

'Right To Work' Forces Step Up Efforts in All States

Despite its recent repudiation in Oklahoma and Oregon, the National Right-to-Work Committee is by no means giving up. On the contrary, it is expanding its staff, intensifying its liaison work with Congress and stepping up its activities in all 50 states, according to the NRTWC's most recent NEWS LETTER.

Moreover, the NRTWC's President, S. D. Cadwallader, declared earlier this month that his union-busting organization "is pleased that the Republican Party . . . has reaffirmed its support of Section 14(b) of the Taft-Hartley Act." This section invites states to enact open shop laws and to deny unions the right to enter into union shop agreements.

Ignored by Cadwallader and the NRTWC was the repudiation of so-called "right to work" laws by Republican Governor George Romney of Michigan who told the platform committee at the recent GOP National Convention in San Francisco that such laws, whether state or national, are not the answer to economic problems "because they deny to workers the same organization rights exercised by stockholders."

Romney pointed out that in business firms, management and its policies are chosen and directed "as a result of majority votes by stockholders."

The minority may not like it but once the majority has spoken, Romney noted, minority stockholders must accept the will of the majority or sell out.

"In the American economy and political system, workers must have . . .

(Continued on Page 2)

Goldwater's Candidacy Stirs Fears In Senior Citizens; Medicare OK Asked

The anti-social security attitudes expressed in the Republican Party platform and reflected in the view of the Republican presidential candidate, Senator Barry M. Goldwater, have alarmed many senior citizens throughout the nation, according to John W. Edelman, President of the

National Council of Senior Citizens.

At a special meeting of the Senior Citizens Executive Board in Washington last Friday, the Board urged the U. S. Senate to add a social security-financed medicare bill to the social security amendment bill which is expected to be acted on in the immediate future.

In a statement issued following the meeting, Edelman reported that delegates from many areas of the U. S. "expressed great concern about the future welfare of older Americans under a Goldwater administration."

The senior citizens executive officers also drafted a 10-point program in behalf of the best interests of older Americans which will be submitted to the platform

(Continued on Page 4)

Fed Hits Carriers' Bid for Rate Boost

A proposed 5.1 percent overall boost in workmen's compensation insurance rates, coming on top of a more than 21 percent boost granted the insurance carriers within the last 2½ years, has been attacked by the California Labor Federation, AFL-CIO, as an unjustified attempt to boost profits at the expense of workers' benefits.

Testifying at a hearing held in San Francisco on Tuesday, July 21, a Federation spokesman charged that the proposed rate increase was excessive in the light of the most authoritative recent



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151

State Fed and U.C. OK Plans for New Labor Research and Education Centers

Final approval has been given to plans to expand and improve labor research and education programs at the University of California for the benefit of labor unions and their members in the state. The announcement was made this week following the UC Board of Regents approval of new Centers for Labor Research and Education at the Berkeley and Los Angeles campuses of the University.

At the same time the Regents approved the formation of a Statewide Joint Labor-University Committee to act in an advisory capacity to the University concerning the operation of the Centers.

The new Centers will be financed in part by a \$55,000 increase in appropriations granted by the Legislature to the Institutes of Industrial Relations at the two campuses.

Twenty thousand dollars of the total will go to Berkeley and \$35,000 to UCLA. These sums will be added to existing funds to help launch the new Centers,

(Continued on Page 2)

Letters Needed To Urge Ok For House Poverty Bill

President Johnson's \$962.5 million anti-poverty bill designed as an initial assault on hard core causes of poverty throughout the nation squeaked out of the House Rules Committee by an 8 to 7 vote last Tuesday and is expected to be acted on by the full House next week.

A similar but seriously weakened version of the bill has already been approved by the Senate over the bitter objections of Republican Presidential candidate Barry Goldwater.

Despite the fact that Goldwater tried to maintain that the measure was just a vote-getting gimmick, nearly one-third of the Senate's Republican membership disagreed and joined 52 Democrats to approve the Senate measure by a vote of 62 to 33.

The House measure would provide work and job training for out-of-school youth in conservation camps and city-based projects. It would earmark federal funds for community self-help programs, subsidize part-time jobs for needy college students, help illiterate adults learn to read and write well enough to hold jobs, and establish a volunteer "domestic peace corps" to help improve conditions among destitute groups such as migrant workers.

