

Automation Poses Dilemma of What Skills Are Needed

The state's lack of an adequate methodology to project future skill needs is one of the biggest stumbling blocks in coming to grips with the effects of automation on California's economy.

And this critical shortcoming is compounded both by the lack of adequate technical data and by the fact that the nature of skills required in specific occupations is constantly changing.

These were some of the points spelled out in a statement presented at a hearing held by the Governor's Commission on Manpower, Automation and Technology in Los Angeles last week in behalf of Thos. L. Pitts, secretary-treasurer of the California Labor Federation AFL-CIO.

While noting that a number of approaches developed through collective bargaining in recent years have been aimed at softening displacement problems accruing from automation, Pitts' statement emphasized that collective bargaining alone cannot solve this problem.

This is both because too many workers in the unskilled and semi-skilled categories are unorganized and because the "true dimensions" of the problems stemming from automation are national in scope and "capable of solution only by national policies to supplement private decisions."

That this is so, however, does not "belittle the importance of the collective bargaining approach nor of the role that the state government itself can play

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Fed's 1965 Scholarship Contest Offers Nine \$500 Awards to Hi School Seniors

Nine \$500 college scholarship awards are at stake for senior high school students in California participating in the Fifteenth Annual Scholarship Competition sponsored by the California Labor Federation, AFL-CIO, Thos. L. Pitts, the Federation's executive officer announced this

week.

The deadline for returning application forms to qualify to compete for the scholarships is March 22, 1965, and a transcript of the student's school record must be attached to the application form, Pitts said.

In a cover letter accompanying a brochure describing the contest, Pitts urged high school principals to publicize the competition in every way possible.

The exam, conducted both to help top students get a higher education and to promote a better understanding of the labor movement, will be held in participating high schools on Friday, April 23, 1965, and the win-

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'Weighted' Vote Practice Upheld By Highest Court

"Weighted" voting, the practice of permitting convention delegates to cast a quantity of votes based on the number of members they represent, has been upheld by the United States Supreme Court.

In a 7 to 0 decision, with Chief Justice Earl Warren and Justice Arthur Goldberg abstaining, the high court reversed a lower court ruling in a case involving the American Federation of Musicians and the Landrum-Griffin Act.

The issue arose after the delegates

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Pitts Raps Deletion of Key Part of U.C. Bracero Study Refuting Grower Claims

State AFL-CIO leader Thos. L. Pitts has demanded a public explanation from authorities responsible for deleting a key 17-page section from a bracero study prepared by the University of California at Berkeley. Pitts said the censored section corroborated findings of a separate UCLA study that unemployed domestic workers would take farm jobs if wages and working conditions were improved.

"The apparent grower veto of this section of the Berkeley study constitutes a gross violation of academic freedom with respect to research personnel. This flagrant trifling with scholarship smacks of an effort to convert a great university into a Madison avenue public relations outfit whose findings can be shaped to meet the desires of any group with the price or the influ-

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State Jobless Rate Rises to 6.5%; U.S. Dips to 5%

While the nation's unemployment rate eased significantly from 5.2 to 5 percent last month, California's marched stubbornly in the opposite direction, rising to 6.5 percent, 1.5% higher than the U.S. rate and three-tenths of a percentage point higher than both the month and year earlier rates.

Although unemployment usually rises somewhat in November, the increase of 77,000 from October and 27,000 above the November 1963 levels, was much greater than usual and brought the state's unemployed total to 432,000. State officials attributed part of the sharp rise to heavy downpours during November which curbed outdoor employment opportunities.

The state's total civilian employment of 6,681,000 reflected a drop of 101,000 from October, due principally to contractions in agriculture as the fall harvest work neared completion. Compared with November, 1963, total employment was up 183,000 or 2.8 percent, with services, trade and government providing more than 80 percent of the additional jobs.

A contraction in jobs was evident both in agriculture and manufacturing with employment below year-ago levels in both industries. And jobs also continued to diminish in the aerospace complex of missiles, electronics, aircraft and instruments, where state statistics indicate some 34,000 fewer workers were employed last month than a year earlier.

California's total civilian labor force, at 7,113,000, was 24,000 less than in Oc-

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tober but 206,000 higher than November a year ago.

