

## NAM Blueprint To Destroy U.S. Unions Revealed

Existence of a fantastically detailed blueprint to destroy unions prepared by the National Association of Manufacturers has just been revealed in documents prepared for internal NAM use.

In at least one respect the plan, which is called a "Program to Curb Union Monopoly Power," may be nearly two years ahead of its own timetable inasmuch as it had scheduled in 1964 a "new poll of public sentiment regarding the need for control of union power" by the Opinion Research Corporation (see Meany Warns).

In both its scope and its detail the program smacks of the "open shop" campaign of the 20's and of the resurgence of the more recent right-to-work campaigns and virtually scuttles the hope recently expressed by AFL-CIO President George Meany that business leaders would support "those broader government actions that will help free business and free labor to build a better, more prosperous nation."

Specifically the NAM program consists of a 28 member "Center for the Study of Union Power" and a "Long Range Plan and Timetable" that extends through 1964.

A list of the "Personnel of Study Groups" within the key "Study Center" is labelled "confidential" and a notation

(Continued on Page 4)

## Meany Warns of Phony Poll Aiming to Revive 'Right to Work' Issue Nationally

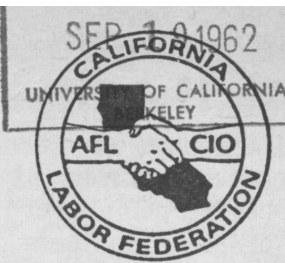
An urgent warning against "a new, malicious attack on the trade union movement launched by the viciously anti-labor 'national Right-to-Work Committee'" has been issued by AFL-CIO President George Meany.

In a letter addressed to all national and international unions and state Central Bodies to alert union members throughout the nation to the new assault, Meany explained that the spearhead of the attack was in the form of a phony poll that consists of questions that have been designed to draw answers harmful to labor.

The unfairness of the poll is manifest in that the viewpoint of 1,413 persons interviewed is publicized as being representative of the opinion of 180 million Americans.

The survey seeks to prove that

(Continued on Page 2)



THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## Stagnant Pool of Four Million Jobless Proves Need for Tax Cut Now, Pitts Says

"The paradox presented by rising employment and a virtually stagnant pool of nearly 4 million persons unemployed provides positive proof of the urgent need for a prompt tax cut in the lower brackets," Thos. L. Pitts, state AFL-CIO leader declared today.

Referring to August employment figures released Wednesday by the U. S. Department of Labor, Pitts said:

"The real news to be gleaned from these figures is not that employment is now at an all time high of 69,762,000, but that we are not making any headway in reducing the ranks of our 3.9 million beleaguered fellow citizens who are unemployed and looking for work.

"The fact that the seasonally adjusted unemployment rate jumped from 5.3% in July to 5.8% in August underscores AFL-CIO President George Meany's recent warning that the nation is heading for another recession," Pitts declared.

While taking part in the Labor Day

(Continued on Page 4)

## FEPC to Celebrate 3rd Anniversary

The third anniversary of the California Fair Employment Practices Commission, which was enacted by the legislature in 1959 and signed into law by Governor Edmund G. Brown, will be celebrated with luncheons and conferences in San Francisco on Wednesday, September 19, and in Los Angeles on Thursday, September 27.

Carl T. Rowan, Deputy Assistant U. S. Secretary of State for Public Affairs, will speak at the San Francisco luncheon on "What FEPC Means to America's Image." John Anson Ford, FEPC Chairman, will report on the agency's first three years.

The Los Angeles luncheon will feature an address by Governor Brown, a report by the Commission and a conference conducted by FEP commissioners.

Employers, representatives of unions and other interested organizations and individuals are invited to attend to discuss issues of mutual concern. Reservations for either luncheon should be made by writing FEPC, P. O. Box 603, San Francisco 1 — or FEPC, 107 So. Broadway, Los Angeles 12. Cost of the luncheon is \$4; payment to be made at the door.

## Where Does Nixon Stand?

Governor Edmund G. Brown pointed out in his address to the AFL-CIO family picnic on Labor Day at the Alameda County Fair Grounds in Livermore that the GOP gubernatorial candidate "did his best to put a right-to-work candidate in the governor's office" in 1958.

(Continued on Page 2)

**Register To Vote  
Before  
September 13th**

## Meany Warns of Phony Poll Aiming to Revive 'Right to Work' Issue Nationally

(Continued from Page 1)

unions should be brought under anti-trust law. Those polled were asked if they believed that:

"No American should be forced against his will to join a church, union or political organization."

As President Meany points out:

"It goes without saying that a Presbyterian, Methodist or Baptist would not agree that he should be forced to become a Catholic and that a member of the Jewish faith would not agree he should be forced to become a Protestant, Catholic or a member of the Moslem religion. Wars have been fought and new nations founded on such a fundamental issue.

