

## Union Rolls Rise-- But Not Enough

Bucking a national trend, California's unions chalked up a net gain of 15,400 members for the year ended July 1, 1962, but the increase, amounting to nearly one percent, was not commensurate with the 4.2 percent rise in the number of non-farm wage and salary workers, an annual study just published by the Department of Industrial Relations has disclosed.

But among public employees in federal, state and local government jobs, union membership rose 48 percent between 1956 and 1962 while employment increased 33 percent. During the same period union membership in private industry climbed less than two percent while employment increased almost 18 percent, the Department's report said.

Ernest B. Webb, State Director of Industrial Relations, noted that the survey indicated that California unions had nearly recovered from the effects of the 1960-61 recession by July 1962. Total union membership in that month was 1,752,400, some 3,300 below the state's all time high in union membership of 1,755,700.

California unions of federal, state and local government employees had an estimated membership of 113,000 as of July 1962, of which 55,000 were federal and 58,000 state or local government workers. Excluded from these figures are independent public employee organizations with an intrastate membership such as the California State Employees Association and the California Teachers Association.

Ten national and international unions, all but one of which are AFL-CIO affiliates, accounted for 82 percent of the state's government employee union

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## Federation Raps Agribusiness Use of Scare Tactics on Farm Labor Issue

Before President Johnson had even picked up his pen to sign—without ceremony—the one-year extension of Public Law 78 on December 14, the Council of California Growers was launching its drive to extend the bracero program into 1965 and beyond.

"In a release voicing frets and contrived fears about what it called

## LBJ Urges End to Bias in Vote Laws

Asserting that laws and procedures that deny or limit the right to register and vote "contradict one of the basic principles upon which this nation was founded — the principle of government by consent of the governed," President Lyndon B. Johnson appealed to all states last week to eliminate outdated or unfair laws and practices that discourage or make it impossible for many citizens to vote.

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THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## Gov. Brown Spells Out Objectives for New Manpower-Automation Commission

"The challenge before man is not how to stop automation but how to maximize its tremendous productive potential for creating a better life for all," Governor Edmund G. Brown told his new 29-man Commission on Manpower, Automation and Technology at its first meeting in Sacramento last Friday.

The paradox confronting both the Commission and our society, the Governor declared, is that:

"On the one hand, we are a state with the largest growth . . . And on the other hand, we are a state with 406,000 unemployed, a school dropout rate of 20 to 30 percent, many thousands of jobs unfilled for lack of skills and a slowly rising unemployment rate."

Noting that "no new major strategic systems are on the drawing boards" and that "defense spending is levelling off and probably will be cut back in the years immediately ahead," the Governor pointed out that:

"Shifting defense and space procurement needs have brought other swift

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## Manpower Bill's Passage Cited As Milestone

Hailing congressional passage of a three-year extension of the Manpower Development and Training Act as a major step in dealing with a "manpower revolution that may have more far reaching effects than the industrial revolution of the last century," President Lyndon B. Johnson last week signed a measure authorizing \$527 million in federal funds for continuation of a liberalized program.

Of prime importance is the fact that the liberalized program permits the initiation of the first realistic attempt to cope with the hard core unemployment problem.

It does this by providing for up to 20 weeks of basic education training for poorly schooled adults who now lack sufficient qualifications even to enter a retraining program.

It also liberalizes the training facilities available to school dropouts by reducing the age limit from 19 to 17 for teenagers who have been out of school for a year or more.

In addition, the new manpower act provides full federal financing of the costs of the program throughout the 1965 fiscal year which starts next July 1. The original program, passed in 1962, called for 50-50 matching funds starting in fiscal 1965, but the new measure requires that the states only put up

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# Gov. Brown Spells Out Objectives for New Commission

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and painful changes, and more can be expected."

For example, he noted, in Southern California "over 100,000 aircraft production workers have been laid off since 1957. And in the same period, more than 150,000 new jobs were created in production of missiles and electronics."

The Governor said that the state estimates that increased productivity in California is "freezing" about 150,000 workers a year.

"With a population increase of 600,000 persons annually and about 200,000 individuals entering the labor market every year the additional turnover of 150,000 jobs from automation assumes serious proportions," the Governor asserted.

This situation is compounded by three factors, he added:

1 — A sharp increase in the labor force from the influx of young people.

2 — A drop in the net gain of new jobs from about 200,000 a year to an average of 150,000 concomitant with a rise in the unemployment rate from four percent in the mid 50's to a current average of six percent.

3 — A lengthening in the period of time the jobless remain unemployed.

In view of these inter-related items, the Governor declared that "jobs for all" must be "the nation's first economic objective."