For the nation at large, the five percent seasonally adjusted U.S. rate was the lowest unemployment rate posted since last July when the rate dipped to 4.9 percent and the second lowest since February, 1960, when it also touched 4.9 percent.

Particularly noteworthy was the drop in joblessness among married men from 2.8 to 2.5 percent and among adult men from 4 percent to 3.5 percent, the lowest rates in both categories in more than seven years.

On the other hand teen-age joblessness rose from 14.4 to 14.9 percent, a level roughly 50 percent higher than the level prevailing in 1957.

President Johnson reviewed the November employment picture and issued a statement asserting that it was both "encouraging and sobering."

The President noted that:

"The November figures also point out sharply where the worst problem remains: the unemployment rate for boys and girls under 20 is almost 15 percent—six times as high as the rate for married men.

"There are gains on this front, too. 330,000 more teen-agers are at work than there were a year ago.

"But they are pouring into the work force at an unprecedented rate. There will be a greater increase in the number of 18 and 19 year old boys and girls in the work force in the next 12 months than during the entire period between 1950 and 1960.

"We have got to get these boys and girls into jobs, or training programs, or back into school. We can't afford the price of turning down one out of every seven young Americans who apply for admission to responsible citizenship," the President declared.

The Labor Department indicated that between 1950 and 1960 there was a net gain of 300,000 teen-agers in the labor force. In contrast the anticipated gain in the next year alone is 600,000. But this rate is not expected to be maintained. The total gain for the decade of the 60's is presently expected to be about 1.2 million.

Another improvement in the national picture was the drop in jobless rates for men in the 20 to 24 year old category from 9.1 to 7.4 percent between October and November. The rate for men 25 years and over declined from 3.3 to 3.1 percent.

Total U.S. employment dropped 300,000 to 70.8 million and the number of farm jobs fell from 5.1 to 4.5 million. Non-farm employment, however, rose some 250,000 to 66.2 million although a

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ence to dictate the end product," Pitts charged.

"In this case, the selective issuance of parts of the Berkeley study enabled agribusiness to claim at the U.S. Labor Department hearings in San Francisco last week that the Berkeley study refuted UCLA's study, when in point of fact, the very opposite was the case," Pitts pointed out.

"The integrity of the Berkeley campus cannot avoid being severely compromised and tainted if it houses administrators of state-authorized studies — studies paid for by the taxpayers of this state — who stoop to playing games with agribusiness interests at the expense not only of the welfare of the state's 300,000 impoverished farm workers but of the truth itself," he declared.

Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, said he is dispatching letters both to Governor Edmund G. Brown and U.S. Secretary of Labor W. Willard Wirtz dealing with this new aspect in the bracero controversy. Pitts said he is calling on the Governor to release the censored section in its entirety to the public immediately.

In his letter to Wirtz, Pitts said he is

decline of about 200,000 had been expected.

Non-farm workers involuntarily working part-time, at 1.9 million, was the lowest November figure since 1956.

The jobless total for the nation was 3.4 million, the lowest November level since 1957.

Still another improvement was reflected in the estimated labor force time lost through unemployment and involuntary part-time work which, at 5.2 percent last month, was the lowest level of recent years and compares with 5.7 percent in October, 5.8 percent in September and 6.3 percent in November, 1963.

Women Workers Average Only 59% of Men's Pay

Women workers last year averaged only 59 per cent of men's earnings.

According to Mary Keyserling, director of the Labor Department's Women's Bureau, the wage gap has been widening in every major industry employing women for the last 24 years.

She said women are increasingly concentrated in lower paid, less skilled jobs.

asking that the now discredited grower testimony on Public Law 414 which sought to cast aspersions on the UCLA study be disregarded.

