

Dinner To Honor John F. Henning In S.F. on Feb. 7

A testimonial dinner for Undersecretary of Labor John F. Henning, will be held Thursday, February 7, 1963, at the Fairmont Hotel in San Francisco.

In announcing the event in a letter to union members throughout the state, Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, who is chairman of the dinner committee, commented:

"This is a richly deserved tribute by his friends and associates in all walks of life to the man who did such outstanding work as California's Director of Industrial Relations and as the Federation's own Administrative Assistant and Research Director until 1958.

"Now that he has been appointed Undersecretary of Labor, all his friends, especially those in the California labor movement, are sponsoring this dinner as the occasion for wishing him good luck and God-speed in his new endeavor."

Co-chairman of the dinner com-

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Cruikshank Warns of Tactic Aimed at Undermining U.S. Social Security Setup

AFL-CIO Social Security Director Nelson H. Cruikshank has cautioned workers not to be taken in by employers' suggestions that their increased contribution to social security represents a loss of income.

Cruikshank issued the warning because in the past some employers have attacked the whole idea of social security by slipping leaflets into employees' pay envelopes the first

week the social security contribution increases take effect. A typical leaflet, he said, starts off with the statement:

"You will notice that your pay today is somewhat less than you may have figured."

"This statement is not true," Cruikshank asserted. "Your pay is not reduced by social security. Some of it is set aside to help provide funds for benefit payments after you retire or become disabled or for your family in case of your death. But it is not reduced."

"The difference between these deductions and ordinary taxes is that you stand a good chance of getting your money back — even getting substantially more than you paid in."

Payroll deductions for social

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Contributions to SS Hiked 1/2 of 1%

The moment the horns started tooting on New Year's morn, employees covered by the social security system began salting away one-half of one percent more of their income for increased benefits now available under the program.

This means that some 55 million Americans will be setting aside additional sums ranging up to \$24 a year to provide \$2 billion more for the social security fund in 1963 to meet the long range costs of retirement, disability and survivor benefits that are provided by social security.

The increase raises the employers as well as the employees social

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THOS. L. PITTS
Executive
Secretary-Treasurer

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State Legislature Convenes Monday Brown's Address Expected To Set Pace

The California legislature will convene at high noon Monday, January 7, for the 1963 general session which offers hope of making substantial strides to meet the state's ever burgeoning needs. Governor Edmund G. Brown's annual address to the lawmakers, to be delivered in the Assembly chambers following the inaugural ceremonies, is expected to set the tone and pace for the session.

Following the swearing in of both houses of the legislature and the election of their officers, the legislators are scheduled to adjourn—probably shortly before 2:00 p.m.—to witness the swearing in of Governor Brown and other constitutional officers on the State Capitol's west portico, weather permitting. Also to

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Congress Rules Reform Vital to Progress: Meany

Reform of the House and Senate rules during the opening days of the 88th Congress is absolutely essential to break the five year "stalemate" in the nation's domestic economy, AFL-CIO President George Meany declared in a New Year's statement.

Warning that "an ever widening gap between production and employment" will soon bring the nation's economy to a "crisis" unless decisive steps are taken, Meany concurred with President Kennedy's analysis that unless the House rules

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Fed Digest of Bills Coming

Within the next few weeks the News Letter will again tackle the job of digesting and evaluating the bills introduced into the state legislature which are of primary concern to the California Labor Federation, AFL-CIO.

Schedules of committee hearings on bills of interest and other relevant news of the Sacramento scene will also be reported.

This service is designed to keep officers and members of organized labor throughout the state alert to the legislative situation as it unfolds.

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security are listed as "taxes" because the machinery of the government is used to collect them but they are not taxes in the usual sense, Cruikshank explained.

For the worker who is earning the average wage for all manufacturing employment — about \$97 a week — the payroll deduction for social security will rise from \$3.03 in 1962 to \$3.52 in 1963, an increase of 49 cents a week. Such a worker who continues to earn as much until he is 65 will be eligible for a monthly social security retirement benefit of \$127. When his wife reaches 65 she will receive half that amount in addition for a

Contributions to SS Hiked 1/2 of 1%

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security contribution from 3 1/8 to 3 3/8 percent, bringing the combined employer - employee contribution for 1963-65 to 7 1/4 percent. For employees earning \$4800 or more in 1963 this means their maximum social security payment will climb from \$150 in 1962 to \$174 in 1963.

