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Law Doesn't Bar Bargaining, Lynch Says

Nothing in state law or existing state policy prevents non-profit state college auxiliary organizations such as cafeterias, student dormitories, and book stores, from entering into collective bargaining agreements with unions, state Attorney General Thomas C. Lynch ruled this week.

The opinion, which helps clear the air on the issue, noted that neither statute nor existing state policy prohibits state college auxiliary organizations from bargaining collectively.

But, Lynch said, such non-profit organizations must look to their articles of incorporation to determine their author-

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NLRB Files Unfair Charges Against KPOL

The regional director of the National Labor Relations Board has filed "unfair labor practice" charges against radio station KPOL in Los Angeles where members of the American Federation of Television and Radio Artists and the International Brotherhood of Electrical Workers Local No. 45 have been on strike since April 2, 1965.

The charges stem from the dismissal of four striking announcers three days after the strike was called.

David Ziskind, attorney for

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The High Cost of (So-Called) 'Right to Work'

Factory blue collar workers in the 19 so-called "right to work" states earn \$24 a week less — or more than \$1,000 a year less—than workers in the rest of the nation.

These are the figures indicated by the U. S. Department of Labor's most recent data (for September 1965). The data

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Shun Harrah's, Unions Ask

"Don't patronize the Harrah's Clubs at Lake Tahoe and Reno" is the plea being issued by a growing number of local unions in the wake of a long series of anti-union actions by the management of the Harrah's Clubs.

For years the management of Harrah's Clubs at Lake Tahoe and Reno, union officials say, "has refused to deal in good faith" with the Theatrical Stage

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Medicare Act Hailed as Aid To Curb Profiteering

Initiation of the Medicare program next July 1, will help eliminate "the nefarious practice of profiteering" on laboratory tests by some doctors who pay a flat monthly fee for such tests but charge their patients retail prices, according to Dr. Ernest E. Simard, President of the College of American Pathologists.

In an address to a CAP meeting in Los Angeles last week, Dr. Simard explained that some doctors have contracts with laboratories, usually mail order firms, to do all their blood and urine tests for a flat monthly

Minimum Wage Floor Boost Urged

The AFL-CIO has called for prompt Congressional action on minimum wage legislation embodied in HR 10518 to extend the protection of the Fair Labor Standards Act to 7.9 million additional workers and raise the minimum wage in several annual steps to \$1.75 an hour.

AFL-CIO President George Meany told a press conference following an Executive Council meeting in Bal Harbour, Fla., that the federation "can't buy" what he understands is the Administration's proposals on minimum wage — \$1.40 per hour effective September 1966 and \$1.60 effective September 1968.

He said a year has already been lost in the minimum wage fight because of the failure of Congress to act in 1965, and that the minimum should be at the very least \$1.60 in September 1967 and should then go to \$1.75.

Asked whether the AFL-CIO would wage a battle in Congress

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Senate Unit Plans Farm Labor Probe

A U.S. Senate subcommittee on Migratory Farm Labor will hold hearings in California on March 14, 15 and 16 to gather information on farm labor legislation presently pending in Congress and to determine if additional legislation is needed.

The hearings, which are expected to include on-site investigation of conditions will open in Sacramento March 14, move to Visalia the following day and conclude with a hearing in Delano, Wednesday, March 16, according to Subcommittee Chairman Harrison Williams (D-New Jersey).

Williams said his subcommittee would seek testimony from a variety of witnesses, including state and local officials, labor leaders, representatives of grower organizations, and workers who have participated in the Delano area grape strike.

Among the bills presently before Congress are three introduced by Sen. Williams. These would bring farm workers under existing minimum wage, collective bargaining and child labor laws.

The Senator also indicated that the subcommittee wanted to take a broad look at farm-labor - management relationships, living conditions, housing

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**Only 41 Days Left
To Sign Up to Vote.
Deadline—April 14**

A Checklist on Easing Impact Of Automation

A 10 point checklist on ways to ease the impact of automation and technological change has been suggested by Seymour Wolfbein, of the U.S. Labor Department as a result of the study of Labor Department records.

