

Unemployment Up, Jobs Down in Both State and The U.S.

Unemployment rose and employment dropped in both California and the nation at large last month with joblessness in California climbing 72,000 between December and January to a total of 468,000 while nationally it rose 700,000 to 4.6 million.

Even though the decline in total employment that usually follows the winter holidays in California was not as large as the seasonal norm, there were 27,000 more people in this state jobless last month than a year earlier.

The state's seasonally adjusted jobless rate was 5.8 per cent last month, the same as in December, 1963, but higher than the 5.6 per cent recorded in January, 1963. The national jobless rate, at 5.6 per cent, was virtually unchanged from December and slightly below the 5.8 per cent rate recorded a year ago last month.

Albert B. Tieburg, director of the Department of Employment, said that a large part of the month-to-month rise in unemployment resulted from seasonal layoffs in manufacturing, trade and construction.

Reviewing job growth in California for the year just ended, Ernest B. Webb, director of the State Department of Industrial Relations, said it averaged about

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House Approves Civil Rights Bill 290-130, But Filibuster Threatens It in Senate

The Administration's civil rights bill, strongly backed by organized labor, won House approval this week by a lopsided roll call vote of 290 to 130. Only five of California's current 37-man congressional delegation—all Republicans—voted against the measure which survived an avalanche of more than 100 amendments principally from southern Democrats seeking to weaken it.

Highlights of Rights Bill Spelled Out

Here are the principal provisions of the civil rights bill overwhelmingly approved by the House this week:

Title 1—Bars unequal voter registration requirements and provides for swift hearing of voting rights suits.

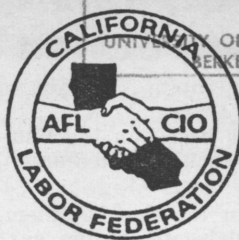
Title 2—Bans discrimination in a wide range of specified public business establishments.

Title 3—Calls for desegregation of public facilities and permits civil action for deprivation of rights.

Title 4—Provides for the desegregation of public education and permits attorney general to bring federal suits upon signed complaints.

Title 5—Extends the Civil Rights

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THOS. L. PITTS
Executive
Secretary-Treasurer

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Pitts Raps Delay on Key Issues, Sets Date for Pre-Primary COPE Convention

Organized labor "can no longer tolerate further procrastination" by public officials in coming to grips with issues vital to the welfare of working people, Thos. L. Pitts, state AFL-CIO leader, declared today in announcing the date of the California Labor COPE Pre-Primary Endorsement Convention.

The day-long session of the political arm of the state AFL-CIO will be held Wednesday, April 8, 1964 in California Hall at 625 Polk Street, San Francisco. Hundreds of delegates from local unions and central labor bodies throughout the state will participate.

"In this crucial election year," Pitts said, "we are challenged to relate our political activities more effectively to

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\$11.6 Billion Tax Cut Bill Wins Senate Approval

The \$11.6 billion tax cut bill, designed, initially at least, to spur the nation's economy and create more job opportunities, was passed by the Senate last Saturday and must now be reconciled with the \$11.1 billion measure passed by the House last fall before going to the President's desk for his signature.

Final action, which will result almost immediately in reduced withholding taxes and, therefore, an increase in workers' take-home pay, is expected before the end of the month.

The withholding rate for wage earners will drop from 18 to 14 per cent when the measure is signed.

The bill, approved 77 to 21, would have the effect of a 7.5 cent hourly boost in take-home pay for most workers, according to AFL-CIO estimates. Both of California's senators voted for the labor-backed measure.

Essentially the measure will cut individual U.S. income tax bills an average of 20 per cent over a two-year period with two-thirds of the reduction to be effective as of January 1, 1964, and the remainder to become effective January 1, 1965.

Individual tax rates will be reduced from 90 to 70 per cent at the top and from 20 to 14 per cent at the bottom. The new 70 to 14 per cent range will remove some 1.5 million persons from tax rolls entirely and lower taxes for another 50 million current taxpayers.

