

Acting Governor Anderson Salutes Union Label Week

Lieutenant Governor Glenn M. Anderson, California's chief executive during Governor Edmund G. Brown's European tour, saluted the contribution of organized labor to the economy of the state and nation this week by urging Californians to join in the observance of Union Label Week September 2-8.

The full text of Governor Anderson's statement follows:

"The American labor movement has, throughout its history, brought about better working conditions and wage standards far superior to those anywhere else in the world through the processes of collective bargaining with fair employers.

"Organized labor's distinctive emblems—the union label, the shop card, the store card, and the service button—are living symbols of highest quality, fair play between workers and their employers and the American way of life.

"The American Federation of Labor and Congress of Industrial Organizations and its national Union Label and Service Trades Department, which sponsors and produces Union Label Week, have unanimously designated the period September 2-8, 1963 as Union Label Week.

"It gives me great pleasure to urge my fellow Californians to join in this honor to the labor movement."

House Committee Votes To Deny Equal Rights to Domestic Farm Workers

An attempt to require that domestic farm workers be offered the same employment benefits that are accorded to Mexican workers under the bracero program was spurned by the U.S. House of Representatives Agriculture Committee this Tuesday.

The full committee confirmed the earlier action of one of its subcommittees by approving extension of the bracero program, which started in 1951 as a temporary emergency measure, for an additional year by a vote of 28-5.

Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, commented on the committee action as follows:

"This brazen refusal to grant our own working men and women even the notoriously substandard guarantees afforded the bracero dramatically spotlights a small area of the widespread adverse effects that are inflicted upon American workers by this program."



THOS. L. PITTS
Executive
Secretary-Treasurer

Weekly News Letter

Vol. 5—No. 34
August 30, 1963

Published by California Labor Federation, AFL-CIO



Pitts Urges Unity of Action During '60's in Labor Day Message

Labor Day, 1963, is a holiday—just as it has been for several generations. Today most of us get paid for a day's work on Labor Day.

It wasn't that way when Labor Day began in 1882.

It wasn't that way when Labor Day was proclaimed a national holiday in 1894.

And it wasn't that way in many walks of life even just a generation ago. Labor Day as a contract holiday with pay has just been won in many union contracts within the last 25 years.

This is just one small way in which things have changed—and been improved—as a direct result of the unity, dedication and sacrifice of literally hundreds of thousands of men and women in the labor movement.

But it is symbolic of the larger changes—the reductions in working hours; the attainment of living wages in most areas; the provision

of insurance programs to aid the jobless, the disabled and those injured on the job; the vacations with pay; the right to protest unfair practices attempted by employers; indeed the very basic right to organize and to bargain collectively.

All of these improvements and many others constitute the goodly harvest that we in the labor movement, as well as those in the public at large, reap today, thanks to the social, legislative and legal fields plowed and harrowed, the seeds sown and cultivated by the men and women of organized labor.

Things have changed. Conditions have changed. But the nature and purpose of Labor Day has not changed. It is still a memorial day for the so-called little people everywhere who have knowingly sacrificed what little worldly goods they had to win and preserve dignity and a degree of independence and choice for the working man in his daily life. And it is still a day on which we rally our forces for the huge task ahead.

Looking backward for a moment, it might be well to recall the lines of Sarah Cleghorn who years ago so wryly summed up her outrage at the exploitation of child labor. In 1915 she wrote:

"The golf links lie so near the mill
That almost every day
The laboring children can look out
And watch the men at play."

California adopted machinery to establish fair labor standards to

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Unity of Action in '60's Urged by Pitts in Labor Day Message

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ban child labor half a century ago. Yet in August, 1963, scarcely two weeks ago, federal and state officials had to warn California farmers of the provisions of the law.

Why? Because last year thousands of children under 16 were found working in farm jobs throughout the nation when they should have been in school.

And why is this so? Because the wages offered to adult farm workers are so disgracefully low that only children provided with food, clothing and shelter by their parents can afford to take the jobs. Or because the parents themselves are kept so destitute by the same wage levels that they are forced to sacrifice their children's education to eke out an existence for the family unit.

