



California AFL-CIO News

Official Publication of The California Labor Federation, AFL-CIO

Vol. 24—No. 3

January 23, 1981

U. S. Factory Workers' Pay Drops to 5th Place in 10 Years

U.S. factory workers, once the highest paid in the world, have fallen to at least fifth place among western industrialized democracies, according to a new study by Citibank reported in the Jan. 12, 1981 issue of Business Week.

The report compared the current hourly compensation and the increase in hourly compensation in U.S. manufacturing industries between 1970 and 1979, after adjustment for inflation, with those

in Sweden, Belgium, West Germany, Denmark and Japan. Here's the hourly compensation for such workers in 1979:

Sweden	\$13.12
Belgium	12.39
West Germany	11.56
Denmark	10.98
United States	10.16
Japan	5.92

The increase in hourly compensation (Continued on Page 3)

Oakland Tribune Opposes Sub-Minimum for Youths

California Senator S. I. Hayakawa's call for a sub-minimum wage for teenagers was strongly opposed in a lead editorial carried in the Oakland Tribune/East Bay Today this week.

Last year Hayakawa sponsored a bill that would have established a sub-minimum wage for young people 16 to 20 years old at 75 percent of the federal minimum. And he has announced that he is planning to introduce similar legislation this year.

After reviewing Hayakawa's arguments that a sub-minimum wage for youth would give employers "a needed incentive to hire teenagers," the Tribune editorial observed:

"If a lower minimum wage is allowed for one group which is having trouble finding jobs — benign as the proposal may sound — one wonders what the next step will be."

Declaring that "a lower mini- (Continued on Page 3)

Social Security's a 'Best Buy,' Calif. AFL-CIO Parley Told

Stories that try to tell you that you don't get your money's worth from social security are not only wrong but are usually written by financial analysts trying to sell mutual funds or some private insurance scheme that won't even begin to provide comparable benefits.

That was one of the central points stressed by Larry Smedley, the AFL-CIO's associate director for Social Security Affairs, at an all-day conference on the social security system at the Hyatt Hotel at the Oakland Airport this week.

"The social security system is strong and don't let anyone tell you otherwise," Smedley told an overflow crowd at the conference sponsored by the California AFL-CIO in cooperation with the Social Security Administration.

But in light of conservative gains in the recent national elections, Smedley said that the social security system is clearly facing "a serious threat."

He pointed out, however, that Germany, which started its social

security program, including national health insurance, over 100 years ago (in 1870 under Chancellor Bismarck), has had an ongoing program that survived World War I, the super-inflation in Germany during the 1920's, the worldwide depression of the

1930's, and even its total defeat in World War II.

"They picked up the pieces and now have one of the most liberal social security systems in the world," Smedley said, noting that (West) German workers now re-

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JANITORIAL JOBS ISSUE

State AFL-CIO Pulls Funds Out In Protest of B of A's Policies

The California Labor Federation, AFL-CIO, has moved its accounts out of the Bank of America to protest the Bank of America's anti-union policies.

The action, mandated by a resolution approved by delegates to the Federation's convention in Los Angeles last September, was announced in a letter sent to all Federation affiliates this week.

The convention resolution pointed out that some time ago the Bank of America "changed its corporate policy with respect to

contracting for janitorial work from a policy of contracting for a block of bank branches to a policy of permitting each branch to contract separately without any instructions regarding maintenance of wage standards."

This change made it "administratively impossible for affiliated local unions representing janitors to insure that bank branches are cleaned under union contract and . . . directly resulted in the loss of over 100 union jobs," the resolution said.

It called on the Federation to protest the bank's anti-union policy. (Continued on Page 3)

Perdue Poultry Put on AFL-CIO's 'Don't Buy' List

Perdue brand poultry products have been placed on the national AFL-CIO's unfair list and union consumers are being asked not to buy the non-union company's roasters, broilers, chicken parts or Cornish game hens.

Perdue, the nation's third largest poultry processor, was added to the unfair list at the request of the United Food & Commercial Workers Union.

UFCW President William E. Wynn said that the UFCW will seek the endorsement of the AFL-CIO Executive Council for a nationwide boycott next month.

The UFCW launched its boycott of Perdue products last September following an effort by UFCW (Continued on Page 3)

Protest at Union Busters' Seminar Surprises Sheik

"You mean they allow them to 'strike' in this country? In our country, it would never happen."

Those were the words, spoken incredulously in flawless English, by Abdulla Al-Saif, a representative of the oil-rich Arabian American Oil Company (ARAMCO) as he beheld a picketline of more than 200 trade unionists at the Anaheim Hyatt House Hotel who were demonstrating to protest a one-day seminar on union-busting

sponsored by the American Management Association last month.

Mary L. Yunt, secretary-treasurer of the Orange County Central Labor Council who coordinated the demonstration, said that more than 20 different unions were represented in the protest outside the hotel.

Among the workshops offered at the seminar was one on how to stay non-union.