Wolfbein, special assistant to the Secretary of Labor for economic, affairs makes the following points:

1. Collective bargaining contracts should include a pledge by management to give adequate advance notice of any impending technological change.

2. Job security during the introduction of new technology should be guaranteed in writing.

3. The details under which management may introduce technological changes should be spelled out in writing.

4. The fact that seniority will govern in any training or retraining program should also be specified in writing.

5. Arrangements to take care of contingencies such as early retirements should be spelled out in detail.

6. Company-financed displacement allowances should be provided.

7. Wage rates for new jobs should be negotiated before they are set up and there should be an understanding between labor and management to this effect.

8. Similarly it should be stipulated that training is to be company financed, on company time, at the wage rate of the old job.

9. Efforts should be made to maintain rapport with public agencies that might be of assistance when technological changes are introduced, such as agencies charged with administering government-financed training and retraining programs.

10. Throughout the process of technological adjustment, continuous meetings between unions and management should be provided for.

Minimum Wage Floor Boost Urged

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against the Administration's proposals, Meany said:

"If that's what its got to be, that's what it will have to be. We have our position and we will stick to it."

TESTING GROUND

He termed the difference with the Administration on wage-hour legislation a family quarrel and said that, in effect, it provides a "testing ground" in terms of future relationships. He added that labor will battle for what "we think is the proper type of minimum wage legislation," stressing "I don't want a war with anyone."

The council's statement pointed out that the improvements proposed in the \$1.75 bill must be measured against "nearly 10 million workers who would still be left outside the act's protection and the wages that are required for decent living by the nation's workers."

Prompt action is needed, the council emphasized, so that the wage-hour law "can serve its original purposes in the public interest and help win victory in the war on poverty."

STILL SUB-POVERTY

Noting the present exclusion of more than 17.5 million workers from protection of FLSA, the council said that even if these workers were given the law's existing protection, "they would receive only a poverty wage." Under the current \$1.25 minimum wage a fully-employed year-round worker earns \$2,600, substantially less than the Administration's "poverty level" of \$3,130 a year.

The statement also noted that the cost of improvements in the wage-hour law "can easily be absorbed out of record-breaking business profits and rapidly rising productivity."

Organized labor will continue its fight to extend the act's protection to all workers and increase the minimum wage to \$2 an hour, the council said.

POINTS STRESSED

In advancing data to support

its position, the council stressed the following points.

- Minimum wages raise the wages of the very poor. Studies show that the lowest wage rates usually rise to the level of the federal minimum only by changes in the law.

- The minimum wage historically has required periodic revision and such revision is needed now. The last increase from \$1 to \$1.25 was in 1961.

- The overall cost impact of small-step increases in the minimum wage is slight. A \$1.40 minimum wage for presently covered workers and a \$1.15 minimum for over seven million presently uncovered workers would increase total wage and salary payments in 1966 by one-half of 1 percent. The impact in succeeding years would be roughly similar if the minimum were gradually raised.

- Low wage industries have shown they can make adjustments.

- Minimum wage changes do not cause unemployment. Various studies, in fact, show just the opposite.

- Inflation has never resulted from small increases in the minimum wage. During the past five years, while the minimum wage increased twice and coverage was extended, the overall Consumer Price Index has been relatively stable.

OTHERS COVERED

The council statement reviewed the various groups of unprotected workers who would be covered under HR 10518, including those in retail trades, restaurants, laundries, hotels and motels, hospitals and related institutions, construction, logging, motion picture theaters, agricultural processing and farm workers.

It also maintained that the "same automatic percentage increases and extensions of coverage must also be provided in Puerto Rico, the Virgin Islands and American Samoa as on the mainland."

NLRB Files Unfair Charge Against KPOL

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the Hollywood AFTRA local involved, said the announcers were fired because they took part in the strike.

In its complaint, the regional NLRB office charged:

"By the acts and conduct described, respondent (KPOL) did discriminate, and is now discriminating, in regard to the hire or tenure or terms and conditions of employment of its employees, thereby discouraging membership in the union, and respondent (KPOL) thereby did engage in, and is engaging in, unfair labor practices affecting commerce within the meaning of the National Labor Act."

