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Executive Secretary-Treasurer

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Congressmen To Take Part in COPE Area Parley

Three congressmen will take part in the four-state AFL-CIO COPE area conference to be held at the Jack Tar Hotel in San Francisco on Friday, February 11.

The conference, open to delegates from local unions, city and county central bodies and joint districts as well as representatives of the Women's Activities Department, is designed to gear up labor's effort for the critical 1966 congressional elections.

Congressmen invited to take part in a panel discussion of the accomplishments of the first session of the 89th congress and key issues due for action this year, are Representatives James C. Corman and John B. Tunney, both of California, and George Senner, Jr., of Arizona. The panelists will also answer questions from the floor.

Also on the agenda is a discussion of the political threat posed by right-wing extremism for liberal candidates in the 1966 elections.

Registration for the conference will begin at 8:00 a.m. at the Jack Tar.

The New Look

As you have already noticed, the title "Weekly NEWS LETTER" went out with the last leaves of paper from last year's desk calendar.

The new name—California AFL-CIO News—and column size of the California Labor Federation's weekly publication have been adopted for two primary reasons.

First, to permit a better visual presentation of news and pictures. And secondly to permit the paper to make more efficient use of mats and tables put out by the national AFL-CIO office and other agencies by standardizing the column size.

Beyond this, the new title carries with it an identification of our organization which the former lacked.

As in the past, any stories carried in the California AFL-CIO News may be picked up and reprinted with or without credit in any local union, central body or district council publication.

KPOL Strike Wins National Backing

Persistent attempts by the management of radio station KPOL in Los Angeles to force union members to accept substandard conditions were roundly denounced at the AFL-CIO

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Better Deal For Injured Workers

The impact of AB 2023—a measure making "the first major change" in the administrative setup of the state's workmen's compensation program in 20 years—was explored in detail at two day-long conferences in Los Angeles and San Francisco this week by more than 500 participating union officials.

Among the most important changes effected by AB 2023 is separation of the administrative and judicial functions of the old Industrial Accident Commission which goes out of existence January 15 when the new law becomes effective.

In addition, it requires employers or their insurance carriers to keep injured workers adequately informed on the status of their benefit coverage.

It also requires the employer or insurance carrier to provide the injured worker with written notice within specified time periods of the employer's intention to pay or deny payment of benefits.

Once benefit payments are started the employer is also required under the new law to notify the injured worker of any intention to terminate benefits and give the reason why and also to supply the worker with written notice of the amount of payments paid.

In the past, California was the only progressive state with a strong workmen's compensa-

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Catsup Bottle Trips Up Reagan

State AFL-CIO leader Thos. L. Pitts took sharp exception this week to statements made by the GOP's front-running candidate for Governor Ronald Reagan, Tuesday in Los Angeles, when Reagan formally announced his candidacy for the state's highest office.

Referring to the ex-actors display of a catsup bottle and his claim that the end of the bracero program caused a production cut-back that "meant lay-offs for 200 employees," the secretary-treasurer of the California Labor Council on Political Education said:

"It's extremely disappointing that a man who claims to have spent the last six months trying to learn the state's problems is still apparently more concerned about catsup bottle production than he is about the wretched wages and working conditions that have been imposed for years on California's 300,000 domestic farm workers.

"Unfortunately it appears that his campaign managers have kept him in the dark about the 20,000 new jobs created for domestic workers in California by the long-overdue end of the bracero program.

BENEFITS IGNORED

"They've failed to fill him in on the fact that an estimated \$50 million in farm wages

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Volunteers Still Vital

Computerized Vote Drive Moves Ahead

Volunteers will be as necessary as ever to labor's crucial political efforts this year but they will be freed for much more meaningful and satisfying work thanks to COPE's pilot project to use data processing equipment in voter registration and get-out-the-vote activities in the primary and general elections in the nine-county San Francisco Bay Area.

This was one of the points emphasized at a day long meeting of union officials at the Del Webb Townhouse Wednesday where some of the final technical details of the program were discussed.

The project, jointly sponsored by local, state and national COPE units, is designed to provide a modern system of information processing for some 400,-

000 union members in the nine-county area.

