

Hike In Overtime Pay Eyed as Way To Create Jobs

A suggestion to discourage overtime employment by boosting the current time and a half overtime rate and thereby encourage employers to hire more workers to do the work at straight time rates was advanced last weekend by Secretary of Labor W. Willard Wirtz as a means of easing the nation's mounting unemployment.

Wirtz said that the average employee in manufacturing industries works 2.8 hours overtime each week. If overtime work were eliminated, the equivalent of 919,000 full time jobs could be created, he said.

The suggestion is based on the view that many employers apparently prefer to pay overtime at the current rate rather than hire additional employees because fringe benefits such as vacations, sick leave, unemployment and workmen's compensation insurance and social security taxes make it more economical for the employer to have fewer employees and to pay them overtime.

One of the big difficulties in connection with the nation's mounting unemployment problem is that at present no single industry is expanding rapidly and "we need one real badly," Wirtz said.

"I nominate education," he added.

Fair Housing Allies Appeal To Grassroots For Aid To Rebuff Attack on Rumford Act

An appeal for grass roots action to "resist bigotry in California" by defending the new Rumford Fair Housing law that protects Negroes from discrimination in housing was issued this week by Thos. L. Pitts, State AFL-CIO leader, and nine other prominent Californians.

The plea was made in an advertisement sponsored by the Fair Housing

Presidential Aide For Consumers

President Johnson not only wants the consumers' voice to be "loud, clear, uncompromising and effective" but audible in the highest reaches of government as well.

To make sure it is, he has just appointed Assistant Secretary of Labor Esther Peterson as special presidential assistant for consumer affairs and, by executive order, created a special committee on consumer interests.

Pointing out that "an unrelenting fight must be waged against the selfish minority who deceive or defraud the consumer, who exact unfair prices or levy unfair charges," the President directed the new committee to protect

(Continued on Page 2)



THOS. L. PITTS
Executive
Secretary-Treasurer

Weekly News Letter

Vol. 6—No. 2
Jan. 10, 1964

Published by California Labor Federation, AFL-CIO

151

Pitts Calls for Action To Head Off Drive By Right Wing To Bar New Welfare Law

"A vicious campaign" by "right wing elements and ad hoc taxpayer groups" is underway to block operation of a new welfare measure to provide aid-to-needy-children benefits to families in which both parents are unemployed," Thos. L. Pitts, state AFL-CIO leader warned today, and he called for an immediate counter attack by central labor bodies to rebuff it.

At issue is the implementation of the 1963 Burton-Miller Act extending the state's Aid to Families with Dependent Children program (AFDC) to the unemployed, which becomes operative February 1.

Charging that the campaign against implementation of the act is "taking on the proportions of a state-wide effort," Pitts said that the right wing and ad hoc taxpayer groups were trying to block opera-

(Continued on Page 2)

Union Rolls Set New Record in '63 In California

Union membership in California rose to an all time high of 1,776,000 members in July, 1963, reflecting a net expansion of 23,700 members in the period July 1962-63 compared to an increase of only 15,400 in the July 1961-62 period, according to Ernest B. Webb, State Director of Industrial Relations.

The ratio between union membership growth and the increase in non-farm wage and salary employment also improved although it still left much to be desired. For the year ending July 1963 union membership rose 1.4 percent while non-farm wage and salaried jobs increased by 3.6 percent but in the previous year union membership increased by less than 1 percent while non-farm employment rose 4.2 percent.

The gross increase in union member-

(Continued on Page 3)

Advertisement Committee which was carried in a number of the State's leading newspapers last Tuesday.

Calling on "men of good will to oppose the initiative repeal" of the Fair Housing Act, the ad warned that the initiative would "wipe out our state policy of equal opportunity for all men to acquire, use and dispose of property in a housing market free of discrimination.

It urges Californians in all walks of life to refuse to sign the initiative petitions now being circulated by the California Real Estate Association and to inform their local real estate boards that they oppose the initiative movement and favor giving the Rumford Act a fair trial.