What Al-Saif and his companion

Al-Ahmadi, ONZ, who had flown up from Houston to learn about American management techniques, didn't know is that U.S. workers won the right to organize unions without any intimidation or coercion from the employer and to bargain collectively with their employer 46 years ago when the National Labor Relations Act was enacted after the greatest depression in the nation's history (Continued on Page 3)

Kirkland Warns Against Big Tax Cuts for Business

AFL-CIO President Lane Kirkland has renewed labor's call for a massive reindustrialization program for the United States—to be fueled by carefully targeted incentives rather than indiscriminate tax cuts for business.

Two million manufacturing jobs have been wiped out during a decade of erosion of the nation's industrial base, Kirkland said. Yet there is still no "coherent national policy" designed to reverse "this ominous trend."

Kirkland and other participants

in a two-day conference sponsored by the AFL-CIO Industrial Union Dept. challenged the "supply-side" economic theory that prosperity and industrial rebirth will stem from investment funds generated by across-the-board income and business tax cuts.

This tax cut prescription, Kirkland noted, is coupled with insistence on a reduced role for government. The fate of industries and regions that are experiencing economic difficulties would be determined by a sup-

posedly competitive marketplace.

The trade union movement sharply dissents from such reasoning, Kirkland stressed.

"We just don't believe that you can write off major industries in this country without paying for it dearly in the future," he said.

"Nor do we believe that whole cities and regions of America can be allowed to decay, while other regions prosper like Arab sheikdoms, without serious social and economic consequences."

America needs a diversified industrial base and that requires a coordinated national policy shaped with the involvement of labor, industry and the public. Such targeted economic planning, he said, is "a common thread" of nations with the most impressive industrial growth.

Kirkland challenged the conservative contention that burdensome taxes have caused a long-term slowdown in U.S. economic growth.

In fact, he retorted, U.S. taxes are proportionately less than in most industrialized countries with high growth rates. (Continued on Page 2)

State Assembly Committees Announced

Assembly Speaker Willie L. Brown, Jr. (D-S. F.), has announced the following Committee assignments:

AGING — Felando (Chair) (R); Chacon (Vice Chair) (D); Thurman (D); Bates (D); N. Waters (D); Agnos (D); Johnston (D); LaFollette (R); Lewis (R); and Filante (R).

AGRICULTURE — Thurman (Chair) (D); Herger (Vice Chair) (R); N. Waters (D); Costa (D); Cramer (D); Campbell (D); Johnston (D); Martinez (D); Kelley (R); Hallett (R); and Duffy (R).

BUSINESS AND PROFESSIONS — Filante (Chair) (R); Bane (Vice Chair) (D); Berman (D); Greene (D); Farr (D); Hughes (D); Larry Stirling (R); and Dave Stirling (R).

CONSTITUTIONAL AMENDMENTS — Dennis Brown (Chair) (R); Farr (Vice Chair) (D); Wy-

(Continued on Page 2)

Thurmond Vows To Push Labor Antitrust Law

Unions have become "too powerful" and should be brought under antitrust laws, Senate Judiciary Committee Chairman Strom Thurmond (R-S.C.) said at a seminar for business executives. Early in the century, courts had held that unions could be sued under the antitrust act on the reasoning that insistence on uniform wage scales and strikes were a form of conspiracy in restraint of trade.

Congress lifted that threat when it enacted the Clayton Act in 1914, which specified that "the labor of a human being is not a commodity or article of commerce" under antitrust laws.

Thurmond also told the business executives that his first priority in the new Congress will be to press for a constitutional amendment to require a balanced federal budget.

Wholesale Prices Rise 11.7%

Wholesale prices rose six-tenths of 1 percent in December, the same as in November, pushing the government's producer price index for finished goods up 11.7 percent from a year earlier.

The over-the-year change was slightly less than the 12.6 percent rise posted in 1979, Commissioner Janet L. Norwood of the Bureau of Labor Statistics told the congressional Joint Economic Committee, because the rates of price increase for finished energy

goods and consumer foods decelerated. But non-energy items increased more in 1980 than in the previous year, she said.

Energy prices rose 1.6 percent last month, with gasoline prices up 1.5 percent and heating oil up 1.9 percent, BLS reported, the second month in a row that they have increased by more than 1 percent.

Some economists have predicted that rising energy prices will (Continued on Page 2)

S.F. Airport Picketing Set Next Monday

An informational picketline will be set up at the Central Terminal Building on the upper level of the San Francisco International Airport at 2:00 p.m., Monday, January 26 to underscore worker demands for improved air safety and improved working conditions.

The demonstration, called a "Walk for Air Safety and Labor Peace," was announced by the Professional Air Traffic Controllers Organization (PATCO).

Representatives of some 65 airport and related unions that have formed the San Francisco-Oakland Airport Labor Coalition are (Continued on Page 4)

Kirkland Warns Against Big Tax Cuts for Business

(Continued from Page 1)

Untargeted tax cuts, such as proposed changes in depreciation writeoffs, can be counter-productive as well as wasteful, Kirkland warned.

One "perverse" outcome of such a step could "accelerate the movement of industries and jobs away from older regions of the nation," he warned.

Tax incentives must be designed to achieve specific objectives that fit into an overall reindustrialization policy, Kirkland said.

