

## Why Vote With COPE?

All the bombast and smears of political campaigns are aimed at just one target — the voter. They're designed especially to sway undecided voters emotionally — not help them make an intelligent choice. That's one of the basic reasons why labor is obliged to be politically active — TO VOTE INTELLIGENTLY.

So how does labor select its candidates? The final decision is determined by delegates to statewide endorsing conventions held prior to each primary and general election by the California Labor Council on Political Education (COPE). These delegates are local union members from throughout the state—and they have the final say.

But local union members also have the first say. The endorsement decision flows from the bottom up, not from the top down as some ultra-conservative publishers of daily papers would like to have you believe.

### Simple Procedure

The procedure is simple and direct although it consumes a lot of the free time of local union members. These members, serving on county or district COPE committees, invite candidates to be interviewed. The candidates are afforded time to make an opening statement citing their qualifications and stating their positions on local, state and national issues. Each candidate is then questioned by the local COPE committee

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## Detroit Teachers Vote 5739 to 3848 for AFL-CIO Union As Sole Bargaining Agent

The Detroit Federation of Teachers, AFL-CIO, won a smashing endorsement for union principles when the city's 9,700 teachers marched to the polls recently and selected the AFL-CIO union as their sole negotiating agent, defeating the Detroit Education Association by a decisive vote of 5,739 to 3,848.

The election swept away a proposal by the Detroit Board of Education

## Key School Aid Bill Wins Approval

A measure to provide \$170 million in additional state aid to school districts over the next two years which includes provisions to spur school district unification won the approval of a Senate Free Conference Committee Wednesday by a 25 to 10 vote and was sent to Governor Brown for his signature.

The bill (AB 145) calls for \$50 million in increased state aid for 1964-65 and \$120 million in 1965-66.

Indicating his satisfaction with the bill, the governor said it would benefit teachers and administrators

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THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## U.S. Training Programs' Lack of Use of Apprenticeship Concept Poses Peril: Pitts

The nation's expanded manpower programs are dangerously slighting apprenticeship and other on-the-job training programs by their emphasis on short-term results, and this policy, unless reversed, threatens to compound our long-run unemployment problem, state AFL-CIO leader Thos. L. Pitts warned today.

Pitts, a keynote speaker at the Third Biennial California Conference on Apprenticeship at the Jack Tar Hotel in San Francisco, said there is not enough balance in the new federal and state job training programs because of the tendency to develop only "fragmented skills" to meet immediate job needs.

Under MDTA last year, for ex-

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## Only A Few Days Left To Get Absent Voter's Ballots

Only a few more days are left for voters who "expect" to be absent from their precinct on election day to apply for absent voter ballots from their county clerks, Thos. L. Pitts, state AFL-CIO leader reminded union members today.

The deadline for applying for absent voter ballots by mail or in person is 5:00 p.m. Tuesday, May 26. All such absentee ballots must be returned to, and in the hands of, the county clerk not later than 5:00 p.m., Monday, June 1, the day before the primary election.

Pitts stressed the fact that not enough union members presently take advantage of their absentee voting rights.

"Yet," he pointed out, "union members in many trades and occupations are far more likely to be unable to get back to their precincts in time to vote because of the distances they must travel to their jobs than the arch conservative voters who consistently vote against candidates who would protect the workers' interest and support measures that could materially benefit the worker."

To apply for an absent voter's ballot by mail, all a voter need do is address a letter to his county clerk reading as follows:

"I, (name of voter) am a registered voter in (name of county) county. The address at which I am registered is (street and city or town). I expect to be

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## Detroit Teachers Vote in Favor of AFL-CIO Union

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rather than just having orders come down from the top."

A petition for a representation election was submitted by the DFT a year ago but was turned down by the Detroit Board of Education on the contention that such an election was illegal under Michigan's Hutchinson Act which restricts union activity of state and local government employees.

But the DFT took its case to the state Attorney General who ruled that the Act did not prohibit holding such a vote.