Despite the fact that the abject poverty and degradation that constitute the life of our domestic farm workers have been documented time and time again, the United States Senate last month passed a bill to extend for still another year a program that would permit the corporate agribusiness interests to continue to short-change our own fellow citizens by importing foreign laborers to work for substandard wages.

This program, the bracero program, has been repeatedly demonstrated to have an adverse effect on the wages of domestic farm

workers. The House of Representatives voted earlier this year to terminate it. But the corporate farm interests, the program's principal beneficiaries, have marshalled their forces to attempt to prove once again that profiteering rights have precedence over human rights.

They have succeeded in selling this bogus thesis five times in the past twelve years. It's time they were stopped. And Labor Day 1963 is a good time to rededicate ourselves to that task.

But there are many other tasks, many other problems and challenges confronting the labor movement in California and the nation today. At 6.2 percent, the state's seasonally adjusted unemployment rate already exceeds the national rate by .6 percent and the gap is widening. A number of areas in our state have already been declared depressed areas because of the lack of job opportunities for our workers. The retraining programs initiated to date under the provisions of the Manpower Development and Training Act, however well intentioned and valiantly undertaken, appear to be too little and too late, and, in some cases, inadequately geared to the skill needs of the regions they are intended to serve.

These problem areas and others like them are basically, however, merely the reflection of an economic system that is not functioning anywhere nearly so well as it could to meet the needs of the people. While we in organized labor will continue to fight for a vast expansion in training and retraining programs for our youth and unemployed, we have no illusions that such programs will ever do more than just service the increasingly acute jobless problem that both the state and the nation face.

Automation, the acceleration of technological development and innovation to a velocity scarcely imagined just a decade ago, is on the verge of demanding deep structural changes in our entire way of life. The old contention that automation would create new jobs as it eliminated old ones has been disproved. To meet the economic needs of an ever-expanding labor force, extensive continuing public works projects will have to be undertaken, retirement ages lowered,

workweeks shortened, and social services expanded.

But developing concurrently with the onrushing impact of automation is a frenzy of ultra-conservative political activity. The economic royalists, the neo-Nazis, the John Birchers and others of this ilk would restrict the fruits of automation to the aggrandizement of private profits.

They would outlaw the graduated federal income tax, supplant the U.S. Supreme Court with one they could control, quit the U.N. and throw it out of the U.S., and, in short, abdicate our nation's role as leader of the free world in favor of transforming our republic into a bickering federation of states that would be prime prey for a totalitarian take-over of one sort or another, be it Communist, Fascist, or Plutocratic.

Already these groups are giving lip service to some aspects of the secret campaign launched by the U.S. Chamber of Commerce two years ago to bring unions under the anti-trust laws despite the fact that unions are not sellers of labor but democratic associations formed by union members to protect and improve the economic and social conditions under which they live.

At heart these extremist groups apparently would like to see a return to the days when labor was regarded as a commodity and any union activity could be squelched by an injunction declaring it a conspiracy in restraint of trade. They beat their drums in unison for legislation to hobble the labor movement with compulsory arbitration, and they magnify and multiply every shadow they see into a sinister and monstrous conspiracy that threatens to devour the nation.

Their charges are ridiculous, but because these groups are organized and controlled by people of some affluence—retired candy manufacturers and military men set out to pasture, for example—their wild accusations are printed, reprinted, broadcast and televised; but the refutation, the repudiation, or the disproof is seldom accorded equal time or equal space or display. So the charges may fester in the minds of millions of innocent, well-intentioned citizens until they seem to become a fact. This is propaganda

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Deny Equal Rights To Farm Workers

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A similar amendment, proposed in the House Committee by Representative Rosenthal (D., N.Y.), was rejected by a vote of 28-4. A second amendment, proposing that housing facilities or accommodations made available to the bracero must also be offered to domestic workers, was voted down 27-3.

