, asparagus workers were now earning from \$75 to \$100 a week according to ranch superintendent J. M. Cless.

### FIVE PICKETS ARRESTED

The opening round in AWOC's 1962 organizing campaign was marked by the arrest of four asparagus cutters and an AWOC organizer last Thursday at the Perry and Loduca loading yard in downtown Stockton.

Around 150 asparagus cutters, picketing the yard from which several hundred workers are dispatched to the fields by bus, were ordered to disperse. Four pickets were then arrested on the charge of refusing to obey this order.

The arrested workers, all from Stockton, were Earl C. Anderson, Ernest Britt, Mario Zugna and Raymond Herman.

Upon questioning the arresting officer as to the basis for the arrests, AWOC representative Robert M. Pepper was also taken into custody on the grounds that he had interfered with an officer.

The atmosphere of intimidation

## 2-G Reporting Form Shortened

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unions are required to use in reporting to the Department of Labor," the Secretary said.

Approximately 20 percent of the over 52,000 reporting unions in the United States are required to use the form LM-2. The rest may use a one-page "short" form (LM-3).

Unions that must use the LM-2 financial report form are: (1) those whose total receipts, regardless of source and without any exceptions, were \$30,000 or over in the 12-month period covered by the report; and (2) those that were in trusteeship at the end of their fiscal year.

Questions concerning the new form will be answered at any of the BLMR area offices in the state or by writing the Bureau of Labor-Management Reports at Washington, D.C.

Revised LM-2 booklets are being mailed to unions whose fiscal years ended recently. Those unions which have not yet filed on the old form for the last fiscal year are urged by the Bureau to file the new form as soon as possible.

has been heightened by patrol of the entrances to the San Joaquin County ranch by uniformed Pinkerton detectives.

Adding to the bizarre 19th century labor relations image which the corporation seemed intent upon earning was the erection of an 8-foot fence last Friday around the company housing occupied by the striking workers.

AWOC picketing is being maintained, not only at the asparagus fields and the loading yard, but also in front of the San Joaquin Farm Production Association office in Stockton.

The Association, supplier of Mexican National labor for area growers, was charged with unfair refusal to negotiate with AWOC.

## "Vote Yes" Urged on Six Ballot Propositions

The California Labor Federation, AFL-CIO, recommends "Vote Yes" on the six statewide propositions which will appear on the June 5 primary election ballot.

The six propositions are as follows:

Proposition No. 1—School Construction Bonds; \$200 million.

Proposition No. 2—Veterans Home Loan Bonds; \$250 million.

Proposition No. 3—State Construction Bonds; \$270 million.

Proposition No. 4—Aged Low-Rent Housing Bonds; \$100 million.

Proposition No. 5—Recreation Bonds; \$150 million.

Proposition No. 6—Extend Daylight Saving Time Extra Month.

Endorsement action was taken this week by the Executive Council of the state AFL-CIO.

The "Vote Yes" recommendation on the six propositions will be carried in the primary election endorsement pamphlet currently being printed by California Labor COPE for distribution to union members.