

Apprenticeship Enrollments Increase 30%

A thirty percent increase in the number of youth entering apprenticeship training in California industry was reported this week by Ernest B. Webb, Director of the State Department of Industrial Relations.

He also disclosed that he has appealed to U. S. Secretary of Labor Willard Wirtz to initiate action at the Federal level to encourage more apprenticeship opportunities in three areas of federal spending, "action which would have a significant and immediate impact in creating more training openings for minority youth."

Webb said 11,139 new apprentices were registered by the Division of Apprenticeship Standards over the fiscal year just ended, a gain of about 2,600 over the average for each of the past two fiscal years.

The increase was noted in a report on the results of June Apprenticeship Month, during which a record 1,725 new apprentices were placed in California industry.

This compares to a previous high of 1,577 during June, 1959. Last year, 1,233 new apprentices were registered as a result of June apprenticeship promotional activity, Webb said.

A steady increase in the number of active apprentices has been reflected over the past ten years, he

(Continued on Page 4)

Budget-Tax Hassle Threatens Stalemate In Special Legislative Session

A stalemate in the Senate involving Governor Brown's supplemental budget recommendations and features of his revenue acceleration program has dimmed hopes for quick adjournment of the special session of the state Legislature.

Twelve Republican state Senators are standing fast in a move to block two-thirds approval of the Governor's supplemental budget, despite Senate action taken this Tuesday approving Brown's \$147 million revenue program — minus the income tax withholding proposal, but including the Republican-opposed measure to speed up the collection of bank and corporation franchise taxes.

Senator John F. McCarthy of Marin County, minority leader in the upper house, has threatened on behalf of the Republicans that



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151

P.L. 78 Extension Bill Headed for Senate Floor; Renewed Battle Over Bracero Program Anticipated

Despite the refusal of the House of Representatives in May to extend Public Law 78 beyond its December 31, 1963 expiration date, the Agriculture Committee of the U.S. Senate this week approved a straight one-year continuation of the bracero program.

The Senate measure is expected to be reported to the floor almost immediately where labor and liberal forces are girding for battle against agribusiness groups seeking renewal of the much abused farm labor program.

The Senate Committee's action was reported to the Federation this Wednesday by Congressman Jeffrey Cohelan, (D., Alameda County), who led the battle in the House to block a 2-year extension bill in May. Cohelan indicated that while the House opposition forces were alert to the developing situation, an all-out effort was necessary on the Senate floor to prevent revival of the House-defeated legislation.

In anticipation of the Senate move, state AFL-CIO Secretary-

Treasurer Thos. L. Pitts last Friday directed a strong letter to California Senators Thomas H. Kuchel and Clair Engle, expressing "deep concern" over the impending action by the Senate Agriculture Committee.

"This (the bracero program) is a matter that has aroused not only the labor movement," Pitts declared, "but also many citizens and religious groups throughout the state and nation."

The state labor leader pointed out that the House action to terminate Public Law 78 "mirrored broad public revulsion over the unprecedented indignities in agribusiness' labor-management relationships bred by this 'temporary' program since 1951."

Pitts reminded Kuchel and Engle of the numerous injuries and in-

(Continued on page 2)

Cooperation Urged on Union Labor Census

The State Department of Industrial Relations has started its 68th annual census of labor unions.

Every union official who receives the Organized Labor Questionnaire is being urged by Director Ernest B. Webb to complete and return it as soon as possible. The Questionnaire was mailed July 1 by the Division of Labor Statistics and Research to more than 3,600 union locals throughout California.

The Questionnaire furnishes basic information on the strength of California's labor movement, and the results are summarized each year in the Division's annual report, "Union Labor in California."

Governor Brown has charged
(Continued on Page 5)

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P.L. 78 Extension Bill Headed For Senate Floor

(Continued from Page 1)

dignities inflicted upon braceros and domestic farm workers alike. Nothing, he said, focuses the net result more tersely than the recent words of the California Welfare Study Commission:

"California's almost 150,000 farm laborers and their families are the 'one occupational group in California so deeply locked in poverty that it is set off from all others.'"