An intense agribusiness campaign has been directed at congressmen since the House, on May 29, rejected a straight two-year renewal of Public Law 78. Unless effective counter-pressures are developed quickly, labor observers warned that reenactment of this wage-cutting program is a very strong possibility.

Comprehensive Labor-Management Services Agency Created

Reorganization of the U.S. Labor Department's programs in the labor-management relations area into one unit known as the Labor-Management Services Administration under Assistant Secretary James J. Reynolds was recently announced.

"This reorganization," Reynolds declared, "will marshal and make available to labor and management findings of research and other resources needed to improve collective bargaining and other labor-management relations."

The five offices making up the new agency and their functions are:

1. **Office of Labor-Management and Welfare-Pension Reports**—responsible for achieving compliance with the Labor-Management Reporting and Disclosure Act and the Welfare and Pension Plans Disclosure Act.

2. **Office of Industrial Relations Services**—will help employers and unions to meet the problems caused by major economic adjustments,

technological change, changes in collective bargaining patterns, and job assignments.

3. **Office of Labor-Management Relations Policy Development**—will provide policy advice to the Secretary based on studies of collective bargaining development, economic, social and legislative needs, while coordinating the research activities of all Labor Department bureaus and offices in the labor-management relations area.

4. **Office of Federal Employee-Management Relations**—responsible for performing functions delegated to the Secretary of Labor by Executive Order 10988 concerning recognition of federal workers' labor unions for collective bargaining purposes.

5. **Office of Administration and Management for the Labor-Management Services Administration**—responsible for financial, personnel, and other administrative matters for the foregoing offices.

Equal Pay Act Testimony Solicited

Testimony concerning the administration of the Equal Pay Act of 1963 will be heard in Washington, D.C., on October 7, according to a recent Wage and Hour and

Public Contracts Division announcement.

Prohibiting wage discrimination on the basis of sex, the new law applies to establishments where employees are subject to the Fair Labor Standards Act's minimum wage.

Interested persons were asked to submit their views as to the records which should be required and the questions that should be answered in an interpretative bulletin. Information submitted may include descriptions of the factual situations giving rise to the suggested questions and any copies of payrolls, descriptions of seniority systems, merit systems or other practices relating to the practice of wage discrimination based on sex.

Written data and arguments may be filed with the Administrator, Wage and Hour and Public Contracts Division, U.S. Department of Labor, Washington, D.C., on or before October 4. Persons wishing to make oral presentations should file notice of intention to appear with the Administrator by September 23.

Webb Urges Holiday Application of Job Safety Principles

In an effort to curb casualties in traffic and other accidents over the Labor Day weekend, Ernest B. Webb, state Director of Industrial Relations, is urging all working men and women to invoke the same philosophy of safety off the job that they apply on the job.

Since the state's on-the-job injury rate is at a record low, a little carry-over of this safety consciousness to driving, boating, home repair work and other holiday activities could result in a significant reduction in the injury toll, he pointed out.

The Division of Industrial Safety, an agency of Webb's department which concentrates on on-the-job safety, has distributed 1,500 kits to local unions and other groups to help publicize the need for a pervasive concern with safety consciousness during the forthcoming three-day weekend.

In addition, the Division's safety engineers have personally visited many unions as part of a continuing safety campaign in which it is cooperating with the AFL-CIO Standing Committee on Safety and Occupational Health and the National Safety Council.

During the first six months of 1963, the Industrial Safety Division discovered more than 12,000 hazardous conditions existing on construction projects in California and required all to be corrected. Nearly 10,000 such corrections had been completed by the end of June, George A. Sherman, the Division's chief, reported.

The Division also investigated more than 150 accidents and inspected more than 13,000 construction jobs during the period.

"In 1962, there were 81 disabling injuries for every 1,000 workers in construction. In other words, one out of every 12 construction workers suffered an injury that prevented him from returning to work the following day," Sherman pointed out.

"In view of the continuing phenomenal boom in California construction, notably in water resources, housing and highways, any reduction in the construction injury rate will have a widespread effect for good in California's overall economy," he added.