The measure reduces the corporate tax rate from 52 to 48 per cent, thereby benefiting some 576,000 corporations by about \$2.4 billion despite record corporate profit levels last year.

Despite the provisions benefiting workers, most of the \$11 billion-plus tax

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Pitts Raps Delay on Key Issues, Sets Date for Pre-Primary COPE Convention

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the achievement of labor's economic and social goals.

"The persistence of high levels of unemployment and idle productive capacity in the face of huge pockets of poverty and a vast backlog of community needs leaves no choice for organized labor. We can no longer tolerate further procrastination among those who claim the friendship of working people.

"In today's automated society, the exercise of public responsibility on the part of legislators and other government officials is a precondition to the attainment of economic security and full employment. It is labor's obligation, in turn," Pitts asserted, "to help keep public servants responsible to the people who elected them to office."

Reminding affiliated organizations that the political tradition of the AFL-CIO is to "elect our friends and defeat our enemies," Pitts pointed out that the success of such an effort "is measured not alone in the numbers elected but in the performance of those who attain public office with the effective support of working people."

"In this pre-primary convention," the state COPE leader said, "our endorsements must capture the full potential of the labor movement. There are no short cuts. We can accomplish our purpose and preclude the fragmentation of labor strength only by achieving closer coordination of endorsement procedures through the official COPE structures at both the local and state levels.

"At the same time," he added, "we must vigorously assert the principle of labor's non-partisan political action and guard against any possibility of either party's directing labor's political activities."

Convention delegates will take action on 139 state and federal legislative seats to be voted on at the June 2 statewide primary. These involve the U.S. Senate seat presently held by Senator Clair Engle (D., Red Bluff); 38 congressional seats, 20 seats in the State Senate (all odd-numbered senatorial districts), and 80 Assembly seats.

The state COPE executive council will meet Tuesday, April 7, the day before the pre-primary convention, at Del Webb's TowneHouse, convention headquarters. Registration for the convention will commence at the Towne House the day before the convention.

Pitts, secretary-treasurer of California Labor COPE, said that information concerning hotels, rates and reservations will be mailed with delegates' credentials in the near future.

REPRESENTATION

To be represented at the convention, affiliated organizations must be in good

standing, with per capita tax paid in full up to January, 1964.

Representation is based on the number of members in each affiliated union, as follows:

Two delegates for the first 500 members or less; one delegate for the next succeeding 250 members or major fraction thereof; one delegate for each succeeding 500 members or major fraction thereof. The total number of delegates from any local union may not exceed ten.

Credentials for delegates are to be mailed as soon as the computation of per capita membership and voting strength of each affiliated organization has been completed by the auditors.

On all questions where a roll call vote is taken, each delegate from a local union is entitled to vote an equal percentage of the membership of the local he or she represents, all fractional votes being eliminated.

Central bodies, state and local councils and joint boards, political organizations in specific areas and other eligible bodies are entitled to two delegates, each of whom has one vote.

RECOMMENDATIONS

Recommendations for the endorsement of candidates for the House of Representatives and the State Senate and Assembly must be made to the executive council exclusively by the political organizations established in their respective areas by the various AFL-CIO central labor bodies.

RESOLUTIONS

The deadline for receipt of resolutions and proposed amendments to the constitution by the secretary-treasurer is Tuesday, March 24, 1964, except for those approved by regularly constituted and affiliated statewide organizations at conventions or conferences held during a fifteen-day period preceding the convention. In the latter case, such resolutions must be received by the secretary-treasurer not later than 9 p.m. Tuesday, April 7, 1964.

AFL-CIO Pension Plan Study Available

A new 144-page publication entitled "Pension Plans Under Collective Bargaining" has been prepared for distribution by the AFL-CIO Department of Social Security.