(Continued on Page 4)

REMINDER

Monday, August 3, is the deadline for resolutions to be submitted for the California Labor Federation's Fifth Biennial Convention which opens in San Francisco August 17.

State Fed and U.C. OK Plans for New Labor Research and Education Centers

(Continued from Page 1)

which will be operated as separate units for labor programs within the Institutes at both campuses.

President Clark Kerr advised Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, that "with these actions by the Regents and the Legislature, the University is prepared to move ahead" to implement the expanded programs.

The Regents' action culminated lengthy discussions between representatives of the University and the Federation, including Kerr and Pitts, that extended over a year. In the course of these discussions a series of guidelines were developed for expansion of labor programs and formation of the Joint Labor-University Committee.

GUIDELINES APPROVED

These guidelines, Pitts, said, were approved by the Federation's Executive Council at its last meeting in Palm Springs, June 8-9.

"They represent a long stride in the implementation of a 1962 resolution (No. 253) adopted by the Long Beach Convention of the State AFL-CIO calling for an expansion of labor research and education services by the University," Pitts added.

Under the guidelines, labor education programs will be expanded through a comprehensive series of classes, courses, and conferences to be undertaken by the Centers both on and off campus in cooperation with the labor movement. Training will take place at three broadly conceived "orientation" levels:

- 1.—Training in basic principles of unionism for membership and emerging leadership.

- 2.—Training of officers in union administration and education in problems of the union's environment.

- 3.—Professional and academic training for leadership and staff officials.

The Statewide Joint Labor-University Committee is given major responsibilities under the guidelines. Consisting of seven representatives selected by labor and seven selected by the University, the committee will function in an advisory capacity to "further develop and carry out the broadly conceived program for expansion set forth in the guidelines."

EMPHASIS NOTED

Training programs will stress the development and utilization of personnel within the labor movement itself and from the outside community as instructors, as well as University faculty. Attempts will be made to bring some elements of the program, such as industrial relations conferences, to outlying areas of California, rather than just to the large cities.

In the area of research, the guidelines

specify that the labor education programs of the new Centers should be closely coordinated with an expansion of research services of a "non-adversary" character to reflect more adequately "the requirements of the labor community." (Non-adversary means, for example, that involvement in current labor disputes would be avoided.)

It is anticipated that the establishment of "effective liason" with the labor movement will make it possible to "undertake more applied research projects that would bring academic scholars and research personnel into closer contact with industrial relations personnel at all operational levels and with other functional problems of concern to the labor movement."

The guidelines point out that "this applied research—to increase its effectiveness—should be completely integrated wherever possible with the conference and program activity of the Centers." Thus, conferences, institutes and seminars would be organized in connection with research programs.

EXAMPLES SET FORTH

Numerous examples are set forth in the guidelines for expansion of programs at each of the three levels of labor education orientation as an aid to the joint labor-university committee in carrying out its implementing functions.

The work of the statewide committee will be supplemented by a series of local labor-university advisory committees appointed "to assist in the planning and development of specific labor education programs."

The guidelines also provide that "the commitment of resources by the University to any given program or programs should be paralleled in the labor movement at the appropriate level of organization by a commensurate assignment of priority to labor education. . . . It is recognized that the University's labor education program cannot be effectively expanded without the active cooperation and support from the labor movement."

In providing for the establishment of the new Centers, the guidelines also recognize that the labor movement must have "full confidence in and extended full support to" the unit of the University that provides the services.

As separate units for labor programs within each of the Institutes of Industrial Relations at Los Angeles and Berkeley, the Centers are to be "operated under coordinators of labor programs independently of other Institute programs but with access to all services and facilities of the Institutes and under the over-all authority of the Institutes' directors and associate directors," the guidelines explain.

'Right to Work' Efforts Stepped Up

(Continued from Page 1)

(the) same rights of organization" as corporations' stockholders, he asserted.

This would include, he explained, allowing employers and a majority of union workers to negotiate a union-shop contract which would be binding on the minority of workers in the bargaining unit.

Illustrative of the close link between the NRTWC and the right wing extremists who captured the Republican Party at the GOP Convention in San Francisco is the fact that Glenn A. Green, currently a vice-president and director of information of the National Right-to-Work Committee, is an ex-member and field coordinator for the John Birch Society.

Similarly John L. Kilcullen, the NRTWC's Washington counsel, is a member of the National Association of Manufacturers so-called "Center for the Study of Union Power," which is pursuing a long-range timetable to crush unions.