Although the social security program, enacted in 1935, initially provoked cries of "creeping socialism" from the more rabid anti-welfare conservatives, it has long since become universally recognized as a vital prop to help millions of Americans to be financially independent during the latter part of their lives.

The increase in contributions for the program has been accompanied by substantial increases in benefits as well as a vast expansion of coverage. For example, in the 1940-49 period, the maximum benefit an individual worker who retired at 65 could get was \$45.60 a month. Effective in 1963 the maximum is \$127 for such a worker. Widows with young children can get much more.

Further increases in social security contributions have already been authorized by Congress to take effect on January 1, 1966 and again on January 1, 1968. These increases will amount to one-half of one percent for both employees and employers, raising the combined contribution one percent each time.

total of \$190.50 a month, he noted. Moreover, both are eligible to retire as early as age 62 with reduced benefits.

If an employee covered by social security dies or becomes totally and permanently disabled before retirement age, his wife and children may receive up to \$254 per month until the children are grown.

The social security increase is part of a tax schedule calculated by Congress to keep the social security system in balance.

Currently about 18 million persons, or nearly 10 percent of the population, are drawing monthly benefits from social security. Of these, about 14 million are retired, 1.25 million are the disabled and their dependents and the rest are the survivors of workers who have died.

"American workers have willingly over the years pledged to do their share to keep the system financially sound. The new social security tax for 1963 is in fulfillment of that pledge," Cruikshank concluded.

8 More Training Projects Get OK

Eight new projects to train more than 700 more California workers under the Manpower Development and Training Act of 1962 have been approved.

The projects, to be located in the Los Angeles-Long Beach, Fresno and San Francisco-Oakland areas, involve seven occupations and will offer training periods of from 2 to 50 weeks.

To date, some 44 projects involving more than \$7 million in federal funds have been authorized for California under the MDTA program which was passed by the 87th Congress and signed into law by President Kennedy on March 15, 1962. The aim of the program is to train up to half a million workers for job openings over a three year period. Congress appropriated \$435 million for this purpose.

Projects approved in the Los Angeles-Long Beach area involve the training of 310 sewing machine operators, 30 clerk-stenographers, 74 electronic technicians, 175 electronic assemblies, and 70-clerk-typists.

In Fresno a project to train 25 nurses aides for the care of elderly persons has been authorized.

The new San Francisco-Oakland project involves the training of 25 workers as secretaries.

IWC's Los Angeles Hearing Delayed

A change in a hearing scheduled by the Industrial Welfare Commission in Los Angeles on the recommendations of the Wage Boards dealing with all 13 of the IWC's wage orders has been announced.

The IWC's Los Angeles hearing, formerly scheduled for January 10 and 11, has been changed to January 17-18. It will be held in Room 1138 of the State Office Building at 107 South Broadway.

The Commission's San Francisco hearing remains unchanged. It will be held in the Board of Education meeting room, 3rd Floor, 170 Fell Street, San Francisco, on January 24-25 at 10:00 a.m.

AFL-CIO Research Chief Gets Labor Dept. Post

Stanley Rutenberg, the AFL-CIO's national director of research, ended nearly 20 years of service to the labor movement on January 1, 1963, when he stepped into the New Frontier as economic advisor to Secretary of Labor W. Willard Wirtz.

Rutenberg, a graduate of the University of Pittsburgh, joined the AFL-CIO as an economist shortly after his graduation and became the chief economist of the AFL-CIO after the merger of the two organizations. His selection for the newly created post serves to underscore the labor Secretary's already expressed concern for, and dissatisfaction with, the unemployment situation and his determination to bring some positive thinking to bear on the problem.

"Although the Labor movement will greatly miss Rutenberg's services, it can't be denied that the secretary chose an excellent man," Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, commented.

Henning Dinner Set

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mittee is Phyllis Mitchell, Secretary-Treasurer and Business Manager of the Office and Professional Employees Local 3 of which Henning is still a member.

The dinner, scheduled for 7:30 p.m., will be preceded by a no-host reception starting at 6:30 p.m. Dress for the event will be informal. Tickets cost \$10 per person.

Employer's Use of Phony Film One Day Prior to NLRB Vote Voids The Election

An employer's use of a phony anti-union film to prejudice his employees against unions the day before a National Labor Relations Board election has been ruled grounds for invalidating the results of the election by the NLRB.