More than 50 percent of the international unions involved have already agreed to make their mailing lists available for the project and this figure is expected to rise to 80 percent in the immediate future as the advantages and special services available under the program be-

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KPOL Strike Wins National Backing

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national convention in San Francisco last month.

Convention delegates subsequently adopted a resolution pledging the labor movement's full support to the American Federation of Television and Radio Artists and the International Brotherhood of Electrical Workers Local 45 whose members have been on strike at the station since April 2, 1965.

'OUT TO KILL UNIONS'

Taking the floor to emphasize the importance of the strike, Claude McCue, executive secretary of the Hollywood local of AFTRA, declared that station KPOL "represents that segment of the southern California employer group . . . who are dedicated to destroying the trade union movement in southern California."

McCue charged that there is evidence that there is "a conspiracy between the national advertisers, the manufacturers of the national consumer products and their advertising agencies to finance this station in Los Angeles as their symbol of anti-unionism, as a precedent to encourage other employers in the broadcasting industry (toward anti-union activities) because they have a special stake in the advertising media."

No other explanation but this can be drawn from the fact that national sponsors have been continuing to buy time or to renew time on station KPOL even though the station is of insignificant value to the national advertisers in the expenditures of their advertising dollar, he explained.

The convention's resolution noted that the KPOL dispute "is an integral part of the efforts of the fanatic extreme 'right wing' movement in southern California . . . to establish California as a 'right to work' state."

It called on the national executive council to take appropriate action including contacting sponsors and providing financial aid to the unions. It also called on all State and Central bodies to go on record in support of the unions.

McCue pointed out that "if this management group should

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come better understood.

Both Fred C. Smith, Assistant State COPE Director, and LaMar Gulbransen emphasized that control over the membership lists would be retained under rules adopted at the local level.

On hand to clarify the technical details of the program were Benjamin C. Zitron and Richard Purdue, representatives of Data Network Corporation which has been retained by national COPE to develop the methodology and programming for the project.

Purdue said he was "certain that the impact of the use of

succeed in its efforts to destroy the two unions in plants where we have had 12 or 15 years of collective bargaining" the adverse impact would certainly be national in scope so far as its effect on the trade union movement in this country is concerned.

"A picket line around a radio station," he said, "has very little economic effect. It is merely a symbol. The only economic pressure which the union can exert is through the cancellation of sponsors."

Local consumer boycott efforts, he reported, have been "most effective" with local sponsors in Los Angeles. But, he pointed out, national sponsors are far less vulnerable in a local market and that this is why the aid of the entire labor movement nationally is necessary.

Among other things, the management at KPOL has demanded by ultimatum that both unions give up their right to union security, union established non-contributory pension and welfare plans, and their right to respect picket lines, the resolution said.

FEPC Issues Directory

The State Fair Employment Practices Commission has published a directory of 170 groups actively promoting fair housing in California.

Single copies are available free from the FEPC, Post Office Box 603, San Francisco 94101.

data processing (in the nine-county Bay Area) will be reflected in 1966 election results."

He also emphasized that the project is being developed on a flexible basis with an eye on eventually using data processing for dues controls, standard accounting chores, local union mailings and other routine operations.

Zitron pointed out that voter registration offices in most of the nation's more populous areas are going to be forced to turn to use of data processing equipment within the next few years just to fulfill their legal obligations.

Local COPE officials wishing assistance in encouraging their county registrars to shift to a data processing setup may contact the State COPE office to arrange consultations with the Data Network advisors.

Zitron explained that the Bay Area project will rely principally on the use of disc packs avoiding the use of the more costly punch card operation wherever possible.

The Bay Area project involves a two-pronged approach supplementing and synthesizing data obtained from local unions with membership data coming from the international union.

Once this data is converted into machine-usable form it will be checked against the county registrar's registration data by what is known as a list flushing computer program.

This compares the membership lists with the registration lists, taking into account variations in name and place abbreviations and spellings, and produces a printed street list of unregistered union members for immediate use in the registration campaign.

The data processing equipment automatically sorts the data into the form desired, whether alphabetical, by precinct or geographical area, and prints the list in the desired order.

For example, the alphabetical tape might be more easily used to keep lists up to date while to select names in a specific geographical area the precinct tape would be used.

