

## Labor Spells Out Views on Schools' Shortcomings

Rejecting as misleading the popular view that a crisis in education suddenly came into existence when Sputnik I was hurled into orbit, Thos. L. Pitts, AFL-CIO leader, called for a thoroughgoing reappraisal of our values in the educational field and put his finger on a number of the critical shortcomings of our schools today in a statement submitted to a hearing held by an Assembly subcommittee on education in Monterey last week.

Any current crisis in education "stems basically from the failure of a wealthy nation to give education the priority access it must have to the public treasury of a free society" and this failure existed long before the space race began, Pitts' statement said.

Specifically, Pitts called for:

1—Action programs to overcome the extensive middle-class bias in our schools that discourages and short-changes the children of low income families while simultaneously short-changing the nation of the increased productivity of which they are potentially capable.

2—A recasting of the function of vocational education in the light of the needs of a rapidly changing technology that requires workers to be well trained in such basics as mathematics, verbal skills and scientific principles to facilitate.

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## State Job Growth Margin Shrinks; U.S. Jobless Rate Dips But is Still High

Despite a dip in joblessness and a rise in employment to a record level in California in December, the year-to-year employment figures reflect "a further narrowing of the employment growth margin" from 3.5 to 2.6 percent, according to statistics released by two state agencies last week.

Put simply, this means that the rate of job-creation in California today is substantially slower than a year earlier.

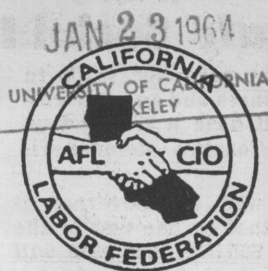
## Manpower Aide Group Appointed

A State Manpower Advisory Committee has just been appointed by Governor Edmund G. Brown to enable California to take full advantage of all federal programs in the field of manpower development.

The 13-man committee, the Governor said, "will work with the national Manpower Advisory Committee established by the Manpower Development and Training Act of 1962. It will assist the national committee in formulating programs to meet manpower problems created by automation and technology."

Nine of the appointees—the three labor, three public and three management representatives—are already members of the state Commission on Man-

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THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## Executive Council Urges Brown To Act To Update Social Insurance Programs

The Executive Council of the California Labor Federation, AFL-CIO, meeting in Sacramento on January 14 and 15, urged Governor Edmund G. Brown to include social insurance legislation in a special session call of the state Legislature when it meets next month in regular budget session.

The 36-member executive body, acting to implement the consensus of a special legislative and political conference held by the state AFL-CIO in December, met with the Governor for more than an hour in his office to press for special session action in 1964 to correct some of the major shortcomings of the 1963 general session of the California Legislature.

Secretary-Treasurer Thos. L. Pitts,

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## Bay Area Parley On Unemployment Set in S.F. Jan. 29

A day-long "Bay Area Conference on Unemployment" featuring state and national experts on various aspects of the problem will be held Wednesday, January 29, in the Auditorium of the San Francisco Labor Temple at 2940 - 16th Street, San Francisco.

The conference, sponsored by the Alameda, Contra Costa, San Francisco and Santa Clara County Labor Councils, is free and open to all union members.

Principal speakers and their topics include:

Under Secretary of Labor John F. Henning, former Research Director for the California Labor Federation, AFL-CIO: Manpower Development and Training.

Charles F. Hanna, Chief, California Division of Apprenticeship Standards: Status of Apprenticeship.

Maurice I. Gershenson, Chief, California Division of Labor Statistics and Research: Bay Area Job Opportunities.

Marc Johnson, State Department of Employment: The Bay Area Unemployed.

Following a luncheon at the Del Webb Towne House, Leon H. Keyserling, former chairman of the President's Council of Economic Advisors and Chairman of the Conference on Economic Progress, will speak on the subject, "Automation, Blessing or Curse?"