After viewing the film, ostensibly a "documentary" made by the National Right to Work Committee, the Board ruled the employer guilty of misrepresentation "exceeding the bounds" of "permissible" propaganda and ordered a new election at the Chicago plant of Plochman & Harrison-Cherry Lane Foods, Inc.

In an election held September 6, 1961, Local 738 of the unaffiliated Teamsters Union narrowly lost the election held the day after the employer assembled his workers in the company's executive offices and showed them the 22-minute film "And Women Must Weep." The vote was 20 to 23 with one vote challenged.

The Board's decision pointed out that "there is no evidence that the excessive acts of reprehensible and unlawful conduct attributed to the (machinists) union in Princeton, Ind., and by association to all unions, occurred as portrayed by the actors in the picture."

The Board's decision said the film resulted in a story of callous union leaders, a helpless employer, unfortunate victims including as a climax the shooting of an infant, violence, fear and hatred in an unnecessary strike for no justifiable reason. Moreover, the employer was quoted as saying that the film presented "in capsule form a nationwide condition that is eating out the heart of American liberty."

Checking into the 1957 strike on which the film was based, the Board found that both the union and company had been found in contempt of court for violating injunctions but that there was no evidence of other unlawful acts and that the employer filed no unfair labor practice charges against the union.

The decision noted that the NLRB has historically "been reluctant to police or censor" material used by either side in an election campaign. "Exaggeration, name calling and to some extent falsehoods" have been permitted as

"normal" tactics. But the Board indicated it was setting aside the September, 1961, election because of misrepresentation and trickery which involved "substantial departure from the truth" at a time when an "effective reply" is prevented.

In effect, the Board said, by showing the film the employer gave substance to an argument that "a vote for union representation is a vote for strikes, violence and perhaps even murder."

The union's opportunity to answer was foreclosed because the events dramatized had taken place five years earlier in another state and involved a different employer and union, the Board pointed out.

The two dissenters in the 3-2 NLRB decision, Phillip Ray Rodgers and Boyd Leedom, said they could see nothing in the right-to-work committee's picture that could be called misrepresentation within the meaning of existing NLRB precedent.

IAM President Al J. Hayes said that the film was "cleverly salted with fictitious events that never really happened."

Al Zack, AFL-CIO Director of Public Relations, called it a "false, deliberately malicious, lying film—propaganda of the Nazi type at its very worst."

The National Right to Work Committee's film comes in two versions—one intended to defeat union plant organizing drives and the other to persuade state legislators to vote for "right-to-work" laws.

IAM Film Digs Out Truth

As a counter measure, the IAM interviewed people involved in the strike and made its own film, "Anatomy of a Lie," which may be rented for \$3 from the AFL-CIO Department of Education, 815 Sixteenth Street, N.W., Washington 6, D.C.

Point by point the IAM film repudiates the NRTWC drama:

- The President of the IAM Local 1459 which was involved in the 1957 strike was Mrs. Ruth Monroe, 59, a warm, grandmotherly type who pleaded with members not to strike on her account unless company provocations made a strike

State Legislature Convenes Monday

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be sworn in at that time are the state's 9 new Senators and 34 new Assemblymen.

In the event of rain the oath of office ceremonies will be conducted in the legislative chambers.

In preparation for the legislative session, Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, announced that the Federation has re-established its offices in the Hotel Senator in Sacramento to press for legislation to implement the comprehensive program adopted by delegates to the Federation's fourth convention in Long Beach last August.

The Federation's program will be embodied in more than 100 legislative bills geared to planning for growth and full employment.

As a result of the November 6 general election, the session will open with the Democrats in firm control of the State Senate with a 27-13 majority. The Democrats also control the Assembly 52-28, just two votes shy of a two-thirds majority.

The opening day of the session will be capped Monday night at an Inaugural Ball in the Sacramento Memorial Auditorium starting at 9:00 p.m.

necessary. But the anti-labor film portrays the union president as a bully who pushed the workers out on strike.

- Strike action was actually taken at a meeting of 400 workers at the Armory in Princeton, Ind., and only nine workers voted against the strike. But the NRTWC film depicted a small group of eleven workers deciding to strike after a harangue by the president.

- The NRTWC film left the impression that "outsiders" ran the strike, but the truth of the matter, according to those who took part in the strike, was that the only outsiders involved were the strike-breakers hired by the company to come into Princeton.

