

'Let's Go for A 4-Day Week'

A four-day workweek for employees coupled with a six-day production schedule in many industries would go a long way toward spreading employment and meeting some of the problems created by automation and technological change.

That's what Howard Coughlin, President of the Office Employees International Union, AFL-CIO, suggested in an address to the union's 10th con-

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THOS. L. PITTS
Executive
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Fed. Seeks UI Benefit Increases -- Moves To Strike Crippling Disqualification Amendments

California Labor Federation amendments to restore unemployment insurance benefits to more than 60,000 workers and to keep benefit amounts equal to one-half the worker's average weekly wage were defeated in the Assembly by a voice vote on June 8.

AB 518, by Assemblyman George Zenovich (D), Fresno, amending the unemployment insurance law, later passed the Assembly by a 60-7 vote.

Legislative Notes

Senate Ok's Curb on Vote Challenging

VOTE CHALLENGING—AB 839-Song et al., a measure to curb abuse of vote challenging procedures at the polls which have sometimes been used by extremist groups to attempt to frighten and intimidate citizens in poorer districts to discourage them from voting, won Senate passage Tuesday.

The bill provides that a voter may be challenged within the polling place only by a member of the precinct board on certain specified grounds and stipulates that if the board finds that persistent challenging of voters is delaying voting sufficient to cause voters to forego voting because of insufficient time or for fear of unwarranted intimidation, "the board shall summarily overrule all challenges."

It also says that a piece of mailed matter returned undelivered by the Post Office shall not be accepted or used as evidence to initiate a challenge as to residency unless other corroborating evidence is presented. Any doubt in the interpretation of the law is to be resolved in favor of the challenged voter.

Persons challenging voters without probable cause or on fraudulent or spurious grounds will be held guilty of

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The Assembly-passed bill, while raising the maximum weekly benefit amount to \$65.00, requires the unemployed worker to earn in his base period as much as \$12.00 per quarter more than at present for each additional dollar of benefits. The impact of this amendment is to reduce the benefit amount to less than one-half the average weekly wage for unemployed workers in all brackets of the benefit structure over \$60.00.

Assemblyman John Foran (D-San Francisco) introduced a California La-

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State's Share of Defense Spending Rises Sharply

California received 25.8 percent of all federal defense spending during the first quarter of 1965, a new high for the state, Governor Edmund G. Brown reported this week.

The Governor predicted that the rate would continue through the rest of the year. Last year California received only 16 percent of all federal defense spending during the first quarter.

If the Governor's prediction holds up, mounting unemployment in California which is currently 20 percent above the national average could be somewhat checked.

State AFL-CIO Summer School Planned At U.C.'s Santa Barbara Campus Aug. 1-6

Plans for a week-long California Labor Summer School "to generate interest, understanding and unity of action on broad public-interest legislation and other programs labor is fighting for" were announced today by Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO.

"The school's curriculum," Pitts explained, "is designed to sharpen leadership capabilities and broaden the union members' understanding of the labor movement's current problems, philosophy and goals."

"With automation devouring millions of job opportunities annually and youth joblessness climbing toward explosive levels, it's absolutely essential for all trade unionists to

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OT Study Reflects Union Benefits

The advantages of a union contract are borne forcefully home by the results of a special U.S. Labor Department survey of long hours and premium pay.

The survey found that, although one out of every four Americans who earn

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Largest MDTA Project Starts In Long Beach

The largest on-the-job training project—in terms of trainees—yet developed in the nation for a single employer in one state under the Manpower Development and Training Act got under way last week at the Douglas Aircraft Company in Long Beach.

The project, approved by Local 148 of the United Automobile Aerospace and Agricultural Implement Workers of America (UAW), calls for training 2400 jobless persons as aircraft assemblers by the firm's Aircraft Division. Hiring for the project was scheduled to begin immediately.

Morris Skinner, Acting Regional Director of the U. S. Labor Department's Bureau of Apprenticeship and Training, said the Labor Department would pay \$365,954 in training costs covering the first eight weeks of each worker's training period. Total wages expected to be earned by the trainees during that period will be about \$1,755,650.

The project calls for the trainees to be hired at a rate of 50 each week for 48 weeks. The first four weeks of training will involve 100 hours of workbench manipulative training and 60 hours of classroom work. Following that, the trainees will go on the production line for regular on-the-job training. Each worker's total training period will be 55 weeks but the contract covers only the first 8 weeks of training.

Trainee's wages will start at \$2.25 an hour and rise to \$2.40 after six weeks. Thereafter the wages progress up to

Boardman Appointed To Industrial Accident Board

Al Boardman, Director of Education and Research for the California Conference of Operating Engineers Local 3, has been appointed to the Industrial Accident Commission by Governor Edmund G. Brown.

