

Study Documents Negroes' Need for More Job Chances

Evidence that improvement of employment opportunities for Negroes must be "a major (public) concern" is documented in a study just released by Ernest B. Webb, director of the State Department of Industrial Relations.

The study, developed from the 1960 U.S. Census and titled "Negro Californians" compares the economic status of Negroes in California with that of whites, including statistics on population, employment, income and education.

The following statistics presented in the study reflect some of the economic, social and cultural problems confronting Negro Californians:

- In terms of occupational categories in all industries, 20.9 percent of employed white men were craftsmen, foremen, and kindred workers compared to only 13.3 percent of employed Negroes in that category.
- Laborers, excluding farm or mine workers, constituted 5.6 percent of the whites but 17.8 percent of the Negroes.
- Some 21.9 percent of employed white women worked in wholesale and retail trade compared with only 8.8 percent of employed Negro women.
- About 14 percent of employed white males held professional and technical jobs compared with 4.4

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New Clause To End Discrimination in State Contracts Lauded as Forward Step

A new clause to help eliminate discrimination in employment on state projects is being incorporated in all state contracts effective immediately, Governor Edmund G. Brown announced this week.

The clause, recently revised in discussions with the state's construction industry, is designed to strengthen and implement the Code of Fair Practices issued by the Governor last July.

Building Trades Back New Clause

In an effort to arrive at the lawful, affirmative approach to the problems of integration in the building and construction industry, a committee of the State Building and Construction Trades Council led by its president, Bryan P. Deavers, met with the representatives

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THOS. L. PITTS
Executive
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Pitts Rips into Growers' Statement on Amendments to Bracero Extension Bill

California growers' objections to Senate amendments to the proposed one-year extension of the bracero program were refuted one by one in a statement issued this week by Thos. L. Pitts, state AFL-CIO leader, who noted that organized labor regards the amendments as "an unacceptable compromise."

In a letter dispatched to California's Congressional delegation, Pitts said the "very modesty" of the amendments "serves admirably to illuminate the wholly intemperate nature of agribusiness' demands..."

The amendments, approved by the Senate but rejected by the House Agricultural Manpower Subcommittee, would require farmers to offer to domestic workers the same housing, workmen's compensation and minimum work guarantees that are granted to braceros—male Mexican Nationals imported with huge taxpayers' subsidies principally for use by large corporate farms.

The fact that the Senate felt it

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Mental Health Bill Wins Approval in House and Senate

The House of Representatives has approved a \$238 million program to provide what President Kennedy has called a "bold new approach" to the treatment of the mentally ill and retarded through the establishment of smaller treatment centers in local communities as a replacement for state mental institutions.

The measure, approved 335 to 18, was the first major administration legislation passed by both Houses of Congress.

The Senate had already approved by a vote of 72 to 1 a program calling for the expenditure of \$847 million over eight years. The \$238 million authorized by the House is for just a three year period. The Senate version however called for \$427 million to provide funds to pay salaries of medical personnel required to operate the local community centers during their formative years. House Republicans lined up solidly against this proposal and it was deleted from the House bill.

The measure now goes to a House Senate Conference Committee to iron out the differences between the Senate and House version.

California's Department of Mental Hygiene was one of the pioneers of the community mental health concept. Passage of the labor-backed Short-Doyle Act (SB 244) in

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Pitts Rips into Growers' Statement on Amendments to Bracero Extension Bill

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necessary to adopt the amendments constitutes in itself "the clearest acknowledgment of the fact that domestic workers are accorded treatment significantly inferior to that considered minimal even for braceros by the Mexican Government," Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, said.

The objections of agribusiness were contained in a statement released recently by Carl Samuelson, Ventura, chairman of the California Growers' Farm Labor Committee.

First, his statement, issued by the Council of California Growers, asserted that "workmen's compensation is guaranteed by California law."

But, Pitts pointed out, Samuelson "neglected to say that only three other states have such legislation."

California grower-processors normally could be expected to welcome any proposal for uniform state coverage to reduce the alleged regional competitive disadvantage in costs that they constantly claim, he observed. "The tactic utilized here is intelligible only as a barrel-scraping bit of expedience since Samuelson's remarks were obviously intended for California ears exclusively," Pitts declared.