Last December the AFL-CIO National Convention in San Francisco adopted a resolution pledging national support to the AFTRA and the IBEW strikers which noted that the KPOL dispute "is an integral part of the efforts of the fanatic extreme 'right wing' move in Southern California... to establish California as a 'right to work' state."

The resolution called on the National Executive Council to take appropriate action including contacting sponsors.

AFTRA spokesmen pointed out that picket lines around radio stations have very little economic effect. The only economic pressure that a union can exert is through the cancellation of sponsors, they said.

A full hearing on the Board's complaint has been set for May 3.

Fryer Appointed to Comp. Appeals Board

Kenneth J. Fryer was appointed a member of the Workmen's Compensation Appeals Board by Governor Edmund G. Brown this week.

Fryer, 38, described by Governor Brown as "an outstanding lawyer, particularly in cases involving industrial accidents" succeeds Ben Narvid of Los Angeles who resigned to enter private practice. The new appointee is a Democrat and lives in Fresno. The appointment requires Senate confirmation.

Law Doesn't Bar Bargaining, Lynch Says

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ity to contract. Most do contain such authority, it was learned.

Other state college auxiliary organizations to which the opinion applies include organizations running food services, conducting research and engaging in college farm, orchard and livestock projects, Lynch's statement said.

The opinion noted that until 1959 these non-profit state college auxiliary organizations, although usually controlled by state college administrators, were entirely unrecognized and unregulated by either statute or administrative regulation.

Following a State Senate investigation into apparent fiscal irregularities in 1959, the legislature concluded that since they operate on campus and use state property they should be supervised in the use of their profits.

Subsequently a statute was enacted (Education Code Section 24054) requiring the funds of state college auxiliaries to be audited and providing that "the operation of state college auxiliary organizations shall be conducted in conformity with regulations established by the trustees and approved by the Director of Finances.

In 1961, another amendment backed by the California Labor Federation, AFL-CIO, strengthened the regulations to require the governing board (usually the state college administrators) of each organization to provide . . . salaries, working conditions and benefits, exclusive of retirement and permanent status benefits, for the full-time employees of each auxiliary organization . . . which are comparable to those provided state employees performing similar services."

Where no comparable employment exists in state jobs, salaries are to be "at least equal to the salaries prevailing in other educational institutions in the area," the law says.

The opinion, in short, rejected the contention that the state college auxiliary organizations are so-called "quasi-public corporations" whose employees

Doctor Bill Insurance Plan Deadline Falls March 31

Nearly 350,000 eligible senior citizens in California will lose their chance to sign up for the biggest medical insurance bargain in the nation's history unless they act within the next 27 days, Social Security officials in San Francisco disclosed this week.

Under the medicare program enacted last year, persons 65 and over are automatically covered by the program's basic hospital insurance benefits. But these benefits will not cover doctor's bills.

To qualify for the voluntary Part B coverage all persons 65 and over must send enrollment cards to the Social Security Administration by March 31. Cost of the voluntary coverage is \$3 a month or only \$36 a year.

By signing up for the voluntary doctors' bill coverage, senior citizens receive coverage for physicians' services, home health services and numerous other medical and health services in and out of medical institutions. The plan covers 80 percent of such expenses. The patient only has to pay the first \$50 incurred.

In California a total of 1,644,000 people are eligible. To date 78 percent have responded and

would be limited to the organizational rights and responsibilities in the Government Code.

It also disagreed with the view that the legislature, by establishing salary, benefit and working condition standards, intended that the principal problems of collective bargaining for such employees should be determined by "means other than negotiation."

On the contrary, the opinion said, these contentions "DO NOT" compel the conclusion that collective bargaining is prohibited or that auxiliary organizations lack the authority to engage in it . . .

"Neither the legislature nor the state college trustees have attempted to impose any express restrictions on the authority of auxiliary organizations to bargain collectively with their employees," the opinion added.

only six percent have not initially signed up for the Part B coverage.

Moreover many people who initially said "NO" to the Part B coverage have since changed their minds and signed up for it.

Although legislation has been introduced in Congress to provide a grace period after March 31, at present eligible senior citizens who fail to sign up by the March 31 deadline will forfeit their chance to enroll in the program until October, 1967 and deny themselves the chance to receive any benefits until July, 1968—a long, and possibly catastrophic, waiting period.