Designed as a tool to help workers bargain for retirement protection, as well as to improve existing pension plans, the book analyzes in detail what a pension plan can or cannot do, what the pension law is, and the cost of various benefit provisions. It also provides an appendix of technical assistance including a dictionary of pension terms, a sample pension plan, trust agreement and other data for use in pension programming.

Rights Bill Passed

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nation's ability to act against racial and other forms of discrimination in voting, education, employment, public accommodations and the use of federal funds.

Nationally, 152 Democrats and 138 Republicans voted for the bill and 96 Democrats and 34 Republicans opposed it. California is currently one shy of its full 38-man delegation due to a vacancy in the state's Fifth Congressional District which is to be filled at a special primary election February 18 or, if necessary, at a runoff election on March 17.

All of California's 22 Democrats and 10 of the state's 15 Republican representatives voted for the measure.

Republicans opposed were:

H. Allen Smith of Glendale; Del Clawson of South Gate; Glenard P. Lipscomb of Los Angeles; James B. Utt of Santa Ana and Patrick Minor Martin of Riverside.

Highlights Cited

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Commission for four years and broadens its powers.

Title 6—Calls for withholding federal assistance from any programs where bias exists.

Title 7—Establishes an Equal Employment Opportunity Commission.

Title 8—Requires Census Bureau to gather statistics on registration and voting based on race, color and national origin so data could be used to cut House representation of states that discriminate against voters because of race.

Title 9—Makes any adverse action by a federal court in a civil rights case immediately reviewable by a higher federal court.

Title 10—Makes it federal policy to urge all communities to settle racial disputes at local level before need for federal action arises.

In the preface, AFL-CIO President George Meany notes the need for gearing pension benefits more closely to wage levels at retirement age and for adjusting benefit levels during retirement to reflect living cost increases.

Listed as Publication No. 132, the book is now available from the Pamphlet Division, AFL-CIO Department of Publications, 815-16th Street, N.W., Washington 6, D.C.

Checks should be made payable to William F. Schnitzler, secretary-treasurer, AFL-CIO at the rate of \$1.75 per copy. For 50 or more copies the cost is \$1.50; for quantities of 100 or more, the unit charge is \$1.25.

Brown Calls for Redoubled Efforts To Cut State's Industrial Accident Rate

Noting that 967 California workers died on the job last year and that another 172,000 suffered disabling injuries, Governor Edmund G. Brown appealed to delegates to the Governor's annual Industrial Safety Conference held in San Francisco last week to redouble their efforts to reduce the state's industrial accident rate.

Since 1957 the rate has been relatively unchanged with nearly 32 of every 1,000 workers in the state suffering disabling injuries every year.

While the state's general industrial accident rate has been stagnant, the injury rate in construction has advanced sharply from 76.9 injuries per 1,000 workers in 1957 to 83 in 1963, the Governor said.

This means that one out of every 12 construction workers is so seriously injured during the year that he cannot return to work the following day, the Governor said.

"This situation calls for swift and drastic action," he asserted, explaining that this was the reason why he has just asked the legislature to appropriate funds to permit the state to hire 22 more safety engineers to enforce observance of the state's safety rules and regulations.

Addressing some 1,500 delegates on the second day of the conference at the Fairmont Hotel on Friday, the Governor clearly delineated the state's responsibility in the safety field saying:

"Let me assure you that government in California has no wish to invade free enterprise, no desire to take over the legitimate functions of management or labor.

"But we do have the intention and desire to see that reason and justice prevail in industry. Reasonable work safety—as required by the state constitution and the Labor Code, and as administered by responsible agencies such as the Division of Industrial Safety of the Department of Industrial Relations—must be expected for every occupation and in every place of employment in California.

"Industrial safety is part of our program to protect individual citizens—and to build our state. In this booming state of California, we must make sure that the skills and talents of our working people are not wasted through injury and death on the job."

In emphasizing the benefits accruing from effective safety programs, the Governor observed that between 1950 and 1963 the overall industrial accident

rate dropped from 42 to less than 32 injuries per thousand workers.

