

State Nets \$3.6 Million in Back Pay for Workers

For the third straight year, enforcement of California's labor laws has resulted in workers recovering more than \$3 million in wages from balky employers.

Sigmund Arywitz, Chief of the Division of Labor Law Enforcement of the Department of Industrial Relations, said this week that his office handled cases resulting in payment of \$3,617,112—10 percent more than the \$3,275,484 paid in 1962—to wage earners in 1963 who encountered difficulty in getting paid for work done.

Of the 57,338 cases submitted to the Division, 42,428 involved claims for unpaid wages. This was a new high in total workload and reflected an increase of 4,000 cases or 7 percent over 1962, Arywitz said.

The Division also processed 1,849 complaints involving disputes over payments to workers' benefit funds. Payments made to the funds following adjudication of the complaints went up 33.5 percent to \$542,621, the state's labor commissioner said.

Supreme Court Spurs Reapportionment But Few Districts in California Affected

The U. S. Constitution requires that Congressional Districts within each state be substantially equal in population, the U.S. Supreme Court ruled recently in an historic decision that will—sooner or later—require extensive revision of Congressional districts in many states. Its impact in California, however, will apparently be slight.

Since the high court set no time limit and offered no immediate guidelines on how the districts should be equalized, the impact of the decision on the 1964

Tobacco Union Locals Integrate

The Tobacco Workers' Union, which has for years urged labor's friends to shun the non-union cigarettes produced by the Reynolds Tobacco Company—namely, Camel, Winston, Salem and Brandon brands—is currently concluding the process of integrating all of its local unions throughout the country.

Heretofore separate white and Negro local unions at the American Tobacco Company, Brown and Williamson Corp., United States Tobacco Co., Larus Bros., and Liggett & Meyers have already accepted merger agreements.

All of which boils down to another good reason for shunning Camel, Winston, Salem and Brandon cigarettes.



THOS. L. PITTS
Executive
Secretary-Treasurer

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Be Wary of High Pressure Pitch for Over 65 Insurance Plans, Pitts Urges

State AFL-CIO leader Thos. L. Pitts, today advised both active and retired union members to be wary of the high pressure advertising campaign currently in progress that is apparently seeking to stampede people 65 and over into buying health insurance.

"Although the so-called Western 65 plans may have some merit and may suit the needs of some people, the ad campaign seems to have spawned a lot of misleading information if not outright misrepresentations about the plans," Pitts, secretary-treasurer of the

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Joblessness Rose, Jobs Declined in State Last Month

Despite exceptionally dry weather last month which helped keep employment in construction and other outdoor activities well above normal seasonal levels, joblessness in California rose to 496,000 in February, up 27,000 and just 4,000 below the 500,000 recorded in February, 1963 which, in contrast, was a rather soggy month.

Nationally, however, unemployment in February held at 4.5 million, reflecting no improvement over either a month or a year earlier. But the U.S. seasonally adjusted jobless rate declined slightly from 5.6 to 5.4 percent due to a better than seasonal increase in non-farm employment which climbed 800,000 to 68 million last month.

California's seasonally adjusted jobless rate was 5.7 percent in February, a scant one-tenth of one percentage point less than the 5.8 percent rate tallied both the preceding month and in February, 1963.

Even with the spur to employment provided by the sustained fair weather, California's total civilian employment has risen only 173,000 since February, 1963.

Last month it totaled 6,386,000, reflecting an increase of only 2.8 percent for the year or barely five-tenths of one percentage point above the growth rate of the state's civilian labor force. The civilian labor force, comprised of the employed and the unemployed available for and seeking work was 6,882,000 last month compared to 6,713,000 in February, 1963, indicating a growth rate of a shade more than 2.5 percent.

"Comparison of such figures as the over-the-year growth rates in employ-

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Be Wary of High Pressure Pitch for Over 65 Insurance Plans, Pitts Urges

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California Labor Federation, AFL-CIO, declared.

"For example," he explained, "some prospective purchasers have been led to believe that:

1—The California Medical Association has approved a maximum fee schedule that is incorporated in the plan. This is not so.

2—The Western 65 plans are state-sponsored plans approved by the California legislature. This is not so.

3—The plans afford immediate coverage with no previous condition exclusions. This is not so," he asserted.

"Moreover," Pitts noted, "some of the newspaper ads have carried the line 'Hurry! Enrollment ends midnight, March 31, 1964,' implying that such health insurance may not be available after that date.

"While such misinformation may have resulted either from misunderstandings or overly zealous insurance salesmen, it serves nonetheless to underscore the need for prospective purchasers of such plans to be sure they have the facts straight before they buy," Pitts said.