"Likewise the answer is a foregone conclusion when a Democrat is asked whether he believes it would be right to force him to become a Republican.

"To equate membership in a trade union with man's religious and/or political beliefs, to inject this question into the same sentence and to surround the whole with the imputation of force, is not only dishonest but malicious as well."

On the basis of their rigged survey, the pollsters claim that 59 per cent of the population in the nine western states favor "right-to-work" laws, Meany said.

This spurious claim is refuted not only by the innate dishonesty of the question posed in the survey, but by the decisions of the voters in the western states in recent political history, Meany indicated.

For example, Meany said, when the so called "right-to-work" issue was placed before the electorate of the western states of Washington, California, Idaho and Colorado in the 1958 national election the result was that voters in those states rejected the "right-to-work" proposals by overwhelming majorities. In California, he pointed out, the vote against this proposed law was by a plurality of one million. In Montana an attempt to gain a scant 25,000 signatures on an initiative petition to place the issue on the ballot also failed in 1958. Meany noted that the pollsters claim that

62 per cent of the population in nine northeastern states favors a "right-to-work" law but pointed out that the facts again refute these figures.

"These are leading industrial states and not a single one of these states has a 'right-to-work' law. On the contrary, repeated attempts to have a 'right-to-work' law enacted by the state legislatures have failed miserably. And in Maine and New Hampshire 'right-to-work' laws have been repealed," Meany stated.

"In 1958 the 'right-to-work' proposal was rejected at the polls by the voters in five states by overwhelming majorities. It was approved in only one state, Kansas, and there by a small majority. . . .

"Since 1958, not a single state has enacted such a law, despite the fact that such laws have been introduced by the 'right-to-work' mercenaries and propagandists at almost every session of every legislature. Presently we are engaged in bitter fights on this issue in Maine, Oklahoma, Vermont, Idaho, Pennsylvania, Connecticut, New Mexico and Wyoming," Meany said.

A filmed version of the poll is already being used by Senator Barry Goldwater (R. Ariz.) and other ultra-conservative, anti-labor groups to stir up anti-union sentiment.

In calling on all union members to stand up and be counted when any attempt is made to foist this phony poll off on their own communities, Meany said:

"You can expect this poll, especially in the filmed version Senator Goldwater is now using, will appear in your area in the near future. . . .

"Therefore I urge you to be on your guard. When this stacked poll is used in your area demand the right to be heard so that the public will learn the truth about this issue. Remember, the American people believe in fair play and when they know the facts they will turn their backs on those who use lies for political purposes."

## Where Does Nixon Stand?

(Continued from Page 1)

"Take it with a grain of salt when he tells you he is against right-to-work. His roster of campaign executives reads like a who's who of the right-to-wreck movement of 1958," the governor said.

"You have only to check the list of right-to-work contributors against the list of Nixon's contributors in this year's primary to prove the point. His Southern California campaign chairman was a contributor to right-to-work," Governor Brown added.

The governor also pointed out that Nixon's Los Angeles law firm was the biggest contributor of all. It gave \$10,000 to the anti-labor forces.

"In almost every county in the state you will find that highly placed officials in the Nixon campaign were equally prominent in the campaign four years ago to destroy the union shop in this state," Brown said. He noted, too, that the co-chairman of the Farmers for Nixon Group is head of the U. S. Chamber of Commerce's special committee on voluntary unionism.

"I don't know whether these people will find it expedient to resurrect right-to-work this year . . . but I do know they were for right-to-work, and there is no clearer index than that of their basic attitude toward labor and government," the governor declared.

### Mrs. Coddling Takes Post as Regional Women's Bureau Chief

Mrs. Madeline Holcomb Coddling was installed this week as Western States Regional Director of the Women's Bureau of the U. S. Department of Labor.

Mrs. Coddling, a native of San Diego, had served as research economist on the Heller Committee for Research in Social Economics at the University of California from 1959 to 1962. To administer and supervise the Women's Bureau of Activities in the several western states, she will maintain offices in both San Francisco and Los Angeles.

### State Senate Post Wide Open

Attorney General Stanley Mosk ruled this week that both the Democratic and Republican Central Committees of Butte County may name candidates to replace the late State Senator Paul L. Byrne on the November ballot.

## Solons Urged to Provide Rehabilitation Training Benefits for Injured Workers

Asserting that industrial accidents and rehabilitation are a cost of industrial production, delegates to the biennial convention of the California Labor Federation held recently in Long Beach adopted a policy statement on Workmen's Compensation which urged the legislature to amend the state program to provide rehabilitation benefits for injured workers unable to return to their former jobs.