He told the new committee members, however, that although the state is committed to a policy of full economic growth, it is "sharply limited" in its ability to create employment.

"The main thrust must come from out national economy . . . from the fiscal, monetary and spending policies of the federal government," he said.

But, despite this, the Governor urged the committee to direct its energies toward five basic problems: education, retraining, minority, economic planning, and innovation.

Noting that, although exact figures are not available, the unskilled worker comprises a substantial portion of the unemployment rolls, Brown said that in spite of California's "tremendous investment in education" we are falling short of our educational objectives. In view of this he suggested "an intensive study of our vocational education programs" with an eye to implementing the federal aid program enacted last week.

In an address to the California Association of School Board Members convention at the Jack Tar Hotel in San Francisco earlier this month, a spokesman for the California Labor Federation, AFL-CIO, stressed "the tremendous burden that falls on the schools in keeping our labor force skills

abreast of our rapidly changing technology."

This task, the Federation said, "requires a coordinated effort involving all the agencies (the schools among them) that have the responsibilities in the skill development field" and include a higher level of "functioning relationships between these agencies and the labor-management community."

The implementation of the federal MDTA and other vocational education programs just enacted by Congress place a responsibility on the Governor's Manpower Commission "to assume responsibility for promoting coordinated labor market studies and surveys on a continuing basis . . . to project skill needs into the future in a meaningful manner so that proper training programs may be undertaken," the Federation asserted.

"If the schools are floundering today in their vocational and industrial education program, at least part of the blame must be shouldered by labor and management in not assuming their responsibilities for the projection of skill needs," the Federation pointed out.

On the retraining issue, Governor Brown urged the Commission to "look at every one of our training and retraining programs . . . to find out what we can do that we are not now doing."

Recently, before the California Development Conference, the Federation suggested that our "orientation should be toward maximizing employment opportunities throughout the working life of the individual" instead of merely placement on a job upon completion of formal schooling.

"The real challenge of technological advancement," the Federation said, "is to develop background knowledge and clusters of fundamental skills that can form the basis for the further development of specifically employable skills through any combination of later on-the-job and classroom training programs—programs which themselves are geared toward achieving the flexibility that is necessary for still further adaptation of skills as technology continues to change."

"But all of this hinges upon the willingness of industry itself to share with the public the knowledge it alone possesses concerning the fundamental skills and background knowledge which technology will demand as a prerequisite to adaptation and employment."

On the minorities issue, the Governor noted that the impact of automation falls heavier on Mexican-American and Negro groups than on others.

"Historically," he said, "they have been last hired and first fired." Moreover, he added, "there are more unskilled workers in their ranks and automation strikes the unskilled first."

Since the unemployment rate among minorities is "at least double the rate for all workers," the Governor called on the Commission to make a "special effort to correct this inequity."

Backing up his concern with economic planning, the Governor said he would submit a revised plan for creation of an office of California Development to aid business in finding new markets, developing new industries in the state and assisting defense and space industries in converting to civilian production.

"Fifth, and finally," he said, "I ask you to seek innovation. Improve on existing policies and procedures, yes. But let us seek new solutions, new ideas and a new dialogue that will match the brilliance of our space age technology."

Commission Chairman, the Rev. Andrew C. Boss, Director of the Labor Management School of the University of San Francisco, appointed a five-man steering committee to map the Commission's first steps. Named to the steering committee were: Thos. L. Pitts, Executive Secretary, California Labor Federation, AFL-CIO; Albert B. Tieburg, Director of the State Department of Employment; Louis E. Davis, Professor of Industrial Engineering, University of California at Berkeley; J. Paul St. Sure, President of the Pacific Maritime Association; and Assemblyman Edward E. Elliott, of Los Angeles.

## Civil Rights Kit Offers Ideas For Educational Programs

A civil rights kit containing background materials on the civil rights issue and detailed suggestions for conducting educational programs on the local community level is now available in limited quantities from the AFL-CIO Department of Education.

The kit, which has already been distributed to education directors of national and international unions, also includes a summary of civil rights legislation, a series of fact sheets on economic issues behind the race problem, a list of pertinent books and films, and a review of AFL-CIO policy as well as statements by President George Meany on FEPC legislation and public accommodations.

Orders for the kit should be addressed to Lawrence Rogin, Director of Education, AFL-CIO, 815 Sixteenth Street, N.W., Washington, D. C. 20006.

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members. These unions, in order of rank by number of members, were: The Building Service Employees International Union; The National Association of Letter Carriers; The American Federation of State, County, and Municipal Employees; American Federation of Government Employees; United Federation of Postal Clerks; International Association of Fire Fighters; American Federation of Teachers; Amalgamated Railway Employees of America; National Federation of Federal Employees (non-affiliated); and the International Brotherhood of Electrical Workers.