To assure the fullest participation in the medicare program, trade unionists are urged to contact their relatives, friends and neighbors to remind them of the deadline. Any eligible person who has not signed up should contact their nearest Social Security office immediately.

Shoe Workers Ask Boycott Aid

The Boot and Shoe Workers Union has instituted a nationwide boycott against the Genesco Shoe Company and is appealing to all trade unionists and friends of labor to shun the firm's products.

Shoes produced by the anti-union General Shoe Corporation are sold under the following brand names:

Men's Shoes—Jarman; W. L. Douglas; Flagg Bros; Friendly; Johnson and Murphy; Davidson; Kingston; Statler (work shoes); Crestworth; S entry (work shoes); Cedar Chest (work shoes); and Fortune.

Boys' Shoes—Skyrider and Treasure Chest.

Women's Shoes—Fortunet; Christian Dior; Valentine; Party Goers; I. Miller; Millerkins; Twenty One; Holiday; Kay-King; Mademoiselle; Playmate; Nisley; and Berland Stores.

Girls—Datebook and Ingenue. **Children's**—Friendly; Storybook; Acrobat; Whitehouse &

The High Cost of (So-Called) 'Right to Work'

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shows that, in the "right to work" states, factory workers earned an average of \$2.18 an hour versus \$2.80 an hour in non-RTW states. This works out on a weekly basis to \$90.90 versus \$115.25, a loss of \$24.10.

Moreover, average maximum unemployment compensation benefits in the 19 "right to work" states are more than \$8 a week lower than the benefits paid in the 32 free states (including the District of Columbia)—\$41.37 a week versus \$49.75, a loss of \$8.38.

Still worse, the injured worker in the 19 RTW states gets a maximum weekly benefit for temporary total disability of only \$39.51 versus the \$55.08 average weekly benefit paid by free states. So the worker injured on the job in the "right to work" states loses an average of \$60 a month while he's laid up.

That's a pretty high price to pay for what the 19th Century-minded businessmen who finance the National Right to Work Committee like to claim is the "sacred right to work" without paying a fare share of the cost of contract negotiations, enforcement and the like.

Of course it's never mentioned that what they really mean is the right to work at low wages so businessmen can maximize profits by exploiting human labor.

Apparently they figure the public is too stupid to understand such complexities. It seems evident too that they're convinced union members are too lazy to write enough letters to the editor to make the public understand.

Maybe they're right.

Hardy—New York City Retail Stores.

Joseph Lewis, secretary-treasurer of the Union Label and Service Trades Department, AFL-CIO, urges all local unions and central bodies to publicize the fact that these products have been placed on the AFL-CIO unfair list and "are not deserving of the patronage of union members."

Shun Harrah's, Unions Ask

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Employees Union even though the Union, Local 363, won an NLRB election 11 to 0 in October 1963.

In fact, thirty unfair labor practice charges against Harrah's have been sustained in NLRB hearings, according to John Turturici, Secretary of the Northern California Association of Theatrical Stage Employees Unions.

And now San Francisco Typographical Union No. 21 reports that Harrah's, an outspoken supporter of the compulsory open shop law in the right-to-work state of Nevada, has asked that the Allied Union Label be removed from all of their printing.

Both the San Francisco Typographical Union No. 21 and Palo Alto Typographical Union No. 521, have placed the Harrah's Clubs of Lake Tahoe and Reno on their "We Don't Patronize List" and are urging all union members and friends to SHUN Harrah's Clubs.

That's the least we can do to protest a management that Turturici says "is blocking fair wages, conditions and decent human treatment" for its workers, isn't it?

Film on Extremists' Tactics Available

"Star Spangled Extremists," a 28-minute movie depicting the tactics used by right wing extremists as they move into local communities and launch attacks on schools, libraries, and Parent - Teachers Associations, may be obtained from the AFL-CIO film library.

Produced by the Anti-Defamation League last year, the film points out how extremists undermine democratic institutions. It also discusses similarities between the radical right and the far left and distinguishes between the rightwinger and the honest conservative.

