

American Labor's Productivity Rise Exceeds Pay Gains

The productivity of American labor has risen faster than factory wages during the past year and one-half, according to Walter W. Heller, Chairman of President Kennedy's Council of Economic Advisors.

Speaking before the National Association of Business Economists in Washington recently, Heller said that the discrepancy between wages in the United States and wages paid abroad has diminished during the past four years.

In the United States, factory wages rose 13.2% while in West Germany they were up 39%, in France and Sweden 30%, in Italy 19% and in Great Britain 16%, he said.

Living costs in this nation, however, have remained considerably more stable than abroad. Heller pointed out that while American prices rose 4.9% since 1958, in Japan they were up 20%, in France 19%, in Great Britain 10.5%, in West Germany 10% and in Italy 8.5%. Heller said he expected the last quarter of 1962 to show a "good advance" but observed that the first half of next year would show which way the economy was going.

The economy could either catch its "second wind" or slip into a mild recession at that time, he observed.

Sights Set on 3,000 Firms

AFL-CIO OKs Funds and Manpower For Los Angeles Organizing Drive

The AFL-CIO Executive Council has approved funds and manpower to launch its previously announced pilot organizing drive in the Los Angeles metropolitan area in 1963. The drive's objective is 3,000 unorganized firms employing more than 750,000 workers.

At a press conference in Washington, D.C., President George Meany

Unions a Boon to U.S., Meany Says

George Meany, AFL-CIO President, told the federation's General Board in Washington, D.C., that organizing is a necessity not only in terms of the trade union movement but in terms of the national interest — that unionized workers would stimulate the national economy through increased purchasing power.

The AFL-CIO today represents

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THOS. L. PITTS
Executive
Secretary-Treasurer

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Pitts Opposes Move by Employers To Rip Roof Off of Women's 8-Hour Law

A move by some California defense industry employers to tear the roof off the standard 8-hour day legal limit on hours of work for women in defense related industries was strongly opposed by Thos. L. Pitts, State AFL-CIO leader at a State Senate Committee hearing in Los Angeles last Friday.

Speaking before the Senate Fact Finding Committee on Business and Commerce, Pitts noted that the prevailing work week during the 20th Century has been shortened from 60 to 40 hours and that the impact of automation will greatly accelerate that trend.

"Those who are before you today proposing a longer work week for women in the defense industries are moving counter to this trend," Pitts, the Secretary-Treasurer of the California Labor Federation, AFL-CIO, declared.

The Committee held the hearing to gather evidence on the need, if

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Income Gains Top Living Cost Rise, BLS Survey Finds

Living standards in the six-county San Francisco-Oakland Bay Area rose substantially in the decade between 1950-1960 as wage and salary increases edged ahead of increases in consumer prices, providing consumers more funds to fulfill their needs, according to an advance report on a Survey of Consumer Expenditures in 1960-61 released this week by the Labor Department.

Generally speaking, the same situation was true in six other major metropolitan areas — Atlanta, Boston, Chicago, Detroit, New York City, and Washington — in which the surveys, to be used to revise the Consumers Price Index, were made.

In releasing the report, Max D.

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Consumer Assn. Convention Nears

George Brunn, secretary of the Association of California Consumers which will hold its third annual convention at the Del Webb TowneHouse in San Francisco on Saturday and Sunday, December 1-2, 1962, this week urged all members who plan to attend the Convention to send the duplicates of their credentials to convention headquarters at 41 Sutter Street, San Francisco 4, immediately.

The duplicate of the credential

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Pitts Opposes Move by Employers To Crack Ceiling on Women's 8-Hour Law

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any, to revive the so-called California defense production act which expired in September, 1961. The provisions of this act permitted women to work in excess of eight hours a day in defense-related industries. It was initially enacted to cope with manpower shortages that developed during the Korean War which no longer exist.

Delegates to the Labor Federation's biennial convention in Long Beach last August adopted a resolution opposing any relaxation of the standard eight-hour law for women because "the un-

employment situation in our state is such that a real emergency lies in the need of spreading work and not attempting to weaken the present liberal legislation with claims of phony 'emergencies.'"

In the course of his testimony, Pitts answered a series of questions posed by the committee and pointed out that any extension in the number of hours women are permitted to work in defense related industries works to the disadvantage of the care of children and the maintenance of the American home and creates innumerable other hardships that could "weaken the prevailing trend for more leisure time devoted to pursuits of family recreation and preservation of health."