The delegates' statement said that the amendment should provide for full payment of disability benefits during the period of rehabilitation in addition to other benefits now provided by law. Financing of such benefits should be accomplished by an appropriate allocation of employer Workmen's Compensation premiums into a rehabilitation fund, the statement said.

Seventeen states already provide rehabilitation maintenance benefits and fourteen states and Puerto Rico already have a rehabilitation agency within the Workmen's Compensation Agency.

In support of their appeal for the provision of rehabilitation benefits, the delegates pointed out that the regents of the American College of Surgeons have "declared rehabilitation to be the basic concept for an improved Workmen's Compensation system."

In recognition of the fact that the passage of a bill establishing the right to rehabilitation would be "only half the battle" the delegates expressed concern about the administrative aspects of such a program saying:

"The state agency must retain the responsibility to insure that the injured worker is assured of rehabilitation and indemnity benefits. . . .

"The motivating principle is to get the injured workmen back on the job with minimal disability. Hence, the primary consideration and goal in the process of rehabilitation must not be the reduction of any compensation allowance but rather the reduction of the disability. We believe that a successful rehabilitation must not terminate permanent disability benefits where in fact a permanent physical disability exists.

"Permanent disability benefits are only a form of partial reimbursement for impairment. Rehabilitation does not remove physical impairment but merely helps the injured worker to lead a more useful life despite the impairment. If, in fact, the impairment is diminished through rehabilitation then the permanent rating will . . . reflect that fact."

The statement also called for the removal of artificial limits upon the amount of average weekly earnings that may be included in the computation

of maximum weekly benefits payable for permanent and temporary disabilities.

At present the maximum benefits are \$52.50 for permanent disability and \$70 for temporary disabilities.

The wage-loss standard written into the California law in 1914 provided for compensation at 65 per cent of average weekly earnings but this is reduced to 61.75 per cent by a provision that average weekly earnings be computed at 95 per cent of actual weekly earnings.

At present the maximum weekly benefit for temporary disabilities is held at \$70 a week by a ceiling on actual average weekly earnings of \$113.36. In the case of permanent disabilities, the maximum weekly benefit is held at \$52.50 by a ceiling of \$85.02 on actual average weekly earnings that may be included in the computation of benefits.

In view of this the delegates' statement urges the legislature to remove the artificial ceilings to permit the wage-loss compensation standard to operate through the range of incomes of injured workers subject only to the requirement that such weekly benefits not exceed an amount of \$150 for both permanent and temporary disabilities.

The statement also attacks the current procedures for establishing Workmen's Compensation Insurance premium rates, charging that the current expense loading factor of 38.35 per cent allowed to private insurance carriers "is clearly excessive and diverts much needed benefits away from injured workers and channels them into excessive commissions and profits for the insurance carriers."

The State AFL-CIO referred to a study by Professor Stefan A. Riesenfeld of the University of California that indicated "that the actual annual operating cost of the California State Compensation Fund is about 15 per cent. On the other hand, the private carriers showed an apparent expense ratio of about 35 percent."

The statement said that "although the State Fund enjoyed certain advantages not available to the carriers, there is little reason to believe the carriers operating expenses should be three times as great as those of the State Fund."

The delegates called for a revision of rates established by the Insurance Com-

## High Court Asked to Rule 'Agency Shop' Setup Legal

The National Labor Relations Board this week asked the U. S. Supreme Court to declare legal the "agency shop" in which employees must contribute to collective bargaining costs but are not required to join a union.

The NLRB appeal to the high court results from a ruling by the Sixth U. S. Circuit Court of Appeals, which held the agency shop to be a violation of the Taft-Hartley Act. As a result, the appellate court refused to enforce an NLRB order requiring General Motors to bargain on the issue with the United Auto Workers, AFL-CIO.

missioner so that only a reasonable expense loading factor is allowed.

In other aspects of the Workmen's Compensation Program, the statement called for:

Provision for the payment of dependency benefits at the rate of \$7 per week for the first dependent and \$5 for each additional dependent subject to a maximum dependency benefit of \$37.

Compensation on a retroactive basis for the present 7-day waiting period whenever the disabling injury extends beyond the duration of the waiting period.

Payment of indemnity benefits to the dependent spouse until death or remarriage in cases where industrial injury causes death, with additional benefits for other dependents.

Extension of Workmen's Compensation benefits to domestic servants.

Full freedom of choice of doctors under Workmen's Compensation.

Overhauling of the method for computing the average earnings for purposes of temporary and permanent disability indemnity in general but particularly with regard to those persons who work at an hourly wage rate and are employed in an irregular manner throughout the year.

Consideration by the state legislature of vast liberalization of the life payments for permanent disability ratings. In regard to this last item, the statement pointed out that life payments are given only to those who have incurred a 70 per cent or greater permanent disability. The maximum is a 60 per cent life pension for a 100 per cent disability rating.