Boardman has been with Local 3 for the past 18 years and in 1962 was appointed to the Industrial Safety Board where he helped to set standards of industrial safety for the Department of Industrial Relations.

Who's Eligible?

Nine out of ten people who now reach age 65 may get monthly social security retirement checks. If you have turned 65, you may be eligible for payments. Check with your social security office.

'Let's Go for a Four-Day Work Week'

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vention at the Sheraton-Palace Hotel in San Francisco this week.

Pointing out that there are already some 25,000 computers installed in the United States and Canada, Coughlin told the union's 400 delegates that it is "inevitable that more and more jobs in the clerical field will be eliminated by the on-rush of automation and technological change."

Lengthening the production week where possible and reducing the work-week would provide a "broader and more equitable sharing of available jobs" and help the nation achieve full employment, he said.

He urged the delegates, most of whom are officers of local unions, to fight for the four-day workweek in future contracts.

"In much of the country you can't get your car repaired if it breaks

down on a Saturday and you also can't get into your bank to transact business on a Saturday," Coughlin said. Lengthening the production week in both goods and service industries "would create many new service activities involving recreation and adult education programs," he added.

Coughlin also said that he felt that the "organizational climate" had improved in the last three years and urged the delegates to mobilize their members to work for repeal of Section 14(b) of the Taft-Hartley Act.

The delegates, representing 70,000 office and clerical workers in the United States and Canada, adopted scores of resolutions on subjects ranging from automation and retraining to world peace and approved a 15 cents per member per month assessment to establish a strike benefits' fund.

\$2.73 an hour by the end of 64 weeks.

The project will be serviced by the Division of Apprenticeship Standards of the California Department of Industrial Relations.

Governor Edmund G. Brown hailed the project as "a milestone in our total manpower program" and declared:

"Douglas Aircraft needs these assemblers to build their new DC9 commercial plane, and the Department of Employment has determined that qualified workers are not available. The post-war surplus of airframe assemblers has disappeared from the labor market."

Gross wages to be paid by the company to the trainees will amount to \$5,128,000 including fringe benefits. The company will be reimbursed for the cost of training under the Manpower Development and Training Act at the rate of \$148.73 per trainee for instructor personnel, for a total of \$356,954.

Douglas Aircraft Company is an "equal opportunity employer."

The Department of Industrial Relations, Division of Apprenticeship Standards has developed 14 on-the-job training programs under the Manpower Development and Training Act; a number of others are under development.

Left unanswered is the basic question of whether the general taxpayer should be called on to subsidize trainee programs for private firms engaged in profit-making ventures.

Wouldn't Douglas, if left to its own devices, have trained the workers it needs at its own expense to meet the demand for its new DC9?

And wouldn't the cost of such training simply have been passed on to the purchasers of the planes?

German Farm Workers Fare Better Than U.S.

Farm workers in West Germany receive two and one-half weeks vacation with pay, comprehensive medical and hospital care and earn about 80 percent of the average industrial worker's wage, Georg Leber, a member of the West German Parliament and leader of his nation's building and construction tradesmen, disclosed in an interview in San Francisco last week.

In contrast, California's domestic farm workers have no general hospital or medical coverage, get no paid vacations and earn less than 46 percent of the state's average industrial worker's weekly wage.

Leber, who was heading up a group of 38 German building tradesmen on a study tour of the United States, noted that West Germany has had a real labor shortage for a number of years—its unemployment rate is presently only .006 compared to California's rate of 6.200 percent of the labor force.

As a result, he said:

"In our country we have had to import 1,500,000 foreign workers to meet the needs of agriculture and industry." But all foreign workers in Germany have been guaranteed the wage and fringe benefits of Germany's union workers, he explained.

Overtime Study Shows Benefits Of Union Pacts

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their wages or salaries from a single job work 41 hours or more a week, only a third of those working long hours get overtime for their extra work.

And clerical workers and blue collar workers accounted for 84 percent of all persons receiving premium pay.

"The heavy concentration in these two groups is unquestionably because they are most likely to be covered by legislation and by union contracts governing overtime pay rates," the report said.

Results of the survey, conducted in May 1964 but just released this month, found that the persons least likely to receive premium pay were farm and service workers.

Premium pay for overtime hours varied significantly by industry, by occupation, by length of the usual work-week and by hours worked during the survey week. But in each occupation and industry those who usually worked overtime and those who worked very long hours were least likely to get overtime pay.

