



California AFL-CIO News

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Executive Secretary-Treasurer

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Three Named To Coordinate Labor Vote Drive

Appointment of three veteran labor officials to coordinate organized labor's efforts in the forthcoming primary campaign in behalf of Governor Edmund G. Brown and other COPE-endorsed candidates was announced today by state COPE Director Thos. L. Pitts.

George Mulkey, International representative for the International Brotherhood of Electrical Workers, was named statewide coordinator.

Selected as Northern California coordinator was Norman Amundson, second assistant secretary of the Alameda Central Labor Council.

Dudley Gibford, financial secretary of Operating Engineers Local 12, will be Southern California coordinator.

All three have extensive ex-

(Continued on Page 2)

Grape Strikers Still Need Aid

Despite recent heartening developments in the Delano grape strike such as the breakthroughs with Schenley Industries and the Christian Brothers Winery, the strike is still very much in progress and the Delano grape workers still sorely need funds.

So if you haven't given yet, give now. And if you've already given, give again.

Checks should be made payable to the Farm Workers Organizing Assistance Fund and sent to the California Labor Federation, AFL-CIO, 995 Market Street, Room 310, San Francisco, California 94103.

Mayor's Job Decided by Just One Vote

If you think your vote doesn't count, drop in on the people of Orange Grove in Fresno County some time soon.

That's where Lee M. (Pete) McKinney, Jr., was recently defeated in a race for Mayor by just one vote.

McKinney, who has filed suit in Superior Court to contest the election, claims that the 62nd precinct board was guilty of "malconduct" because of irregularities in counting the ballots. He maintains that if certain votes given to his oppo-

(Continued on Page 3)

Attempt To Bar Situs Bill Hit

"An untruthful and well-organized campaign" is being mounted by special interest opponents of the on-site picketing bill to try to keep the measure from coming to a vote in the House, AFL-CIO President George Meany warned last week.

And the AFL-CIO Building and Construction Trades Department has alerted all state and local councils and affiliated

(Continued on Page 4)

Fed Pushes For Women's Rights

Strong support for improving the rights of women workers without jeopardizing existing protective state legislation was voiced yesterday by the California Labor Federation, AFL-CIO. In a statement submitted to a hearing held by the Advisory Commission on the Status of Women in San Francisco, Thos. L. Pitts, the Federation's Secretary-Treasurer, observed that:

- Present child care programs for working mothers are "grossly inadequate."

- Denial of maternity benefits to working mothers under the state's employee-paid disability insurance program is "unjust" and works a "severe hardship" on working women and their families.

- Extension of the existing eight-hour law to women farm workers and workers in public hospitals and elsewhere followed by a reduction in the workday to seven hours is "essential . . . to cope with the threat of automation . . ."

The Federation's statement also urged that the Fair Employment Practices Act be amended to include a prohibition against discrimination on the basis of sex in employment, but emphasized that such an amendment should not jeo-

(Continued on Page 3)

3 Depots for L.A. COPE Pamphlets

Attention all AFL-CIO unions with membership in Los Angeles County!

California Labor COPE pamphlets containing the official labor endorsements in Los Angeles County for the forthcoming June 7 primary may now be ordered from any of the following locations:

- Los Angeles County COPE, 2130 West Ninth Street, Los Angeles.

- California Labor COPE, 1830 West Olympic Blvd., Los Angeles, or

- California Labor COPE Pamphlets, 995 Market Street, San Francisco, 94103.

In view of the critical nature of this year's primary election

(Continued on Page 3)

CLPA's FIRST CONVENTION

Editors Take a Long Look at Labor Press

Whoa! Slow down long enough to look at your publications and decide whether they're doing the job you want them to do as effectively as they could.

That's just what more than 60 editors of labor press publications throughout California did at the First Annual Convention of the California Labor Press Association held at the Senator Hotel in Sacramento last weekend.

The convention, highlighted by a reception and dinner with Governor Edmund G. Brown at the Executive Mansion on Saturday, included briefing sessions on the Delano farm labor issue with AFL-CIO Director of Organization William Kircher and a demonstration of the value of labor-sponsored radio programs by Gordon Cole, editor of "The Machinist," the publication of the

(Continued on Page 2)

CLPA's FIRST CONVENTION

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(Continued from Page 1)

International Association of Machinists, as well as workshops on technical issues.

