

\$1.50 Minimum Wage Urged Before IWC

The California Labor Federation, AFL-CIO, has called on the California Industrial Welfare Commission to reclaim national leadership in setting the pace for minimum wage and hour levels by boosting the state's minimum wage for women and minors to \$1.50 per hour and stipulating that time and one-half be paid for work in excess of 40 hours a week.

In doing so the Federation used the Commission's own statistics—the so-called "Minnie Budget"—to substantiate the need for the increase.

Pointing out that California pioneered minimum wage legislation in 1913 (25 years before a federal minimum wage law was passed in 1938), the AFL-CIO statement to the IWC which is currently weighing its final decision on 13 wage orders, noted "that for many years the Commission gave recognition to higher wage levels and living standards in California." Only since 1950, have the state's minimums trailed behind federal minimums.

At present the Commission's wage orders call for only a \$1.00 minimum. The federal minimum was boosted to \$1.15 in 1961, and automatically increases to \$1.25 this year.

"This vast deterioration in the handling of the wage orders portrays the startling transformation of California's minimum wage machinery from that of a pioneering mechanism setting the example for the entire nation into a rusty piece of equipment in need of renovation

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Rehabilitation Draws Workmen's Compensation Spotlight

A comprehensive program for the improvement of Workmen's Compensation, giving top priority to the provision of "long overdue" rehabilitation benefits, has been dropped in the legislative hoppers in Sacramento by Senator Edwin J. Regan (D.) Weaverville and Assemblyman Byron Rumford (D.) of Berkeley.

UCD Bills Aim At Perfecting Program

Legislation to perfect the state's "unique" unemployment disability compensation (UCD) program has been introduced in the California legislature by Assemblyman Robert W. Crown (D) of Alameda County.

The labor-backed proposals are contained in 21 bills, "designed to improve upon legislative advancements made in the UCD program

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THOS. L. PITTS
Executive
Secretary-Treasurer

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Governor Opposes Labor's Social Insurance Programs Before Legislature

Governor Edmund G. Brown this week said flatly that he would neither introduce nor support legislation embracing the State AFL-CIO's legislative program to improve social insurance laws.

The Governor's opposition was announced at a press conference held in Sacramento Tuesday, January 29.

State AFL-CIO Secretary-Treasurer, Thos. L. Pitts, responded by declaring "it is now abundantly clear that the labor movement will have to carry its program alone without any help from the Governor."

"The Federation," Pitts added, "will proceed with an all-out effort to secure necessary improvements in unemployment insurance, unemployment compensation for disability and workmen's compensation based on the mandates of our 1962 Convention. There will be no back tracking on our part simply because the Governor is turning his back on the working people of this State who helped elect him to office."

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Bold Action Urged To Meet Housing Needs

Bold state action to spur home construction and to bring adequate housing within the reach of nearly all of the state's citizens—without discrimination or income stratification—was urged this week by the Governor's Advisory Commission on Housing Problems.

Specifically, the Commission urged creation of a California Housing and Development Agency to administer programs being recommended to the Legislature, and to work for federal housing legislation to serve California's needs. The proposed new agency would encompass the functions of the present Division of Housing and would also be charged with making a continuous analysis of the state's housing needs.

In addition, the Commission, which was established by the 1961 Legislature, suggested that the Legislature authorize the sale of revenue bonds to provide long-term low-interest rate loans to private builders and non-profit groups to enable them to offer new housing — both

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BILL DIGEST

It has become necessary again to postpone our digest of bills of interest to labor that have been introduced in the California legislature.

The digest will begin with next week's issue.

INSTITUTIONAL READING ROOM

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Bold Action Urged To Meet Housing Needs

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sales and rental — to families now priced out of the market.

The loans would be self-liquidating and the bond authorization would be coupled with a conditional guarantee by the state to appropriate any deficit in sinking fund requirements.

A small amount of the bonds would be used for loans to cities or counties for their share of the initial costs of urban renewal projects, or, in rural areas, for community facilities.

Other principal recommendations included in the Commission's comprehensive report called for:

—Diversification of the Cal-Vet program to extend its benefits to families with lower incomes than the above average families almost exclusively served by it so far.

—Amendment of the Hawkins and Unruh Discrimination Acts to ban discriminatory practices in all real estate operations, including the sale of land, and authorization for the Fair Employment Practices Commission to enforce such prohibitions.