"Investment credits should only be available for increases in investment levels, and tax subsidies should be clearly targeted to needed industrial sectors and re-

gions," he declared.

Kirkland stressed the importance of a National Reindustrialization Board, with labor, business and government representation, which would both set national goals and direct the activities of a financing agency empowered to make and guarantee loans.

"Private pension funds should be permitted and encouraged" to participate in such financing arrangements "to support and expand industrial employment," he suggested.

In contrast to targeted tax policies, Kirkland warned, "the only assured result of across-the-board tax cuts is that corporate cash flows will increase. Instead of un-

dertaking greater rates of investment here in the United States, businesses may raise dividends, invest abroad or purchase other companies," he pointed out.

BLS Study Eyes Employer Pay For Union Work

If you want to know more about how other union contracts cover the issues of employer pay for union business and leaves of absence for union business then a new publication of the U.S. Bureau of Labor Statistics may be just what you need.

Titled "Major Collective Bargaining Agreements: Employer Pay and Leave for Union Business," the new study is based on 1,765 private sector agreements covering nearly 8 million workers and 497 public agreements covering over 630,000 workers.

It provides illustrative clauses on employer pay for union business dealing with grievances, arbitration and negotiation. It also provides illustrative clauses on leaves of absence for union business because of union positions, conventions and training.

Copies of the study, BLS Bulletin 1425-19, "Major Collective Bargaining Agreements: Employer Pay and Leave for Union Business" may be ordered from the nearest BLS Regional Office or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. The cost is \$4 per copy.

State Assembly Committee Assignments Announced

(Continued from Page 1)

man (R); Dave Stirling (R); Hart (D); Robinson (D); and Vasconcellos (D).

CONSUMER PROTECTION AND TOXIC MATERIALS—Tanner (Chair) (D); Sebastiani (Vice Chair) (R); Sher (D); Chacon (D); Katz (D); Elder (D); Konnyu (R); and Wright (R).

CRIMINAL JUSTICE—Goggin (Chair) (D); Wright (Vice Chair) (R); Harris (D); Cramer (D); Bates (D); Moore (D); McAlister (D); Levine (D); Floyd (D); Martinez (D); Baker (R); LaFollette (R); Herger (R); and Sebastiani (R).

ECONOMIC DEVELOPMENT AND PLANNING—Rogers (Chair) (R); Katz (Vice Chair) (D); Cortese (D); Torres (D); Ingalls (D); Lehman (D); Wright (R); and Statham (R).

EDUCATION—Greene (Chair) (D); Bergeson (Vice Chair) (R); Hughes (D); Hart (D); Tanner (D); Vasconcellos (D); Farr (D); Campbell (D); and Johnston (D); Marguth (R); Sebastiani (R); Leonard (R); and Naylor (R).

ELECTIONS AND REAPPORTIONMENT—Alatorre (Chair) (D); Naylor (Vice Chair) (R); Berman (D); Agnos (D); M. Waters (D); Roos (D); Goggin (D); Campbell (D); Lehman (D); Levine (D); Johnson (R); Mountjoy (R); Hallett (R); Dennis Brown (R); and Statham (R).

FINANCE AND INSURANCE—McAlister (Chair) (D); Johnson (Vice Chair) (R); Deddeh (D); Bosco (D); Young (D); Greene (D); Robinson (D); Papan (D); Tucker (D); Torres (D); McCarthy (D); Bane (D); Vicencia (D); Lancaster (R); Lewis (R); Imbrecht (R); Nolan (R); Ivers (R); and LaFollette (R).

GOVERNMENTAL ORGANIZATION—Vicencia (Chair) (D); Statham (Vice Chair) (R); Costa (D); Roos (D); Tanner (D);

Wray (D); Cortese (D); Rosenthal (D); Deddeh (D); Bane (D); Mountjoy (R); Felando (R); Dennis Brown (R); and Frizzelle (R).

HEALTH—Torres (Chair) (D); Ivers (Vice Chair) (R); Tucker (D); Hughes (D); Rosenthal (D); Bates (D); Elder (D); Johnston (D); Young (D); Moorhead (R); Felando (R); Nolan (R); and Filante (R).

HOUSING AND COMMUNITY DEVELOPMENT—Costa (Chair) (D); Filante (Vice Chair) (R); Katz (D); Hughes (D); Bates (D); Young (D); Roos (D); Konnyu (R); and Ryan (R).

HUMAN SERVICES—Lockyer (Chair) (D); Konnyu (Vice Chair) (R); Moore (D); Hannigan (D); Costa (D); Martinez (D); Ryan (R); and Dave Stirling (R).

JUDICIARY—Harris (Chair) (D); Imbrecht (Vice Chair) (R); Berman (D); Ingalls (D); McAlister (D); Hart (D); M. Waters (D); Torres (D); Robinson (D); Leonard (R); Dave Stirling (R); Moorhead (R); and Johnson (R).

LABOR AND EMPLOYMENT—Wray (Chair) (D); Frizzelle (Vice Chair) (R); McAlister (D); Harris (D); Floyd (D); Tanner (D); Alatorre (D); Rosenthal (D); Ryan (R); Kelley (R); and Bergeson (R).