Secondly, the growers' statement claimed that "equal pay for domestic and Mexican farm workers is guaranteed under U.S. Public Law 78."

Referring to this as a "classical piece of mumbo-jumbo," Pitts said that although the law unequivocally demands that braceros must not adversely affect domestics' wages and conditions," Samuelson's formulation "... accurately portrays how this portion of the law has been debased to mean that California workers must be offered only the same low hourly wages that Mexicans ... are forced to accept.

"But," Pitts asked, "is such a standard one worthy of support from Congressmen priding themselves as representatives of one of the nation's most enlightened states?"

Pitts said the Congressmen could not "take refuge in the pretense that bracero wages are geared to those paid domestics." This sham, he said, "has been exposed once and for all this year by grower testimony before Congress and their hypocritical threats that production of certain California crops

would halt due to the greatly increased wage rates that would result from ending the bracero program. A more full and frank admission of the program's acutely adverse effect upon wages is as difficult to conceive as is any Congressional pretext that the domestics' interests can be safeguarded so long as this program survives in any form."

Thirdly, the growers' statement claimed that "single domestic workers in California are regularly given the same housing and food as the braceros."

"It would be no great problem to demonstrate that this is a most optimistic interpretation of the situation for even 'single domestic workers,'" Pitts said.

"Much more important, however, is the profound adverse effect that has resulted for farm labor families—the pre-bracero backbone of the industry—through the systematic obliteration of family housing facilities. These past 12 years have witnessed the wholesale conversion of farm labor type accommodations for braceros. Virtually all of the new construction undertaken has been of the barracks variety. Untold thousands of domestic families have migrated into various harvest areas only to be turned back for lack of even substandard housing. Once burned, they have foregone returning in succeeding years. The adverse effect upon employment opportunity and 'availability' of domestics from this source alone is almost incalculable," Pitts declared.

Finally, Samuelson's statement argued that the proposal "to compel farmers to offer domestic workers guaranteed periods of employment" was "both unnecessary and unwise. Unnecessary because the problem with many domestic workers is not that of the farmer guaranteeing them employment but, rather, that of their guaranteeing the farmers they will not quit before the harvests are finished ..."

"In view of the employment and housing uncertainties facing families who contemplate moving hundreds of miles in search of work, how can Samuelson presume to make the judgment that a contractual guarantee of minimum employment is 'unnecessary'?" Pitts asked.

In connection with Samuelson's implied demand that agribusiness be guaranteed that domestics will not quit, Pitts declared:

"It strikes us as downright shocking that the lowest paying of all American industries is capable of publicly taking such a position without the slightest indication of intent to clean up some of the atrocious conditions characterizing agricultural employment. To the degree that a problem exists at all, it is almost unique to

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Shun Wheaties, Kix and Big 'G' Mixes, Union Asks

An appeal to union members to shun all General Mills cereals such as Wheaties, Cheerios and Kix and all Betty Crocker products such as Bisquick, and Betty Crocker cake and frosting mixes, pancake flour, potatoes and noodles has been issued by the American Federation of Grain Millers Local Union No. 59 of Lodi.

In a letter addressed to all California unions and councils, Fred W. Eichler, Local 59 president, explained that the union went on strike on August 15, 1963, after 14 fruitless negotiating sessions with the company.

"One of the major issues is the manning of the new puffed cereal compartments," Eichler said. "We are not opposed to automation or the amount of people eliminated by this operation ... but when it comes to the safety, health, and working conditions of the men presently manning this operation, then we are greatly concerned. ...

"The heat is terrific in these compartments. It ranges from 130 degrees to 180 degrees and up. To date most of the operators have asked to be taken off this job.

"The company maintains one man can operate a minimum of four compartments, and our people who have worked on these compartments insist that four compartments is more than one man can handle," Eichler said.

Eichler said in an interview that the company's negotiators took an adamant position at the outset of negotiations and have parroted the phrase, "our position is unchanged," ever since despite several conciliatory counter offers submitted by the union.

Pointing out that the strike, which involves about 340 employees, "does not involve the flour mills of General Mills, Inc. in Vallejo, Los Angeles or other areas within California, Eichler said:

"The company is shipping into California the Big "G" cereals and Betty Crocker products from the midwest, and is trying to starve us back to work to break the strike ... any help or assistance that you can give us to help win this strike will be greatly appreciated by our entire membership."