Despite the ruling, the school board stalled the issue for months and then ordered a straw pool on the exclusive bargaining agent issue after Federation members had overwhelmingly approved strike action. Almost 80 percent of the classroom teachers supported holding the election on the basis of seeking exclusive rights after the aggressive DFT campaign forced the DEA to reverse itself and abandon its stand for proportional representation. Mrs. Riordan emphasized the fact that the election does not change the union's reluctance to use strike weapons.

"As we have said all along, they are an absolute last resort."

Detroit thus becomes the second large city, following New York, to agree to deal exclusively with the teacher's union. But the DFT's recognition is not permanent. The school board has announced that it plans to hold another representational election 11 to 18 months from now.

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## Cranston Will Answer Radio Listeners' Queries

Alan Cranston, COPE's endorsed candidate for the Democratic nomination to the U. S. Senate, will answer listeners' questions on key issues in the campaign over the full CBS radio network every Sunday from now until the election.

The cities, stations and local broadcast times are as follows:

Los Angeles, KNX,	4:45 to 5:00 p.m.
Bakersfield, KBIS,	4:45 to 5:00 p.m.
Modesto, KBFE,	8:15 to 8:30 p.m.
Sacramento, KFBK,	8:35 to 8:50 p.m.
San Francisco, KCBS,	5:15 to 5:30 p.m.
Chico, KHSL,	4:45 to 5:00 p.m.
Eureka, KINS,	7:15 to 7:30 p.m.
Fresno, KFRE,	4:45 to 5:00 p.m.
Palm Springs, KCMJ,	8:30 to 8:45 p.m.
Redding, KVCV,	4:45 to 5:00 p.m.

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## U.S. Training Programs' Lack of Use of Apprenticeship Concept Poses Peril: Pitts

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ample, he said, "only about 6½ percent of the trainees were placed in on-the-job training projects.

**"Yet the latest report on the program by the Secretary of Labor points out that 'the average cost per trainee for on-the-job training is substantially less than that for institutional training,' he observed.**

The reasons for the by-passing of apprenticeship and on-the-job training programs cannot be swept "under the rug" Pitts declared. For one thing, "only about one of four eligible employers in the state are using the apprenticeship system of training," he said. This contrasts sharply with the use of apprenticeship programs in free European countries whose technology approaches ours, he said. In West Germany, for example, over half the men under 20 are engaged in some sort of formal apprenticeship or on-the-job training and the number of apprenticeship opportunities far exceeds the youths available, Pitts pointed out.

### The Dropout Problem

For another thing, despite the inadequate number of apprentices in training in the U.S., the apprenticeship programs are experiencing a large number of dropouts in some trades prior to the completion of training.

"If it is true that many of these apprenticeship dropouts achieve journeyman status by going out and obtaining employment as journeymen, then I would say to you that we had better face up to the fact that there is something drastically wrong with the operation of these apprenticeship programs in relation to the manner in which the skills are being employed by the technology of these industries," the state AFL-CIO leader asserted.

Part of the problem in this latter respect is that the skills in some trades are now being employed on a diluted basis while the apprenticeship programs are geared "to developing all the skills of the trade," he said.

Yet it is "abundantly clear," Pitts added, "that the well-grounded craftsman is the person who is in the best position to adjust his skills to the changing requirements of technology so as to maximize job opportunities over a lifetime. It is the person trained in limited, fragmented skills that is the first to be displaced as technology advances." Pitts urged the conference to come to grips with the problem.

"The reality of the situation," he said, "is that technology does employ the skills on a fragmented basis" and so

long as there are job openings on this basis and not enough fully-trained journeymen, then "the poorly trained . . . will fill those jobs. . . . Glutting the labor market with partially trained individuals," Pitts warned, not only threatens the fully-trained craftsman, but also "short changes the consumer."