LOCAL GOVERNMENT—Frazee (Chair) (R); Cortese (Vice Chair) (D); Thurman (D); Martinez (D); Cramer (D); Tucker (D); Wright (R); and Herger (R).

NATURAL RESOURCES—Hannigan (Chair) (D); Baker (Vice Chair) (R); Kapiloff (D); Levine (D); Bates (D); Sher (D); Farr (D); Bosco (D); Goggin (D); Marguth (R); Herger (R); Frazee (R); and Rogers (R).

PUBLIC EMPLOYEES AND RETIREMENT—Tucker (Chair) (D); Larry Stirling (Vice Chair) (R); Elder (D); Lockyer (D); Chacon (D); Moore (D); Bergeson (R); and Lewis (R).

PUBLIC UTILITIES AND COMMERCE—Duffy (Chair) (R); Sher (Vice Chair) (D); Levine (D); Bane (D); Bosco (D); Roos (D); Vicencia (D); Alatorre (D); Frazee (R); Moorhead (R); Ryan (R); and Leonard (R).

REVENUE AND TAXATION—Deddeh (Chair) (D); Lewis (Vice Chair) (R); Sher (D); Hannigan (D); Lockyer (D); Moore (D); Elder (D); Floyd (D); Cortese (D); Kapiloff (D); Dennis Brown (R); Kelley (R); Naylor (R); Konnyu (R); Larry Stirling (R); and McCarthy (D).

RULES—Papan (Chair) (D); Lancaster (Vice Chair) (R); Agnos (D); M. Waters (D); Kapiloff (D); Rosenthal (D); Statham (R); Mountjoy (R); and Nolan (R).

TRANSPORTATION—Young (Chair) (D); LaFollette (Vice Chair) (R); Wray (D); Papan (D); Ingalls (D); Deddeh (D); Vicencia (D); Harris (D); Wyman (R); Lancaster (R); Frizzelle (R); Mountjoy (R); and Moore (D).

WATER, PARKS AND WILDLIFE—N. Waters (Chair) (D); Kelley (Vice Chair) (R); Lehman (D); Floyd (D); Katz (D); Campbell (D); Cramer (D); Rogers (R); and Larry Stirling (R).

WAYS AND MEANS—Vasconcellos (Chair) (D); Imbrecht (Vice Chair) (R); Bosco (D); Lehman (D); Lockyer (D); M. Waters (D); Agnos (D); Berman (D); McCarthy (D); Hart (D); Kapiloff (D); Robinson (D); Chacon (D); Goggin (D); Levine (D); Johnson (R); Ivers (R); Wyman (R); Leonard (R); Baker (R); Duffy (R); Frizzelle (R); and Marguth (R).

Wholesale Prices Rise 11.7%

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be the key inflationary problem this year. Norwood told the congressional panel:

"The fact that energy prices have accelerated significantly in recent months, after several months of moderation, bears watching. Although these prices are not now increasing at the levels registered late last year and early in 1980, the magnitude and duration of changes in energy prices in the coming months will be an important factor in the inflationary climate for 1981."

The rather moderate December rise in wholesale prices was assisted by a decline of four-tenths of 1 percent in food prices, including an 18.5 percent plunge in sugar prices.

Prices for meat, poultry, and

fish also dropped — by amounts ranging from 6.8 percent for pork to one-tenth of 1 percent for beef and veal—and fresh fruit prices dropped 4 percent.

But there were large increases for fresh and dried vegetables, up 4.7 percent; eggs, up 2.6 percent, and milled rice, up 4 percent.

The increase in food prices that the Agriculture Dept. has predicted has not yet begun to show up in the producer price index. The department expects food prices to rise about 1 percent a month this year.

Food prices declined in December at all three stages of processing—finished, intermediate, and crude. But prices for non-food finished items rose nine-tenths of 1 percent, two-tenths more than in November.

STICK TOGETHER—PASS THEM BY

Here's the California AFL-CIO's 'We Don't Patronize' List

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the list.

Unfair firms are:

HOTELS & RESTAURANTS

Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

The Grand Hotel at One Hotel Way in Anaheim.

Newporter Inn, Newport Beach.
The Pacifica Hotel at 6161 West Centinela Street in Culver City.

The following San Diego area motels:

Bahia Motel and Motor Lodge, Catamaran Motor Hotel and Restaurant.

Sacramento Area

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords
Mother Lode

Cooperage
Coffee Cantata
Vintners
Hudson Bay West
Perry's
Victoria Station
The Deli
The Godfather
Mingai-Ya
Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan
The Mandarin
Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);
Colonel Sanders Kentucky Fried Chicken (all);
H. Salt Esquire Fish & Chips (all);
Jack In The Box (all);
Benihana of Tokyo;
Head Hunter Amusement Park of San Francisco;
Kau Kau Gardens;
Carol Doda's;
Mabuhay Restaurant; and
The Casbah.