At present local and international union membership

lists are being collected and adapted to machine-usable form.

First field reports on the progress on the registration drive are scheduled to be made March 1 and every month thereafter.

Among the immediate tasks being tackled by local and county COPE officials participating in the project are:

- Development of a strong dependable volunteer work force.

- Acquisition of union membership lists, and,

- Obtaining "reverse" telephone directories if available in their communities.

USE EXPLAINED

The reverse phone directories can be put on magnetic tape and processed against the membership listings for a specific area so that the telephone number of each member can be automatically recorded in the basic data on the membership tapes.

At present the pilot project is based principally on the use of the international union membership data, the registration and political address, and the telephone numbers of union members.

Although the pilot project can operate on this data alone, the capability of the data processing system will be significantly broadened as additional data such as age, and additional family and occupational pursuits etc. is added.

ACTION ESSENTIAL

The urgency for immediate action by local and county COPE units to mobilize adequate volunteer force is especially acute in areas where registration lists are not processed. In such areas the canvassing of unregistered members by telephone and by foot should be initiated by February 1 and continued until April 14, the deadline for voter registration.

Where registration lists are processed, the canvassing drive is scheduled to start a month later on March 1.

The nine-Bay counties included in the project are: San Francisco, Alameda, Santa Clara, Marin, San Mateo, Contra Costa, Sonoma, Napa and Solano.

Parleys Spell Out Better Deal For Injured Workers

New Workmen's Comp. Setup Effective Jan. 15

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tion program that did not require the employer to report benefit payments to injured employees to the State Department of Workman's Compensation.

Now California pioneers a first by requiring insurance carriers and self-insurer to report in writing directly to the injured employee and to send a copy of the report to the administrative director of the Division of Industrial Accidents.

POLICY IN ACCORD

State AFL-CIO leader Thos. L. Pitts, who served as chairman at both conferences which were jointly sponsored by the California Labor Federation and the Industrial Accident Commission, pointed out at the outset of each conference that the new law was fully in accord with policy statements adopted at the California Labor Federation's fifth convention in San Francisco in 1964.

These statements called for the creation of a division of workmen's compensation within the state department of Industrial Relations to "supplement—not supplant—the hearings and appeals function of the Industrial Accident Commission" and called for the new division to be headed by an administrator empowered to appoint officers and employees, establish branch offices and appoint advisory medical panels.

KEY FUNCTIONS

"The primary functions of the division should be to supervise the adequacy of medical care upon the recommendations of the medical director of the Industrial Accidents Commission so that injured workmen will receive competent and adequate care including specialized treatment when necessary," the policy statement said.

It also called for the division to audit the promptness and accuracy of benefit payments to injured workmen and to require employers to make reports on injuries within 10 days after injuries: (1) resulting in either death or permanent impairment; (2) rendering an in-

jured person unable to perform a regularly established job at his place of employment; or (3) requiring medical treatment beyond ordinary first aid.

"These same AFL-CIO legislative objectives in terms of workmen's compensation administrative policies will, to a substantial extent, go into effect when the new law becomes operable on January 5," Pitts said.

Thomas M. Saunders, present chairman of the Industrial Accident Commission who described AB 2023 as "the first major change" in the state's workmen's compensation program since the department was reorganized in 1945, said the new law "will have the effect of improving a very excellent workmen's compensation system in California".

He said that the three major components of the workmen's compensation program in California—administration, benefits and coverage—California's program was among the best in the nation in terms of benefits and coverage but that the administrative aspects of the state's program were heretofore the weakest side because it boiled down primarily to just a judicial function.

Creation of an administrative authority to supervise claim payments represents a significant improvement in the program he said.

Comparing the state's workmen's compensation program with those of New York, Wisconsin and Michigan, Saunders said California has a good benefit structure and almost perfect coverage since it has even included farm workers since 1959.

In the past injured workers have often suffered long delays in receiving benefit payments or adequate medical care simply because the insurance carrier have unnecessarily delayed processing the worker's claim or a doctor has failed to send in a pertinent report promptly.