Then the statement declared:

"There can be no real compensation for a person who incurs a 100 per cent disability rating. Such an individual should be entitled to a life pension that compensates him for 100 per cent of his wage-loss period."

# NAM Charts 3-Year Drive to Besmirch Labor Movement and Destroy Unions

(Continued from Page 1)

advises "no publicity is to be given this effort." The first two meetings of the study groups were held on November 21, 1961 and April 17, 1962.

The program, under the direction of Charles A. Kothe, Vice President in charge of Industrial Relations for the NAM, is studying three specific areas:

"Determination of what key unions do that is monopolistic."

"Clarification of the elements of union power."

"Documentation of union power."

A University of California faculty member is chairman of the "documentation of union power" group. He is Dr. John R. Van de Water of the UCLA Graduate School of Business Administration.

A letter over the signature of Rep. Edgar W. Hiestand, a John Birch Society member, recommends Van de Water as "a good, sound conservative."

As an attorney Dr. Van de Water is listed as representing among others Borg Warner, Litton Industries, Ampex Computer and Walt Disney Productions. He is also listed as Chairman of the Los Angeles Chamber of Commerce Military Relations Committee on government policy and legislation.

He is credited with preparing a "special research program" to be carried out with "a staff of graduate students" and is cited also as "dedicated to the principles of exposing as well as correcting the abusive use of union power."

The Research topics proposed include such items as work rules and standards, "featherbedding," strikes and boycotts, violence and threats, and "methods of reducing union power."

But perhaps the most revealing sections of the erstwhile secret NAM memo is the "Long Range Plan and Timetable," which promises the following events:

A study titled "Union Power: Some Implications for the Economy," is now being prepared by the NAM Research

Department for publication later this year.

Four "Executive Conferences" on "union monopoly" to be held in key cities this October.

An NAM-sponsored essay contest for high school students in 1963 with awards for the best article on "what union monopoly power means to America."

Compilation of "case examples along the lines of the U. S. Chamber's kit on secondary boycotts—but dealing with other and broader aspects of union monopoly."

Recruitment of "idea salesmen" to promote the program.

A "TV special" under a sponsor in 1963 to focus "on the union monopoly problem and what it means to the nation."

Other 1963 goals include recruitment of a "group of sympathetic journalists" for liaison with the center; preparation of a speaker's kit for businessmen and "other opinion molders" and program materials for women's clubs.

In 1964 the timetable calls for the preparation of a "question and answer booklet," a series of 2-day seminars directed at the teaching profession, a "fully documented and objective" movie, "a concerted effort . . . to win the clergy . . ." and "a full powered drive . . . with all forces activated to accomplish the legislative goal."

In addition the timetable in 1964 calls for a "new poll of public sentiment regarding the need for control of union power" by the Opinion Research Corporation."

The hitherto secret NAM documents also include the names of a host of other congressional and nationally known business figures.

But the existence of these papers documents the fact that there is afoot in our nation today a vast concerted clandestine and conspiratorial effort to besmirch, divide and destroy this nation's labor movement.

# Jobless Pool Shows Need for Tax Cut

(Continued from Page 1)

festivities at the Seattle World's Fair, Meany stated:

"We are not growing fast enough economically to keep pace with our growing population and sooner or later we will be in serious trouble."

"We are going to fight for the 35-hour week, not because American workers are lazy but because it would create 5 million more jobs . . ." Meany asserted that the weapon most feared by Communists is "America's" industrial might." But he added the weapon is being weakened by recurring recessions and persistent unemployment.

"The level of long term unemployment (15 weeks or longer) is still hovering at the 1 million mark, reflecting the nation's lagging economic growth rate and the problems of automation adjustment," Pitts pointed out.

Pitts, who is secretary-treasurer of the California Labor Federation, said: "The combined demand of consumer, government and business is clearly not enough to keep the economy fully employed at present."

Pitts also asserted that he heartily concurs with a memorandum that Meany sent to President Kennedy on June 20, which stated:

"An immediate temporary tax cut, concentrated in the first individual tax brackets is not only necessary but vitally essential to avoid slowing the rate of economic growth."

Among other things in his memo, Meany suggested increasing personal individual income tax exemptions, setting a tax credit for all tax payers for reducing the withholding tax, or a limited time.

"Another disquieting figure that underscores the need for a tax cut to stimulate buying power and to help create jobs is the decline in unemployment nationally from July to August of only 86,000. The U. S. Labor Department admits that normally there is a decline of 450,000 from July to August," Pitts said.

California Labor Federation, AFL-CIO  
995 Market Street  
San Francisco 3, Calif.

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