Pitts added:

"This remains the situation in 1963 despite recent administrative efforts to give some semblance of meaning to the law's purported guarantees against any adverse effects upon domestic workers' wages, working conditions, and employment opportunities. The continuation of the lopsided bargaining relationships nurtured by a government-guaranteed abundance of cheap foreign agricultural labor, enjoying tenure in this country only at the whim of the employer, would constitute a shameful retreat from the House's courageous initiative toward removing an ugly blot from America's image at home and abroad."

In answer to grower assertions that domestic workers are not available, Pitts quoted a recent statement by State Senator Albert S. Rodda as follows:

"Braceros protect management, and management, therefore, is not required or forced to rationalize its employment of labor. Supply and demand cease to operate in the normal sense and the market fails to act as a determinant of the price for labor. An equivalent situation from the farmers' point of view would be to have a 'supplemental' supply of Mexican strawberries hanging over each day's strawberry market. Perhaps, in the long run, there might not be any but supplemental Mexican strawberries in the market."

Relating this to domestic workers, Pitts said "nothing could be more patently unfair or more deadly in its impact upon the social and economic prospects of farm workers than the continuation of a supplementary supply of bracero labor hanging over the labor market."

Pitts advised the Senators that it doesn't "take much imagination

to comprehend the short-term effect upon availability of workers in any labor market when wages, fringe benefits and employment security become depressed in comparison with competing industries."

In each of these areas, it was pointed out that "irrefutable evidence is at hand demonstrating that major forward strides are quite practical, with beneficial results for growers as well as their employees in terms of enlarging and stabilizing the state's domestic labor force while upgrading and diversifying its skill content."

Kuchel and Engle were forwarded two documents containing

Federation testimony before the Department of Labor, which Pitts said "accurately portray the terrible price that the bracero program has exacted from the families of California's agricultural workers."

Pitts appealed to Kuchel and Engle to "do everything in your power at this time to prevent a resurrection of the bracero program."

Local labor movements have also been alerted by the Federation concerning the incipient battle on the Senate floor. Wires and communications to Kuchel and Engle are being urged in opposition to any extension of P.L. 78.

'Move Together,' Meany Urges NAACP

AFL-CIO Pres. George Meany, in a message to the recent convention of the National Association for the Advancement of Colored People, reiterated the federation's call for a strong fair employment practices law covering both management and labor.

Meany noted that the federal government is now taking steps long urged by the AFL-CIO "to put the force of law behind the labor movement's own fight against discrimination."

"These are welcome steps," he declared, "but they must quickly be reinforced by a federal equal employment opportunities law that applies to all enterprises engaged in commerce, and to all unions as well."

Meany recalled that in his message to last year's NAACP gathering, he had predicted that the nation stood "on the threshold of a full and final breakthrough to the achievement of truly equal rights for all citizens—true equality for every American to develop his own talents to the utmost, in the direction he freely chooses."

This prediction, he observed, has been "dramatically supported" by events of the past 12 months. While there has been "ugly strife" in some parts of the South, he noted, there has also been, "in shining contrast," a peaceful revolution in other areas, such as Durham, Charlotte, Atlanta, Clemson University, and in northern communities which have moved to correct "injustices that were previously ignored."

Many barriers remain to be overcome in achieving full equality, Meany said, and not the least of them is the national shortage of jobs, "quite apart from racial considerations."

"If equal opportunity is to be meaningful," he said, "there must also be enough opportunities for everyone."

Still, he declared, the "full and final breakthrough" is not only in prospect, "it is well under way," and while not yet a total victory, "it makes total victory both inevitable and close at hand."

"Let us now move forward together," he urged, "the Negro community, the labor movement, the federal government and the great majority of decent Americans whose voices have too often been drowned out by extremists—let us move forward together under law, and with unrelenting pressure for stronger laws where they are needed, to the ultimate culmination of the American promise of life, liberty and the pursuit of happiness, shared equally by everyone in the land we love."

Budget-Tax Hassle Threatens Special Session of Legislature

(Continued from Page 1)

that the 12 Republicans are "holding for ransom the wellbeing of thousands of Californians. The price they want us to pay is to capitulate to the state Chamber of Commerce."