Of the persons working more than 41 hours during the survey week, only one in four who usually worked overtime received premium pay. But more than half of those whose usual work-week was 40 hours or less did get overtime for their extra hours.

Generally speaking, as the usual work-week lengthened, the likelihood of premium pay diminished.

For example, among 3.1 million workers who put in 60 hours or more during the May 1964 survey week, 2.8 million indicated they usually worked long hours. But only one in eight of these workers received overtime pay for the extra work.

In contrast, one in three of the persons who worked 60 hours or more during the survey week but did not usually work overtime did get overtime pay.

Some striking differences emerged between occupational groups. For example, although nearly the same number of white collar and blue collar workers reported extended workweeks, the proportions of each group that got overtime pay varied enormously. Over half of the blue collar workers got overtime while only one in six of the white collar workers received premium pay.

By industry groups, nearly three-fifths of all workers receiving premium pay were in manufacturing, only

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have a thorough understanding of the problems the age of automation poses not only for organized labor itself but for our free society as a whole," Pitts declared.

Pointing out that "a skilled worker today may wake up tomorrow to find his skill has withered into obsolescence over night due to the development of some automated procedure," the state AFL-CIO leader said:

"The decade immediately ahead is going to require a much greater public awareness of the positive value and need for strong social insurance programs in the fields of jobless pay and workmen's compensation.

"If this awareness is not developed in time, many of today's complacent wage and salary earners will feel the pinch rather than the promise of the prosperity potentially available to all through automation," he warned.

The Summer School project is part of the state AFL-CIO's on-going expansion of efforts in the educational field. It will be held at the University of California campus at Santa Barbara Aug. 1 through 6. The five basic subjects to be explored during the Monday through Friday morning sessions of the school will be: The Economy and Jobs; Taxes and the Needs of Workers; Social Insurance and Family Security; Union Goals and Civil Rights; and The Unorganized.

RIGHT-WING POLITICS

Labor's role in foreign affairs will be explored at a Monday evening dinner session; right-wing politics in California will be the subject Wednesday night.

Afternoon workshops will be developed on five of the following 11 subjects in accordance with the desires of those participating in the school: History and Philosophy of the Labor Movement; The Labor Movement Today; Methods of Communication in Local Union Administration; The "How" of New Member Orientation; Labor Education Methods; Union Programs for White Collar, Public, and Professional Workers; Developments in Labor Legislation; Structures and Functions of Central Labor Councils; Developments in Fringe Benefits; Principles of Grievance Handling—The

one-fifth were in trade or service industries. And while more than six out of 10 manufacturing workers got premium pay for work in excess of 40 hours, only one in 10 workers in the service and finance industries received premium pay.

Role of the Union; and Union Participation in Community Relations.

Registration for the school costs \$75. This fee covers meals, room and instructional materials.

FORMS DISPATCHED

Registration forms and other general information about the Summer School were dispatched to all Federation affiliates earlier this week.

The AFL-CIO Summer School program has been developed in cooperation with the Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles.

While open to all union members, the Summer School is particularly aimed at providing education and training facilities for smaller national and international unions, district councils or local unions that cannot provide such programs by themselves.

U.S. Schools' Fire Hazards Point Up Federal Aid Need

The wealthiest nation in the world—that's us—had 41.4 million pupils enrolled in schools last Fall but:

- Nearly seven million public elementary and secondary school children attended school under fire-hazardous conditions;
- More than 10 million were housed in deteriorating buildings;
- More than half a million had to use outdoor privies;
- 3.5 million attended schools that lacked fire alarms altogether or had alarms that were not audible throughout the building;
- And nearly 29 million of these children were in buildings that did not have sprinkler systems or other fire detection systems in high fire hazard areas such as basements and storage rooms.

These were some of the results gathered in a survey conducted by the Office of Education of the U.S. Department of Health, Education and Welfare. The Survey, which also found that more than 10 million students attended school in buildings where the lighting was unsatisfactory or only partially satisfactory, serves to point up the need for substantial federal aid to education not only to improve equal educational opportunities but to protect both the health and safety of the nation's children.

Fed. Seeks UI Benefit Increases -- Moves To Strike Crippling Disqualification Amendments

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bor Federation proposed amendment to keep benefit amounts equal to one-half the worker's average weekly wage in order that unemployed workers can buy food, shelter and clothing without going into debt during their unemployment. This amendment was defeated by a voice vote.

The Zenovich-proposed legislation also drastically increases the penalties for disqualification for voluntarily leaving employment and for discharge for misconduct from a disqualification of 5 weeks to all subsequent periods of un-

employment until the worker earns in the future five times his weekly benefit amount. This provision alone would affect about 60,000 claimants and would reduce the benefit payments to unemployed workers by an estimated \$26.5 million.