Other highlights of the report, entitled "Union Labor in California—1962," included:

- Women comprised nearly three-fourths of the net increase of 15,400 in union membership but comprise only 19 percent of total union membership.

- Union membership in the Los Angeles-Long Beach Metropolitan area reached an all time high of 769,000 as of July 1962 with the largest gain in aircraft and missiles and other metal fabricating industries.

- After two consecutive years of decline, union membership in the San Francisco-Oakland Metropolitan area rose to 466,000, still some 13,500 below the record set in 1957.

- The San Diego Metropolitan area registered a drop of six percent to 78,700 during a period when non-farm employment fell nearly two percent.

- The San Jose Metropolitan area showed a total membership of 77,600, up less than one percent from July 1961, in spite of a nine percent gain in non-farm employment.

### U. S. UNION RANKS DROP 500,000, LABOR DEPT. SAYS

On the national level, union membership declined between 1960 and 1962 by almost 500,000, with the bulk of the drop occurring in non-AFL-CIO unions, according to a recently released survey by the U. S. Labor Department.

The average dues paying membership of AFL-CIO unions declined 222,000 to 14,770,000 between 1960 and 1962, the survey disclosed. Independent unions lost some 278,000 members to account for the rest of the decline.

The Labor Department attributed the decline "to declining employment caused by structural shifts in the economy and lagging demand for products of industry rather than to any worker disaffection with the labor movement."

Union membership in the U. S. hit a peak of 17.5 million in 1956. As of last year total union membership, including both AFL-CIO and unaffiliated labor organizations had dropped to 16.5 million.

## Passage of New Manpower Bill Cited as Milestone in Efforts To Ease Jobless

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enough money to share one-third of the cost of the program in fiscal 1966.

The current manpower training program has an appropriation of about \$110 million. This is expected to be augmented early next year by about \$50 million. The authorization for the 1965 fiscal year is expected to be nearly three times that amount—about \$411 million—and to continue at that level in fiscal 1966 with the states providing one-third of the cost.

To date, about 130,000 persons have been approved for retraining. Of the 30,000 who have completed their courses, 80 percent have found jobs.

The initial MDTA program called for retraining some 400,000 people over a

## Executive Council Cites 'Free Riding' In Affiliation Issue

Organized labor's "basic strength is still not fully mobilized," the AFL-CIO Executive Council told delegates to the national convention last month because local unions that are not affiliated with their state and local central bodies are shirking their responsibilities by "free riding" on the backs of other locals.

And the failure of some local unions that are so affiliated but which fail to pay per capita tax on their full membership amounts to the same thing to a somewhat lesser degree, the report indicated.

Noting that central bodies carry heavy responsibilities in the fields of legislative and political action and community relations, the Executive Council pointed out that the delegates to the 1961 convention had called on all affiliated unions to "take such action as may be needed to mandate their local unions to affiliate with the central bodies" and to pay per capita tax on their full membership.

But, the council said, too little progress has been made.

In view of this, Stanton Smith, AFL-CIO co-ordinator of state and local central bodies, is planning a new survey to determine which locals are not affiliated preparatory to a concerted effort "to solve this vexing problem," the council said.

three year period; the extended program boosts this goal to 700,000 within the next three years.

The new measure also includes funds for a pilot program in "relocation allowances for retrained workers who must move to new areas to find jobs. It also provides for a \$10 a week bonus for persons who forego unemployment compensation to accept job training.

Experience under the original MDTA program indicated that often only the better educated worker who had some skills on which to build could qualify for the retraining programs, leaving the hard core unemployed out in the cold. The liberalized program is regarded as a first step toward alleviating the plight of the hard core jobless.

Moreover, some economists regard the retraining effort as, potentially, a major "stabilizer" against a serious recession. By sharply expanding such training programs in periods of economic downturn, new skills could be provided the jobless at the same time that economy-bolstering subsistence payments are paid to the trainees to tide them over, they maintained.

When the economy surges ahead again, the retrained workers will be immediately available with the skills needed to fill job openings, they assert.

## School Dropouts Commit 'Economic Suicide': Wirtz

Teenagers commit "economic suicide" if they join the labor force without at least a good high school education, U. S. Secretary of Labor Willard Wirtz warned last week in commenting on the release of a 792 page "Occupational Outlook Handbook" produced by the Bureau of Labor Statistics.

The sixth biennial edition of the handbook analyzes job prospects in about 700 occupations.

"The information on these jobs underscores the fact that the future belongs almost entirely to the educated, the trained, the skilled.