### 'Alternative' Cited

The "alternative" to applying the "time-tested principles" of apprenticeship to the changing technology, he said, may be the destruction of these principles and "the obsolescence of the apprenticeship system with disastrous effects on the economy."

Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, said his "confidence is in the collective bargaining system and the cooperative spirit demonstrated by the labor-management community. I know that the experience and the talent exist to come to grips with the on-the-job training challenge."

Pitts emphasized the need to establish "a better relationship between the role of classroom training and on-the-job training purely from an efficiency point of view. We must determine what aspects of training can best be conducted in a classroom and what aspects should be left to on-the-job training," he said.

Toward this end, he suggested immediate creation of a joint committee from labor and management within each of the major apprenticeable crafts, trades or occupations to meet regularly with school officials responsible for the development of the vocational and technical curriculum for the trade.

### Study Proposed

A cross-technology study of basic background skills common to all the apprenticeable trades, aimed ultimately at the incorporation of all such skills in the vocational-technical curricula would also be useful, Pitts said, in preparing youths to enter apprenticeship programs.

The state AFL-CIO leader stressed the fact that on-the-job training is for the development of specific skills and this is not a function of vocational training.

"The schools must be on guard against exploitation by those in industry who would divert vocational education from its main purpose and use it for the development of specific skills that are the responsibility of on-the-job training," Pitts declared.

**"Rather than requiring greater and greater specialization at an early school age, it is increasingly apparent**

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## Bill To Hike School Aid \$170 Million Wins Approval

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measure, Governor Brown said it is "probably the most comprehensive package of reforms and assistance ever enacted for California school districts."

Summing up its provisions, the Governor said:

"With this measure, California may look forward to smaller classes in the first three grades; major steps toward unification of school districts and equalization of taxes, and substantially increased state assistance to local school districts."

The measure is intended to help districts that most need help. Poorer districts will get \$10 increases for each pupil in average daily attendance next year. In addition, \$10 in "foundation program" support is provided for pupils in first, second and third grades.

The "foundation program" is to be increased by \$15 per pupil in average daily attendance in 1965-66 for all active unified districts, for those voted but not yet active, or for any district that voted affirmatively in an unsuccessful election to form a unified district.

While the measure contains no mandatory unification provisions, it does provide strong voluntary inducements. For example, ununified districts are required to hold elections by July, 1966, and follow-up elections every two years. Small districts voting for unification but outvoted by larger districts may qualify for the \$15 unification bonuses.

Efforts to eliminate the waste resulting from the duplication of administrative personnel and facilities have been introduced in the legislature to little avail for the past 40 years.

Recent studies have indicated that the state's existing 1,585 school districts could be telescoped into 170, a reduction of nearly 90 percent. A measure to accomplish this end was introduced early in the present session but was abandoned after the California Association of School Administrators and other professional educator groups whose members might be obliged to return to classroom work organized massive opposition to the measure.

The California Federation of Teachers, AFL-CIO, however, favored the measure which would have left one unified school district for each county and one for each chartered city.

Still facing the legislature, now well into its fourth month of relative inaction, are resolution of the administra-

## Why Vote With COPE? -- Because It's the Intelligent Way To Pick Representatives

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as necessary to provide the committee with a firsthand knowledge of how the candidate stands on such vital issues as full employment, medical care for the aged through social security, extension of Fair Labor Standards Act coverage, consumer and minimum wage protections, and improvements in unemployment, disability and workmen's compensation insurance programs, as well as a host of other critically relevant public interest issues.

After all candidates have been individually interviewed, the county or district COPE committee discusses their qualifications and makes its recommendations to the full membership of the county or district COPE. These recommendations, as adopted by the vote of the county or district COPE, are forwarded to the Executive Council of California Labor COPE and submitted to the statewide endorsing convention of the state organization. The final endorsement is made by the convention delegates representing AFL-CIO unions throughout the state.

In the case of all state and federal offices filled by the voters of the state at large, the Executive Council, assisted by an Advisory Committee composed of a broad spectrum of the state's union membership, interviews the candidates.