The Commission also recommended that the Legislature appropriate a sum to finance experimental building programs to bring into the market families presently not served even by the low interest rate programs afforded by the state and federal governments. Special attention to housing needs of agricultural workers was also recommended.

In submitting the report to Governor Brown and the Legislature on Monday, Commission Chairman Edward P. Eichler spelled out some of the facts of life about housing in California which point up the urgent necessity for immediate state and federal action in this field.

- Within the next 18 years nearly five million new homes—almost as many as presently exist in the state—must be built to house the more than 10 million additional people that will be in the state in 1980.

- According to the 1960 census, 700,000 housing units or 13.5 percent of the state's total housing supply were substandard.

- California families with below average incomes, constituting 53 percent of the population, are already virtually barred from the home buying market by increasing land and financing costs.

- Land costs in California have risen ten times faster than the consumer index and financing costs are one to one-and-a-half percent higher in California than in the east.

- The exclusion of this vast segment of the population from the housing market shrinks the market for the private home builder.

These cost factors, Eichler explained, are reflected in the fact that California's

low income families are spending an increasingly larger share of their incomes for housing although nationally the share spent for housing by such income groups is declining. Lending agencies generally regard 20 to 25 percent of monthly income as the maximum that should be allotted to housing, Eichler noted. But many California families are spending as much as 35 to 40 percent for it, he said.

The Commission's report warned that if present housing trends are allowed to continue the people of California will be segregated according to rigid class standards with the poor, the elderly and the minority groups in the older cities and the middle and upper class whites in the suburbs. The Commission report is oriented toward a "new towns" approach to providing integrated housing without income stratification.

Ironically, one of the principal factors barring more than 50 percent of the state's citizens from adequate housing are our much vaunted higher standards of living. When the population explosion hit the East coast low income groups found shelter in "poor housing built for the poor." Standards were low and zoning and subdivision ordinances were unknown, the report observed.

But in California only a small inventory of cheaper houses exists, and they are already occupied by low income families. New houses within the means of those still to come can no longer be built because they are incompatible with modern, social standards and because modern zoning and building codes prohibit their construction.

"Under the new, higher standards, and at current building costs, new houses can be built only for those earning upward of \$7,000 a year," the report said. California's basic problem is land speculation and a lack of low-interest funds to bring housing within the reach of those being priced out of the market.

In stressing the need to create a California Housing and Development Agency, the study pointed out that California gets a disproportionately low share of housing aid under federal legislation because the existing federal legislation was created to meet Eastern and Southern needs, primarily urban redevelopment. But California's needs are different. California needs help in constructing new housing to meet rapid growth, the report said.

"While the urban renewal program is needed by California's older cities, its main concern should be to prevent the slums before they form. California's communities, in short, require new tools and techniques for land development and housing of all kinds to serve the needs of the future," the report declared.

In commenting on the report, Governor Brown said:

"This report, prepared by some of the country's leading housing authorities, is a sobering outline of the responsibilities we must face to assure decent and convenient housing for all of our citizens. At the same time, it realistically offers us hope that California, by building wisely and well for the future, can avoid the errors and inadequacies which plague so many of the Eastern states."

The Governor indicated he would send a special message to the Legislature

Firefighters Win Final Round in Right To Organize Case

The right of California firefighters to organize was firmly nailed down this week when the Merced County Board of Supervisors approved a stipulated judgment previously approved by the Merced County Superior Court, which reinstated a fire captain who had been discharged for union activities with a lump sum settlement for pay lost, and ordered an end to discrimination against the captain "or anyone else" for union activities.

Approval of the judgment by all parties involved is the final determination of a case that was created when Fire Captain Monroe Johnson was dismissed by Merced County Fire Chief C. H. Vaughn on May 12, 1961.

At issue were Sections 1960-1963 of the State Labor Code which specifically spell out the right of firefighters "to join any bona fide labor organization of their choice" and, among other things, "to self-organization."

The California Labor Federation, AFL-CIO, initiated the legislation that added Sections 1960-1963 to the code in 1959.

Despite the code provisions, the Superior Court of Merced ruled initially in favor of the county but the International Association of Fire Fighters, Local 1396, AFL-CIO, carried the case to the Fifth District Court of Appeals which on June 4, 1962, reversed the lower court's decision and ordered a retrial.