Assemblyman Foran charged that the proposed amendment was "harsh and cruel."

"The test is more severe upon our youth and older citizens than upon the community at large," Foran pointed out.

Stating that fewer opportunities for

employment were open to minorities than to the community as a whole, he advised the Assembly that the proposed disqualifications would be "felt more severely among minority groups."

"Though our present law may be too lenient to a few," he stated, "the proposed amendment is too harsh for too many."

California Labor Federation amendments sponsored by Assemblyman Foran to restore disqualifications for voluntarily leaving or for misconduct to the existing five weeks period were defeated by a voice vote.

Additional provisions of AB 518 eliminate the requirement that when earnings are less than \$600 in a high quarter, only 75 percent of the amount can be used for eligibility for unemployment insurance; however, AB 518 further provides that minimum earnings during the base period may be \$720. This provision would make 3,000 claimants **not** presently eligible, qualified for unemployment insurance; but, 15,000 claimants, who are now eligible, would be made ineligible. The Department of Employment estimates this provision would reduce benefit payments to unemployed workers by an additional \$5 million.

Another provision of our present law requires that only earnings from covered employment may be used to qualify unemployed workers for jobless pay benefits. The new provision permits earnings from any type of employment to be used to clear the so-called lag quarter. This provision would affect about 6,000 claimants and would increase the benefit payments to unemployed workers by \$3 million. The increase in the maximum benefit amount from \$55.00 to \$65.00 would increase weekly benefits for about 40% of all claimants and would increase total benefit payments, including extended duration benefits, by about \$43.8 million.

AB 518, as it passed the Assembly, increased eligibility requirements for benefits during the extended duration period. For example, if unemployment was high in the first months of the year the new provision could reduce unemployment insurance benefits by \$16 to \$20 million.

AB 518 was heard before the Assembly Committee on Finance and Insurance. Only the Teamsters and the California Employer group appeared in support of the bill. Only the California Labor Federation rose to ask amendments to correct the proposed crippling changes in the California unemployment insurance program.

LEGISLATIVE NOTES

Senate Approves Bill To Curb Attempts To Scare Voters by Challenges at Polls

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a misdemeanor which is punishable by a fine or county jail term.

The measure also spells out the specific questions that may be asked a voter and stipulates that if the answers to these questions are appropriate, no other questions shall be asked.

TEACHERS—AB 2710—Petris, a federation-backed bill to give teachers accused of "unprofessional conduct" a better chance to defend themselves won Assembly approval Friday by a 46 to 10 vote and was sent to the Senate. Teachers facing such charges would be allowed 90 days to prepare their cases and school authorities would be forced to bring more specific charges against teachers under the provisions of the bill. It is aimed at preventing abuse of the use of the "unprofessional conduct" charge by school districts.

MENTAL HEALTH—SB 1313—Short, a bill to eliminate the termination date of the Short-Doyle Act programmed to finance local mental health clinics and continue the program on a permanent basis won Senate passage and was sent to the Assembly last Friday. For clinics that are approved and in existence prior to October 1, 1967, the measure would continue the present ratio of 75 percent financing by the state and 25 percent by the local communities. Facilities approved after that date would be financed on a 50-50 state-local basis.

SPLITTING THE STATE—Just for the record, the State Senate approved two measures calling for the division of California into two states last Friday and sent them to the Assembly where

their chances for approval are exceedingly dim.

SB 109—Dolwig, to give the legislature's approval to the state-splitting plan was approved by a 22 to 16 vote and shortly thereafter SCA 5, a constitutional amendment calling for a vote of the people on the idea was approved by a vote of 27 to 11. The mechanics for dividing the state would require the legislature's consent as in SB 109, the voters' approval as in SCA 5, and the approval of Congress. Following these steps, each of the new states—North California and South California—would call a constitutional convention.

LIEN RIGHTS—AB 1274—Mills, the Federation-initiated measure to provide trust funds such as those in the building trades with lien rights to assure payment of fringe benefits has been sent to the Governor's desk for his signature.

JOBLESS PAY—AB 1808—Waldie, a bill to require the state to set up a special fund to provide unemployment insurance for all state employees except those at the University of California and state colleges was defeated in the Assembly Wednesday despite an ably led fight in its behalf by Assemblyman Jerome R. Waldie.

The measure was similar to a section of the Federation's omnibus bill, AB 1280—Dymally, to effect improvements in the state's jobless pay program. The Federation had testified in behalf of the Waldie measure before the subcommittee on Unemployment Insurance of the Assembly Finance and Insurance Committee.