A View of the Task Ahead

"The task ahead is to see to it that man's knowledge of technology is put to use to increase what he can do, and not to replace him."—Secretary of Labor W. Willard Wirtz.

\$238 Million Mental Health Bill Wins Approval in House and Senate

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1957 provided financial aid to local governments to set up and develop locally controlled community mental health programs. But the last session of the legislature changed the subsidy formula of the state-local programs from a 50-50 matching basis to a 75-25 matching basis.

Pointing out that this change places a heavy burden on available state funds, Dr. Samuel Lieberman, State Director of Mental Hygiene, said he strongly favors the Senate version because it provides funds to pay medical personnel needed in the community health centers.

Existence of the Short-Doyle legislation provides a ready vehicle through which the state can implement the pending federal program.

Building Trades Back New Clause

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of the governor in numerous sessions during the past three weeks.

While the end result is not all that could be desired in the interest of the California taxpayer, employers and employees, nevertheless it represents a step in the right direction, a statement issued by the Council said.

As a result the State Building and Construction Trades Council of California "was happy," the statement declared, to write Frank Chambers, Assistant to the Governor, as follows:

"We of the State Building and Construction Trades Council wish to thank you for the many hours that you spent with our committee in an attempt to work out a fair Employment Practice Order to be issued by the governor which would implement his positive approach to the problems of integration.

"We wish also to commend both you and Mr. Becker on the completed document. We had hoped that a bit more protection might be forthcoming for California employers as against out-of-state employers, but we do understand that some changes must necessarily be made in our present laws before this can be possible.

"In conclusion I will state that we will do all we can to assist the contractor in making this order effective and implement the governor's affirmative approach.

"With best wishes, I am

Sincerely yours,

(Signed) Bryan P. Deavers,
President."

Although the final version of the measure remains to be determined, Dr. Lieberman said that he expected that the operation of the centers in California would probably be administered through the Short-Doyle Act but that the construction of facilities would probably be channeled through the Hill-Burton Act, a hospital aid program the funds for which are allocated by the California Hospital Advisory Council.

Dr. Lieberman said that the Department of Mental Hygiene intends to request a substantial sum of money under the federal program as soon as it is enacted. Assuming the federal measure that's finally approved authorizes a total program of approximately \$400 million, California might be expected to get about \$40 million or enough to set up at least a dozen community health facilities, he explained.

Planners believe the new program will result in shorter periods of hospitalization, a greater percentage of persons cured, and a big increase in outpatient care that will in itself prevent many mental breakdowns.

The House measure would authorize: \$20 million in grants over a three year period for up to 75 percent of costs for the construction of research centers for mental retardation.

\$22.5 million over a three year period to construct associated facilities in colleges and universities.

\$27.5 million over a two year period in grants to states to pay from one-third to two-thirds of the cost to construct public and other non-profit facilities to care for the mentally retarded.

\$115 million to construct mental health centers over a two year period.

\$47 million to extend and strengthen programs to train teachers of mentally retarded and seriously handicapped children.

\$6 million in grants for the education of handicapped children.

In a message to Congress last February urging enactment of new programs to pit modern medical techniques against mental ailments, President Kennedy declared:

"For too long the shabby treatment of many millions of the mentally disabled in custodial institutions and many millions more now in communities needing help has been justified on grounds of inadequate funds, further studies and future promises. We can procrastinate no more."

Study Documents Negroes' Need for More Job Chances

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percent of employed Negro males.

- Jobless rates for non-white men were twice as high as for whites in 1960.

- More than one-fifth of non-white male teenagers in the labor force were jobless.

"Despite the narrowing of the historic economic gap between whites and non-whites these statistics demonstrate the seriousness of continuing socio-economic problems for which public policy in California demands solution," the report declared.

The study also documents the disparities that exist between whites and Negroes in terms of educational attainment and income.

Almost 40 percent of the state's Negroes 25 or older had less than a ninth grade education; for whites the figure was 28 percent. While 24 percent of whites attended college, the figure for Negroes was 16 percent.

In terms of income, the median income for white males was \$5,109; for Negroes, \$3,553. For white women it was \$1,812 compared to \$1,596 for Negro women. And Negroes in professional jobs earned substantially less than whites, the report said, citing a median income of \$5,993 for Negroes compared to \$7,403 for whites.

