

Interest Rises In Workmen's Comp. Parleys

Mounting interest in two informational conferences on California's new workmen's compensation program was indicated this week as scores of reservation both for the northern and the southern California parley continued to pour in.

Aim of the conferences is to make sure that union officials throughout the state thoroughly understand the functions and services available under the expanded workmen's compensation administrative program that goes into effect January 15 as a result of enactment of AB 2023 at the last regular session of the legislature.

The conferences—the first to be held at the International Hotel at the Los Angeles Airport on Wednesday, January 5 and the second on Thursday, January 6 at the Del Webb TowneHouse in San Francisco—will discuss the functions of the new administrative division established by the law as well as the operations of the new rehabilitation unit, medical provisions, employer reports to injured workmen, and improved methods of handling contested cases before the appeals board.

Both conferences will start at 9:30 a.m.

Tom Saunders, chairman of the State Industrial Accident Commission, and members of his staff will explain the operational details of the new admin-

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UAW Wins \$11 Million in Back Pay To End 11-Year-Old Kohler Dispute

Final settlement of the Kohler strike, one of the nation's longest major industrial disputes, was announced last week when the United Automobile Workers agreed to accept \$3,000,000 in back pay from the Sheboygan, Wisconsin plumbing ware firm which will also be required to put another \$1.5 million into UAW Local 833's pension fund to make whole the pension rights of strikers reinstated to their jobs.

Senior Citizens Urge Repeal of 14(b)

The struggle for subsistence for the elderly is much tougher in the 19 states where the so-called "right-to-work" laws have been enacted, John W. Edelman, president of the National Council of Senior Citizens has charged.

The Council is calling on its more

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Pitts Invites Students To Learn Labor's Role To Vie For 16 \$500 Scholarships

Sixteen \$500 college scholarships are being offered to public and private high school seniors throughout the state this year in the Sixteenth Annual California Labor Federation, AFL-CIO, Scholarship Awards program and the Federation's Secretary-Treasurer Thos. L. Pitts is inviting all seniors to gain "a fundamental understanding of the role of the labor movement in our democracy" by participating in the competition.

Brochures announcing the scholarship contest have just been sent to the more than 1,000 public and private high schools in the state.

Addressing himself to the seniors, Pitts said:

"The world of work is more and more dependent upon a literate society. As the scientific advances of our technological age bring about more complex production, the labor force necessarily must become more sophisticated in education and in resultant life careers. . . . We invite you to study the history of the labor movement, become familiar with its social goals, look at its economic and political policies, and learn to evaluate its action programs

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Statewide Safety Parley Slated In S.F. Feb. 3-4

Governor Edmund G. Brown will be the featured speaker at the 16th annual two-day statewide meeting of the Governor's Industrial Safety Conference, which will be held at the Fairmont Hotel, San Francisco, on Thursday and Friday, February 3rd and 4th, 1966.

The Governor will address the February 4th luncheon climaxing the Con-

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Pitts Invites Students To Learn Labor's Role To Vie For 16 \$500 Scholarships

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in the community, state, nation and throughout the free world.

"We believe that, regardless of your own career goal, you will participate more effectively in our industrial society by having a fundamental understanding of the role of the labor movement in our democracy."

In addition to the \$500 scholarships, this year's 16 winners will be invited to attend the state AFL-CIO's week-long sixth biennial convention to be held in San Diego August 15-19, 1966, expense free.

Deadline for submitting applications to compete in the scholarship program is March 21. The two-hour examination will be held in each high school where applicants have filed on April 15.

Aim of the exam is to evaluate the student's knowledge and understanding of labor, business, industrial and governmental problems and his ability to present this information. The brochure describing the contest also includes suggested reading materials and other resources.

Thirteen of the sixteen scholarships offered this year are co-sponsored by the following federation affiliates:

Butchers Local No. 498, Vallejo; Carpenters Ladies Auxiliary, California State Council—(this scholarship to be known as the Beulah McKay Memorial Scholarship); California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; 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); California State Council of Retail Clerks— (this scholarship to be known as the Warren G. "Pop" DeSepte Award); Communications Workers No. 9415, Oakland; Los Angeles Building and Construction Trades Council; Los Angeles County District Council of Carpenters; Painters District Council No. 36, Los Angeles—(to be known as the Roderick MacKenzie Scholarship Award); Studio Utility Employees, Local No. 724, Hollywood— (to be known as the Henry C. Rohrbach Memorial Scholarship); and the Western Federation of Butchers.

Scholarship winners may use their awards to help them pursue careers in any field of knowledge. The award is not limited to the labor field.

Contest judges 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 Institute of Industrial Relations, University of California at Los Angeles; and Don Vial, Chairman of the Center for Labor Research and Education, Institute of Industrial Relations, University of California at Berkeley.

Further information may be obtained by writing: Education Committee, California Labor Federation, AFL-CIO, Thos. L. Pitts, secretary-treasurer, 995 Market Street, Room 310, San Francisco, California 94103.