"People who already have some health insurance coverage should be particularly concerned about the non-duplication of benefits clause in the Western 65 plans. Under this clause, Western 65 benefits can be reduced because of the existence of another policy but the premium for the Western 65 plan is not reduced," Pitts pointed out.

To clarify the state sponsorship issue, the AFL-CIO leader explained that the only connection the state had with making the plans available was that the 1963 legislature suspended the state's

anti-monopoly laws to permit a number of insurance companies to combine their resources to offer health insurance coverage to the aged.

"By no stretch of the imagination can this be called state sponsorship," Pitts declared.

The three plans subsequently developed by some 62 large insurance carriers cost \$11, \$14 and \$23.50 per month per person respectively, 5 to 10 times more than the total annual cost to both employees and employers of the basic hospitalization coverage proposed under the plan to provide medical care for the aged through social security now before Congress, Pitts observed.

Union members should also look into the clauses in the Western 65 plans dealing with the extension of the waiting period in the case of pre-existing conditions and restrictions imposed in regard to the treatment of certain foot conditions that many older people are plagued with, he said.

"These restrictions appear to be much more stringent than similar clauses in other policies," he said.

"In short, while one of the Western 65 plans may in the end be found to fit the needs of some persons, trade unionists and the public at large should resist being stampeded by the current promotional campaign and should insist on shopping around," Pitts said.

"Just a little intelligent shopping around — letting insurance salesmen for competing plans fill you in on the 'advantages' of their plans and the 'disadvantages' of competing plans— may save you hundreds of dollars when the medical bills roll in," he added.

Unemployment Climbs, Jobs Dip in State But Nation's Jobless Holds at 4.5 Million

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ment and total civilian labor force repeatedly reflect the gross inadequacy of state and federal efforts to date both to initiate and to adequately implement programs to cope realistically with our unemployment problem," Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, observed.

On a month-to-month basis, employment in California declined 16,000 from January. About 25 percent of this cut-back was due to layoffs in the aerospace group where aircraft, electronics and missiles together lost more than 4,000 jobs over the month.

For the nation as a whole, long-term unemployment was unchanged from the January level. Farm employment was

relatively unchanged over the month at 3.9 million.

The U. S. Labor Department's report also indicated that the number of workers on part time for economic reasons— at 2.1 million in February — was the same a month earlier and in February, 1963.

The nation's total labor force, at 75.3 million in February, reflected an over-the-year gain of 1.25 million.

The labor force time loss through unemployment and part-time work was 6.1 percent in February compared with 6.2 percent a month earlier and 6.6 percent in February, 1963. This index reflects the manhours lost by the unemployed and those on part-time for economic reasons as a percent of the total manhours potentially available to the civilian labor force.

AFL-CIO Study of Pension Plans Now 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.

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.

FEPC Women's Council Posts Filled

Appointments filling three key posts on California's Fair Employment Practices Commissions' Women's Advisory Council have been announced by Mrs. Carmen H. Warshaw, FEPC, chairman.

Mrs. George Thomas, a national leader in the Young Women's Christian Association who has been active in human relations work in the Los Angeles area, was named state chairman of the council.

Mrs. Spurgeon of Avakian, a Berkeley church and P-TA leader, was appointed co-chairman for Northern California and Mrs. Jonas Salk, wife of the noted biologist and an officer of the Citizen's Inter-Racial Committee of San Diego County, was named co-chairman for Southern California.

The advisory council will have members in communities throughout the state and will assist the commission in creating wider awareness of the existence and purpose of the Fair Employment Practices Act and the Fair Housing Act. It will also aid in promoting public acceptance and practice of the principles of equal opportunity, good will and cooperation, among all population groups.

New Group Seeks To Spur Aid for CORO Program

Formation of a new committee to explore ways to consolidate and encourage more trade union support for the CORO foundation internship in public affairs training program was announced following a luncheon sponsored by the California Labor Federation, AFL-CIO.

Thos. L. Pitts, the Federation's secretary-treasurer, who presided at the luncheon, said the new committee, to be known as the Northern California Support Committee for CORO Foundation will be headed by Russell Crowell, president of the Cleaners and Dyers International Union as well as president of the Alameda County Central Labor Council. Crowell is also a CORO Foundation trustee.

Under the CORO internship program, 12 scholarships are awarded each year providing assignments at the post-graduate level to persons planning active careers in government, politics and other public positions.

The internship provides exposure to all major aspects of organized community activity including business, government, political campaigns, labor unions, community organizations and professional and trade associations. The CORO Foundation was established in San Francisco in 1942 as a non-profit public trust to conduct research and education in public affairs.