But even these figures "scarcely hint at the dimensions of resulting individual, family, and community distress . . ." resulting from these disparities, the study stated.

The report, issued by the Division of Fair Employment Practices, was prepared jointly by two divisions of the Department of Industrial Relations: the Division of Labor Statistics and Research headed by Maurice I. Gershenson, and the Division of Fair Employment Practices headed by Edward Howden.

To underscore the need to improve job opportunities for Negroes, the study noted "the Negroes file more than 90 percent of the complaints of job discrimination received by the Fair Employment Practices Commission."

Single copies of "Negro Californians" may be obtained free from FEPC, P.O. Box 603, S.F. 1.

New Clause To End Discrimination in State Contracts Lauded as Forward Step

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and the construction industry have promised to "make every effort to fully comply with the spirit and intent of the anti-discrimination measure," Governor Brown said:

"The emphasis of this program will be to secure affirmative action from both labor and management but willful non-compliance will not be tolerated and will make a contractor ineligible for doing business with the state."

William Becker, the Governor's new Special Assistant for Human Rights, explained that the clause provides that:

- The contractor must take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, ancestry or national origin.
- Contractors must certify that they have or will meet compliance standards and must file a compliance report, including a promise to negotiate with unions on agreements to eliminate discrimination in hiring and employment. The compliance report will provide the basis for a pre-qualification rating without which a contractor will not be permitted to bid for state work.
- Loss of the pre-qualification rating could result from willful violation after a finding by the Fair Employment Practices Commission which shall investigate all complaints of discrimination resulting from operation of the clause.
- Contractors violating the clause may be fined in accordance with Labor Code Sections

1735 and 1775. These penalties call for fines to be levied against the contractor for each person denied employment for each calendar day he was denied employment as provided in the Labor Code for violation of prevailing wage rates. The fines, to be paid to the awarding authority, may either be recovered from the contractor or deducted from any monies due the contractor from the state.

Noting that the requirement for pre-qualification by the contractor "places the emphasis where it belongs on affirmative compliance by the contractors," Becker explained:

"This is not a punitive program against management and labor. It is aimed at encouraging both parties to take preventive measures to eliminate discrimination before it takes place."

The clause, which is also binding on sub-contractors, requires the contractor to:

- Prove that he has notified all supervisors, foremen and other personnel officers in writing of the content of the antidiscrimination clause and their responsibilities under it.
- Prove that he has notified all sources of employee referrals of the content of the clause.
- Spell out in the compliance report sources of the work force and who has the responsibility for determining whom to hire, or whether or not to hire.
- Implement an affirmative anti-discrimination program in terms of the unions' specific areas of skill and geography, to the end that qualified minority workers will be available and given an equal opportunity for employment.
- Notify the contracting agency of opposition to the anti-discrimination clause by individuals, firms or organizations during the period of its pre-qualification.

Pitts Rips into Grower Statement On Bracero Bill

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agriculture precisely because of the artificially depressed wage levels and unnecessary chaotic conditions generated by the bracero program."

The state AFL-CIO leader also noted that the growers' statement made no mention of the Senate amendment to afford domestics the same transportation benefits that braceros receive.

"Do the growers assume that domestics prefer to pay for their own transportation out of their meager earnings? Or are they simply being candid here with respect to the fact that they have no interest in developing a stable domestic farm labor force as long as they are free to exploit the built-in advantages of a temporary foreign labor supply?" Pitts asked.

"Agribusiness' flat rejection of these modest concessions to American workers serves only to underscore its contempt for fair labor standards of any type," Pitts declared. "The growers' obstinately uncompromising attitude helps make clear why we, who have had to live with P.L. 78, know that with or without these limited reforms, no meaningful measure of justice is possible for domestic farm workers if this program is continued in any form . . ."

"We have truthfully never felt more confidence in the justice of our cause and the soundness of our position," Pitts said in appealing to California Congressmen to vote against any extension of the bracero program. "It is therefore our hope that your vote on this measure will be determined solely on the basis of the public interest, fair play for the working people involved, and the welfare of our economy."

The Superiority of Labor

"Labor is prior to, and independent of, capital. Capital is only the fruit of labor and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration." — Abraham Lincoln.

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