The afternoon sessions will include talks by Dr. Edward D. Goldman, who is in charge of adult and vocational education in the San Francisco Unified School District, and Richard Groulx, Assistant Secretary, Alameda Central Labor Council, on "Vocational and

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# Council Urges Brown to Update Social Insurance Program

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who led the Executive Council discussion with the Governor, said the session was a strong demonstration of unity among AFL-CIO leaders throughout the state.

The special meeting held last December had produced unanimous agreement that continued high levels of hard core unemployment in the state required special session action to strengthen socio-economic programs that were ignored or given inadequate attention by the Legislature last year. Emphasizing unemployment insurance, workmen's compensation and unemployment disability insurance, the December meeting called for a closing of AFL-CIO ranks behind a specific legislative program for the special session to be developed by the Federation's Executive Council.

Prior to meeting with the Governor, the Executive Council developed and approved the following three-point program in social insurance legislation for special session action:

1—Adjust the maximum unemployment insurance payment and revise the steps in the benefits schedule to re-establish a reasonable relationship between the amount of compensation and lost wages due to unemployment.  
2—Increase the maximum temporary disability benefit for injured employees under workmen's compensation from \$70 to at least the \$77 per week maximum that now prevails under the state disability insurance program that is financed by employees. Under the proposed increase, within the \$77 maximum, workers injured on the job would continue to receive an individual rate of compensation equal to 61.75 percent of their lost wages.

3—Require employers who remit social security taxes on a monthly basis also to remit employee contributions to the state's employee-financed unemployment disability insurance fund on a monthly basis. This improvement would help to smooth out collections and avoid any possibility of temporary borrowing by the state disability insurance fund under the present quarterly remittance procedure.

In addition to the above, the Executive Council also urged the Governor to open the special session to housing legislation that would establish a Department of Housing and Development with necessary powers to immediately implement new federal housing programs being recommended by President Johnson to increase the supply of low and moderate income housing with emphasis on a "new towns" approach to balanced community development.

The need for urgency action on unemployment insurance, Pitts said, "is indicated not only by the continuing high levels of hard core unemploy-

ment, but also by projected shifts in defense expenditures and possible cutbacks which will have a tremendous impact on California's defense-oriented economy."

In discussions with the Governor, it was pointed out that by the end of the year the present \$55 UI maximum will amount to less than 44 percent of average weekly wages in covered employment. Given the present schedule, this means that the average worker is being compensated at far less than even 50 percent of lost wages.

Pitts also indicated that the specific benefit level to be sought by the Federation in unemployment insurance legislation at a special session is contingent upon obtaining further information on the level of the unemployment insurance fund and reserve projections.

In the field of workmen's compensation, the Executive Council limited its recommendations to eliminating the gap between the maximum benefit for temporary workmen's compensation disabilities and the higher amount prevailing in the disability insurance program, because of the broad study of workmen's compensation being conducted by a commission created by the 1963 Legislature.

"The effect of the gap," Pitts said, "is to shift some of the workmen's compensation cost for temporary disability to the unemployment disability insurance fund, and this must be stopped immediately."

Regarding the disability insurance program itself, the Executive Council noted that apart from smoothing out the peaks and valleys in the remittance of employee contributions, the level of the fund is adequate to sustain benefit payments until the Legislature is able to give further consideration to long-term financing matters at the 1965 general session. Earlier this month the maximum unemployment disability insurance benefit was increased from \$75 to \$77 a week under an escalator clause enacted in 1961 which keeps the maximum at two-thirds of average weekly wages in covered employment.

The housing recommendation to the Governor, Pitts noted, is fully in accord with the recommendations of the Governor's Commission on Housing Problems, which was submitted to the Legislature last year, but ignored insofar as the adoption of any implementing legislation was concerned.

"The objective of the Federation's housing proposal," Pitts said, "is to increase the supply of low and moderate income housing to meet the needs of our exploding population and at the same time stimulate economic activity."