Among the special guests at the luncheon were four CORO internship graduates who described the long-term benefits they received from the CORO training. The graduates included Elizabeth R. Gatov, Democratic National Committee-woman for California and former Treasurer of the United States, and Herbert (Bud) Aronson, secretary-treasurer of the Union of State, County and Municipal Employees, AFL-CIO, Local 411.

Labor Relations Courses Now Underway at USF

Five courses of interest to union members and officers opened at the University of San Francisco's Labor-Management School in San Francisco this week but it is still not too late to register.

The courses, open to all persons interested in labor relations, are: Public Speaking; Grievance Procedure Clinic; Human Relations in Modern Industry; Guidelines for the Collective Bargaining Agreement on the Job; and Parliamentary Practice. The classes are taught in one or two hour sessions between 7:30 and 9:45 p.m. each Wednesday from March 11 to May 6. Further information may be obtained by phoning the school at SK. 2-1000.

Supreme Court Spurs Reapportionment But Few Districts in California Affected

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tee on Elections and Reapportionment said, however, that "indications are that at least three of our Congressional districts may be out of line."

"These are," Allen said, "San Francisco's Fifth District, smallest in the state with a population estimated in 1960 at 301,172; the Fourth District stretching from Solano County north, with 310,651 residents; and—at the opposite extreme—the 28th District in Los Angeles, with 591,822 residents.

LEGISLATURE MAY ACT

"It would appear that the legislature may have to take emergency action to head off court suits seeking to force reapportionment of those three districts," he said.

"The Legislative Council's office believes, however," Allen added, "that the other 35 Congressional districts in California are about as even as could be expected. I personally believe we did a good job of reapportionment in 1961."

The Supreme Court's decision did not demand what Justice Black called "mathematical precision" between Congressional districts. Instead, he said, "as nearly as is practicable one man's vote in a Congressional election is to be worth as much as another's."

This might permit a state to follow natural boundaries such as rivers or mountain ranges in drawing districts even though some population disparities between districts resulted.

But for the nation as a whole even rough equality in Congressional district population would require extensive changes. If for example it were decided that no district in a state should vary by more than 20 percent from the average district population in that state, there would now be unconstitutional districts in 28 states with a total of 306 representatives.

In California where the average population of the Congressional district is 414,009 according to 1960 population estimates, the 20 percent standard would place eight Congressional districts in need of reapportionment. The eight districts and their populations are: the 1st, 533,806; 3rd, 502,778; 4th, 310,651; 5th, 301,172; 16th, 496,859; 18th, 510,341; 28th, 591,822; and the 33rd, 503,591.

Assemblyman Nicholas Petris, (D.—Oakland) who served as chairman of the Elections Committee prior to Allen, said he would ask the legislature to reconsider measures submitted at the 1963 session which recommended that the voters be asked to adopt Constitutional amendments that would:

- —Allow Congressional districts to embrace portions of Assembly districts, where logical.
- —Allow Assembly districts in one county to include parts of other counties.

Joining Justice Black in the majority decision were Chief Justice Earl Warren and Justices William J. Brennan, Jr., Byron R. White and Arthur J. Goldberg.

A dissenting opinion written by Justice John M. Harlan, argued that there is no requirement for "one man, one vote" set forth in the Constitution with respect to Congressional elections. Harlan maintained that the decision cast "grave doubts on the constitutionality of the composition of the House of Representatives" now in session.

Answering from the bench for the majority, Black asserted:

"We do not look on the future with such dark glasses. We cannot believe it will make the old ship of state slip one knot for this court to say that in choosing their representatives, the people should have one vote for one man as nearly as that is possible."

Black noted that the deliberations of the constitutional convention in 1787 had almost broken up in a dispute over whether Congress was to represent the states or the people. The "great compromise" which solved the issue gave representation to the states in the Senate and to the people in the House.

"It would defeat the principle embodied in the great compromise, equal representation in the House of equal numbers of people, for us to hold that within the states, legislatures may draw the lines of Congressional districts in such a way as to give some voters a greater voice in choosing a Congressman than others," Black declared.

MOVE TO STALL RULING

An effort to avert immediate implementation of the court decision is understood to be embodied in legislation being drafted by a Texas Congressman to hold the court's ruling in abeyance until state legislatures have a chance to act in regular session. This would put off the need for redistricting in most states until after the 1964 elections.

The Supreme Court's action is in full accord with a resolution adopted at the AFL-CIO Convention last November which demanded an end to "malapportioned state legislatures and Congressional districts" and deplored the fact that "the rural minority—some 30 percent of population—still controls most state legislatures and has disproportionate influence in the U. S. House of Representatives. . . .