Cole emphasized the value of the radio program as an aid in organizing and reported that the I.A.M. program "The World of Labor" is now carried twice a week in 66 cities thanks to local union action in each.

At the opening session Friday evening, Harry Bernstein, labor editor for the Los Angeles Times, suggested that much of labor's criticism of the public press "is based upon past experience and is outdated."

MORE OBJECTIVITY

While conceding that "some publishers and editors do a poor job on labor news," Bernstein maintained that, with some notable exceptions, the objectivity of labor coverage in the daily press has improved significantly in the past 15 to 20 years and suggested that labor could make better use of the public press as an avenue through which to reach millions of readers who are otherwise out of eyeshot.

In workshop sessions conducted Saturday by Rod Holmgren of the Journalism Department of Monterey Peninsula College and Jerold Werthimer of the Journalism Department at San Francisco State College, the editors got some tips on techniques to improve both the

content and makeup of their publications.

Emphasizing that readers can identify with an action but not with an abstraction, Holmgren urged the use of more action and dialogue in labor press stories and suggested that adaptation of magazine writing techniques to labor publications would do much to make labor publications more exciting and interesting for union members.

"Don't be afraid to talk directly to your reader by using the 'you' approach," he said, explaining that this approach has the advantage of personalizing the story and, with the use of action and dialogue, results almost automatically in the use of short sentences and active verbs.

The need for a more exciting and compelling writing style is dictated, he said, by "the idiot box," (TV). Readership surveys in 1950 indicated that average readers spent an hour and a half to two hours reading newspapers, periodicals, etc.

But since the impact of TV, this readership time is estimated to have dropped to only about 25 minutes.

COMPETITION FIERCE

This means the competition for the reader's time is about four times as fierce now as it was just 15 years ago, he indicated.

In a session on makeup dealing with means of improving the visual presentation of the publications, Werthimer stressed the fact that the trend today is toward horizontal rather than the traditional vertical makeup and that good examples of eye-catching layouts may be found in almost any of the better national magazines.

"If they're effective, don't be afraid to pirate them," he said.

Among other speakers at the briefing session Saturday afternoon was Tom Moore, executive secretary of the State Social Welfare Board who appeared to appeal to labor press editors to tell the social welfare story to union members.

The state's welfare program provides aid to some 700,000 needed children and aged citi-

zens at a cost of only about 5 cents of the total tax dollar, Moore explained.

The enemies of an adequate social welfare program are the same as those who attack adequate unemployment insurance and minimum wage laws, he said.

"And their charges are always pretty much the same—that the program is wasteful, poorly managed, or that the aid goes to families who don't deserve it."

Such charges just are not valid in any significant measure, Moore said, and he appealed to the labor editors to keep their readers aware of this.

Has Anyone Been Cheated Lately?

What rights do you have when you buy on time and what can you do when you have been cheated?

These are the topics covered in two pamphlets now available from the office of State Attorney General Thomas C. Lynch.

The first, entitled "Know Your Rights Before You Buy on Time," spells out the 10 items that are legally required in any installment sales contract and provides examples of the maximum service charges that can be levied against you either in auto contracts or other installment sales contracts. It also explains what recourses you have if you fail to keep up your payments, and details the maximum charges that can be imposed on budget or revolving charge accounts.

The second pamphlet, "What to do . . . When You Have Been Cheated," explains the functions of the Small Claims Court for disputes involving less than \$200 and tells you who to notify—in the interests of protecting others—when you believe you have been cheated.

Requests for copies of these pamphlets should be sent to Attorney General Thomas C. Lynch, Consumer Fraud Unit, 600 State Building, 217 West

Higher Pay Hikes Scored in 1965 Settlements

Average (median) wage increases of 3.9 percent during the first contract year were scored in major collective bargaining agreements negotiated in 1965, according to the Bureau of Labor Statistics of the U.S. Labor Department.

Over the full runs of the contracts, the BLS reported, the gains average 3.3 percent per year.