Rental requests should be directed to the AFL-CIO film library at 815 16th Street, Northwest, Washington, D.C. 20006.

Top Priority Urged For Bill To Improve Jobless Pay Setup

Congress was urged to give "a top priority" to proposals to "revitalize" the unemployment compensation system at the current session by the AFL-CIO's National Executive Council at its recent meeting in Bal Harbour, Florida.

The Council said the bill—HR 8282—on which extensive hearings have been held in the House Ways & Means Committee, would correct the current unfair and outmoded situation.

It stressed that the tremendous variations in state laws demonstrate the need for federal standards. "No emergency now exists," the council emphasized, "to justify any more temporary patchwork."

With all the limitations presently embodied in state laws—in terms of coverage, eligibility, duration and weekly benefit amount—"only one out of every five dollars due to unemployment is compensated."

The bill before the House committee, the council said, would increase benefits, extend protection of the system, prohibit extreme variations in eligibility requirements and disqualification penalties and provides extended benefits for

those unemployed beyond six months who have used up all of their state rights.

"A modernized unemployment insurance program can be a major preventive strategy for fighting poverty," the council said, "by acting immediately to support family income and forestall the workingman's dependence on his creditors and public forms of relief."

The council pointed out that other bills under consideration would limit the payment of extended benefits to people unemployed only in recession conditions and that "this would defeat the purpose of the system."

It also cited "efforts to discredit jobless pay improvements" by resort to "epithets picturing compensated workers in derogatory terms. The cry of abuses is a thinly-veiled attack to reduce costs and the employer tax contribution," the council declared, adding:

"It is time Congress asserted our national interest in making the system work both for the unemployed and for all who want a strong national economy."

So Where's The Catastrophe?

Despite the fact that Salinas Valley lettuce growers used no braceros last year, their crop was bigger and worth more than in the past.

The 1965 crop brought in \$48,091,000, or more than \$14,724,000 more than the 1964 crop, the Monterey Agricultural Commissioner's office reports.

Moreover the yield per acre increased substantially. This is reflected in the fact that the growers planted 44,000 acres in 1965 which yielded 533,000 tons. In 1964 when 47,400 acres were planted, the yield was only 518,000 tons.

In years prior to 1965, between 3,000 and 5,000 braceros were imported to pick lettuce in Monterey County.

Further testimony to the fact that the state **DOES NOT** need to import foreign farm labor is

reflected in the fact that total agricultural income in Monterey County last year was \$160,628,100, an increase of \$7.5 million over the previous year when braceros were used.

This is all the more impressive for two reasons:

First, because the county's total farm income figure reflects a sharp cut back in tomato acreage due to the bumper crop in 1964 which was some 22 percent above the previous five-year average.

And, secondly, because a drop in the value of the strawberry crop was due in no small measure to the fact that the area's largest strawberry growers persisted in paying only eighty-two cents an hour for workers during a significant part of the harvest season.

Deadline Near for \$500 Scholarships

High school seniors—public, private or parochial—have just 17 days left to enter the competition for one of the 16 \$500 awards offered in the 16th Annual California Labor Federation Scholarship Awards Program.

Student applications must be received from the principal of the student's high school not later than March 21, 1966. Exams will be held in participating high schools on Friday, April 15.

Brochures setting forth the contest rules, suggested readings, and other sources, have already been distributed to high schools throughout the state. Further information may be obtained by writing the Education Committee, California Labor Federation, AFL-CIO, Thos. L. Pitts, Secretary-Treasurer, 995 Market Street, San Francisco, California 94103.

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and working conditions and related social and cultural problems.

"California is the nation's largest agricultural state and is probably the most varied," Senator Williams said. "The subcommittee members can probably learn more in California than in any other state in the nation.

"I am especially interested in the situation in the grape industry in the Delano area because it seems to range across a broad spectrum of problems. It started with a strike for higher wages, progressed to a request for union recognition and there is now a boycott attempt. I am sure there are other factors involved as well," he observed.

Other subcommittee members are: Senators Robert Kennedy, Edward Kennedy, Gaylord Nelson, George Murphy, and Winston Prouty.