In the stipulated judgment, Merced County and its fire department agreed that they would "at all times comply with Sections 1960-1963 of the Labor Code . . . and . . . that the County and the fire department will not discriminate against either Monroe Johnson or anyone else by reason of his activities in a labor union"

The case involved the first appellate court ruling on Sections 1960-1963 of the State Labor Code.

within the next month or so, incorporating many of the recommendations of the Commission.

Labor representatives on the Commission included Albin J. Gruhn, president of the California Labor Federation, AFL-CIO, and William Sidell, a Federation vice president.

Rehabilitation Draws Spotlight

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The Regan and Rumford bills, he added, "would go a long way toward fulfilling the employer's and society's obligation to those who suffer disability in the course of producing our great economic wealth."

Some of the highlights of the proposed legislation follow:

REHABILITATION

Except for the requirement for physical restoration of workers through medical, surgical and hospital care, our State Workmen's Compensation law makes no provision to assure the worker's return to his former employment or to some gainful employment that will maximize his income.

Repeatedly, legislative committees and other government and private agencies have studied this omission, and have called for specific action establishing a comprehensive rehabilitation program for injured workers.

AB 446 and SB 227 would assure all injured workers the right to rehabilitation training with provision for full payment of maintenance benefits during the period of rehabilitation in addition to all benefits now provided by law.

The addition of rehabilitation benefits would be financed by a ten percent allocation out of total employer premiums to be deposited semi-annually in a rehabilitation fund administered by the Industrial Accident Commission (AB 450 and SB 209).

ADMINISTRATION OF PROGRAM

AB 448 and SB 211 would convert the Workmen's Compensation Program into an "administered" program.

At present workmen's compensation is administered by the IAC, which hears only contested cases in "adversary proceedings." In those cases which are not contested, it is not known whether the injured employee is receiving the benefits he is entitled to under law.

These bills supplement the "adversary proceedings" and provide for administration of the program under a Division of Workmen's Compensation within the Department of Industrial Relations, with an administrator appointed by the Governor.

The bills require that the cost of administration be met by a charge against carriers and self-insured employers as part of their workmen's compensation premium cost.

INDEMNITY BENEFIT INCREASES

AB 443 and SB 233 increase the maximum weekly benefit in the case of both temporary and permanent disabilities to \$150. The present maximums are \$52.50 and \$70 for permanent and temporary disabilities respectively.

This legislation is designed to raise limits on average weekly earnings that may be included in the computation in the benefit amount so that the individual 65% wage-loss compensation principle in the law may be made fully applicable to virtually all injured workers.

At present, because of the arbitrary limits in the law, 39% of workers suffering temporary disabilities, and 66% of those suffering permanent disabilities receive less than the indemnity benefits

they are entitled to under the 65% wage-loss compensation concept.

AB 443 and SB 220 up-date the permanent disability rating schedule in the law. Currently, for every percentage point of permanent disability, the injured workman receives four weeks of compensation at the rate of 65% of his average weekly earnings. Following this period of payment, a permanently injured employee with 70% or greater disability goes on a life pension which varies from 15% of lost wages in the case of a 70% disability, to 60% for a 100% disability.

These permanent disability bills increase from four to eight, the number of weeks compensation is paid at 65% of average weekly wages for each 1% of disability. They also provide for life pensions commencing at 50% of disability, instead of 70%, and provide further that the compensation rate, as a percent of average weekly earnings, shall be equal to the amount of permanent disability suffered.

AB 442 and SB 219 add dependency benefits to the law in the amount of \$7 per week for the first dependent and \$5 for each additional dependent, not exceeding six dependents or a total of \$37.

AB 447 and SB 222 remove the present arbitrary ceiling on death benefits and convert the present death benefit provisions to a pension concept.

Under the present arbitrary \$20,500 ceiling in the case of a dependent spouse with dependent children and the \$17,500 ceiling for a spouse without children, the average widow of middle age, usually with young children, may receive several years of death benefits. But this does not begin to make up for the support which the average deceased spouse would have been able to provide had there been no fatal industrial accident.

These death benefit bills provide that the indemnity benefits would be paid to the dependent spouse until death or remarriage, with additional benefits for dependent children.