Members of the committee, in addition

(Continued on Page 4)

Executive Council Meet Jan. 14-15

The executive councils of both the California Labor Federation, AFL-CIO and the California Labor Council on Political Education will meet at the Hotel Senator in Sacramento next Tuesday and Wednesday, January 14-15.

The consensus on labor's legislative and political aims developed at the special statewide conference in San Francisco last December 5 which was attended by more than 150 union representatives, will be given careful consideration at the meeting, Thos. L. Pitts, state AFL-CIO leader, said.

Pitts Calls for Action To Head Off Drive By Right Wing To Bar New Welfare Law

(Continued from Page 1)

tion of the measure by denying county welfare agencies the additional personnel they need to process applications and pay benefits.

The labor leader voiced surprise that some groups in California would prefer to force a jobless father to desert his family to enable his wife to qualify for ANC benefits, and declared:

"It is shocking that this humane program, which is the first major piece of social welfare legislation obtained through Congress by the late John F. Kennedy . . . has become one of the targets of the reactionaries and right wing elements in our state.

"More importantly, it is no mere coincidence that the attack coincides with the launching by President Lyndon B. Johnson of a massive attack on poverty, which today dominates the lives of 20 to 25 percent of the nation's population."

The Social Welfare Department estimates that about 16,000 families, jobless and badly in need of public assistance, will qualify for aid during the first two months of its operation.

Pitts pointed out that "in terms of county costs, it should be recognized that most of the families who will qualify for this new program will come from county general relief rolls." County general relief is financed entirely by counties and the counties' funds "are insufficient to adequately meet their needs," Pitts pointed out.

In contrast, Pitts noted, "the aid for dependent children program is financed out of federal, state and county funds."

In some cases these right wing groups appear to be urging outright repudiation

3 New Leaflets Available To Spur COPE Vote Drive

Three new leaflets geared to this year's elections are now available for free distribution by the AFL-CIO Committee on Political Education.

The first, designed for distribution in suburban areas, is COPE Publication No. 131 titled "Hi Neighbor" which reminds erstwhile city dwellers to be sure to register and vote.

Publication No. 132, titled "One Vote Counts," sets forth the details of more than a dozen major political battles that were decided by a small margin of votes.

"An Open Letter to Union Men," Publication No. 133, describes the work of the COPE Women's Activities Division and urges union men to encourage their wives to take part in it.

Orders for any or all of these leaflets should be directed to COPE, 815 16th St., N.W., Washington 6, D.C.

of the program, Pitts said, which, he added, "is, in fact, beyond county authority."

He urged central labor council officials to contact their county welfare officials and boards of supervisors to find out what is being done to make sure that their county is adequately prepared to process the benefit claims.

"Where the program is under attack locally, it is also important to mobilize community groups in support of the AFDC extension," he asserted.

To substantiate his charge, Pitts said that "reactionary elements" in Merced County had already "prevailed upon the Board of Supervisors to deny the county welfare agency the additional staff and funds necessary to implement the program."

"This initial success is being used as an example for other counties to follow," Pitts said, adding that "trouble is apparently brewing in other areas as a result of this right wing assault on human decency."

Calling attention to the fact that the new measure requires aid recipients to participate in work or retraining programs, Pitts urged central labor council officials to "keep close tabs" on the development of such programs because of "numerous problems that may develop in this connection."

LBJ Names Special Aide On Consumers' Interests

(Continued from Page 1)

consumer rights in terms of safety in products, information, and choice of products, and to protect and enhance the consumer's right to be heard.

Mrs. Peterson, who will continue in her post as Assistant Secretary of Labor, is scheduled to address the annual Governor's Industrial Safety Conference which will be held in San Francisco at the Fairmont Hotel February 6-7.

Word of her appointment was hailed as "good news for the nation's buyers" by Governor Edmund G. Brown.