"The depressing truth is that too many young people enter the labor market unprepared for the jobs which would be open to them," Wirtz said.

## Share the Load

When a load looks too heavy to lift, call for help. Then crouch low close to the load, keep your back straight and straighten your legs. That's the safe way to lift any load according to the State Division of Industrial Safety. To get two free brochures on scaffold and ladder safety tips that could keep you out of the hospital, send a postcard with the words SCAFFOLD and LADDER on it to SAFETY, P. O. Box 603, San Francisco, 94101.

# Federation Raps Agribusiness Use of Scare Tactics on Farm Labor Issue

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sub-marginal wage labor supply would thereby be, at least temporarily, assured. It is precisely because they do not expect such an influx and because without it they may have to begin to meet wage standards long established in virtually all other segments of the economy that they are running scared at this time.

"The peak harvest season is essentially a 'crash program.' All other industries in the nation pay premium pay for temporary 'crash program' work. This is the simple fact that corporate agriculture must begin to face. It must operate within the framework of the nation's economy instead of outside it, as at present, at the expense of the general taxpayer and the exploitation of a foreign labor source," Pitts asserted.

"What's needed in California agriculture to attract sufficient domestic labor to harvest our crops is, primarily, a very substantial pay raise and the extension to agricultural workers of the benefits of social legislation such as is enjoyed by the rest of the nation's workers.

"No amount of scaremongering by the Council of California Growers is going to blow away that basic fact," Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, declared.

## Committee Report Refutes Old Agribusiness Claims

The labor leader's views were thoroughly corroborated just last week in a report issued by the National Advisory Committee on farm labor.

Noting that although average wages of farm workers rose a full 10 percent last year they still amounted to only \$1164 annually for 137 days work, the report declared:

"Perhaps the most surprising aspect of farm workers' deprivation is the deliberate way in which they have been excluded from the legal protections that Americans have agreed other workers need."

Among the protections denied to California's domestic farm workers that were cited by the Committee are: A minimum wage; a ban on child labor; and a guarantee of the right to organize unions and bargain collectively.

Prime responsibility for the plight of the farm workers rests, the Committee said, on "a handful of huge corporate growers" who hire more than two-thirds of the nation's farm workers although they make up a scant nine percent of the nation's farms.

"Farm workers," the Committee's report said, "have neither economic nor political power. They are unorganized and must rely on friends to speak for them. . . .

"In contrast, the financial giants who hire by far the greatest number of farm workers are, according to former Secretary of Labor Mitchell, the 'toughest lobby' he ever faced. They have been able to keep their workers outside the protection and benefits of social legislation that other American workers have enjoyed for decades. . . . They have fostered the belief that nothing can be done to help farm workers without hurting the family farmer. So they have escaped footing the bill which they owe and can well afford to pay," the report asserts.

The Committee cited "the three major myths fostered by agribusiness" and then proceeded to annihilate them:

1—Corporate interests argue that "agriculture is different."

But facts and figures show that the segment of agriculture which hires by far the largest share of farm labor is precisely that which most nearly resembles industry, with corporate control and absentee ownership; great capital investment and mechanization; and concentration of the entire process from the farm to the consumer in the same hands.

2—They say the family farm is threatened if farm workers are included in social legislation.

But "the fact of the matter is that the interests of the family farmer are inextricably linked with those of the farm

# LBJ Urges End to Bias in Vote Laws

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The President's action followed his review of a long list of recommendations submitted by the President's Commission on Registration and Voting Participation which was set up by the late President Kennedy last March.

The Commission denounced both the poll tax and literacy tests and called for lowering the voting age to 18 everywhere—in both national and local elections.

Referring to the poll tax, the Commission decared:

"No American should have to buy his right to vote in any election."

The report also noted that literacy tests have often been used simply to bar registration of Negro voters.

To facilitate voter registration, the report suggested:

●—Location of registration places near the voters' homes.

●—Door-to-door registration canvases.

●—Permitting voters to register until shortly—three or four weeks—before an election.

●—Provision for absentee registration and voting.

To implement these recommendations, the Commission proposed that each state establish a body to review its election machinery.

worker . . . the less hired labor costs on the large farm the less the family farmer's own labor is worth.

3—They claim farm workers are responsible for their own miserable conditions.

But, the report declared, farm workers "are made powerless by their poverty and their lack of political and economic organization. To implement their desire for a better standard of living they must have the right to organize into trade unions and the other minimum protections of law afforded to other workers."

A. Philip Randolph, a national vice president of the AFL-CIO, and Frank P. Graham, a former U. S. Senator from North Carolina, are co-chairmen of the National Advisory Committee.

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