In answering the committee's questions, Pitts made the following points:

- There is no evidence that the defense effort has been hurt by the expiration of the California Defense Production Act. The Defense Department has not expressed a need for overtime work by women.

- California's competitive position in the defense and space production field has not only not been hurt but has prospered and expanded since the expiration of the act in 1961. In this connection, Pitts pointed out that during the quarter in which the act expired, California's share of the nation's prime military contract awards was 23.7% whereas in the first quarter of 1962 California's share of these awards was 24.6%, reflecting increases both in the absolute amount and the state's relative share of the awards nationally. "Our answer to this question about competition is that the state is in an excellent competitive condition and will remain so without competing by lowering its social standards," Pitts asserted.

- The provisions of the Defense Production Act allowed employers in defense related industries to get permits to allow women to work in excess of eight hours a day, but the staff of the Division of Industrial Welfare was too small to investigate and police complaints and violations of various aspects of the Women's eight-hour law.

- The rationale that led to the adoption of the eight-hour law in 1911 is still valid because, as the California Supreme Court said in upholding the act in 1915, "women are less robust in physical organization and structure than men . . ." and, Pitts added, "a hand palsied and calloused by long hours at the electronics workbench is apt to be less effective than a hand strong and steady from a reasonable stint of toil in accordance with existing California social legislation."

- Employers in defense and related industries can meet the demands of their contract by proper manning tech-

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Income Gains Top Living Cost Rise, BLS Survey Finds

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Kossoris, western regional director of the Labor Department's Bureau of Labor Statistics, noted that the after-tax income of families and single consumers in the Bay Area was just under \$6,200 in 1960, reflecting a 49 percent increase for the decade during which consumer prices rose 30 percent.

Current living expenses of slightly more than \$5,700 indicated a 41 percent hike in such outlays during the 10-year span.

The study revealed the following significant changes in the Bay Area consumer's pattern of expenditures:

- Outlays for food and beverages dropped from 31.4 to 26.9 percent.
- Shelter costs climbed from 14.9 to 17.6 percent.
- Auto purchase and operation costs rose from 11.6 to 12.9 percent.
- Medical and personal care outlays climbed.

The overall 3 percent decline in the three basic family outlays—food, clothing and shelter—from 57 to 54 percent is evidence of a material advance in the level of living standards enjoyed by Bay Area families, Kossoris asserted.

In comparing the results of the surveys in all seven cities, some of the highlights that emerged are:

- Average after-tax income ranged from \$5,412 in Atlanta to \$6,869 in Boston.
- Families spent 85 to 86 percent of this income for current consumption.
- Family home ownership rose about one-third.
- The portion of after-tax income used as gifts and contributions increased.

- Between 70 and 80 percent of the families surveyed reported some sort of health insurance plan coverage.

One disquieting statistic disclosed by the Bay Area survey was that a full 9 percent of those surveyed had incomes of less than \$3,000.

Although the advance reports represent a cross section of all Bay Area consumers, only half of the sample of consumer units in the Bay Area are represented in them and, therefore, the figures should be used cautiously since they may differ from those in the final report which will cover the full sample, Kossoris warned.

The advance reports are the first in a series that will eventually provide data on 66 metropolitan areas and smaller urban places that the bureau surveyed for the 1960-61 year.

Teachers Use New FEPC Booklet To Spur Students

The newest publication of the California Fair Employment Practice Commission, "Success Story," is being used by teachers and counselors in many schools throughout the state to raise the level of aspiration and achievement of minority students.

The 16-page booklet combines a brief text with 30 photographs of Negro, Mexican-American, and Asian American workers who hold responsible and rewarding positions in California industry, commerce, government and professions.

Some 3,000 copies of "Success Story" were distributed to high schools during September by the State Department of Education. An article in the "California Guidance Newsletter" urged counselors to use the booklet in advising minority youth and their parents. Many schools have requested it in quantity for this purpose.

Sample copies also have gone to State and county welfare officials, employment offices, and other agencies which are called upon to counsel young people regarding career choices and job preparation.

The booklet was designed to fill a need expressed by educators and community leaders who sought material to correct the frequent textbook "image" of minority workers as restricted to menial or low-paid occupations.

It emphasizes that technical changes and automation are eliminating many jobs, and that the greatest future need will be for craftsmen and foremen, clerical and sales workers, technicians and professionals.

Copies may be obtained by writing to Education Officer, FEPC, P.O. Box 603, San Francisco 1.