How Generous Will Utilities Be From Now On?

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cently upheld by the State Supreme Court in a case involving the Pacific Telephone & Telegraph Company.

It is an important ruling because in the past such gifts have been made to Chambers of Commerce and other institutions that have opposed labor-backed public interest legislation.

At issue in the phone company case was \$397,000 that the firm had given in its own corporate name to United Fund Appeals, colleges cultural organizations and such other institutions as Chambers of Commerce and service clubs.

The Phone Company argued that consumers should pay for it as operating expenses.

But the State Supreme Court disagreed. It pointed out that "dues, donations and contributions, if included as an expense for rate-making purposes, become an involuntary expense on rate payers who, because of the monopolistic nature of utility service, are unable to obtain service from another source and thereby avoid such a levy."

The Court's decision also said that consumers should not be compelled to pay lobbying costs incurred by utilities "without having the opportunity to make their own judgment on what legislative proposals they would or would not favor, and to designate who, if anyone, would advocate their interests before the Legislature."

The upshot of the case is that the utilities may continue to make such donations so long as they use their stockholders' money instead of passing it along to their rate payers.

But will they be as generous in the future as they have been in the past?

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istrative division and appeal procedures.

Ernest B. Webb, director of the State Department of Industrial Relations, will discuss the law's provisions concerning the auditing of self-insurers.

AB 2023 provides for the separation of the judicial and administrative functions of workmen's compensation, one of the goals sought by both the national and state AFL-CIO to help assure that workers injured on the job get the full measure of benefits allowed them under the law.

Preparations to transfer the duties of the Industrial Accident Commission to the new administrative Division of Industrial Accidents and to the Appeals Board have been in progress for the past three months.

Plans for the conferences were initiated by the California Labor Federation last October with the support of Governor Edmund G. Brown and other state officials. The conferences are jointly sponsored by the Federation and the IAC.

Registration forms for the conference were dispatched to affiliates on December 15. Union officials planning to attend are urged to return these forms as soon as possible to help assure that adequate accommodations and conference materials will be available for both conferences. Hotel reservations for participants planning to stay overnight should be made directly with the hotel.

Senior Citizens Urge Repeal of 14(b)

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than 2,000 affiliated old people's clubs—church, business, labor and socially oriented — to mount a full-scale drive to get the Senate to repeal section 14(b) of the Taft-Hartley law.

The 19 "right to work" states include the most backward in social services in the nation. They have the poorest schools, the lowest per capita incomes, the lowest standard of living.

As a result, the Council pointed out, the elderly poor have a more difficult struggle for existence than elsewhere in the country. Average payments for old age assistance, aid to the blind, aid to the permanently disabled are much lower in these states, the council explained.

Statewide Safety Parley Planned In S.F. Feb. 3-4

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ference, according to Ernest B. Webb, Director of California's Department of Industrial Relations and General Chairman of the Conference.

With representatives of every occupation and industry in California participating, the Conference will discuss major industrial safety problems and measures to reduce the rate of on-the-job injuries and deaths. It will be called to order at 10 a.m. February 3rd.

Separate section meetings will be held that afternoon and the following morning of the eight major industry groups that make up the Conference: Agriculture; Construction; Forest Products; Governmental Agencies; Manufacturing; Mineral Industries; Trades and Services; and Transportation, Communications, and Utilities. There is no registration fee.

UAW Wins \$11 Million in Back Pay To End 11-Year-Old Kohler Dispute

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to be ready for mailing in January to nearly 50 percent of those involved in the strike. Payments to others will be worked out after hearings, a union spokesman indicated.

Other features of the one-year contract called for:

- Wage boosts of three percent for all "day workers" and two percent for incentive workers, both effective January 10.
- A fourth week of vacation with pay.
- A ninth paid holiday, the day after Thanksgiving.
- Company payment of health and accident insurance premiums.
- An increase in insurance benefits from \$50 a week to \$62 for up to 52 weeks.
- Improvements in the time schedule for grievance and negotiating work.
- Provisions to work out wage inequities.

Although the dispute spanned more than 11½ years, the strike itself, which began April 5, 1954, ended in 1960.

After a return to work, the NLRB ruled in 1960 that Kohler had prolonged the strike through unfair labor practices, including refusal to bargain in good faith.

Following further hearings the board ruled that the walk-out during the en-

NLRB Upholds Joint Union Action In Bargaining With Same Employer

The right of unions to work together in coordinated collective bargaining committees as set up by the AFL-CIO Industrial Union Department to negotiate with a common employer has been upheld in a recent decision by the National Labor Relations Board. The board ruled that the American Radiator and Standard Sanitary Corp. committed an unfair labor practice when it refused to bargain with the union representing employees at one of its plants because that union had invited union negotiators from other plants of the company to sit in on bargaining sessions.