These lower injury rates saved California employers "close to \$700 million in 13 years," he asserted.

"But," he added, "there is no way to measure the human benefits resulting from . . . the pain, suffering, disfigurements and deaths that have been avoided."

Turning to the plight of those injured on the job, Brown noted that the 1963 legislature created, at his request, a new Department of Rehabilitation in the Health and Welfare Agency to concentrate on rehabilitation and, if necessary, retraining of injured workers. However, in creating the department, the legislature failed to provide for any rehabilitation of injured workers under the state workmen's compensation program.

Nevertheless, the governor urged the conference delegates to give the new department their full and wholehearted support. He said it would seek to increase to 20,000 the number of people it serves and to boost the number of workers who can be put back on their feet to 3,800.

Speaking at the opening session of the conference on Thursday, Mrs. Esther Peterson, Assistant Secretary of Labor for Labor Standards and recently named by President Johnson as his special assistant for consumer affairs, made a strong pitch for women's equality in job opportunities.

Women not only constitute "an ever-increasing proportion of our work force," she said. "They do nearly every job that men do.

"More and more," she said, "they are filling so-called industrial jobs."

Moreover, she maintained, women are safer workers. Citing statistics drawn from the State Department of Industrial Relations, she said that while women make up about 30 per cent of California's work force, they incur only 15 per cent of the total occupational injuries.

Men, on the other hand, comprising about 70 per cent of the state's labor force, suffer 85 per cent of the work injuries, she said.

"You can't escape the fact that women in general are safer workers," Mrs. Peterson said.

Compared with male employees, "they have fewer injuries, both absolutely and in relation to exposure; when they are injured they lose less time and the cost

Unemployment Up, Jobs Down in Both State and The U.S.

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three per cent but he noted that the rate had started higher in 1963 and had slowed as the year progressed.

Total civilian employment in California last month, at 6,403,000, reflected a gain of 161,000 or 2.6 per cent over January, 1963, but over the same period the state's total civilian labor force rose 188,000 to 6,871,000 last month, outstripping the job growth rate by 27,000.

Between December and January, however, total state employment declined 130,000 from the 6,533,000 figure reported for December, 1963. The principal decline occurred in the retail trades as is expected following the Christmas season but sizeable losses were also recorded in manufacturing, construction and government.

On the national level total employment dropped 1.4 million to 67.2 million, a smaller than usual decline for January.

Since January, 1963, total non-agricultural employment in the nation has risen by 1.5 million while agricultural employment has dropped by 200,000 to 4.0 million.

The country's total labor force rose by 1.2 million from January, 1963, to January, 1964, to total 74.5 million.

The 700,000 over-the-month rise in joblessness nationally resulted solely from adult workers looking for full-time jobs, the Labor Department said."

Lumped in with the 4.6 million jobless nationally are 1.1 million long-term jobless—persons unemployed 15 weeks or more—including half a million persons who have been unable to find jobs for six months or more. Both of these categories are virtually unchanged from a year ago.

Likewise jobless rates for adult men at 4.3 per cent, adult women at 5.5 per cent and teenagers at 14.9 per cent were practically the same as in December, 1963.

of medical benefits and compensation payments averages much less," she asserted.

"Women's high heels are dangerous and should not be worn at work," she acknowledged, but "high heels and open-toed shoes are only one reason why women suffer injuries due to slips and falls." Slippery floors, poor housekeeping, unguarded platforms, unsafe stairs, unprotected floors, and poor lighting are also major factors. Such conditions can injure any worker—male or female—and "are not tolerated in work places with good safety records," she said.

Reprints Explain Labor's Position

If you want to be informed on some of the key labor issues in the 1964 election campaign, here's a suggestion:

Order reprints of six articles selected from recent issues of the American Federationist, the AFL-CIO magazine, covering training programs, taxation, job erosion and current collective bargaining problems.