Four Studies of Key U.S. Problems Now Available

Reprints of four articles dealing with important economic and political issues and AFL-CIO policies related to unemployment, moonlighting, shorter hours and the nation's public service needs are now available from the AFL-CIO Department of Education.

The articles, reprinted from the September and October issues of the American Federationist, set forth the current facts and the historic background of pressing economic and social problems confronting our nation today. They are clearly written and are intended to help union officers and members acquaint themselves with the problems and the choices they involve. They are also intended to serve as background material for local COPE or Central Labor Council education programs. The reprints include:

AMERICA'S UNMET PUBLIC SERVICE NEEDS — An examination of the shortages of public services that have become compounded since the end of World War II, including discussion of the nation's needs in education, housing, urban redevelopment, hospital and health care, public roads and airport facilities. This report, based on new Census Bureau statistics, helps one comprehend the efforts required by the Federal Government to utilize our great natural wealth to meet the needs of our growing urban population.

THE SPECTRE OF RISING UNEMPLOYMENT — A analysis of our unemployment problem — persistently high since 1954 — which will give the reader a deeper understanding of the causes and composition of this nation's jobless.

MOONLIGHTING — ITS CAUSE AND EFFECT — A study dealing with such questions as: Does moonlighting deny jobs to the unemployed? and Would shorter hours lead to more moonlighting?

REDUCING HOURS: CHOICES AND COSTS — An examination of the costs and alternatives involved in the current drive for a shorter work week, including answers to such questions as: Can the cost of reducing hours with no pay cut be absorbed by industry? and Can our economy afford to cut hours and at the same time produce more income as well as more leisure time? To stress the primacy of the unemployment problem, Otto Pragan, Assistant AFL-CIO

Meany Cites Unions as Boon to Nation, Explains Plans for Organizing Campaign

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more workers than it did at the time of merger seven years ago, Meany told the presidents of federation affiliates and trade industrial departments, less the unions expelled because of corrupt domination. But this situation is not good enough, he said, because while unions have maintained their numerical strength they have not maintained their strength as a percentage of a growing work force.

Organizing was the major topic discussed at the board meeting, with specific attention on the Los Angeles pilot organizing drive scheduled to start in 1963.

Meany, and AFL-CIO Director of Organization John W. Livingston outlined the campaign, noting that the Los Angeles area was selected because it represented a national problem of a large number of organized and unorganized workers in the same general vicinity.

In the Los Angeles area there are 750,000 union members and 750,000 unorganized workers in some 3,000 plants.

Steering committees of the unions in the Southern California area in the hard and soft goods areas initially have adopted a four-point program as a guide to selecting and assigning target plants to unions. Where several unions show an interest in a plant, there is an arrangement for voluntary arbitration and decision if necessary.

Meany told the board that none of the determinations and organizing assignments in the Los Angeles area will set a pattern or precedent for any other organizing work across the country, but that the decisions in Los Angeles apply only there.

Basic responsibility for organizing a plant is with the union given the target, with help to come from the overall campaign organization.

Livingston reported to the board that the current organizing situation based on the 12 months ending June 30, 1962, showed AFL-CIO unions participating in 4,934 elections — the highest number in

Director of Education, pointed out that unemployment has cut hours for many to a no-hour work week without income except for unemployment compensation.

Fifty copies or less of each reprint are available free of charge from the Department of Education, AFL-CIO, 815 16th Street, N.W., Washington 6, D.C. Additional copies cost \$10 per hundred.

nine years and winning 2,692 contests involving 186,439 workers. The elections-won percentage at 54.5 percent was the highest in the past three years.

He noted, however that about the same number have lost jobs due chiefly to the impact of automation.

Targets Chosen For Los Angeles Organizing Drive

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was set in motion at the spring meeting of the Executive Council when a working paper was presented aimed at getting a number of unions in various fields to join in a comprehensive organizing campaign under AFL-CIO Director of Organization John W. Livingston.

The 750,000 unorganized workers in the area are engaged in hard and soft goods manufacturing, government, food and drink, hotels and miscellaneous industries.

The preliminary step to the organizing drive, was an agreement for voluntary cooperation and participation by the various unions.

There has now been agreement reached, Meany said, on which union or unions will organize in the 400 agreed-on targets involving about 100 hard goods plants and 300 soft goods firms. All unions involved have pledged to aid the union assigned an organizing target.

Meany said that international unions involved have allocated more than \$250,000 and that the AFL-CIO will appropriate \$150,000 to \$175,000 for the drive in 1963.