"Only through Congressional action, presidential leadership, enlightened court decisions and public demand can truly representative apportionment become a reality, with every citizen possessing equal strength at the ballot box and in the voting booth. Only when the concept of one man, one vote is fully observed will democracy be fully achieved," the AFL-CIO resolution declared.

First Local Advisory Unit For State FEPC is Being Set Up In San Mateo Area

The state's first local advisory committee to assist the California Fair Employment Practice Commission in assuring equal opportunity in employment and housing is being set up in the San Mateo area, FEPC Chairman Mrs. Carmen H. Warschaw has disclosed.

Formation of the committee was requested by public officials and residents of the San Mateo area in accordance with the provisions of both the FEP and the Rumford Fair Housing Acts which authorize the FEPC to establish such committees.

The local committees may be empowered to study problems of discrimination and to foster equality of opportunity, good will, cooperation and conciliation among all groups of the local population.

The Advisory Committee will not, however, handle actual complaints of discrimination. It will merely forward such complaints to the FEPC for investigation and, possibly, conciliation or enforcement.

Mrs. Warschaw designated Commissioner Elton Brombacher or Richmond to work with the San Francisco Bay peninsula residents in setting up the new group at an FEPC meeting in Los Angeles.

Brombacher is currently seeking nominations from the Mid-Peninsula Council for Civil Unity and other groups for representative citizens to serve on the committee. Appointees will serve without pay for an initial term of one year.

Formation of such local Advisory Committees on a broad scale in communities throughout the state could substantially strengthen the FEPC's effectiveness, civil rights spokesmen believe.

A View of Automation

"Though society cannot smash the machines, we must take whatever steps are needed to insure that the machines will not smash society."—IAM President A. J. Hayes.

Pamphlet Spells Out Labor's Stand On Civil Rights

"The AFL-CIO is for civil rights—without reservation and without delay."

That's the substance of a new, pocket-sized 22-page pamphlet on civil rights entitled "Equal Rights for All—The AFL-CIO Position," which unequivocally spells the rights labor seeks and the action program it has undertaken to obtain them.

"Mere acknowledgement, mere lip-service to equal rights is not enough. The labor movement is committed to a positive program for translating principle into reality on every front. This means on the job, in the schools, at the polls, in housing and in all places of public accommodation — restaurants, hotels, everywhere," an introduction by Federation President George Meany declares.

In brief question and answer form, the pamphlet sets forth the AFL-CIO legislative civil rights program and describes the labor movement's internal machinery for handling civil rights problems.

Copies are available free in reasonable quantities from the Pamphlet Division, AFL-CIO Department of Publications, 815 Sixteenth Street, N. W., Washington, D. C. 20006.

Peace Corps To Be Doubled

Doubling of the Peace Corps to 14,000 volunteers has been overwhelmingly approved by Congress. The House last week authorized \$115 million — every cent asked by the Administration—for the program, which has been described as "the most popular foreign aid program on Capitol Hill" because it has hurt the communist efforts in underdeveloped countries, proved young Americans weren't soft and created a world-wide image of "the good American." A move by H. R. Gross (R.-Iowa) to slash the authorization by \$20 million was rejected 309-90. The authorization had previously won Senate approval. Currently 7,000 Peace Corps men are serving in 46 countries throughout the world.

"Needless" Cancer Death Slated for 542,000 AFL-CIO Members

Local union programs to save the lives of over half a million of the AFL-CIO's present members are suggested in a 12-page booklet just announced by Leo Perluss, Director of Community Services for the 13 million member national labor organization.

Undertaken as a joint project with the American Cancer Society, the "AFL-CIO Cancer Education Program Guide" emphasizes the fact that this staggering toll at the hands of the nation's second biggest killer is wholly avoidable.

Noting that half of all cancers are presently curable if treated in time, a Society spokesman presents the statistics underlying the expectation that 3.2 million of the AFL-CIO's present members are destined for affliction by cancer. In observing that less than 1.1 million of these will be cured, he warns:

"But this figure could and should be 1,625,000. Thus, current trends show there would be 542,000 needless deaths from cancer just in the ranks of the AFL-CIO. Our aim is to close the life-saving gap."

The Guide contains a catalog of films, posters, pamphlets, exhibits and other educational materials available to local organizations without charge by divisions and units of the Society.

Useless Food Stamp Bill OK'd by House Committee

A severely compromised version of President Johnson's Food Stamp Plan, crippled by an amendment to require state and local governments to put up half the cost of the stamps, was approved by the House Agriculture Committee last week, but proponents of the move to extend the plan to needy persons in all states immediately objected that the measure was "as good as having no bill at all."

Representative Harlan Hagen (D.-Calif.) declared:

"This really negates the whole program because there will be very little participation."

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