Presumably, Mrs. Peterson will work closely with the 11-member Consumer Advisory Council which was created by Congress following President Kennedy's consumer message of March 1962.

In the course of its first year's work, the Advisory Council recommended passage of legislation to require "truth in packaging," "truth in lending," tax reduction, and free access to public accommodations. The Council opposed so-called "quality stabilization" legislation that would enable manufacturers to prohibit retailers from selling a product at other than the manufacturer's minimum price. It said such "fair trade" proposals violated the consumer's "right to choose."

LBJ Asks 64 Big Firms To Help End Bias In Employment

In an effort to open equality of employment opportunity to all Americans, President Lyndon B. Johnson called on officials of 64 large corporations to join the Plans for Progress program of the President's Committee on Equal Employment Opportunity last month.

Pointing out that "the Council of Economic Advisers has estimated that our gross national product would be more than \$20 billion greater than it is if the full potential of our Negro citizens were at work in our economy," the President cited figures from a 91-company report prepared by the staff of the Advisory Council on Plans for Progress which, he said "demonstrates what progress can be achieved when there is an awareness and a will."

The report noted that:

- — While the number of salaried employees in the companies increased 13.8 percent in the reporting period, the number of non-whites (in salaried jobs) rose 23.5 percent.

- — During the reporting period, non-whites employed in management categories rose by 46.5 percent.

- — In professional and administrative jobs, the increase was 37.4 percent.

- — In sales jobs, the increase was 53.1 percent.

- — In technical jobs, there was a 31.6 percent increase.

The President said that these statistics represent "significant improvements," but, he added, "even more meaningful is the positive attitude and a general spirit of wanting to improve the situation that can ultimately produce true equality of opportunity.

"Within those companies whose reports have been received," the President said, "the ratio of white salaried employees to non-white dropped from 65 to 1 . . . to 60 to 1." This indicates that "we still have a long way to go," the President said.

In asserting that he intended to maintain his active interest in the Plans for Progress program, the President, who was chairman of the President's Committee while he was Vice President, declared:

"My own identification and work with this committee during nearly three years has been among the most meaningful and rewarding of the many tasks with which I have been associated in more than 30 years of public life."

Striking Unions Ask Boycott of Books Made by Tennessee's Kingsport Press

Some 1400 members of five printing trade unions at Kingsport, Tennessee, have been on strike against the Kingsport Press, one of the nation's largest book manufacturers, for nearly 10 months as a result of an impasse, the unions say, over company insistence that any new contract grant permanent job status to inexperienced workers who were initially hired as strikebreakers.

Such a contract, union spokesmen

Union Rolls Hit New High in State in '63

(Continued from Page 1)

ship for the 1962-63 year was 29,100 in non-manufacturing industries but this was offset by a loss of 5,400 members in manufacturing industries despite a 1.6 percent increase in factory employment.

One significant exception to the loss in union members in manufacturing industries was scored in furniture and fixtures manufacturing where an organizing drive resulted in a 10.5 percent increase in union membership while employment rose less than 1 percent.

The largest increase in union membership came in construction, wholesale and retail trade and government jobs. Declines were reported in the motion picture, rail and water transportation industries.

The report was based on a questionnaire mailed last July to every union local in the state which was completed and returned by 3,531 locals accounting for 99 percent of total union membership. The complete report will be published in booklet form under the title of "Union Labor in California 1963" later this year.

On a regional basis, union ranks rose in both the Los Angeles and San Francisco-Oakland metropolitan areas but fell for the third straight year in the San Diego metropolitan area.

In the Los Angeles area, membership climbed to a new record of 783,600 in July 1963, 13,700 above the record 769,900 set a year earlier.

Membership in the San Francisco-Oakland area, at 468,800, was 2,800 above the previous year but still 10,700 below the peak of 479,500 set in 1957.