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Vagabond Motor Hotel, 1488 North First, San Jose.
Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.
Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirttail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flagg's Restaurant, Homestead Road & Lawrence Expressway, Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd. Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. & 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

Modesto Area

Holiday Inn, 1612 Dale Road, Modesto.

MANUFACTURING

Charles Manufacturing Co. of Dothan, Ala., which also sells furniture under the name of The Fox Manufacturing Co.

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Inc., of Lodi, Calif.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

San Francisco Bay Guardian.

San Rafael Independent-Journal.

Vallejo Times-Herald.

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;
Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and, Twin I & II in Aptos.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Sea World, San Diego.

OTHERS

Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

Montgomery Ward in Redding.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Publisher's Notice

The California AFL-CIO News (ISSN: 0008-0802) is published weekly by the California Labor Federation, AFL-CIO, 995 Market Street, San Francisco, Calif. 94103. Second class postage paid at San Francisco, Calif. — Subscription: \$3.50 a year. Publication Number 083400. John F. Henning, executive secretary-treasurer; Glenn Martin, editor.

Protest at Union Busters' Seminar Surprises Sheik

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had left nearly a quarter of the nation's workforce destitute and homeless.

For the edification of the oil sheiks as well as many U. S. workers who are ignorant of their rights, here's what Section 7 of the NLRA says:

"Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other con-

certed activities for the purpose of collective bargaining or other mutual aid or protection..."

To protect these Section 7 rights, federal law makes certain employer conduct illegal. Specifically, it is an unfair labor practice for an employer:

- To interfere with, restrain or coerce employees in the exercise of the rights guaranteed in Section 7;

- To form or control a labor organization as a "company union";

- To discriminate against any employee in hiring, firing or conditions of employment because of union activities or to encourage or discourage membership in a union;

- To discriminate against an employee for filing unfair labor practice charges or giving testimony in an NLRB proceeding; and,

- To refuse to bargain collectively with the union which represents the majority of his employees.

Oakland Tribune Opposes Sub-Minimum for Youths

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mum wage for teenagers would be a step backward from the principle that persons should be paid on the basis of the work that they perform, not on the basis of their color or sex or age," the Tribune editorial points out that Haya-kawa's proposal "would encourage employers to favor teenagers over adults, signaling a return to the days of 'free enterprise' which gave employers the freedom to

exploit whatever group was most convenient, be it children or women or minorities or immigrants."

In conclusion, the editorial declared:

"The reason minimum wage laws were enacted during the worst depression this country has ever known was to prevent such exploitation. That reason is still valid today."

Data Sought for Standards on Workers' Pesticide Exposure

The Department of Labor's Occupational Safety and Health Administration (OSHA) has called for the submission of comments by Jan. 31, 1981 on worker exposure to pesticides during manufacture and formulation to help the agency develop a generic standard.

To gather further information on the issue OSHA also announced that it would hold the first of three informal public meetings in Fresno on February 24-25, 1981. The other two meetings are scheduled in Beaumont, Texas, March 10-11, 1981; and Charleston, S.C., March 24-25, 1981.

Gabriel J. Gillotti, regional OSHA administrator in San Francisco, pointed out that currently OSHA has airborne concentration limits for about 160 substances used in pesticides.

"These exposure limits are to be met through engineering and work practice controls supplemented by respirators if necessary, no specific medical surveillance, training or hygienic practices which could further protect workers are required," he explained.

But OSHA envisions including these types of protection in a generic standard, he said.

The Environmental Protection Agency (EPA) lists some 1500 ingredients and 30,000 products used as pesticides. EPA is responsible for regulations covering registration, labelling, permitted uses and safe application of pesticides. OSHA sets and enforces standards governing worker protection.

OSHA is particularly interested in comments on the scope and application of a generic pesticide standard, including whether or not the definition of a pesticide, adopted from EPA, is too broad, and if so, how it might be narrowed.

EPA defines a pesticide as "any substance or mixture of substances intended for preventing, destroying, repelling or mitigating any pest, and any substance or mixture of substances intended for use as a plant regulator, defoliant or desiccant."

OSHA is also interested in pub-

lic comments on how "exposed employees" could be defined for a generic standard, he said.

"One alternative OSHA is considering," Gillotti said, "is a performance-oriented standard permitting each employer to assess the gravity of hazards in his or her workplace for various routes of entry such as inhalation, skin absorption and ingestion. The agency would like comments detailing how employers should assess the hazards."

Suggestions on requirements for medical surveillance that should be included in the standard would also be helpful, he said.

In addition, the agency is asking whether it should prepare additional non-mandatory guidelines to help employers in complying with a generic performance standard. If so, what should be included?, he asked.

The agency is also interested in any evidence that documents the health risks of both chronic and acute exposure to pesticides and how the risks are handled on the job.

In addition, OSHA is seeking comments that assess whether or not a generic pesticide standard can reduce employee exposure and whether it can reduce the risk of worker illness from pesticides.

Comments on the availability of material safety data sheets on pesticides, emergency plans, and environmental effects would also be welcome, he said.

The Fresno meeting will be held at the Fresno Convention Center at 700 M Street beginning at 9:00 a.m. and continue until 5:00 p.m.