OTHER BILLS

Other major workmen's compensation bills provide for the following:

—Full freedom of choice of doctor by the injured workman. (AB 438 and SB 226).

—Retroactive payment of the present seven-day waiting period whenever a disabling injury extends beyond seven days, rather than 49 days, (AB 439 and SB 223).

—Regulation of "expense loading" in premiums charged employers for Workmen's Compensation Insurance. (AB 450 and SB 209).

The latter bill would prohibit excessive "expense loading" by private carriers. For rate setting purposes, the Insurance Commissioner currently allows an "expense loading" factor equal to 38.25 percent of premiums. This means that for every \$61.75 in benefit increases, the premium is increased \$100, even though the added administrative expense may amount to nothing more than writing a larger number on a check.

AB 450 and SB 209 provide that minimum workmen's compensation rates, as set by the Insurance Commissioner, shall be based on the experience of the State Compensation Insurance Fund, which is fully competitive with the private carriers.

Campaign Against Hunger in World

Some 500 million people live a life of constant hunger on this planet, despite the fact that the world has enough arable land, know-how and technology to prevent it. This dilemma has sparked a five-year Freedom From Hunger Campaign to educate the entire world to the dimensions of the problem and to mobilize the world's intelligence to conquer it.

If you think that's a big job, you are right.

But a surprising amount of spade work has already been done. At a recent press conference in San Francisco, Charles Weitz, coordinator of the campaign initiated by the Food and Agricultural Organization (FAO) of the United Nations in July of 1960, stressed the urgency of the campaign and said that it is a problem that must be met by utilizing the resources of both the developed and the underdeveloped nations.

By the end of the century, he pointed out, the world's population, now slightly more than two billion, is expected to top 3 billion. That's just 37 years away. At present, barely 10 percent of the world's arable lands are utilized. If that percentage can be doubled substantial progress can be made toward an adequate diet for all, he indicated.

In addition, the FAO is pushing research to develop the vast food resources of the sea, he said.

U. S. participation in the campaign is through the American Freedom From Hunger Foundation, Inc., a non-profit, non-governmental organization with headquarters at 191 18th Street, N.W., Washington, D.C.

Its goal is to hasten the development of solidly based agricultural economies with adequate state and local supportive services in large areas of the world in which the people are chronically undernourished.

In operation, the campaign is providing support for research, educational and development projects to improve agricultural production and distribution in such areas. To date, 94 of the 104 nations in FAO have pledged themselves to participate, and 46 have formed national committees.

In the United Kingdom, 85 projects costing more than three million pounds have been adopted. Thousands of other projects have been

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Union Membership In California Shows Slight Rise

Labor union membership in California rose to 1,752,400 in July, 1962, just under the all-time high of 1,755,700 reported in 1960, according to the Department of Industrial Relations.

In most industries the increases in union membership were associated with rising employment but tended to lag behind the employment rise.

Total union membership in the state rose about 1 percent in the fiscal year ending July 1, 1962, but the number of non-farm wage and salary workers rose 4 percent.

Union membership increased by nearly 10,000 members in the manufacturing industries for the year and also scored sizable increases in the metal working industries, including aircraft and missile manufacturing. But union membership declined in canning and some other soft goods industries, the Department's Division of Labor Statistics and Research reported.

"The membership rise in aircraft was the first reported since 1957," the report noted.

Some 5,500 employees in non-manufacturing industries joined unions during the period despite a continuing down-trend in transportation and warehousing. The membership of government employees' unions was increased by 8,000 over the year. In a three year period ending July, 1962, the membership in such unions has risen by 23,000. Unions gained nearly 5,000 members in the six county San Francisco-Oakland metropolitan area during the year, reversing the pattern of losses reported in the two preceding years. The region's total membership of 466,000 in July, 1962, was 13,500 below the record set in 1957.

Union members in the Los Angeles-Long Beach metropolitan area reached an all-time record of 769,900 in July of 1962, topping the previous peak recorded in 1957 of 763,500.

But in the San Diego metropolitan area there was a substantial drop in the number of union members for the second consecutive year. With 78,700 union members in the area in July, 1962, a 6 percent decline in union membership was indicated. The sharp drop accompanied an equally sharp drop in employment in the aircraft and missile

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to keep abreast of social and economic progress. It reflects a disregard for the economic facts of life which of themselves demand a California minimum substantially in excess of that prescribed for the nation as a whole," the Federation declared.