In the San Diego area, long a critical unemployment area due to sharp declines in aircraft and missile manufacturing, union membership was down to 74,500 in July 1963. This was 4,200 less than a year earlier and 16,200 less than in 1960. A 10 percent cut in employment in the aircraft and missile manufacturing industry in the San Diego area was associated with a 17 percent decline in union membership in that industry.

said, would mean that several hundred striking union members would not get their jobs back.

The unions involved — the printing pressmen, bookbinders, typographical, electrotypers and machinists—are united as the Allied Kingsport Press Unions in their stand against the company and have issued an appeal for help from other unions and the public at large.

In a poster that asserts that the company has been "operating with strikebreakers," the unions seek to "make every front door a picket line against Kingsport Press."

The poster lists the following publishers of encyclopedias and book series that, it says, "have continued to approve work performed by strikebreakers at the Kingsport Press since March 11, 1963," on the titles named:

Encyclopedia Britannica, Inc.—publishers of Great Books of the Western World (54 volumes), Barsa (Spanish language), and Britannica, Junior.

Field Enterprises Educational Corporation — World Book Encyclopedia and Childcraft (series).

Grolier, Inc. — Book of Knowledge (annual).

A pamphlet donated by the Union Label and Service Trades Department, AFL-CIO, says the Kingsport Press "has been unwilling to match wage increases given elsewhere in the industry."

The firm "refuses to reduce working hours to approach industry standards, or to improve fringe benefits as provided by others. It will not arbitrate issues in dispute," the pamphlet asserts.

Up until the time that "the company insisted that inexperienced workers hired since the strike started are permanent replacements," the AFL-CIO pamphlet said, compromise had been reached on some issues but not on wages and hours.

As an example, the pamphlet noted:

"Vacation benefits (at Kingsport Press) lag behind not only the printing industry, but behind all industry. Workers must work three years before getting two weeks vacation, according to the company's best offer. The unions accepted this as an improvement over present benefits, but insisted on worker's equity in vacation pay as deferred wages."

Late last summer AFL-CIO President George Meany warned that "the outcome of this strike . . . will have a profound effect on the future pace of union progress in the South."

And in September the International Allied Printing Trades Association dispatched a letter to purchasers of refer-

Rules Adopted For Selection Of Apprentices

New standards and compliance procedures to insure equal opportunity in apprenticeship programs certified by the federal government have been approved by Secretary of Labor W. Willard Wirtz.

The new regulations, which when initially proposed drew protests from the construction industry because they appeared to imply that the government favored a quota system to assure equal opportunity for Negroes, now make it clear that nothing contained in them requires a quota system.

The regulations set forth the procedures that apprenticeship program sponsors and employers must follow in establishing lists of applicants and in making selections from those lists in order to qualify the programs for registration with the U. S. Department of Labor. They include provision for cooperation with state apprenticeship councils and will become effective on January 17, 1964.

Any program registered with the government that does not meet the new standards for selecting youths for apprenticeship training may be removed from the government's registration list. Trainees under apprenticeship programs that suffer decertification would not be eligible for employment as apprentices on federally aided projects.

Copies of the regulations may be obtained from the U. S. Department of Labor, Office of Information, Room 2132, Main Labor Building, 14th and Constitution Ave., N. W., Washington, D.C. 20210.

ence or text books which explained the circumstances of the strike and then said:

"We ask, however, that you raise one very important question whenever you purchase books: 'Where was this book produced?'"

"If the answer is 'Kingsport Press' please select a comparable title from a publisher who gets his printing done in fair plants," the letter requested.

More recently, Stanton E. Smith, AFL-CIO co-ordinator of state and local central bodies, declared that:

"Financial aid to these courageous strikers, as requested in President Meany's letter of August 26, is still very badly needed."

Donations or requests for further information should be sent to the Allied Kingsport Press Unions, P. O. Box 1097, Kingsport, Tennessee.