Comments and requests to make oral presentations at the informal meeting should be submitted to OSHA by January 31, 1981. Comments should be forwarded, in quadruplicate, to OSHA Docket Officer, Docket No. H-115, Room S 6212, Frances Perkins Bldg., Third Street and Constitution Avenue, N.W., Washington, D.C., 20210.

Further information on the hearings on the meetings may be obtained by contacting Tom Hall, OSHA Division of Consumer Affairs, at (202) 523-8024.

Labor Health Expert to Speak at Apprentice Meet

Janet Bertinussen, director of the Labor Occupational Health Program at the University of California at Berkeley, will speak on issues of importance to female apprentices at the quarterly meeting of the California Advisory Committee on Women in Apprenticeship which opens at 3:00 p.m. Wednesday, January 28 at the Holiday Inn in Carmel.

The Advisory Committee meeting, which is open to all interested parties, will also feature a showing of "The Workplace Hustle," a film on sexual harassment narrated by Ed Asner, and consider a recommendation to resume public service spot radio and TV announcements and followup procedures regarding apprenticeship opportunities for women.

The time of the Advisory Committee's meeting was moved up to 3:00 p.m. to avoid a conflict with a meeting on solar technology scheduled by the Division of Apprenticeship Standards earlier in the day.

Ed Wallace, Chief of DAS, has invited all members of the Advisory Committee to attend the solar technology meeting which will be held in the same hotel from 9:00 a.m. to noon January 28. He pointed out that this is a new field for apprenticeship opportunity and suggested that the subject should be both instructive and interesting to Advisory Committee members.

Kathleen Kinnick, Director of Women's Activities for the California AFL-CIO, who is also chairperson of the CACWA, said that the quarterly meeting will also involve the nomination and election of officers.

Other labor officials serving on the Advisory Committee include: Elinor Glenn, president of the SEIU Joint Council No. 8; Bill Phalanger, of Oakland Roofers' Local 81; and Allen Jones, business representative of Steamfitters and Industrial Pipefitters Local 250.

The Advisory Committee was established under the 1939 Shelley-Maloney Apprentice Labor Standards Act "to foster and promote equal opportunities in apprenticeship and training for all, irrespective of sex, race, color, creed or national origin.

Under its Articles of Organization, the Advisory Committee is comprised of four members each from labor and management; plus one labor, one management and one public member representing the California Apprenticeship Council (CAC); four representatives from women and minority outreach organizations; four representatives of local coordinators' associations; and five consultants from interested government agencies, two of whom shall represent educational entities (one from vocational education and one from the community colleges).

U. S. Factory Workers' Pay Drops to 5th Place in 10 Years

(Continued from Page 1)

sation between 1970 and 1979 amounted to 48 percent in Japan and 62 percent in Germany but only 11 percent in the United States, the study said.

The study indicates that the hourly wages of Swedish factory workers in 1979 were 29 percent higher than those of U.S. workers; those of Belgium workers nearly 21 percent higher; those of West German workers 13.7 percent higher; and those of Denmark workers 8 percent higher.

Possibly in an effort to put the best face possible on a study that disclosed that U.S. workers have

fallen from first place to fifth place in hourly compensation in the past decade, the Business Week article was headed "How a Lag in U.S. Wages Pays Off in World Trade." It began with the suggestion that "One reason for the improved U.S. position in international trade may lie in the fact that worker compensation has been rising a lot faster overseas than it has in this country."

And rather than acknowledge that U.S. workers' wages have declined sharply the BW article said only that "The U.S. has moved from having the highest level to an intermediate position."

JANITORIAL JOBS ISSUE

State AFL-CIO Pulls Funds Out In Protest of B of A's Policies

(Continued from Page 1)

icy and to sever all business relationships with the bank unless the policy was changed.

In his letter to affiliates, John F. Henning, the California AFL-CIO's executive officer, said:

"I have worked during this time with the Service Employees leadership and the Bank of America to resolve grievances at issue. The bank has failed to adopt a satisfactory solution. Accordingly we have moved our Federation accounts to the Hibernia Bank in San Francisco.

In accord with the convention's action, Henning also urged all

AFL-CIO affiliates having accounts with the Bank of America to move them to other banks.

Henning's letter explained that new forms and envelopes have been ordered and will be forwarded to all affiliates as soon as they are available. The February billings will be on the new forms, he said.

Any remaining Bank of America forms and envelopes relating to affiliation with the California Labor Federation should not be used after February 1, 1981, he added.

Perdue Poultry Put on AFL-CIO's 'Don't Buy' List

(Continued from Page 1)

Local 117 to organize the 1,700 production and maintenance workers at Perdue's Accomac, Va., processing plant.

An unfair labor practice strike is now in its sixth month at the plant.

During the organizing campaign, UFCW supporters agreed to honor a picket line set up by the unaffiliated Teamsters in an attempt to organize the Perdue drivers.

In retaliation, 57 UFCW members were "permanently replaced" by the company, forcing the UFCW to file unfair labor practice charges.