The State Chamber of Commerce and corporate interests are leading the fight against the bank and corporation tax acceleration bill, which would produce an estimated \$82.7 million in the current fiscal year. These same forces, supported by upper house Republicans and several key Democrats in the Senate, including Majority Leader Hugh M. Burns, are credited with having already defeated the Governor's income tax withholding proposal.

Elimination of the withholding proposal, however, does not affect the current budget balancing problem since its proposed effective date was January 1965. Brown, nevertheless, is still supporting the doomed measure because it would contribute some \$50 million on a permanent basis toward the fiscal solvency of the state in future fiscal years.

The price being demanded by Senate Republican leaders in the present stalemate is removal of the acceleration feature of the bank and corporation tax measure while retaining a provision in the bill to end present installment payments after the tax becomes due. But the bill on the Governor's desk for signature contains both features.

Stakes High

At stake in the budget-tax hassle are funds for salary increases for state employees, \$40 million in new money for public schools, \$2.8 million for the rehabilitation of crippled children, \$2 million for the Short-Doyle Mental Health program, \$50,000 to get the state's Automation Commission started, and a supplemental appropriation for administration of the new Rumford Fair Housing Act, along with other programs essential to California's growth and prosperity.

The supplemental budget tied up on the Senate floor has already been cut back from the \$114 million proposed by the Governor to approximately \$85 million. The biggest Senate slash in the Governor's

proposals was a reduction from \$30 to \$6 million for state salary increases, the smaller amount being restricted to state employees making less than \$500 a month.

The Senate, however, has also reduced from \$117,000 to \$75,000 the amount contained in the supplemental budget for enforcement of the new Rumford Fair Housing law. Senator Burns, who led the drive to cut this item before the Senate Finance Committee, said \$75,000 is enough for a "trial run" in the enforcement of the law.

Edward Howden, Chief of the Department of Industrial Relations' Fair Employment Practices Division, unsuccessfully urged the Committee to approve the \$117,000. He said a total of 11½ persons were proposed, including five field representatives. The Committee was advised New York has a similar law and although it covers only 40 percent of the state housing as against 70 percent under the California law, it budgets \$500,000 a year for enforcement.

Assembly Action Pending

In the Assembly, the Governor's supplementary state budget proposals remain substantially intact. Although the lower house has held up action on key money items pending Senate clearance of the supplemental budget, the Assembly leadership has indicated that it will not become a "rubber stamp" for the Senate.

The Senate's reduced version of the Governor's supplemental budget will undoubtedly be thrown into free conference committee between the two houses, once the upper house deadlock is broken.

There are indications in the lower house that the Assembly may not be giving up on the Governor's income tax withholding plan defeated by the Senate. The Assembly may try to revive this measure along with another item in the Governor's tax program dropped in the Senate that would remove the income tax liabilities of some 850,000 Californians in the low income brackets who pay a tax of less than \$5 as individuals and less than \$10 as married couples.

FLSA AND EQUAL PAY IMPROVEMENTS LAUDED

On the occasion of the Fair Labor Standards Act's 25th anniversary, Secretary of Labor W. Willard Wirtz recently noted that about \$500 million a year will be added to the paychecks of more than 3 million workers after the 1961 Congressional amendments to the federal wage and hour law go into effect on September 3, 1963.

An overtime standard will also be invoked on that day in relation to workers, mostly in retail and service establishments, brought under FLSA for the first time by the 1961 amendments. This is expected to result in either additional employment or added income for about 3.6 million employees who will receive time-and-a-half premium pay for overtime work exceeding 44 hours a week. This provision is the first step toward establishing a 40-hour overtime standard for all workers protected by FLSA.

By the fall of 1965, the law's requirements of at least \$1.25 an hour, and time-and-a-half premium rates after 40 hours a week, will apply to more than 28 million workers. FLSA coverage presently applies to only 24 million wage earners.

Wirtz also cited the Equal Pay Act of 1963 as a constructive amendment of FLSA. Becoming effective generally on July 11, 1964, this measure provides that employers subject to the FLSA's minimum wage provisions shall not discriminate on the basis of sex in the payment of wages. It covers every establishment where an employer has such workers.