In praising the GOP's 1964 stand on the right-to-work issue, Cadwallader noted that the preamble to the platform's sections in dealing with domestic and foreign policy states:

"In the interest of brevity, we do not repeat the commitments of the 1960 Republican platform, 'Building a Better America' and the 1962 'Declaration of Republican Principles and Policy.' We incorporate into this platform as pledges renewed those commitments which are relevant to the problems of 1964."

The relevant plank of the 1960 GOP platform stated:

"Republican policy firmly supports the right of employers and unions freely to enter into agreements providing for the union shop and other forms of union security as authorized by the Labor-Management Relations Act of 1957 (the Taft-Hartley Act)."

However, Cadwallader carefully points out that "union security arrangements are authorized by the Labor-Management Relations Act ONLY in those states which do not have right-to-work laws."

What Cadwallader statement actually means is that union security arrangements are prohibited in states having right-to-work laws.

And that's just one of the reasons why organized labor is pressing for repeal of Section 14(b) of the Taft-Hartley Act along with a general overhauling of the Act. Revisions are needed to eliminate many obvious injustices such as the provisions that encourage employers to resort to the Courts to get injunctions to block legitimate union activity without first giving the union an opportunity to be heard. The fact that hearings to determine whether an injunction is legal are often held weeks later permits unscrupulous employers to use the courts as their own pawn in weakening the union's collective bargaining position.

GOLDWATER'S SAD SENATE RECORD -- IT'S 100% WRONG!

As a senator, Barry Goldwater has voted unfailingly against the welfare of working men and women and the public at large. He entered the Senate in 1953. Since then, he has gone on record in more than 50 roll call votes listed in official COPE voting records. He voted wrong on every one of them. Here is his year-by-year record on many of these major issues:

1953—*Voted for windfall giveaway to big oil companies of offshore oil valued at \$50-\$300 billion. *Voted to let government agencies fire career employees arbitrarily, without regard to veterans preference.

1954—*Voted against jobless pay increase and establishment of 26-week coverage in all states. *Voted against giving little man a tax break by increasing exemption. *Voted to torpedo Tennessee Valley Authority (TVA) when he supported Dixon-Yates giveaway.

1955—*Voted against postal pay increase. *Voted to gut public housing program. *Voted against effective highway construction program.

1956—*Voted to weaken Davis-Bacon Act, which protects wage standards. *Voted to cut number of new starts in low-rent public housing from 135,000 a year to 35,000. *Voted against proposal to grant social security benefits to totally disabled at age 50. *Voted against consumer by supporting bill to permit boost in natural gas prices without government approval. *Voted against 90 percent of parity price supports on basic farm crops.

1957—*Voted against changing Senate rules to limit filibusters which bottleneck legislation. *Voted against federal authority to enforce civil rights laws. *Voted against low-cost public power, flood control, irrigation and recreation at Hells Canyon Dam, Oregon.

1958—*Voted against area redevelopment act to help create jobs in areas of chronic unemployment. *Voted against two proposals to increase amount and extend duration of jobless pay. *Voted against increased public aid payments to blind, aged and disabled. *Voted to raise interest rates on veterans housing loans. *Voted to exclude employer-operated welfare and pension plans from requirements of the proposed Welfare and Pension Plans Disclosure Act, and thereby deny protection to 90 percent of workers covered by such plans. *Voted against reducing interest on federal loans to states and communities to encourage job-creating local public works program. *Voted against protection of wages and hours standards in federally-aided community public works.

1959—*Voted for harshest provisions of Landrum-Griffin Act. *Voted once again against aid to areas of chronic unemployment. *Voted against limiting filibuster. *Voted to cut number of low-rent public housing units. *Voted against jobless by opposing extension of Tem-

Box Score for The GOP Team

The Republicans picked a perfectly balanced team—all the weight is on the right. The official COPE box score for presidential candidate Sen. Barry Goldwater and Rep. William E. Miller vice presidential candidate on important roll call votes in the Senate shows:

	Right Votes	Wrong Votes
For Miller	8	47
For Goldwater	0	53
Team total	8	100

In terms of baseball batting averages, this means 108 trips to the plate, eight hits—a .074 average.

porary Unemployment Compensation Act which aided unemployed whose benefits had run out.