Franz Daniel, AFL-CIO assistant director of organization, will be in charge of the project and four coordinators will be provided by the federation. Other unions have agreed to allocate manpower.

The federation president told reporters also that the council had reviewed the 1962 elections and said prospects for liberal legislation in the new Congress "are at least as good as in the last Congress." He noted that there are five more liberal votes in the House and four more in the Senate.

The council left the question of filling an existing vacancy on the 29-member body to Meany and AFL-CIO Vice Pres. Walter P. Reuther. Meany said he would meet with Reuther after the latter's return from a trip to Japan to work out a solution and report back to the council.

Send Credentials, Consumer Parley Delegates Urged

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should be in the headquarters of office at least one week prior to the Convention's opening date, Brunn explained, to expedite their processing.

The Association, dedicated to the protection of the consumer's interest in the market place, has been endorsed for labor participation by the California Labor Federation, AFL-CIO, ever since it was founded in Fresno on June 18-19, 1960.

Although the deadline for resolutions and amendments to the constitution fell on November 16, additional resolutions may be submitted for referral to the Resolutions Committee when the convention opens provided they receive the unanimous consent of the delegates.

The Association has pledged its continued active support of the Office of Consumer Counsel and aims "to make certain that the focus of government is brought on the many problem areas of consumers which are currently receiving only secondary consideration because of the dominant roles assumed by special interests in the legislative and administrative processes of government."

While the public is invited to attend the convention, voting will be limited to Association delegates who have been members in good standing for not less than 30 days prior to December 1.

U.S. To Rule on Agency Shop

The U.S. Supreme Court decided this week to rule on the legality of the agency shop. The high court will hear arguments next spring on two questions:

- Are Agency shop agreements legal under the Taft-Hartley law?
- If federal law permits the agency shop, may the agency shop be barred by a state right-to-work law?

Gov. Brown Proposes 4-Point Plan for Vocational Training and Mental Health

Governor Edmund G. Brown has proposed a four-point plan to expand vocational training and mental health programs in California.

Speaking recently at a joint meeting in Los Angeles of the Governor's Advisory Committee on

children and youth and the State Delinquency Prevention Commission, Governor Brown suggested the following program:

- 1—Expansion of vocational training for welfare recipients to enable them to become productive members of society.
- 2—A pilot program to aid unemployed, out-of-school youth. Initially this program would consist of two camps—one in northern California and one in southern California—that would provide activities to help such young people find permanent employment or to encourage them to go back to school. It would be designed, the governor said, as "a breakthrough in combatting the drift of young people from idleness to delinquency and permanent unemployment. The Department of Employment would select those who would take part in the program and those chosen would be paid "a modest salary."
- 3—Action by the 1963 legislature to increase the vocational rehabilitation program for disabled workers.
- 4—Extension of greater state assistance to local mental health programs "under our new master plan for the Mentally Ill and Retarded."

In commenting on his pilot program for unemployed youth, the governor said:

"As a logical follow-up, we will work to develop new job opportunities in urban areas for young people who have special employment needs."

Referring to the narrowly defeated modified version of the King-Anderson Bill in the course of his speech, Governor Brown said we should support President Kennedy's program of medicare through social security.

Employer Proposal Opposed by Pitts

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niques such as multi-shift operations without resorting to overtime.

• There appears to be little evidence that employers have initiated any substantial training programs to prepare persons for work in critical job classifications. "If shortages do exist in these areas, it is incumbent upon private and public groups to insure a proper training period. We of the California Labor Federation, AFL-CIO, would extend all help possible in facilitating the training of more people for these jobs," Pitts declared.

• An examination of the status of the labor market in areas where defense and space work is concentrated indicates that although individual labor market areas may have a moderate demand for more electronics assemblers, there is no statewide shortage. Therefore, if shortages do exist, they can be remedied by more extensive training in the local labor market areas.

• Employers confronted with a labor shortage in a particular skill level do not, to any significant extent, distribute contracts or sub-contracts to branch plants or other contractors in areas in which the skilled workers needed to do the job are not in short supply.

In conclusion Pitts stated:

"Revival of the California Defense Production Act, which is backed by interests that continually try to chip away at rights that have been established and enjoyed for years, would set a dangerous precedent that may lead to the destruction of standards in non-defense industries. We oppose its re-enactment and urge that the erosive influences of the 11 year operation of the permit system in defense industries be allowed to rest in peace."

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