Unlike the federal Fair Labor Standards Act, California's minimum wage statute does not specify the minimum wage level. It merely sets forth a legislative standard to be used by the IWC to determine the proper minimum wage for various occupations covered by the statute. The Commission acts only after reviewing recommendations from its wage boards which are now before it.

Final hearings on the recommendations of wage boards were held in San Francisco last week.

In the course of its presentation, the Federation observed that the California Labor Code requires the Commission to set a "minimum wage adequate to supply the necessary cost of proper living to, and maintain the health and welfare of, women and minors engaged in the occupation, trade or industry in question."

In 1950 the Commission formulated a Budget for a Single Working Woman in California to measure the minimum sum necessary to enable a low-income working woman to maintain her health, her job, and her self respect. The Commission revised this budget—now popularly known as the Minnie Budget—and found that as of June, 1961, an average of \$2,854.98 was required annually.

The state AFL-CIO adjusted the Commission's 1961 Minnie Budget for price increases between June '61 and September '62 as reflected in the California Consumer Price Index rise of 1.92 percent. It pointed out that the Commission's own budget, assuming 40 hours of work 50 weeks a year, requires a minimum wage of at least \$1.466 an hour.

Since the Bureau of Labor Statistics has determined in survey after survey that virtually all workers in the state are employed 40 hours or less each week, it would "be absurd to assume a longer workweek for women," the State AFL-CIO said.

The Federation also pointed out that the Minnie Budget was conservative at best, and probably fell below acceptable minimum standards.

Traditional contentions by employer groups that increases in minimum wage levels destroy job and business opportunities have been refuted again and again by repeated studies by the U.S. Department of Labor, the Federation argued.

In point of fact, "the impact has been to spur marginal employers to reorganize their operations and at times to update outmoded physical plants. In the great bulk of such cases, the employer himself has benefited equally with his labor force and the general community," the statement asserted.

In submitting its views to the Commission, the Federation noted that a \$1.50 minimum wage would have a constructive impact upon the state as a whole because it would reduce the cost to society of poverty and its consequences, increase state and community purchas-

manufacturing industries in the region, but union membership also declined significantly in the construction industry there.

ing power and stimulate consumer demand.

The legality, efficacy and desirability of state minimum wage legislation, the Federation pointed out, was underscored by a decision of the U.S. Supreme Court in 1937 when the court commented:

"The exploitation of a class of workers who are in an unequal position with respect to bargaining power and are thus relatively defenseless against the denial of a living wage is not only detrimental to their health and well-being but casts a direct burden for their support upon the community . . . the community is not bound to provide what is in effect a subsidy for unconscionable employers."

In its recommendations to the Commission the Federation called for the following penalty pay provisions as a safeguard against excessive long work periods:

— Time and one-half for hours beyond eight in one day, up to the eleventh hour, with double time for the eleventh and subsequent hours.

— Time and one-half on the sixth day, with double time beyond 48 hours a week.

— Triple time for the seventh day as such.

— Stipulation that eight hours of employment shall be performed within a period of not more than ten hours and that 12 hours shall elapse between the end of one work day and the beginning of the next.

On the issue of working conditions, the Federation urged a number of additional changes:

— Elimination of the "back-to-back" workweek loophole that enables employers to work women and minors up to 12 consecutive days without a break. This would be accomplished by adopting adequate premium rates for Saturday and Sunday work.

— Elimination of the practice of deducting the cost of meals and lodgings for employees required either by direction of the employer or by the physical or geographical conditions of employment to eat or lodge on the employer's premises. The 30-minute meal period should be regarded as time worked for the computation of pay since it is an accommodation to the employer and a deprivation of the employee's normal right to purchase and consume his meals wherever he chooses, the Federation said.

— Tightening of loopholes to reduce the number of women and minors that may be exempted from full minimum wage protection.

— Clarification of the Commission's existing intent that workers who report for work on a normally scheduled work day be paid not less than two hours straight time pay if they were not told beforehand that no work would be available.

— A ban on employee contributions to pay for the laundering or cleaning of uniforms.

— Specific language in the wage orders to prevent employers from escaping their responsibilities toward the purchase and maintenance of uniforms required on such jobs as hospital attendant and airline stewardess. Asserting that this "is a most serious inequity and one which occurs frequently in the poorest paid industries," the Federation pointed out that it is "extremely unlikely that such clothing would be bought for every day wear purposes."