- The anti-labor film cultivates the impression that union "goons" shot the infant, but the IAM interviewed the sheriff and the baby's father both of whom say in the film that there was no evidence whatever tying the shooting to the strike.

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fight is won the legislative outlook will be "almost hopeless."

"The reform of the House rules adopted in 1961, must be continued and in fact should be broadened . . . the Senate, too, should at long last adopt a workable means of ending filibusters without hampering full debate," Meany declared.

The AFL-CIO chief again commended the President's firm and decisive handling of the Cuban crisis and noted that "the new awareness of America's unwavering commitment to the defense of freedom may be the first step toward a world in which there is less threat to the survival of humanity."

On specific domestic issues, he noted that in the face of a growing labor force and the accelerating erosion of jobs by automation, reduction of the basic work week to 35 hours is essential. The work week reduction should be coupled with a continued expansion of public investment through such programs as federal aid to education, better health facilities and so on, he said. There must also be tax reduction and tax reform, he added.

Meany also indicated that labor will launch a direct drive this year to repeal section 14B of the Taft-Hartley Act which permits states to ban union shop agreements through so-called "right-to-work" laws.

The continuing battle of right-to-work wastes money and manpower that could be put to better use; injects unnecessary bitterness into labor-management relations; and in general contradicts the established policy of the United States that the encouragement of collective bargaining is in the national interest, Meany asserted.

The AFL-CIO will continue to fight for health insurance for the

Labor Department Study Eyes Economic Status of Negroes in United States

A new study entitled "The Economic Situation of Negroes in the United States" has just been issued by the U.S. Department of Labor and it is available at the Bureau of Labor Statistics, 630 Sansome St., San Francisco at 20c a copy.

Although the study statistically documents some significant improvements in the Negroes economic plight between 1939 and 1962, it also notes that the percent of non-white males unemployed in 1961 was nearly twice that of white males.

Although this racial disparity among the unemployed may be attributed to a number of contributing factors, delegates to the California Labor Federation's 4th convention in Long Beach last August pinpointed one such factor in no uncertain terms.

"One of the greatest areas of job discrimination based on race and religion has been the nonprofit corporation such as hospitals, sanitariums and facilities for the aged," the delegates declared.

Noting that non-profit institutions as well as agricultural workers were specifically exempted from the coverage of the State's Fair Employment Practices Commission, the delegates approved a resolution urging legislative action to end such exemptions.

The Federation resolution was part of a broad program in the equal rights field which gave highest priority to the elimination of housing discrimination.

The Labor Department study not-

ed that the number of non-whites working in federal, state and local government rose fivefold from 214,000 in 1940 to more than 1 million by 1962. This represented an increase from 5.6 to 12.1 percent.

aged as part of the social security system as well as for a national Fair Employment Practices law, which, Meany said, should mark "the next great surge forward toward the achievement of equal rights for all citizens."

ed that the number of non-whites working in federal, state and local government rose fivefold from 214,000 in 1940 to more than 1 million by 1962. This represented an increase from 5.6 to 12.1 percent.

The median income for Negro males showed an eightfold increase from \$460 to \$3,789 between 1939 and 1960 compared with a fivefold increase for white males from \$1,112 to \$5,662. In 1939 the median income for non-white males was 41 percent of that for white males. By 1960 the Negro median was 67 percent of that for whites, the study disclosed.

During the two decades since 1940, Negro home ownership rose 241 per cent while white home ownership increased 160 percent. In 1940 only 24 percent of non-white families owned their homes compared with 46 percent of white families. By 1960, 38 percent of non-white families and 64 percent of white families were home owners.

Between 1940 and 1960, both Negro men and Negro women substantially narrowed the educational gap existing in this country between Negroes and whites. In 1940 the median years of school completed by persons 25 to 29 were 6.5 years for Negro males compared to 10.5 for white males and 7.5 years for Negro women compared to 10.9 years for white women.

By 1960 the median years of school completed by Negro men in this age group had risen to 10.9 compared to 12.5 for white men, reducing the educational gap from 4 years to only 1.6 years.

The educational gap between white and Negro women narrowed from the 3.4 fewer years of school completed in 1940 to 1.4 years in 1960 when the median years of school completed by white women was 12.4 and Negro women 11.0.

The Labor Department's report also includes statistics on school drop-out rates on a regional basis, school desegregation, and population ratios. Also discussed are public accommodation laws, private and government employment laws and policies as well as trade union policies and apprenticeship programs.

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