The state AFL-CIO leader asserted Thursday that in the suppressed section of the Berkeley study, entitled "Alternatives," farm experts at the Berkeley campus expressed views substantially in agreement with those in the UCLA study that:

1. Importation of Mexican farm workers under the McCarran-Walter Immigration Act (Public Law 414) which Governor Brown's five-year phase-out program calls for "is likely to reduce incentives for the growers to develop and participate in programs to increase the employment of domestic workers."
 2. Among others, non-farm workers presently receiving jobless insurance benefits or welfare payments could be attracted to bracero jobs if wages and working conditions were "raised substantially."
 3. Many unskilled jobless workers are presently covered by unemployment insurance and, since agricultural employment is not covered by this program, such workers are unlikely to go into farm work "given present conditions."
 4. "Young, unemployed, unskilled adults (age 18-25) could provide an important source of manpower to perform the seasonal farm work."
 5. "The low prestige of farm employment, particularly seasonal employment," is one of the reasons why young adults do not seek farm work. "This low prestige," Pitts emphasized, "is 99 percent the product of the pathetically low wages and poor working conditions the growers have been able to get by with due to the leverage the bracero program has afforded them."
- Pitts stressed the fact that the UCLA report had included most of these very points and that "their omission from the Berkeley report had given the corporate interests one leg—instead of none—to stand on."

The suppressed section also described a phase-out foreign farm labor import program similar to the proposals the Governor submitted to the Labor Department's hearing in San Francisco on December 7.

"In view of the incalculable physical and financial distress that any foreign farm labor import scheme will perpetuate for hundreds of thousands of California's own hired farm workers, Governor Brown should feel compelled not only by his high office but by his own conscience to demand a full public accounting for this sorry, reprehensible attempt at censorship of a scholarly study undertaken in the public interest," Pitts declared.

Executive Council Backs Pitts All-Out Fight to Bar Labor Import Schemes

A resolution affirming "unqualified support" of state AFL-CIO leader Thos. L. Pitts' "all-out opposition" to farm labor importation schemes of any sort was approved unanimously by the Executive Council of the California Labor Federation, representing some 1.4 million AFL-CIO workers in the state, at its meeting in Hollywood last week. Here is the text of the Council's resolution:

The Executive Council of the California Labor Federation, AFL-CIO, gives its unqualified support to Secretary-Treasurer Thos. L. Pitts for his all-out opposition before the U.S. Labor Department's hearing in San Francisco on December 7 to continuation in any form of the viciously one-sided governmental involvement of recent years in agricultural labor-management issues.

Under Public Law 78, the role of the state and federal governments has been to provide cheap imported labor in whatever amounts required for corporate agriculture to perpetuate, and even to aggravate, wages and working conditions that resemble those characteristic of Mexico's underdeveloped economy more closely than those of California.

Such a role flies completely in the face of any pretence at neutrality for public officials with respect to labor and management in this industry.

TRAGIC PRICE CITED

The price of this discriminatory intervention against working men and women in agriculture has clearly been tragic even though it is not possible to measure the degree of adverse effect under the bracero program precisely. Nevertheless the vastness of the injury was evident from Congress' unbudging determination in ending Public Law 78 despite the virtually unprecedented pressures brought to bear by the community of agribusiness interests — the growers, canners, processors, shippers, financiers and other corporate complexes—profiteering from this unmatched base of poverty.

Governor Brown's so-called five-year phase-out proposal itself carries the implicit admission that agricultural work-

ers' hourly wages in California would today be at least \$1.85 an hour instead of at their present \$1.10 level were it not for the bludgeon placed in the hands of large-scale agriculture by purportedly neutral governmental sources. And even the Governor's modest appraisal of the situation fails to take cognizance of the deterioration in agricultural worker benefits, compared to those of other workers, that has taken place in such areas as family housing, sanitation, health and educational facilities.

One of the many other stakes involved is the enormous direct subsidy now extracted from California's taxpayers to finance the greatly increased social welfare, public health, juvenile delinquency and criminal caseloads triggered by the failure of these employers to provide California's more than 300,000 domestic farm workers—who are the overwhelming bulk of their work force—with benefits that add up to anything resembling a minimum of subsistence standard of living.

DANGER SPELLED OUT

We stand in great danger today that all these social evils will be greatly intensified as a result of agribusiness' concerted drive to revive the bracero program under Public Law 414 (the McCarran-Walters Act) with the Immigration Service — an agency without either the necessary personnel or the experience—as the enforcement body.

But this new bracero program departs greatly from its 13-year old predecessor in an area as yet only dimly perceived by the general public. While Public Law 78 applied only to agriculture, Public Law 414 covers all industries, crafts, services and professions indiscriminately. If agribusiness employers can convert this general immigration law, for the first time, into a source of cheap foreign labor for their industry, they will have at the same time opened the flood gates potentially to every other employer.