"The new towns approach requires that a state agency have authority to come to grips with land speculation and provide for planned community develop-

ments without income stratification or racial segregation," he added.

Pitts said the Governor listened attentively and discussed at length the Federation's social insurance proposals for the special session but made no com-

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## State Job Growth Margin Shrinks

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percent in November. A year earlier the rate was 5.7 percent.

The unexpected drop in unemployment in the State between November and December was attributed principally to fair weather during the last month of the year which permitted an exceptionally high level of activity in construction and other outdoor work, the report said.

California's total civilian employment, at 6,531,000, was 163,000 above any previous December, but an over-the-year rise of 176,000 in the state's total civilian labor force to 6,928,000 in December outstripped the increase in employment by 13,000 job seekers.

The report also indicated that employment in manufacturing, although 5,000 above a year ago, showed the smallest year-to-year growth since July 1961. Moreover, job losses in manufacturing, construction and agriculture were offset in the December report principally by temporary holiday expansion in retail trade and post offices and gains in service industries.

For the nation as a whole, unemployment dropped 90,000 in December to 3,846,000 but the Labor Department said the entire net decline was due to those looking for part-time work who quit looking by mid-December.

Total U. S. employment was 69,206,000 last month, 1,115,000 above a year ago. But the department pointed out that 1,070,000 of this increase came between December 1962 and July 1963 and that employment had increased by only 45,000 between July and December 1963.

The nation's total labor force dipped seasonally in December by 800,000 to 72,461,000. Labor force growth for the year, at 1.1 million, was somewhat below the department's long-term projection.

The jobless rate for men was 4.4 percent in December, relatively unchanged, while the teenage jobless rate fell from 17.2 percent in November to 14.8 percent in December, bringing it down to near the average for the year.

While the jobless rate for women dipped from 5.7 percent to 5.2 percent between November and December, the jobless rate for married men continued to climb. It was 2.9 percent in September and October, rose to 3.2 percent in November and to 3.4 percent in December.

## State COPE Endorses Burton For 5th C.D. Seat, Maps Guidelines For 1964 Elections

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mitments. In a press release following the meeting, the Governor pointed to opposition by some members of the legislature and made reference to a suggestion that labor "attempt to secure from employers and legislators some measure of agreement on the question before the opening of the legislative session on February 3."

On the housing proposal, the Governor revealed that he was already working on some special session legislation, and announced this the following day in a Walnut Creek speech dedicating an aged housing community. Whether or not his proposal will go to the crux of the low and middle income housing problem, however, is unknown at this time.

### COPE ACTION

The meeting of the Federation's Executive Council was followed on the afternoon of the 15th by a meeting of the Executive Council of California Labor COPE, which endorsed Assemblyman A. Phillip Burton (D.) in the 5th Congressional District of San Francisco to fill the vacancy created by the resignation of Jack Shelley upon being elected as San Francisco's new Mayor.

The Burton endorsement was made on

## Manpower Aide Group Appointed

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power, Automation and Training created by the 1963 legislature at the urging of the California Labor Federation, AFL-CIO.

Labor representatives on the new committee are: Thos. L. Pitts, secretary-treasurer, California Labor Federation, AFL-CIO; Hal Shean, Grand Lodge Representative, International Association of Machinists; and Einar O. Mohn, president, Western Conference of Teamsters.

Public representatives are: Edgar A. Jones, law professor, UCLA; Louis E. Davis, professor of industrial engineering, University of California, Berkeley; and the Reverend Andrew C. Boss, S.J., director of the Labor-Management School, University of San Francisco.

Management representatives are: J. Paul St. Sure, president, Pacific Maritime Association; General James H. Doolittle, board chairman, Space Technology Laboratories; and Robert M. Hutchins, The Fund for the Republic, Inc.