The case was brought to the board's attention slightly more than a year ago. It resulted when a coordinating committee of representatives from a number of unions in American-Standard plants was formed with IUD assistance.

This committee adopted a uniform set of bargaining proposals on pensions and insurance to be presented to the

company in negotiating sessions at each plant. The committee also formed a steering committee which would participate in the negotiations at each plant along with the local bargaining committee.

When this steering committee appeared at the negotiations at the company's Louisville, Ky., plant, whose employees are represented by a union known as the Standard Allied Trades Council, the company refused to meet with them.

The company claimed that it had no obligation to meet with "outsiders," and that their presence constituted an unlawful attempt to force the company to bargain for a multiple plant or national unit.

The Board ruled, however, that the Standard Allied Trades Council had the right to invite representatives from other unions to sit at its bargaining table for the purpose of participating in the discussion and advising its bargaining committee.

In recent years, an increasing number of unions have decided to cooperate with each other in dealing with common employers. The Industrial Union Dept. reports that it is presently assisting union co-ordinating committees, similar to that involved in the American-Standard case, at 60 different companies.

Recently, a group of unions representing most of the organized employees of General Electric Company announced their intention to co-ordinate their bargaining activities. The American-Standard decision establishes the right of unions to work together in this manner.

'Labor Looks at Congress 1965'

"Labor looks at Congress 1965," a 56-page summary of the first session of the 89th Congress is now available from the AFL-CIO.

The booklet provides the most concise overview of the AFL-CIO's national legislative efforts available and also includes a run-down on "major unfinished business" that must be completed in 1966 "if the total record of the 89th Congress is to fulfill its historic beginning."

Single copies are free on request. Additional copies are 15 cents each up to a hundred. For larger quantities the cost is \$13.50 a hundred. Orders should be sent to the Pamphlet Division, AFL-CIO, 815 Sixteenth Street, N.W., Washington, D.C., 20006.



LOOKING AHEAD—AFL-CIO President George Meany and Tom Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, discuss key federal and state problems with Governor Edmund G. Brown (at left) and U.S. Secretary of Labor W. Willard Wirtz (at right) at a convention speakers' luncheon sponsored by the state AFL-CIO as a tribute to Meany and The National Executive Council during the recent AFL-CIO national convention in San Francisco. Earlier Governor Brown told cheering convention delegates that "the only way we can have equality in California is to repeal 14B" and pledged his administration's support to programs to improve the unemployment insurance program and reduce joblessness.

New Service Contract Act To Protect Workers' Wages Goes In Effect Jan. 20

Authority to administer the Service Contract Act of 1965 has been delegated to the administrator of the U.S. Labor Department's Wage and Hour and Public Contracts Divisions by Secretary W. Willard Wirtz.

The Act, which becomes effective January 20, 1966, requires government contracts for furnishing services that exceed \$2,500 to contain provisions specifying minimum wage and fringe benefits to be paid employees working under the contract.

Prior to its passage, workers employed by contractors to perform services for the federal government—such as janitors, maintenance men, cafeteria or laundry workers or other service occupations—lacked the wage protection that workers on federally aided construction contracts and federal production contracts had enjoyed for many years.

Service employees must be paid at least the minimum rate and benefits determined by the WHPC division administrator to be prevailing for other such employees in the area. In no case,

however, may the rate be less than the \$1.25 per hour minimum required under the Fair Labor Standards Act.

The Service Contract Act also requires that the service shall not be performed under unsafe or unsanitary working conditions.

The Wage and Hour and Public Contracts Divisions already administer the Fair Labor Standards Act and the Walsh-Healey Public Contracts Act. The new Service Contract Act gives these divisions authority and responsibility to fix the minimum wage and fringe benefits to be paid as well as to issue interpretations and regulations with the advice and assistance of the solicitor of labor.

The divisions are authorized to settle violations of the act by withholding accrued payments necessary to pay covered workers the difference between the wages and benefits required by the contract and those actually paid.

To get a copy of the Service Contract Act, write the U.S. Labor Department's Wage and Hour and Public Contracts Division, Washington, D.C.

AFSCME Wins N.Y. Hospital Vote

A sweeping election victory in 22 New York City hospitals has given the American Federation of State, County and Municipal Employees the sole right to bargain for an estimated 34,000 hospital workers.

AFSCME trounced the Teamsters in two big units where more than 12,000 workers voted and it split two smaller units with about 500 voters between them.

The victory ended a long organizing campaign by the union's District Council 37. Jerry Wurf, the union's international president, said AFSCME was chosen by the workers because "they understand it is the union dedicated to improving the conditions of all public employees — particularly those in the lowest income brackets."

AFL-CIO Pres. George Meany urged support of AFSCME in a letter sent to all eligible voters and union leaders said this had a "marked effect" in achieving the victory.

Pres. A. Phillip Randolph of the Sleeping Car Porters also sent a letter favoring AFSCME. Most of the workers are Negroes or Puerto Ricans.