Hunger Campaign

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undertaken by other nations which have conquered livestock diseases, increased crop yields, multiplied fish catches and introduced new wholesome foods.

The campaign, which is dependent on voluntary support, was strongly endorsed by the national AFL-CIO executive council, which at its Chicago meeting last August urged all its affiliated organizations and members to give it all possible support.

Citing Ceylon as a case in point, Weitz explained that an International Bank survey determined that to develop a viable economy in Ceylon it was essential to curb rice production, heretofore that country's principal crop, because Ceylon had insufficient water resources. Moreover, Weitz said, Ceylon could buy rice more cheaply than it can produce it. Instead of rice, the Ceylonese were advised to turn their efforts to truck farming, developing gardens to raise beans, peas, tomatoes and chickens, for which there is a ready market, and the production and local consumption of which would substantially improve the diets of the Ceylonese.

One of the major obstacles facing such programs is the feeling among the public officials of virtually all nations that they must be self sufficient, Weitz noted. This is a politically popular stand which works to the detriment of a solution of the world's hungry people, he observed.

"We put emphasis on countries in which there is some serious planning effort afoot to provide supporting services so vital to the development of a sound agricultural economy as schools for agricultural technicians and local and state services to aid the individual farmer," Weitz said.

It is not enough simply to send tools and seeds. Vital as these are, such items alone cannot effect a permanent solution to an underdeveloped area's food needs without adequate knowledge and continuing training in modern farm techniques and equipment, Weitz said.

In response to a query, Weitz said: "The goals of the FFHC have been achieved nowhere and probably won't be within the presently designated 5-year life span of the committee. But this is not the committee's goal. It would be naive to assume that a single 5-year program could solve so complex a problem. A number of countries are, however, on the verge of substantial break-throughs," he reported.

Among these are Greece, Turkey and Israel, all of which are moving ahead very rapidly, and in the Far East, Malaya and Burma are making substantial progress, he said.

But in Indonesia and India less than 10 percent of the available arable land is now under cultivation. India inherited an over-supply of people and a shortage of technology, tools and equipment when it won its independence in 1947. Thus India represents one of the greatest problem areas in terms of food supplies.

The UN official emphasized that "anything that introduces change is a very slow and difficult and uphill problem." The Freedom From Hunger Campaign was initiated partially in recognition of

Governor Opposes Labor's Social Insurance Programs Before Legislature

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In discussing labor's social insurance proposals before the Legislature, the Governor implied that California is now the number one State in the nation in social insurance benefits.

Pitts noted that the Governor "is ignoring the fact that our basic social insurance programs are failing miserably in many areas to provide even a minimum level of protection for those whom they were designed to benefit."

"In workmen's compensation, contrary to what the Governor implied, our program doesn't even provide for the rehabilitation of injured workers. This omission makes a mockery out of the principle that one of the most important phases of workmen's compensation is to restore an injured workman's ability to compete for gainful employment.

"The temporary disability benefit in workmen's compensation is limited by a \$70 per week ceiling that denies 39% of injured workmen suffering temporary disability the 65% wage loss compensation standard set forth in the law.

"In the 'Barry Goldwater State of Arizona' the maximum benefit is \$150, as compared to California's \$70.

"With regard to unemployment insurance, the California program is compensating unemployed workers for less than one-third of lost wages in the current period of continued high-level unemployment. This is not only because of a low benefit structure, but also because of the exclusion of large groups of workers from coverage.

"It is to be noted in regard to unemployment compensation for disability, which is financed by employees, that the benefit schedule is tied to an escalator clause assuring a maximum benefit equal to two-thirds of average weekly earnings in covered employment, and that the whole program has been properly funded through a series of scheduled increases in the taxable wage base.

"Unemployed persons under this program financed by workers re-

this fact. Central labor councils, local unions and individual union members can vitally assist this program, Weitz said. To do so, he suggested they contact the organization's headquarters in Washington for details of general and specific projects.

ceive a current maximum benefit of \$75 a week. The very same individuals, under the unemployment compensation program financed by employers, receive a maximum benefit of only \$55.