These interview sessions are both deliberate and searching. They constitute one of the few instances in a political campaign when a candidate—stripped of supporters and press agents—stands alone before a group of elected labor representatives and answers, or attempts to answer, direct questions directly.

tion's \$3.6 billion budget and the Long Beach tidelands oil issues.

Last week the Republican-Democratic deadlock in the Assembly was broken when the Republicans agreed to pare down their demands for reductions totaling about \$63 million to \$40 million. Subsequent Assembly passage of the budget moved the measure to a Senate-Assembly Conference Committee where final action is still pending.

As it stands, the cuts reduce the budget from \$3,672,409,234 to \$3,654,103,844. The approved cuts included \$7.1 million from the Social Welfare Department's budget but does not change the Department's spending authority at all since it does not change either workload or the state's responsibility to take care of that workload. The Republicans had sought to put a lid on the spending authority to meet this responsibility.

Alan Cranston, COPE-endorsed candidate for the U.S. Senate in the forthcoming June 2 primary election, for example, spelled out his stand on full employment problems, unemployment insurance standards, educational opportunities, anti-monopoly protections in connection with water projects, medicare, civil rights, farm labor, labor law reforms and the anti-fair housing initiative among other things. He demonstrated a thorough knowledge of state and national issues coupled with a point of view that put the public's interest foremost. None of the other Democratic candidates interviewed even came close to matching his qualifications.

After the interviewing and questioning has been completed, the Advisory Committee meets separately and develops its recommendations to the Executive Council.

Subsequently the Executive Council, guided by the Advisory Committee's recommendations, draws up the recommendations to be submitted to convention delegates. The convention delegates have the right, like any democratic representational body, to accept, reject or alter these recommendations.

In short, COPE endorsements are not passed out lightly. They represent a serious and intelligent attempt by the men and women of organized labor to peer behind a candidate's so-called campaign image to find out whether the candidate is apt to fall easy prey to special interest pressures, or, more hopefully, has the makings of a good public servant dedicated to the public interest.

That's why it makes sense to vote with COPE.

## Another Lottery Measure

The state legislature decided this week to let California voters decide if they want a state lottery operated by a private corporation with an exclusive 10 year franchise. By a 69 to 1 vote the Assembly concurred in Senate amendments to a proposed constitutional amendment (ACA 12) which would nullify an initiative measure already qualified for the November 2 ballot if it received more votes than the first initiative, which is sponsored by the American Sweepstakes Corporation. The legislature's constitutional amendment would forbid any constitutional amendment from delegating to a private firm any state function. The senate amendment extended the ban to non-profit as well as profit-making private corporations.

## Pacific Manpower Group Holds First Meeting in S.F.

Two U. S. cabinet officers called on the new 10-member Pacific Coast Regional Manpower Advisory Committee last Saturday to come up with ideas on how to solve the region's labor force problems.

Holding its first meeting in San Francisco, the committee heard U. S. Secretary of Labor W. Willard Wirtz and Secretary of Health, Education and Welfare Anthony J. Celebrezze ask them to identify specific employment and labor force problems in this region, recommend possible solutions and help arouse public interest in solving the problems.

Dr. Ralph W. Tyler, committee chairman and director of the Center for Advanced Study in Behavioral Sciences at Stanford University, expressed optimism noting that although the Pacific Coast faces grave manpower problems because of its rapidly expanding population and tremendous technological change, "we also have vast resources."

The committee, first of eight to be named to cover various sections of the country, will seek to pinpoint specific manpower problems of various given areas within the region.

Dr. Tyler, one of three public members on the committee, explained that the committee will be concerned with manpower conditions in California, Oregon, Washington, Alaska, Hawaii and Guam.

Dr. Eli Ginzburg, chairman of the National Manpower Committee, and Dr. Seymour L. Wolfbein, deputy manpower administrator for the U. S. Department of Labor, were also on hand for the committee's first meeting.