The National Labor Relations Board has issued a complaint based on the union's charges and hearings are scheduled to begin in April. The election remains blocked until the charges are resolved.

But the larger issue in the UFCW boycott, Wynn said, is Perdue's "aggressive anti-union philosophy which has translated into a situation where not one of its 6,000 employees works under a union contract."

Perdue's anti-union tactics have included buying plants where union contracts are enforced, closing them for "modernization," and then reopening them under non-union conditions, according to Jerry Gordon, assistant director of UFCW Region 4, who is coordinating the boycott.

"Perdue is out to destroy the union in the poultry processing industry," Gordon charged, pointing out that Perdue's harsh employment policies and record of citations for unsafe working conditions underscore the need for a union.

In the Accomac plant alone, Gordon said, Perdue fired more than 400 workers over a two-year period and was cited for numerous health and safety law violations.

TUITION-FREE

S.F. College Dist. Offers Series of Labor Courses

A number of tuition-free courses for those who want to know more about unions are being offered during the spring semester of the Labor Studies Program of the City College of San Francisco starting February 3.

The program was set up by trade unionists and continues to be closely guided by an advisory committee of elected labor leadership in the San Francisco area.

Most of the courses involve one meeting a week generally from 7:00 to 10:00 p.m. either at the downtown Community College Center at 800 Mission Street or at 31 Gough Street.

Course topics include: The American Labor Movement; Labor and Politics; Labor Law; Labor Relations and Collective Bargaining; Labor Economics; Communication for Labor Leadership; Grievance Handling and Arbitration; Women in the Labor Force; Health and Safety in the Workplace; and Employment Discrimination Law.

In addition, the San Francisco Community College District is offering a new day course on Wednesday from 1:00 to 4:00 p.m. at 240 Golden Gate Avenue that will cover state and federal legislation as it affects the work force rights of the individual union member.

The deadline for applications, which may be submitted by anyone 18 years old or over, is January 30.

For further information write to the Labor Studies Program, S. F. Community College District, 33 Gough St., San Francisco, Ca. 94103 or phone 239-3090 or 239-3048.





SET THE RIGHT PRIORITIES—James Patton, director of the California Labor Federation's Retired Members' Department, tells more than 120 trade unionists taking part in an all-day conference on the nation's social security system that the present system is "a national disgrace" for a nation with a gross national product of

more than \$1.6 trillion. Stressing the need for full employment, Patton, who is also president emeritus of the National Farmers' Union, said that the United States can afford an adequate social security program "if we set the right priorities." Larry Smedley, the national AFL-CIO's Associate Director for Social Security Affairs,

warned workers against being talked into dropping out of the social security program and declared that the threat of cutbacks being proposed by President Reagan's transition team Task Force on Social Security this year "are far greater than any in the history of the program." (See story below).

Social Security's a 'Best Buy,' Calif. AFL-CIO Parley Told

(Continued from Page 1)

ceive benefits amounting to more than 60 percent of their pre-retirement income.

In contrast, the U. S. social security program presently provides benefits amounting to about 42 percent of pre-retirement income. But this level would be slashed to 25 percent or less if recommendations proposed by a Reagan transition team task force on social security were to be adopted, he said.

PROPOSED CUTBACKS CITED

The Reagan task force has proposed:

- Raising the age for full retirement benefits from 65 to 68 and the age for early retirement benefits from 62 to 65;

- Limiting cost of living increases to no more than the increase in wages rather than the increase in cost of living. (Wage increases have fallen three or four percent or more below consumer price increases during the past several years.)

- Phasing out secondary benefits for spouses and surviving spouses.

- Changing the formula for determining initial benefits that would result in lowering initial benefits.

PROBLEMS EXPLAINED

Smedley acknowledged that the social security system needs adjustments because actuaries a number of years ago could not foresee the extent of inflation and excessive unemployment during the past several years. But this can be accomplished by using general fund revenues or adjusting the tax base, he said.

Smedley also noted that those who attack the social security system never mention that social security income is tax free and always include the employer's contribution in computing — and

thereby overstating—the benefits that a worker might conceivably receive if he prudently invested the same amount privately.

Asserting that the threats of cutbacks this year "are far greater than any in the history of the program," Smedley said that an SOS (Save Our Security) coalition that was formed a year or so ago by the AFL-CIO and the National Council of Senior Citizens and other like-minded groups will be reactivated for the forthcoming fight.

"Let's not agonize, let's organize," Smedley said.

In opening remarks to the conference, John F. Henning, the California AFL-CIO's executive officer, observed that the 45-year-old social security system "is a critical part of the American governmental structure."

AGING STILL BIG ISSUE

But he warned that "the great issue of the aging" remains a problem in our society and said that unity among all workers will be essential to fight off destructive changes.

Jim Patton, director of the California AFL-CIO's Retired Members Department and President Emeritus of the National Farmers' Union, charged that the present system of taking care of elderly people is "a national disgrace" for a nation that produces a gross national product of more than \$1.6 trillion.

JOBS FOR ALL URGED

Pointing out that the nation lost some 67 million man-years of employment as a result of unemployment last year, Patton declared that "the real place to go is to go for full employment."