State representatives are: Ernest B. Webb, director, Department of Industrial Relations; Albert B. Tieburg, director, Department of Employment; Charles Paul, director, Department of Agriculture; and Max Rafferty, State Superintendent of Public Instruction.

recommendation of the San Francisco Labor Council COPE for a primary special election in the 5th Congressional District to be held on February 18 and followed by a runoff on March 17th.

The State COPE Executive Council made plans for holding the Pre-Primary Endorsement Convention early in April after local COPE's have had an opportunity to interview candidates for the June primaries, and also discussed at length the ways and means of improving the effectiveness of labor's endorsements in reference to the primaries.

In this regard, the consensus of the special December meeting on legislative and political problems was reviewed by the state COPE executive body. This consensus, as related previously in the News Letter, advanced the following principles:

- The evaluation of performance records of individual legislators should take into consideration not only floor votes, but also the legislators' activities and performance behind the scenes and in legislative committee operations. Prior to actual endorsements, the records and activities of individual legislators should be reviewed with closer communication between the state and local labor movements.
- Particular attention must be given to making endorsements more meaningful under California's closed primary system, to the end that the strongest possible candidates are developed, with special attention to the composition of the electorate in each Assembly, State Senatorial and Congressional district.
- Closer coordination of endorsement procedures through the official COPE structures is essential at both the local and state levels to preclude the fragmentation of labor's strength.
- Vigorous adherence to the principle of labor's non-partisan political action is an absolute necessity to guard against the possibility of either party directing labor's political activities.

As a means of implementing the consensus, the Executive Council recommended to local COPE organizations in reference to primary endorsements that special consideration be given to the following types of districts:

- 1—Districts that are Republican in character where organized labor should be considering the endorsement of the Republican incumbent based on his record, or encouraging a primary opponent on the Republican ticket.
- 2—Districts that are Democratic in character by registration and where organized labor should be giving con-

## Union Signs Pact For MDTA Program

A contract for a unique federal-local training program to upgrade the skills of 300 union members was signed in San Francisco this week by Business Manager Al Clem, Operating Engineers Local No. 3, and U. S. Under Secretary of Labor John F. Henning.

The program, designed in Clem's words "to help workers keep their heads above the rising tide of automation," will consist of two six-week courses to train men presently unable to find full time work to operate complex modern equipment.

Each course will train 150 men. Training will start January 27 at Camp Roberts, thanks to the cooperation of the U. S. Army in providing training facilities and housing.

Another unique feature of the program is the cooperation of another union, the Marine Cooks and Stewards, which will provide 30 of its members to cook for the trainees.

The program is being financed through the recently expanded Manpower Development and Training Act. Henning, former Research Director for the California Labor Federation, AFL-CIO, said MDTA funds will provide \$241,122 to cover equipment rental, instructors' salaries and administration. Funds have also been approved to provide \$5 a day subsistence allowances for each trainee, he said.

Commenting briefly on the results of MDTA courses to date, Henning said the average cost per trainee has been about \$1,000 but the return on this investment both to the local community and to the nation is rapid in terms of reduced welfare costs and unemployment insurance payments and increased consumer spending and tax revenues.

sideration to encouraging opposition on the Democratic ticket against an incumbent who has turned his back on the people who elected him to office.

3—Marginal districts that are neither basically Republican or Democratic in character that require special consideration as follows: (a) Development of strong support for either an incumbent Democrat or Republican who has a good record and is in trouble; (b) Support for an incumbent Republican or Democrat who shows promise, and, (c) Development of a candidate in either party in the primary to unseat an unsatisfactory incumbent in the general election.

The session adjourned with emphasis on the necessity for labor to achieve greater unity on the political front as a pre-condition of effective legislative action.

# Labor's Views on Schools' Function Spelled Out to Assembly Committee

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tate their retraining for changing job demands.

3—Opposition to attempts by any special interest groups to control the content of subjects taught through the repeatedly heard contention that "our public schools should promote a partnership with industry." The surest way to destroy academic freedom, Pitts said, would be "to make education the partner of a special interest sector of our society."