Agreements negotiated in 1964 yielded 3.2 percent the first year and 3 percent per year over the full terms, while those bargained out in 1963 returned 3 percent and 2.3 percent, respectively, the report showed.

One of the factors involved in the higher figure for 1965 was the basic steel contract settlement, which provided what the BLS called a "very large" increase for the first year, but no across-the-board raise in the second. By contrast, 1964 settlements in the auto and related industries yielded either no first-year raise, or a small one. There was also in 1965 an "unusual concentration" of settlements deferred from the previous year, the BLS said, with the result that some groups of workers received two pay hikes in one year.

The BLS found that about 3.5 million workers were affected by major settlements concluded in 1965, with a comparable number getting wage increases under contracts negotiated in previous years. These included wage raises, cost of living adjustments, or a combination of the two, the report said.

The 7 million workers who received wage increases in 1965 under major contracts—either new or old—averaged 3.5 percent, the BLS said, compared to 3.2 percent in 1964 and 3.4 percent in 1963.

First Street, Los Angeles, California 90012, or to the Attorney General's Office, 455 Golden Gate Ave., San Francisco, California 94102.

3 To Coordinate Labor Vote Drive

(Continued from Page 1)

perience in California politics and will be available to help local unions and district and joint councils with specific campaign problems, Pitts said.

Headquarters facilities are presently being arranged and will be announced in the near future. In the interim they may be contacted as follows: Mulkey, 415-986-3585; Amundson, 415-444-6510; Gibford, 213-388-3361. Their headquarters addresses and phone numbers will be announced as soon as arrangements are completed.

Fed Pushes for Women's Rights at Hearing in S.F.

(Continued from Page 1)

pardize existing state legislation designed to protect the health and welfare of women workers.

OLDER WORKERS

It also called for expansion of the presently limited refresher training programs available to older women and suggested that action be taken to

eliminate the "arbitrary and inflexible hiring age limits set by employers . . . because of a misplaced fear of high pension and insurance costs or the unwarranted fear of greater absenteeism due to illness."

The hearing was conducted by the Commission's Study Committee on Public and Private Employment in the State Building at 455 Golden Gate Avenue.

Pointing out that failure to extend coverage of the minimum wage law to all employed persons results in relegating some workers to "second class" citizenship, the state AFL-CIO not only called for action to make minimum wage and hour laws and other working condition provisions such as overtime pay applicable equally to all workers, but also urged a boost in the state minimum to at least \$2.00 an hour, reduction of the workweek to 35 hours, and provisions to require double time pay for all overtime work.

EXTENSION ESSENTIAL

Extension of the eight-hour law coverage to women in agriculture is particularly essential because at present "farm employers often do not honor even the meager regulations specified by IWC Order 14-65" (the Wage Order issued by the Industrial Welfare Commission last year pertaining to women farm workers), the state AFL-CIO asserted.

Pitts' statement called the Committee's attention to the fact that the State Division of Labor Statistics and Research had found that 313 of 359 employers who paid a majority of their women workers on a piece-rate basis did not even keep records of the hours worked by piece-rate workers.

It pointed out that unlike IWC orders protecting working standards in other industries, women farm workers are not even entitled to cloth or paper towels when they desire to wash, and are not afforded any protective regulations to require accessible and sanitary

field toilet facilities in adequate numbers.

The fact that farm workers—both men and women—are presently excluded from coverage of the National Labor Relations Act, Federal Minimum Wage Legislation and the nation's Unemployment Insurance System, and are denied paid vacations, overtime pay, pension plans, and health and welfare programs, results in "a vicious cycle of poverty, deprivation, and despair which is passed on by farm worker families from generation to generation in a seemingly endless cycle," the statement said.

Rules Ignored

Pitts' statement called the Committee's attention to the final report issued by U.S. Secretary of Labor W. Willard Wirtz' California Farm Labor Panel last December which deplored the fact that the meager present legal protections for women farm workers were "widely ignored" and added that "facilities such as these are not 'frills'; they are absolutely essential to maintain minimum standards of health and decency."

On the child care center issue, the Federation said the existing program "is grossly inadequate when measured against the need not only in agriculture, but in other industries. Unless major steps are taken immediately, the program will fall even farther behind the need because women are the fastest growing part of the state's labor force."