Where this juggernaut could take us ultimately, particularly if it were in anti-labor hands, can only be left to the imagination. But even its short-range ramifications by unscrupulous employers in poorly organized non-agricultural industries threaten to knock the floor completely out from under the economy.

In condemning all efforts to put Public Law 414 into harness for such employers, we cannot fail to note the fact that the negative consequences of such action would offset ten-fold any constructive results ultimately achieved by President Johnson's war on poverty. Not

Fed's Scholarship Contest Offers Nine \$500 Awards

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ners will be announced sometime during the month of May, he explained.

The brochure, dispatched to more than 800 public and parochial high school principals, as well as to all county, city and district superintendents of schools in California, spells out the rules and the basis for the awards and includes sample test questions as well as resources and suggested reading for students preparing for the exam.

Six of the nine scholarships this year are being made available in cooperation with the following affiliates of the Federation:

California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; Carpenters Ladies Auxiliary, California State Council—this award to be known as the "Beulah McKay Memorial Scholarship"; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—this award to be known as the "Lloyd A. Mashburn Memorial Scholarship"; and Studio Utility Employees, Local 724 — this award to be known as the "Henry C. Rohrbach Memorial Scholarship."

Judges of the 1965 competition will be Frederick A. Breier, Professor of Economics, University of San Francisco; Leon F. Lee, Associate Professor, Department of Industrial Relations, San Jose State College; Benjamin Aaron, Director of the Institute of Industrial Relations at UCLA; and Don Vial, Chairman of the Center for Labor Research and Education at the Institute of Industrial Relations at the University of California at Berkeley.

only would the new bracero program become a poorly disguised anti-anti-poverty program, it would in addition serve as a deep setback for the cause of civil rights and first-class citizenship for the hundreds of thousands of minority group members in California who constitute such a large part of the unemployed, the underemployed and the underpaid.

The intent of Congress with respect to the bracero program, the war on poverty, and the advancement of civil rights could not have been spelled out more clearly. Conversely, it would be hard to conceive of a more ingenious device than the proposed use of Public Law 414 for undoing the purposes of Congress and compounding the existing damage.

That this may actually come about by an administrative agency in effect overruling the action of Congress itself leaves us with grave apprehension as to the role of Congress as the representative voice of the American people.

'Half of Voters Couldn't Understand Propositions

More than half the seven million Californians who voted Nov. 3 were unable to read and understand the ballot propositions.

This is the conclusion of Dr. Robert M. Briggs, associate professor of education at San Diego State College. Dr. Briggs blamed complex phrasing.

"I ran an analysis of the reading difficulty of the propositions," Dr. Briggs said. "The level was that of a person with a 20,000 word vocabulary. The average person has a vocabulary level of 14,000 to 15,000 words."

Dr. Briggs added that complicated sentences increased the difficulty of understanding some of the propositions.

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in the picture," the AFL-CIO statement asserted. The Federation's testimony was submitted to the Commission by Walter Simeich of the organization's Research Department since Pitts is a Commission member.

Pointing out that California "has experienced an unemployment level that is persistently and substantially above that of the nation as a whole," the state AFL-CIO warned that due to California's "heavy involvement in the defense and space industries," the situation today "could well prove to be a mild forerunner of conditions that could prevail . . . in the not too distant future unless adequate steps are taken to achieve a better balance" in the state's economy.

Specifically the Federation suggested that the state adopt an over-all policy "to influence demand" by initiating programs to utilize the unemployed, particularly the unskilled and semi-skilled, "in constructive outlets to meet some of the state's pressing social needs."

By doing so, the Federation maintained, California could buy "some critically needed time" during which it could develop training programs to help under-skilled people relate "their reservoir of skills and knowledge more closely to the needs of industry."

In detailing its assertion that the state economy is too heavily dependent on defense and space industries at present, the Federation pointed out that:

"California's economy has been shored up during the past 14 years by the development of 661,000 new jobs in manufacturing. The uneasy element in the situation is that 60 percent of these new jobs were in the aerospace industries, namely, aircraft, missiles, electronics and instruments. In all, employment in these fields adds up to 37 percent of our manufacturing workers.