Dr. Ginzburg spelled out the purpose of the National Manpower Advisory Committee which the Pacific Coast Regional Committee will assist, and explained what the national committee hoped the regional committees could do.

Labor members are Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, and Joseph H. Davis, president of the Washington State Labor Council, AFL-CIO.

The other two public representatives are Ruth Chance, Executive Director of the Rosenberg Foundation, San Francisco, and Ophelia W. Boger of Los Angeles.

Management representatives will be Waldemar Seton, Vice President, Portland General Electric Company, Portland Oregon, and J. Curtis Counts, Director of Employee Relations, Douglas Aircraft Company, Inc., Santa Monica.

Agricultural representative will be

## 'The Extremists' Is Available Free From State COPE

"The Extremists," a new national AFL-CIO COPE film that depicts the tactics used by extremist groups and the negative programs they espouse is now available free to all affiliates, for single showings from California Labor COPE.

The film is extremely useful in clarifying issues and sharpening the focus on critical problems confronting organized labor in the forthcoming primary and general elections.

Requests for use of the film should be made at least three weeks in advance of the desired showing date and include an alternate showing date. Address requests to California Labor COPE, Room 810, 995 Market St., San Francisco.

## Only a Few Days Left To Get Absent Voter's Ballots

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absent from my election precinct on election day and therefore request that an absent voter's ballot be sent to me at (address to which ballot is to be sent). Yours truly, (signature of voter.)"

It's important that union members understand that they need not necessarily BE absent from their precinct on election day, but need only to EXPECT to be absent in order to request an absentee ballot, Pitts said.

"It's no crime to vote by absentee ballot and then find that, contrary to your expectations, you would have been able to vote at the polls in your precinct on election day. The ultra conservative voters know this well. That's why the absentee vote almost consistently runs two to one against COPE's endorsed candidates," the state AFL-CIO leader said.

"Now's the time for us to correct this situation," he added.

Maurice L. Peterson, University Dean of Agriculture and Director of the Experiment Station of the University of California at Berkeley.

Training representative will be Ralph E. Boynton, Vice President and Director of Training, Bank of America, San Francisco.

The Education representative is Melvin L. Barlow, Director of the Division of Vocational Education, University of California at Los Angeles.

## Failure To Utilize Apprenticeship Idea Poses Peril

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that the new technologies of modern industry demand a solid and broader background in mathematics, verbal skills and scientific principles," he said. This, he indicated, must be recognized in the vocational curriculum.

In order to "gain the lead time necessary to establish coordinated skill development programs, labor, management and responsible public officials must cooperate to redouble their efforts to "do a better job in projecting technologies of the future," he said. This is one of the key functions of the recently formed State Commission on Manpower, Automation and Technology.

### Civil Rights

In a direct reference to the civil rights issue in apprenticeship training, the state AFL-CIO leader said that while it is important to maintain the "functioning autonomy" of local joint apprenticeship committees (JACs), such autonomy cannot "mean the right to flout non-discrimination policies that uphold the equal rights of human beings."

"It is frequently pointed out that it is not possible to legislate morality, but this does not mean that those who want to discriminate should be given the power to relegate apprenticeship training to a position of secondary importance in the historical struggle that is taking place in America today, or to deny apprenticeship the basic role it must assume in meeting the training needs of youth and industry in a progressive and prosperous America," he asserted.

"In truth," Pitts added, "we know that the full implementation of equal rights will proceed only as rapidly as we expand apprenticeship opportunities and extend apprenticeship principles to other forms of on-the-job training. It is only in this light that we can begin to comprehend the historical relevancy of apprenticeship to the equal rights movement, and understand the contribution both must make toward elevating the conditions of life and labor."

He also pointed out that California, with the adoption of the California Plan, has led the nation in its efforts to "open the door to equal opportunity in apprenticeship and training for minority groups."