4—More effective teaching of economics in the public schools below the college level to enable tomorrow's citizens to vote intelligently.

5—More emphasis, even within vocationally oriented curricula, on the liberal arts since "the acquisition of technical skills that enhance employability is not an end in itself but only the means of achieving a better life."

6—Intensified efforts on the part of schools to help eliminate de facto segregation.

7—Elevation of the position and status of all forms of vocational and related trade and technical education in the thinking of students and educators.

On the issue of vocational education, Pitts' statement noted that present pressures are pushing the vocational education curriculum toward greater fragmentation of skills without adequate attention to the structural unemployment problems that may be created in the future.

"We know that industry is increasingly using skills on a fragmented basis and that the tendency generally is to train for the limited skills that may be immediately employable. But as we do this, we are also putting people into the labor market who are going to be the most susceptible to displacement by technological change. Thus, if the emphasis of the vocational-technical curriculum is placed on the short-term approach to the development of our human resources for labor market participation, we may find ourselves facing increasingly complex structural unemployment problems," Pitts warned.

The fundamental orientation of the schools, Pitts said, should be toward maximizing employment opportunities throughout the working life of the individual, not mere placement on a job upon completion of formal schooling or other training program.

In view of this, he said, the real challenge of vocational education within the framework of education's broader functions is to develop background knowledge and clusters of fundamental skills to form the basis for the subsequent 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 necessary for still further adaptation of skills as technology continues to change.

To clarify the California Labor Federation's concern about the middle class bias in our schools, Pitts cited a book written by Patricia Cayo Sexton, "Education and Income," that explores the relationship between family income and schools.

The study checked a series of educational factors against the schools in a big city (Detroit) which were arranged by family income. The results were startling in their consistency.

The low income schools—almost without exception—produced the lowest scores in achievement, in so-called I.Q., had the worst libraries, the least experienced teachers, the poorest programs for remedial reading and other work, the least counseling, the oldest school buildings and the least healthy students. They also had the highest rate of dropouts and juvenile delinquency.

Moving up the ladder, Pitts said, "each of these factors got better and better—until at the very top of the economic ladder, the children of the most wealthy families had literally 'the best of everything' in the public schools. These findings lend themselves to description as the 'inverted pyramid' of public school privileges, a system by which those who need the least, get the most."

But the middle class bias reflects itself most clearly in the I.Q. test, Pitts

# Bay Area Parley On Unemployment Set in S.F. Jan. 29

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Adult Education"; Dr. Louis G. Watts, Youth Opportunities Center director at Hunter's Point, and Dan Daniels, director of the Neighborhood House in Richmond, on "School Dropouts and Youth Rehabilitation"; Harry Polland, economist, on "The Role of Private Enterprise"; and Don Vial, Administrative Assistant, California Labor Federation, AFL-CIO on "The Role of Government."

Tickets for the luncheon, at \$4.75, may be obtained at the conference or at the San Francisco Labor Council or by phoning the Council at UN. 3-7011.

said, and he quoted the conclusion reached by Professor Allison Davis of the University of Chicago who made an exhaustive study of such tests:

"There is now clear, scientific evidence that these tests use chiefly problems which are far more frequently met in urban middle-class culture."

Professor Davis also maintained that "half the ability in this country goes down the drain because of the failure of intelligence tests to measure the real mental ability of the children from the lower socio-economic groups and because of the failure of the schools to recognize and train this ability."

In summing up, Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, said:

"The shortcomings of our educational system are the shortcomings of a nation that has been content thus far to sidestep the poverty problem and to meet shortages of both classrooms and qualified teachers with halfway measures."

He pointed out that, although private investments, regardless of their purpose, are always viewed as productive of wealth, "this is not the prevailing attitude toward community or public investments."

"Yet," he observed, "the investment of community resources in our schools is the highest form of wealth-creating investment" because it's an investment "in the development of our most precious resource—human beings."

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