"The deep reverberations in all phases of economic activity in California should be apparent to all if federal expenditures should be substantially cut back in these areas or if the nature of federal procurement moves increasingly toward conventional weapons."

As examples of ways in which collective bargaining had been able to minimize the impact of automation, Simeich cited contracts negotiated in recent years that included "no layoff" clauses; retraining opportunities; transfer rights; lower retirement ages and other inducements to encourage earlier retirements; extended vacation benefits; and sabbatical leaves such as those pioneered by the Steelworkers and subsequently spread to basic steel and aluminum.

The last item, the Federation's spokesman pointed out, "has become an increasingly popular collective bargaining

'Weighted' Vote Practice Upheld by U.S. Supreme Court in Landrum-Griffin Case

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to the Musicians Union convention in 1963 approved a resolution increasing membership dues. Eddy Wittstein and several other Musician Union members filed suit in the U.S. District Court in New York City to attempt to bar the increase on grounds that the Landrum-Griffin Act stipulates that dues may be raised only by "a majority vote of the delegates."

A Federal Appeals Court had subsequently ruled that weighted voting was contrary to a strict interpretation of the law but noted that weighted voting seemed the most democratic and that there were no abuses in weighted voting that Congress was trying to cure in passing the Landrum-Griffin Act.

In its decision on December 7, the Supreme Court rejected the lower court's narrow interpretation and, in an opinion written by Justice White, pointed out that while the statute "does

require that those voting at a convention be delegates . . . it says nothing about the number of votes each delegate may cast. Where the 'vote' cast at a convention is weighted according to the number of people the delegate represents, that vote, we think, is a vote of a delegate."

Justice White further pointed out that the broader view is confirmed by the history of the law in Congress in that it was intended to promote "full and active participation by the rank and file in the affairs of the union. We think our decision today . . . is wholly consistent with that purpose," the nation's highest Court declared.

Council Supports Meat Cutters in So. Calif. Lockout

In a move to mobilize the full support of the labor movement in behalf of thousands of members of the Meat Cutters union involved in a strike-lockout situation in Southern California, the California Labor Federation's Executive Council adopted the following resolution at its recent meeting in Hollywood on December 8-9:

"The Executive Council of the California Labor Federation, AFL-CIO, representing more than 1.5 million AFL-CIO members in California unanimously supports the members of the Meat Cutters unions in Southern California in their current strike-lockout situation.

"The Executive Council specifically and unanimously condemns the attempt of the giant retail food store chains to frighten the buying public into boycotting the operating independent store operators in order to preserve their tight-fisted monopoly that has existed to a large degree in the past.

"The members of the Executive Council commend the fair attitude of the operating employers and are confident that the needs of the public with respect to the purchase of meat could be adequately and satisfactorily met with a minimum of inconvenience."

A settlement in the strike-lockout situation in the Los Angeles area was announced this week but no settlement had been reached as of press time in the San Diego area.

Freedom To Bargain Vital

"Labor can have no effective voice as long as it is unorganized. To protect its rights it must be free to bargain collectively through its own chosen representatives . . ." — Statement by the Catholic Bishops of the United States.

You'll Be Better Off With Union Label Yule Gifts

"Give a double-barreled gift to your loved ones and friends this year" by adding the symbols of organized labor to every item on your shopping list.

That's the suggestion of Joseph Lewis, secretary-treasurer of the AFL-CIO's National Union Label and Service Trades Department, who reminded all consumers this month that the union label, shop card, store card and service button serve to identify products and services that are of the highest quality and which "were produced under the very best working conditions by well-paid union workers."

issue in a number of additional industries and will, in time, become as common as the paid vacation benefit itself."

Summing up, the Federation's spokesman declared:

"The best that we can do under the circumstances is to try to project the technologies that are likely to be utilized in various industries and then try to determine which skills will provide the underlying training for individuals who will be employed in these technologies.

"If we do this reasonably well, our problem when it comes to an actual here-and-now job in a given technology somewhere in the future will be reduced to a matter of providing short-term training or building on the clusters of skills that have already been acquired," he explained.