1960—*Voted against better education for American school kids by opposing bill for federal aid to classroom construction and teachers' salaries. *Opposed repeal of four percent tax credit on dividend income over \$50. (Proposal would have increased federal revenue by \$350,000, annually.) *Voted against giving U.S. Attorney General more authority in human rights areas.

1961—*Voted, for the third time, against aid to areas hard hit by unemployment. *Voted to deprive jobless in some states (mostly southern) of full unemployment benefits. *Voted to reduce number of new workers covered by minimum wage and to block future efforts to extend coverage. *Voted against federal aid to school construction and teachers' salaries. *Voted against housing loans for moderate-income families. *Voted to sink new program for retraining the unemployed in new skills. *Voted against limiting filibusters. *Voted against better wage guarantees for Mexican and domestic farm workers. *Voted against providing needed power for the northwest.

1962—*Voted against medical care for the elderly. *Voted against job-creating public works bill.

1963—*Voted to cripple public works program. *Voted against extending area redevelopment program and against Youth Employment Bill to aid jobless youth. *Voted against federal aid to community transit systems and against a provision in the bill protecting workers' rights. *Voted against limiting filibusters.

1964—*Voted against civil rights, against job-creating public works, against area redevelopment, against youth employment, against training for the unemployed.

Goldwater's Candidacy Stirs Fears In Senior Citizens; Medicare OK Asked

(Continued from Page 1)

committee at the National Democratic Convention in Atlantic City next month. Their program calls for:

1.—Protection for senior citizens "against the staggering costs of hospitalization . . . which can drain away the senior citizens' life savings. This protection, consisting of prepaid, paid-up, non-cancellable hospital insurance, must be guaranteed as a right and financed under the time-tested and efficient social security and railroad retirement systems."

2.—Creation of social mechanisms on the federal, state and community levels to assure older Americans the right to freedom from poverty in retirement and a just expectation of the wherewithal to continue the pursuit of happiness.

3.—Action to insure that the benefit standards provided under the OASDI (Old Age Survivors Disability Insurance) program are more closely related to the cost of decent living standards.

4.—Substantial assistance through governmental channels to meet the needs of older people for decent housing at prices they can afford.

5.—Full implementation of all legislation aimed at reducing prices on drugs and other consumer items and expanded

efforts in the fields of consumer education and protection to stretch the limited incomes of older people as far as possible.

6.—Elimination of job discrimination because of age and fixed retirement policies.

7.—Establishment of means of protecting pension funds and pension rights against bankruptcies and changes in employment caused by automation and technological changes.

8.—Passage and expansion of the food stamp plan to end the "impossible anomaly" of many of the nation's senior citizens "subsisting on the eroding edges of malnutrition and destitution while America's fabulous piles of surplus foods are rotting in warehouses and other storage depots."

9.—Development of comprehensive programs of retirement preparation education.

10.—Action by the federal government to take the lead in setting up programs "to help senior citizens help themselves" to meet the challenges of retirement by stimulating states and communities to provide community services, including educational and recreational centers and programs, aimed at increasing the creative use of their retirement years.

Fed Raps Carriers' Bid for Rate Boost

(Continued from Page 1)
study of workmen's compensation insurance costs by Stefan A. Riesenfeld, a law professor at the University of California at Berkeley.

The State AFL-CIO pointed out that the proposed rate increases are based on the costs of underwriting the most expensive types of insurance and that if the 38.35 percent "expense loading" factor were reduced the proposed rate increases would not be necessary.

Generally speaking, compensation insurance premiums consist of two parts: the portion designed to cover expected losses and the "expense loading" portion which is intended to provide funds to operate the business.

The Federation explained that it opposed granting the insurance carriers more premium dollars for fixed costs every time their loss ratio rises. The point here is that the insurance carriers' costs of doing business do not expand in any direct relationship to the benefits they pay out.

The San Francisco hearing, conducted by Insurance Commissioner Stafford R. Grady, was one of two hearings held on the issue this month. The second hearing was held in Los Angeles on July 23.

Earlier this year, Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, submitted an extensive statement to the State Workmen's Compensation Study Committee at a hearing held in San Francisco on March 26 in which he pointed out:

"The 61.65 percent maximum loss ratio permitted by the Insurance Commissioner in setting minimum rates cannot be

justified, considering the substantial dividend returned annually to employers by the competitive State Compensation Fund.