TAKE A LOOK

It suggested that anyone who believes that poverty is confined to states and regions beyond California should be required to compare the Linnell Labor Camp in Tulare County (where the children do not attend a child care center) with the child care center funded by the Office of Economic Opportunity in Visalia.

"The conditions at places such as Linnell testify to the need to greatly expand child care center programs throughout California's agricultural

Mayor's Job Decided By Just One Vote

(Continued from Page 1)

ment, Harold E. Holz, were disallowed, Holz would not have been declared the winner.

A total of 394 regular ballots and one absentee ballot were cast. McKinney and Holz each received 187 votes, indicating that 20 votes were apparently invalidated. The absentee vote was cast for Holz and he was declared the winner.

Just another reminder that just one vote — maybe yours — may mean the difference between victory and defeat for your candidate.

areas. In addition, while poverty and deprivation are sometimes more striking in California's rural areas, there is also a great need to extend the child care center programs in urban areas," Pitts' statement declared.

On the question of maternity benefits for working women, the Federation urged amendment of the state Unemployment Insurance Code to qualify women for a maximum of 10 days of benefits for any pregnancy disability.

"The fact today is that with more than one-third of the state's work force being women—a large number of which have a career attachment to the labor force—a significant portion of all women workers consider themselves permanently employed during child-bearing years. Women should have disability insurance coverage during periods of maternity leave in order that their health be protected and their temporary absence from the job made as financially trouble-free as possible," Pitts' statement asserted.

The state AFL-CIO also deplored the fact that some employers have used weight lifting restrictions presently imposed to protect the health of women workers "as a subterfuge to discriminate against women who are qualified for promotions or transfers."

"A means must be sought to protect women against this form of discrimination," the state AFL-CIO said.

3 Depots for L.A. COPE Pamphlets

(Continued from Page 1)

in which all 40 state senate seats, including 15 in Los Angeles County, are at issue, an all-out effort is being made to maximize the time available to local unions to distribute the pamphlets.

The Los Angeles County pamphlet contains pictures of Governor Edmund G. Brown and other COPE-endorsed statewide candidates—Lieutenant Governor Glenn M. Anderson; Attorney General Thomas C. Lynch; State Controller Alan Cranston; and State Treasurer Bert A. Betts.

In addition it lists the COPE-endorsed candidates for Los Angeles' 15 Congressional, 15 State Senate, and 31 State Assembly seats, and the recommendation for the State Board of Equalization in the 4th District, Richard Nevins.

It also contains a "YES" recommendation on the only statewide issue to appear on the primary ballot, Proposition 1, to authorize a \$275 million school bond issue.

The pamphlets, available to all AFL-CIO unions free, are already rolling off the press and will be ready for delivery by the end of next week. Orders should be sent in immediately to assure ample time for distribution to union membership.

Farm Workers Hardest Hit By Job Diseases

California farm workers have the highest rate of occupational disease in the state.

A report issued by the State Health Department last week disclosed that 12.4 cases of occupational disease occurred among every 1,000 farm workers in 1963, compared with 5.2 cases among every 1,000 construction workers, and 4.6 cases among factory workers.

State Health Director Dr. Lester Breslow said the report also indicated that farm workers not only have the highest disease rate, but have more severe cases of occupational disease.

Of the 2,982 farm workers reported sick in 1963, lost time among farm workers averaged almost twice that of all others.

Cause of the alarming rate of occupational disease among farm workers was laid to farm chemicals such as insecticides.

Almost all of the 288 cases of poisoning, Dr. Breslow said, involved chemicals, and chemicals were implicated in half of the cases of respiratory disease among farm workers. In addition, 43 of the 53 reports of digestive disorders among farm workers were attributed to poisonous materials used in agriculture.

The report disclosed that between 1955 and 1963, the deaths of 15 farm workers were attributed to sunstroke, five to infectious diseases, and 28 to poisons.

Entitled "Occupational Health of Agricultural Workers in California," the report is the first in a series summarizing the effects of specific industrial environments on the health of workers.