Single copies of the reprints are free.

Here's a rundown on the articles:

"America's Need: Social Services and Jobs"—Deals with the nation's mounting joblessness and the needs of its fast growing population which is suffering from and short-changed by a continuing shortage of public services such as schools, hospitals, nursing homes, libraries, mass transportation facilities, adequate water supplies, libraries, etc.

"Wage Gains Under Bargaining"—Recapitulates the wage and other gains scored through peaceful collective bargaining negotiations during the past year and a half.

"The Erosion of Jobs and Skills"—Examines the increasingly evident job shift from blue-collar to service industries and white-collar fields and discloses a rise in part-time, low-paying jobs and the downgrading of large groups of workers as a result of these changes.

"Labor's Right to Technical Data"—Discusses the increasing de-humanization of the assembly line or production process as a result of management's use of time studies, standard data and other systems to improve "efficiency" and suggests ways for union representatives to deal with these problems in collective bargaining.

"Soaring Productivity: A Fair Share For Labor"—Explores the fact that the workers' share of the fruits of increased productivity per worker is lagging while

Senate Approves \$11.6 Billion Tax Cut

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cut will go to corporations and taxpayers in the upper income groups. The vast majority of the taxpayers will get less than half of the total tax cut. The AFL-CIO and liberal members of Congress would have preferred the "mix" of the tax cut to be oriented more toward stimulating consumer demand than investments.

Senator Albert Gore (D., Tenn.), one of the 11 Democrats and 10 Republicans who opposed the bill, objected several times that the measure didn't do enough for the little fellow. He offered a reform amendment to eliminate certain tax benefits granted to corporate officials under stock option plans but it was rejected, 57 to 39.

Gore also proposed killing the tax bill entirely and substituting a \$200 boost in the present \$600 exemption allowed each taxpayer and dependent but this was defeated, 61 to 33.

Likewise an amendment by Senator Paul H. Douglas (D., Ill.) to raise the minimum standard deduction for persons not itemizing deductions in their returns from \$300 to \$400, which would

unemployment and corporate profits mount.

"New Directions in Bargaining"—An examination and brief historical review of the function of joint study groups and human relations committees as an aid in solving the increasingly complex problems involved in collective bargaining.

Orders for these reprints or for copies of the December 1963 edition of the American Federationist which contains a special report on the fifth convention of the AFL-CIO in New York City, should be sent to AFL-CIO Pamphlets Division, 815 16th Street, N.W., Washington 6, D.C.

have benefited low-income families, was defeated, 71 to 23.

In earlier debate on three special privilege provisions proposed in the Senate bill which would have benefited the wealthy at the expense of the general taxpayer, the Senate upheld labor's position and rejected them all.

The first, an effort to restore the four per cent tax credit on dividend income, which presently permits persons whose income comes from dividends on stocks to be taxed at a lower rate than persons whose income comes from wages, was defeated by a vote of 47 to 44.

AFL-CIO legislative director Andrew J. Biemiller wrote a letter to the nation's senators prior to the vote pointing out that this bonus for wealthy stockholders was "unjustifiable" and that it would cost the government more than \$300 million in lost revenue.

The second issue involved a proposed cut in the capital gains tax from 25 to 21 per cent. This provision was already written into the House-passed bill and constituted a further cut in the already low tax wealthy investors pay on profits made when they sell stocks, bonds or property at a higher price than they paid, provided they held the assets at least six months. The Senate committee voted to scrap the House provision and leave the capital gains tax unchanged.

The third issue, a politically enticing proposal to give parents who pay their children's college tuition tax credits up to \$325 a year was opposed by both the AFL-CIO and the administration because it would have benefited primarily families in the middle and upper income brackets.

Biemiller told the Senators that it would cost the government more than \$1 billion a year and, in a letter to the senators, said it would be preferable to provide "more abundant scholarships and loans directly for the young people who need them most."

The amendment was defeated, 48 to 45.

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

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