Fair Housing Allies Appeal to Grassroots For Aid To Rebuff Attack on Rumford Act

(Continued from Page 1)

to Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, are:

The Most Reverend Joseph T. McGucken, Catholic Archbishop of San Francisco; Rabbi Marvin Bornstein, President, Southern California Board of Rabbis; the Right Reverend James A. Pike, Bishop, Episcopal Diocese of California; Bishop Gerald H. Kennedy, Los Angeles Area, Methodist Church; Marlon Brando, actor; Dr. Daniel A. Collins, member, State Board of Education; Joseph L. Eichler, home builder; Cyril Magnin, businessman, and Eugene Burdick, a political scientist and author.

GOP Chief Urges Party Groups to Shun Petition

In response to a number of inquiries, Casper W. Weinberger, chairman of the Republican State Central Committee, last week called on all GOP organizations and groups to shun the current attempt initiated by the California Real Estate Association to repeal the Rumford Fair Housing Act.

Weinberger said that the initiative repeal move appeared to be "directly contrary to the Republican state platform adopted in 1962."

Paragraph 4 of the civil rights section of that platform, he pointed out, pledged the state's Republicans to "encourage individuals to support laws designed to eliminate segregated housing practices."

"I believe the presence on the November ballot of an initiative to repeal the Rumford Fair Housing Act might well have the same adverse effect on our (Republican) party fortunes as did the appearance of the right-to-work measure on the 1958 ballot," Weinberger said.

"Most people agree that the 1958 right-to-work initiative brought out an

unusually large vote that year that was turned into an anti-Republican vote. No one can contend that 1958 was a good Republican year in California, and I am convinced that one of the reasons was the presence on the ballot of that initiative. I venture to predict that much the same thing would occur in 1964—a critically important Presidential election year—if an attempt to repeal the Rumford Fair Housing Act by initiative secures enough signatures so that it reaches the November ballot.

"Traditionally the Republican party has stayed out of all initiative and referendum controversies in the state," Weinberger said.

"Because of the fact that I strongly support the Republican state platform of 1962 and for the other reasons set forth here, I have urged that Republican organizations and groups remain out of this attempt to repeal the Rumford Fair Housing Act," the GOP's state chairman declared.

His statement was evidently prompted, in part at least, by action taken by the United Republicans of California, an ultra-conservative splinter group, that's abetting the initiative repeal campaign.

Bruce V. Reagan, UROC state chairman, disclosed last week that local units of the UROC voted 85 to 1 in favor of the initiative and that UROC members are circulating the initiative petitions.

Other recent developments in the fight to preserve the Rumford Fair Housing Act included affirmative action by central labor bodies throughout the state in opposition to the CREA petition and an appeal by California Realtors for Fair Housing, composed of a group of realtors opposed to the California Real Estate Association's drive, urging the CREA directors to stop supporting the initiative.

Stephen Arnold of Berkeley and

FEDERAL WORKERS' RIGHT TO ORGANIZE

"... participation of employees in the formulation and implementation of personnel policies affecting them contributes to effective conduct of public business; ...

"... the efficient administration of the government and the well being of employees require that orderly and constructive relationships be maintained between employee organizations and management officials; ...

"... Employees of the federal government shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity."

—Executive Order 10988, 1-17-'62

Richard Hallmark of West Covina, co-chairmen of the rebel realtors group, said, "an enormous ground swell of public opinion" was mounting against the movement against fair housing legislation.

In a letter dispatched to each director of the CREA on the eve of a directors' meeting in San Diego, the rebel realtors pointed out that the CREA's drive has won the support only of the Home Builders and Apartment House Owners Associations plus a number of small right wing and racist groups.

They also pointed out that two noted constitutional lawyers have said that the initiative would not stand up legally. Therefore, they asked:

"Are realtors pouring their money down the rat-hole of an unconstitutional cause?"

California Labor Federation
995 Market Street
San Francisco 3, Calif.

RETURN REQUESTED

Published Weekly
2nd Class Postage
PAID
at San Francisco, Cal.