It disclosed that farm workers have the third highest rate of disabling work injuries, 68.7 per 1,000 workers. This is exceeded only by construction workers with 81.9 disabling work injuries per 1,000 workers, and mineral extraction workers with a rate of 70.2.

Of the 2,982 agricultural workers with reported occupa-

Article Points Up Growing Gaps In Workmen's Comp.

Shortcomings of state workmen's compensation laws and vast differences in benefits from one state to another are scrutinized in an article in the March issue of the AFL-CIO magazine, The American Federationist. Lawrence Smedley, assistant director of the AFL-CIO Dept. of Social Security, has detailed the growing gap between the purpose and the actuality of workmen's compensation.

The purpose of the laws is to compensate employees for loss of earning power because of temporary or permanent disability from an on-the-job accident or occupational disease—and to compensate his family for the loss of a breadwinner if the worker dies.

But as with other state-determined social insurance programs, the adequacy of protection has declined over the years.

Smedley points out that when workmen's compensation laws were first enacted during the 1910-1916 period, a large majority of workers was eligible to receive two-thirds of wages during disablement.

While the two-thirds formula is still common, dollar ceilings on maximum benefits make this meaningless for most workers, he asserts.

PRESENT STATUS

At present, only three states provide a benefit ceiling equal to two-thirds of the state's average weekly wage. More than half the states have maximum benefits less than 50 percent of the average wage.

In contrast, Smedley points out, in 1940 only 10 states had

maximum benefit levels for temporary total disability less than two-thirds of the state's average wage and none less than 50 percent.

Medical care payments and rehabilitation facilities also vary enormously from one state to another. Some states have no provision at all for rehabilitation of permanently disabled workers even though experience has shown that amazing accomplishments can be achieved with proper training.

21 STANDARDS

The Federationist article lists 21 standards which should be met by a good workmen's compensation law. These include such points as compulsory coverage of all employers, with no exemptions, full medical benefits and choice of physician, complete coverage of occupational diseases, a rehabilitation program including maintenance benefits. Ceilings on benefits should be not less than two-thirds of the state's average weekly wage, and benefits should be paid during the entire period of disability. Also recommended is coverage under an exclusive state compensation fund.

Except for the exclusive state fund, all of the standards listed in the Federationist article have been recommended by the U.S. Dept. of Labor and the Intl. Association of Industrial Accident Boards & Commissions.

Yet no state meets all these standards and only 18 states meet more than half of them, Smedley notes.

Data for the report was taken from the experience of workers covered by the California Workmen's Compensation Act which includes all wage and salary workers in agriculture; 70 percent of California's 331,000 farm workers. Self-employed farmers and unpaid family labor are excluded.

The Department's next report will deal with the health of construction workers, Dr. Breslow said.

Attempt To Bar Vote on 'Situs' Picketing Bill Hit

(Continued from Page 1)
unions of the need to counter this "large scale propaganda campaign" by employer organizations.

In a letter sent to all House members, Meany charged that those trying to block House action on the measure "know that a large bi-partisan majority in the House of Representatives and in the Senate favor this bill."

The measure, which would allow picketing at multi-employer construction sites, "would give exactly the same picketing rights to building and construction trades workers that are enjoyed by industrial workers and all others coming under NLRB jurisdiction," Meany explained.

The legislation has been approved by the House Labor Committee and cleared by the Rules Committee. It has enjoyed the support over the years of the Administrations of Presidents Truman, Eisenhower, Kennedy and Johnson, as well as the leaders of both parties.

The AFL-CIO Building Trades Department reports that opponents have "spent many thousands of dollars" and used everything from polls with "loaded questions" to "caricatures and comic books" to try to drum up anti-labor sentiment.

Yet virtually every one of the charges advanced by employer groups were refuted in Congressional testimony by U.S. Labor Secretary W. Willard Wirtz which made it clear that the situs picketing bill:

- "Will not legalize any activity otherwise unlawful.
- "Will not require that a man join a union in order to get a job.
- "Will not affect product boycotts.
- "Will not legalize jurisdictional strikes (or) otherwise unlawful recognition or organizational picketing.
- "Will not extend beyond the project site, and will not have any effect outside the construction industry."