The creation of the administrative position, Saunders said, is expected to result in a substantial improvement in the promptness of processing claims since the new division, which Saunders will head, plans to use computers to rank insurance carriers on their performance and to publish the list at least once a year.

Publication of performance records of insurance carriers are presently made in New York and Wisconsin, Saunders said. This has had a salutary

effect on the promptness of payments, he added.

The Workmen's Compensation Study Commission report published last year found that carriers had become very sloppy in processing claims and that there were cases where injured workers waited 30 or more days without knowing whether they were eventually going to get benefits.

The fact that Section 138.4 of the new law states that the employer "must inform" the employee is the guts of the law and it's a major gain for the employees," Saunders declared.

LITIGATION CUT

Al Boardman, a member of the Workmen's Compensation Appeals Board and former education and research director of the California Conference of Operating Engineers, said the new law may make some people in the legal profession "unhappy" because it is expected to reduce litigation for contested cases under the program substantially.

The new law also sets up a seven-man medical advisory committee which is yet to be appointed by the administrative director, and empowers him to appoint Impartial Medical Examiners (IME's for two-year terms.

'JUST ADVISORY'

Saunders emphasized that the medical advisory committee is "just that"—advisory—and he said, as administrative director, will feel free after consulting with the California Medical Association, to appoint its members as he sees fit on the basis of their philosophy towards the workmen's compensation program.

Another change in the law enables an employee to reject the first list of 3 doctors submitted to him merely by requesting a second list of 5 doctors approved by the Administrative Director and the Medical Director.

Saunders emphasized that any of the rules discussed at the conference were necessarily tentative because they must subsequently be submitted to public hearings before final approval. This action and other tooling up operations for the new administrative division are

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Employers Blamed For Racial Bias In Hiring

One out of every five complaints filed with the new United States Equal Employment Opportunity Commission has been against a union but...

Most of the complaints—87 per cent—received by the commission during its first 100 days of operation were against employers.

The remaining 3 per cent were against state government agencies.

In some cases, both employer and union were named in complaints.

The commission received 1,383 complaints charging discrimination in employment practices during the approximately 14 weeks.

Chairman Franklin D. Roosevelt Jr. says the commission probably has jurisdiction over

about 966 of these.

Nearly seven out of every 10 of the 966 are from 11 southern states. The largest number, 135, was from Alabama; 131 were from North Carolina; 76 from Louisiana, and 68 from Mississippi.

Among states outside the South, Iowa, with 53 complaints, and New York, with 43, had the largest numbers. Twelve complaints were received from California.

Seventy-three per cent of the complaints claim racial discrimination, 16 per cent sex discrimination and one per cent discrimination because of national origin.

Of the 966 cases, 282 deal with hiring, 248 with promotion, 150 with seniority, and 107 with wage differentials.

Just 8% of U. S. Families Bear 30% Of Health Costs

More than one third of all private expenditures for health in the United States in 1963 fell on only eight percent of the nation's families.

These figures, which underscore the need for a national health care program available to the entire population, are the result of a survey conducted by the Health Information Foundation and the National Opinion Research Center at the University of Chicago.

Total expenditures on personal services were estimated at \$20.7 billion in 1963, about 28 percent higher than the \$16.2 billion spent in 1958.

The biggest chunk of the \$20.7 billion was the \$6.4 billion shelled out for physicians' services. Hospital bills accounted for the second largest chunk of \$5.4 billion.

Average family expenditures in 1963 for all types of health care were \$370. This represented an increase of 76 percent of the amount spent 10 years earlier.

But the 1963 rate of expenditure—about 5.6 percent of family income—remained the same as it was five years earlier, the survey disclosed.

Better Deal For Injured Workers

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expected to take until about July 1 but self-insurers and insurance companies insuring about 70% of covered employment will voluntarily begin reporting to injured employees within the next few weeks, he pointed out.

The conference participants also discussed the manner in which the new rehabilitation unit will function and the specific services to be provided by the Division of Industrial Accidents.

In concluding the conferences, Pitts said the Federation considers AB 2023 a good beginning but added that, as in the past, the Federation will work for continued improvements in administration and benefit amounts.

Catsup Bottle Data Trips Up Reagan

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formerly carted off to Mexico was spent in California last year, benefiting small businesses in rural communities and easing the general tax payers' welfare load.