"The simple truth of the matter is that the unemployment compensation program is being undercut by a financing system that has enabled employers at session after session to purchase tax cuts at the expense of keeping the benefit structure abreast with the needs of the economy in a period of high unemployment.

"It appears that the Governor is more concerned with the success of employers who are working to undercut our social insurance programs, than with the needs of employees who have demonstrated their willingness to pay for program adequacy.

"Governor Brown indicated in his inaugural address that he would not look for controversy, but that he would not seek to avoid it.

"The controversy here is not only with working people, but also with the Democratic Administration in Washington. President Kennedy has pointed again and again to the urgent need to improve social insurance programs in order to stimulate purchasing power among those suffering most from hard-core unemployment and various forms of disability.

"I hope the Governor will see fit to reconsider his statement in light of the needs of the people and the commitment of his own State Democratic Party platform to improve social insurance programs."

Solons Ratify Anti-Poll Tax Amendment

California has become one of the first states to ratify a proposed 24th Amendment to the United States Constitution prohibiting poll taxes.

The Legislature last week approved AJR 2 (Rumford and others), giving California's stamp of approval to the amendment.

The anti-poll tax amendment was adopted by the Congress last year. It is presently pending before state legislatures across the country. The amendment will become part of the Constitution of the United States when ratified by the legislatures of 38 states.

UCD Bills Aim at Perfecting Program

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by the 1961 legislature," according to state AFL-CIO Secretary-Treasurer Thos. L. Pitts.

"Our UCD program," Pitts said, "is unique in its provisions for combining the best of what private insurance has to offer in a state program based on the contributions workers make from their taxable earnings."

The 1961 legislature, he pointed out, provided a self-adjusting mechanism in the benefits structure to assure a top benefit equal to two-thirds of average weekly wages in covered employment. (now \$75 a week), and came to grips with the problem of "adverse selection" by private carriers in the financing of the program.

"Under rules and regulations adopted by the Department of Employment, and upheld by the State's Supreme Court recently, private carriers are allowed to participate in the state disability program on the basis of their claim to 'greater efficiency,' rather than by feeding at the public trough on subsidies provided by the state program," Pitts said.

The proposed Crown legislation adheres to this basic principle, and contains a number of specific proposals for improvements in areas where the UCD program is still in need of adjustments.

Among the key bills introduced by the veteran Alameda legislator are the following:

—AB 356, establishes an escalator clause in the taxable wage base to assure proper funding of the program under the escalator clause presently applicable to benefits. Commencing in 1966 the taxable wage base would be increased \$100 for each \$2 increase in the average weekly total wage in covered employment above \$100.

—AB 355, extends full coverage under the disability program to public employees.

—AB 258, provides for the payment of benefits for injuries or illnesses arising in connection with pregnancy.

—AB 359, provides for retroactive payment of the one-week waiting period whenever a disability extends beyond seven days. Under present law disabilities requiring hospitalization are compensable from the date of hospitalization.

—AB 360, extends the duration period for the payment of benefits from twenty-six to thirty-nine weeks.

—AB 362, adds dependency benefits, in addition to the basic weekly benefit, at the rate of \$7 for the first dependent and \$5 for each additional dependent not exceeding six.

—AB 371, provides for an increase in the hospital allowance from \$12 to \$20 per day. Hospitalization benefits continue for twenty days under present law.

Jurisdictional Strike Act Repealer

A Federation-sponsored bill to repeal the State's misnamed Jurisdictional Strike Act has been introduced in the California Legislature.

The bill is AB 506 authored by Assemblyman Lester A. McMillan (D) of Los Angeles.

In support of the legislation, Federation Secretary-Treasurer, Thomas L. Pitts, pointed out that the Jurisdictional Strike Act has been used, not to settle genuine jurisdictional disputes, but as a tool for some anti-labor employers to promote representation disputes through the formation of company or so-called independent unions, and gain injunctive relief against the activities of legitimate unions seeking representation rights.

"The entire history of this law and its adjudication in the courts confirm this fact," Pitts said.

The Federation has argued in the past that questions of representation are not jurisdictional matters, but relate to the establishment of procedures giving effect to the rights of individuals to join with their fellow workers in the formation of bona fide unions for the purpose of collective bargaining.

Pitts noted that a separate bill establishing democratic machinery for the implementation of collective bargaining rights and the peaceful resolution of representation disputes will be introduced.

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