"We think nothing of appropriating \$160 or \$170 billion for the military. But if we talk about national security for older people we're called socialistic. . . . The answer for us is to get damned tough and organize harder than we ever have. . . . We're always asking for too little. We can afford it (adequate social security benefits) if we set the right priorities," Patton declared.

Herman S. "Hy" Geller, Assistant Regional Commissioner for management and budget for the Social Security Administration in San Francisco, told the participants that there is "not so much a crisis in the social security system as there is a crisis in our

confidence in our government to handle it."

"There is no really great problem with the Social Security system that can't be handled," he declared.

Referring to a move by some largely local government entities to withdraw from the social security system, Geller said:

"Anyone leaving the social security system today is walking away from the best deal in America—anyone who thinks that there is a private insurance policy, affordable by the average paid worker, equivalent to social security is talking out of his hat."

BENEFITS SPELLED OUT

To drive this point home, Geller cited the hypothetical case of a worker 34 years old with a wife 33 and two children, one 5 and the other 3. If that worker died in 1980, his widow and two children would be eligible for benefits under the survivors insurance program totalling \$355,057.

If the same worker were seriously disabled in 1980, he and his family would be eligible for \$302,780 in benefits.

And if he retired at age 62 and lived an additional 17 years and his wife lived an additional 23 years, their total retirement benefits would be \$328,010.

This amounts, Geller said, to a total insurance protection of \$995,848, nearly a million dollars.

"Private companies will generally not give that kind of policy—they do not go for comprehensive programs except at an exorbitantly high rate," Geller pointed out.

FLAW IN PRIVATE PLANS

He also emphasized that a process to keep up with the cost of living is built into the social security system while few, if any, private plans provide cost of living increases. The result, he noted, is a deterioration in the value of private plan benefits.

In warning workers to be wary of any proposal presented to them calling for withdrawal from the social security system, Geller stated flatly that "the social security benefit cannot be replaced by any private insurance carrier."

Social security benefits are portable, they are tax free, and they enjoy the benefit of periodic cost of living increases which private plans do not, he said.

Moreover, he noted, withdrawal

Some Key Advantages of U. S. Social Security Program

PORTABILITY—Social security coverage stays with you from job to job.

TAX FREE—Social security income is tax exempt.

PROTECTION AGAINST INFLATION—Social security benefits increase automatically as the cost of living goes up.

FAMILY PROTECTION—A worker's dependents are also protected against loss of income due to retirement, disability or death and the type and level of benefits change as an employee's family status changes.

HEALTH INSURANCE—Medicare coverage for the worker at age 65, or younger if disabled or in the event of kidney disease. The same health insurance protection is also available for certain family members.

FINANCIAL STABILITY—Compulsory coverage for most workers assures a continuing income, and obviously a national insurance program covering 90 percent of the working population has a greater chance of meeting any financial challenge than a smaller system.

from social security is irrevocable. Once you're out, you're out for good.

Geller told the more than 120 trade unionists attending the conference that speakers and written materials could be obtained for local union meetings from local social security offices throughout the state and encouraged them to ask for them.

Following the morning session talks outlining some of the problems facing the social security program, the participants attended three separate workshops on (1) retirement benefits; (2) disability and survivors benefits; and (3) supplemental security income and medicare.

Leading the workshop on retirement benefits were Andy Gould, a field representative of the SSA in Berkeley, and Betty Crowder, of the Bay Area Public Affairs team of the SSA.

Pam Mattson, an operations supervisor in the Oakland SSA office, and Wanda McMullin, a claims representative in the outer Mission office in San Francisco, led the workshop on disability and survivors benefits.

Heading up the workshop on Supplemental Security Income and Medicare were Lourdes Maloney, a Medicare programs specialist in the health care financing agency, and Eileen Sweeney, operations supervisor in the Chinatown branch office of the SSA in San Francisco.

In closing remarks to the conference, Albin J. Gruhn, president of the California Labor Federation, pointed out that while still inadequate in many areas, the social security system remains an extensive and vital program for

the health and well being of U.S. workers and their families.

"The billions of dollars in social security benefits paid to retirees, the aged, the disabled, and survivors means real purchasing power — dollars that are spent immediately to purchase goods and services," he noted.

"This adds up to more jobs for our working members and greater economic stability for our country," he said.

"We must work increasingly to protect and improve the social security system," Gruhn emphasized.

S.F. Airport Picketing Set Next Monday

(Continued from Page 1)

expected to take part in the demonstration as an expression of support for air traffic controllers.

"This informational picketline has been called to express our concern that the Federal Aviation Administration (FAA) improve air safety by improving air traffic controller working conditions, and that the FAA maintain labor peace by bargaining in good faith with PATCO," Robert Poli, the organization's president, said.

PATCO, which represents the nation's 17,000 air-traffic controllers, is affiliated with the AFL-CIO Marine Engineers' Beneficial Assn.

For further information phone Lorne Mullick, PATCO's Director of Public Relations at (415) 443-0441 or Jeff Pector of the Airport Labor Coalition at (415) 343-4569.

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