"Moreover they failed to give him the simple truth that the cut-back in catsup bottle production was due to excessive inventories from the bumper processed tomato crop in 1964 and had practically nothing to do with the transition to domestic farm labor last year," Pitts declared.

NO SECRET

"These facts," the state AFL-CIO leader said, "are not deeply guarded secrets but are contained in official published reports such as those of the California Farm Labor Panel authored by Benjamin Aaron, professor of law and Director of the Institute of Industrial Relations at the University of California at Los Angeles, Dr. Daniel G. Aldridge, Chancellor of the University of California at Irvine, and Dr. Arthur M. Ross, former professor of Industrial Relations at the University of California at Berkeley who is now commissioner of Labor Statistics.

'DISAPPOINTED'

"Certainly the working men and women of California are interested in—and entitled to—a discussion of the issues in the forthcoming pre-primary campaign but I firmly believe that they will be just as disappointed as I if one of the leading candidates for the nomination

Tom Saunders to Head Indust. Accident Div.

Thomas N. Saunders, will be appointed administrative director of the new Division of Industrial Accidents, Governor Edmund G. Brown announced this week.

Saunders will resign his present post as chairman of the Industrial Accidents Commission to take the new position created by the enactment of AB 2023 last year when the law becomes operative on January 15th. He will serve at the pleasure of the governor.

of one of our major parties continues to allow his campaign to be used as a propaganda vehicle for the thoroughly discredited, anti-labor views of the state's excessively privileged corporate farm and banking interests," Pitts said.

QUESTIONS RAISED

He agreed with Reagan's view that the state needs a full-time legislature but said the candidate's statement raised questions about his depth of understanding of a number of pressing state problems, particularly in the social welfare, taxation and civil rights fields.

"To state as he did, for example, that 'if taxes are too high, they are too high for all of us,' Pitts said, "sounds a little too much like Goldwater's view that all people regardless of income should pay the same percentage in taxes."

DISTURBING ASPECT

Pitts also said he was "disturbed" by Reagan's apparent ignorance of the fact that jobs in the service industry sector of our economy both state and nationally "are expanding and must continue to expand more rapidly than jobs in the production sector if we are to make any headway in reducing the tragic waste resulting from the state's excessive unemployment."

ROLE IGNORED

The candidate's statement, Pitts observed, "seemed intent on ignoring or minimizing the very vital role that state and federal governments must play in working toward a full employment economy.

"If this reflects an inclination on his part to turn his back on this key function of 20th century government, the state's economy and continued prosperity could be severely damaged by his election," Pitts said.

Noting that Reagan said he left the Democratic Party because it turned away from the precepts of President Cleveland who served from 1885 to 1889, Pitts said he hoped that "this

Kircher Named Director of Organization

William L. Kircher has been appointed director of organization of the AFL-CIO by AFL-CIO President George Meany.

Kircher's selection to succeed retiring director John W. Livingston was approved by the AFL-CIO Executive Council in a post-convention session last month.

Kircher, 50, had served as assistant director of organization under Livingston since 1955.

In 1941 he helped organize UAW Local 647 and subsequently held a number of staff posts in the UAW. He has also served as assistant director of AFL-CIO Region IX.

was not intended to indicate an espousal of 19th century solutions to 20th century problems" and that he would have to await further clarification from the candidate before deciding "just what it does mean."

Reagan's Show Provokes Demos

Reagan's slick pre-package declaration of candidacy which was carried on some 14 major California TV stations also provoked a 15-page point by point rebuttal of Reagan's claims by the Democratic Coordinating Council and prompted San Francisco's Mayor George Christopher, Reagan's principal opponent for the GOP nomination, to challenge Reagan to a TV debate.

Christopher claimed that he was the only man who could beat Brown and warned that the Republican party would be "set back 10 to 20 years" by another statewide defeat.

The Democratic Council's rebuttal charged that the actor's statements were, at best, "simply not true" and, at worst, involved a "dishonest use of statistics."

Among other things, it also pointed out that total catsup production in 1965 was some 600,000 cases above the 1960 to 1965 average, and charged Reagan with "equating social security with welfare."