A pamphlet containing highlights of the Equal Pay Act of 1963, signed into law by President Kennedy on June 10, has been issued by the U. S. Department of Labor.

Briefly explaining coverage of the new statute and its enforcement provisions, the pamphlet is available from the regional office of the Labor Department's Wage and Hour and Public Contracts Division, 630 Sansome Street, Room 329, San Francisco 11.

Apprenticeship Increases 30%

(Continued from Page 1)

said, with a total of 22,125 apprentices in training at the end of the 1962-63 fiscal year compared to only 16,851 ten years ago—a gain of 5,274 active apprentices.

"The year-to-year increase is significant," Webb said, "especially in view of persistently high levels of unemployment and lagging economic growth."

He attributed the gains to increased activity by the state's joint labor-management apprenticeship committees and to a concerted effort by the Division of Apprenticeship Standards to develop new industry programs. More than 500 new apprentices have been placed in training over the last year, Webb said, as a result of new programs for operating engineers and surveyors.

"While we can be proud of this progress," Webb said, "we cannot be content with it."

"If we are to meet the needs of the record number of youth entering the labor market each year, we must do more. This is especially true with respect to the problems of minority youth, where a general shortage of on-the-job training opportunities is the biggest obstacle in the way of bringing more minority youth into the skilled crafts."

Webb said he has asked the Secretary of Labor to consider federal action to:

- 1—Require defense contractors receiving federal funds for training reimbursement to devote a portion of their training program to apprenticeship.
- 2—Encourage Federal Public Works contractors to train a minimum number of apprentices based on a realistic apprentice-to-journeyman ratio.
- 3—Encourage the establishment

AFL-CIO Building Trades Leaders Endorse Plan to Avoid Bias

A four-point program to avoid racial discrimination in membership and job referrals has been unanimously endorsed by the presidents of 18 national and international unions affiliated with the AFL-CIO Building and Construction Trades Department.

The union leaders asserted that "positive steps to create more jobs" for the entire work force are essential to assure equal employment opportunities. But, they said, "we recognize the government's interest and its duty to correct economic injustice and we pledge our good faith to work toward the goal." Then they set forth the following four-point program:

- Local unions are urged to accept as members any applicant who meets the required qualifications regardless of race, creed, color or national origin.
- Locals operating under an exclusive hiring hall set-up are to list and refer job applicants in compliance with applicable law and contract terms without identification of the worker's race, creed, color or national origin and without discrimination.
- Locals that do not have exclusive hiring halls but do

of apprenticeship programs in the federal civil service, such as at army bases where large numbers of craftsmen are employed.

Webb said he is "confident the Secretary will give thorough consideration to these suggestions, which will create greater opportunities for the youth of our nation and state in line with the declared policies of President Kennedy and Governor Brown."

have referral set-ups are to refer qualified job applicants without discrimination.

- Qualified applicants for apprenticeship programs are to be accepted and referred by locals without discrimination.

A spokesman for the building trades said that this program had been adopted as a policy of the AFL-CIO Building Trades Department and that "the expectation is that it will be followed up by the national unions."

The union leaders' statement noted that some of the criticism of hiring practices in the construction industry indicated "a serious lack of knowledge of the facts."

They explained that most building trades journeymen have come up through apprenticeship training programs, and the selection of apprentices "is based upon many factors, most of which are totally unrelated to any form of discrimination because of race, creed, color or national origin."

The number of apprentices admitted to the trades each year is geared to available job opportunities and, when compared to the number of unemployed youth, it has a relatively minor impact on overall joblessness.

The 18 unions participating in the drive to avoid racial discrimination are the Carpenters, Asbestos Workers, Boilermakers, Bricklayers, International Brotherhood of Electrical Workers, Elevator Constructors, Operating Engineers, Granite Cutters, Iron Workers, Hodcarriers, Lathers, Marble and Tile Setters, Painters, Plasterers, Plumbers and Pipefitters, Roofers, Sheetmetal Workers, and Stone Cutters.

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