Landrum Mounts Attack on NLRB

Congressman Phillip Landrum, co-author of the infamous Landrum-Griffin Act, revealed a new bill this week aimed at drastically curtailing the authority of the National Labor Relations Board in refereeing disputes over unfair labor practices and investing such jurisdiction in the federal courts.

Among the principal targets are the Board's recent rulings tightening the requirements as to what management must do to qualify as "bargaining in good faith."

It appears unlikely, however, that the House Labor Committee will consent to the dumping of 40,000 cases a year on the federal courts, especially in view of the specialized nature of the Act.

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in the sordid tradition of Hitler, Mussolini, Stalin and Khrushchev. We in organized labor must not minimize its impact.

It is being used daily to attempt to discredit our unions and our union leadership and the state and federal agencies we helped to create to improve the life and labor of working people in the United States.

In addition to unemployment, automation and the impact of extremist groups on our social, economic and political life, the most critical unresolved problem standing before us this Labor Day is civil rights—absolute equality in civil rights for Negroes, Mexican-Americans and all other minority groups.

We in the AFL-CIO have long been in the forefront of efforts to create both job opportunities and equal access to them regardless of race, color, creed, or national origin. We still are.

Our efforts in behalf of both state and national Fair Employment Practices legislation with adequate enforcement powers and ample funds to do the job speak for themselves.

At the same time we recognize that our membership is a slice of the whole cloth of which our nation and society is composed. It is subject to the same incidence of ignorance and prejudice and unreasonableness that afflicts the nation at large. But we don't condone discrimination either within our ranks or without. Our central labor bodies are currently engaged in creating and participating actively in bi-racial committees "to accelerate the destruction of racial barriers at the local level" as requested several months ago by AFL-CIO President George Meany.

This is as it should be because no trade unionist can, in conscience, tolerate anything short of full equality for all our citizens without fatally compromising the very pillars of brotherhood and equality upon which the labor movement is based.

In view of the problems confronting us and of the threats from without, on this Labor Day, 1963, we in the house of labor must seek greater unity of purpose and action than we have ever attained before. The challenges before us are vast. But if they are met with the same spirit of brotherhood and moral purpose that has cemented our efforts in the past, these challenges and problems can and will be met and surmounted.

Age Discrimination Hearings Planned

Discrimination in employment opportunity against older workers has been designated as the principal subject under consideration by the Assembly Interim Committee on Industrial Relations in two separate hearings, it was announced this week by Committee Chairman Edward E. Elliott.

Called as a result of the 1963 legislature's decision to conduct an interim study on the subject matter of AB 1710 (Burton), the committee will be concerned with that bill's proposal to make age discrimination subject to the provisions of California's Fair Employment Practices Act.

The hearings will explore the effectiveness of limited 1961 legislation in this area along with voca-

Deputy Labor Commissioner Exams Open

A final reminder that applications for Deputy Labor Commissioner civil service examinations are due September 13 was issued this week by State Labor Commissioner Sigmund Arywitz.

Arywitz stated that the basic requirement for the position, with a salary ranging from \$650 to \$790 a month, is five years of full-time paid experience in labor relations work in the case of high school graduates. Such experience should include settlement of grievances, negotiation of collective bargaining agreements, mediation or arbitration of labor disputes, or responsible work in the investigation or settlement of complaints regarding violation of federal or state labor laws.

Applicants who are college graduates must have accumulated only three years of experience in the field.

Application forms for the examination may be obtained from all offices of the State Personnel Board or the Division of Labor Law Enforcement.

The deputy labor commissioners last year handled over 50,000 complaints of labor law violations, of which more than 40,000 were claims for unpaid wages. They were responsible for recovery of more than \$3.5 million for the working people who came to them for help.

tional training and youth employment problems.

The open hearings of the committee, on September 19 and 20 in Los Angeles, will be followed by a continuation of the session on October 25 in San Francisco.

California Labor Federation
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San Francisco 3, Calif.

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