"On its face we would say there is something wrong with a minimum rate setting procedure which automatically costs employers, for example, \$10 million in premium increases for every \$6,165,000 of benefit increases granted by the legislature, even if such increases involve nothing more than writing a larger figure on a benefit check."

Pitts also asserted that it is "hardly consistent with minimum costs to employers that minimum premium rates should be based on the experience of carriers who have the highest expense ratios and who write only a small fraction of workmen's compensation insurance."

He deplored the fact that "year after year, after a liberalization bill is secured through the legislature, the Insurance Commissioner automatically allows a 38.35 percent loading factor in adjusting premiums."

The State AFL-CIO leader charged that this has the effect of denying workers "justified increases in workmen's compensation in order to give insurance carriers a free ride on the backs of the injured workers."

In many instances, he added, this expense loading factor "is also passed back to the employer through dividend payments on workmen's compensation policies issued, or shared with the carrier."

He urged the Workmen's Compensation Study Commission to require that minimum rates be set on the basis of the experience of the State Compensation Insurance Fund and suggested that "truly promising opportunities to save many employers money" could be found if the Study Commission undertook to investigate the rate setting procedures and practices of the private carriers.

IAM Radio Program Now On 4 California Stations

"The World of Labor," a taped radio program produced by the International Association of Machinists, is now carried on 44 stations in 19 states and the District of Columbia, but you've got to be an early riser to hear it in California.

On Monday mornings it is carried at 6:15 a.m. over KIEV in Glendale; at 6:45 a.m. over KASK in Pomona-Ontario; and in San Diego over KOGO at 6:05 a.m. On Tuesday it is carried over KSAY in the San Francisco-Oakland area at 6:50 a.m.

Local unions or central bodies desiring full information and a sample tape recording of the World of Labor to see about having it broadcast over their own community radio station should write Gordon H. Cole, 909 Machinists' Bldg., Washington, D. C. 20036.

Oakland, Merced Added To Critical Jobless Areas

Oakland has been designated as a city of "substantial and persistent" unemployment by the U. S. Department of Labor under a new procedure for classifying individual cities of 250,000 or more population previously designated as redevelopment cities by the Department of Commerce.

The Fresno, San Diego and Stockton areas, three of the eight major labor market areas in California, continued to suffer from substantial unemployment and Merced was added to three other California "smaller" areas — Modesto, Ukiah and Yuba City — that are still in similar straits, the Labor Department announced this month.

The designation qualifies the communities involved for special assistance in getting government contracts, redevelopment area assistance, public works and small business loans under various federal programs designed to ease the impact of mass unemployment.

House Poverty Bill

(Continued from Page 1)

Goldwater, however, dismissed all this as a "Madison Avenue" vote-getting device which would treat "only the results, not the cause of poverty."

The Senate version calls for an expenditure of \$15 million less than the House bill. Moreover, Section 303 of the measure, the family Farm Development Corporations section which would have facilitated the development of unused lands for sale as family-sized farms or as additions to existing farms to aid low income farm families, was stricken from the Senate version and the \$1500 grant program was killed. The latter was replaced by a loan program which will be relatively useless to marginal farmers because, generally speaking, they cannot improve their fiscal status enough to repay the loans.

In addition, an administrative-backed compromise amendment to the Senate version was approved which would let State governors veto within 30 days any federally-financed anti-poverty program sponsored by a private institution or organization. A similar veto power was granted to the governors over the establishment of job corps camps.

The National Council on Agricultural Life and Labor warns that these amendments "actually put migrants out in the cold again." It is therefore appealing for letters to be sent immediately to Congressmen urging support for the House version, HR 11377, without such crippling amendments in hope that the stronger House version can survive the subsequent Senate-House conference committee's action.

NLRB Hits Bias In Independent Union Pact Case

"Whenever a union in its capacity as bargaining representative of all employees causes discrimination against some of them based on racial lines it has committed an unfair labor practice."

So ruled the National Labor Relations Board recently in a far reaching decision involving an independent union that represents workers at the Hughes Tool Company in Houston, Texas, through two segregated locals.

The NLRB stripped the independent Metal Workers Union of its collective bargaining rights under the National Labor Relations Act after a member of the all-Negro local, Local 2, asked for apprentice training available to the all-white Local 1 members and was turned down.

The United Steelworkers, AFL-CIO, intervened in behalf of the Negro worker, Ivory Davis, and reportedly plans to seek an NLRB election to displace the independent union.