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Bills To Undercut Merit System Die In Committee

Two measures containing language that could have seriously undermined equality of treatment for state employees died in the Assembly Committee on Civil Service and State Personnel on Wednesday.

The Committee, chaired by Assemblyman Charles Meyers, (D-San Francisco) took no action on the measures because exact duplicates of both bills, SB 39 and SB 40, were dispatched to interim study last year.

No study has yet been conducted on the measures, but they are first on the committee's agenda for study following the current session.

SB 39 contained language that would permit the State Personnel Board to fix the amount and frequency of merit salary adjustments based on the individual employee's performance but stipulated that the adjustments need not be the same for all classes or for that matter for all employees in a class.

The danger in such language
(Continued on Page 4)

Delano Strikers Still Need Aid

The eight-month grape strike in the Delano area is still in progress and the embattled farm workers need your help.

Food and clothing donations should be sent to the AWOC Hall at 1457 Glenwood Street, Delano, California. Checks for funds should be made payable to the Farm Workers' Organizing Assistance Fund, and sent to the California Labor Federation, AFL-CIO, at 995 Market Street, San Francisco 94103.

Bonanza for The Birchers

The John Birch Society, Dan Smoot and two other ultra conservative groups got a \$5.5 million (five million five hundred thousand dollar) shot in the arm this week to carry on with such efforts as their attempt to impeach Chief Justice Earl Warren and throw the U.N. out of the U.S.

The bonanza was spelled out in the will of Dallas Bedford
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Young Markets On Unfair List

Does it make any sense to spend your hard-earned money in the stores of a super market chain that is trying to do everything it can to undercut the wages and working standards of its own employees?

The Western Federation of Butchers and the central labor bodies in Fresno, Kern, Kings, San Luis Obispo and Tulare Counties all say NO!

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Zooming Profits Point Up Wage Guidelines' Inequity

The clear inequity of the Administration's wage-price guidelines was brought forcefully home this week when Gardner Ackley, Chairman of the President's Council of Economic Advisors, disclosed that profits after taxes have climbed 88 percent since early in 1961, considerably more than three times as much as the increase in factory workers' wages.

Addressing the nation's business leaders at a U. S. Chamber of Commerce convention in Washington, Ackley said:

"It is time to ask whether

a further rise in the share of profits in the national income is in the interest either of the health of the nation's economy or in the interest of business itself."

In just the first quarter of this year, he pointed out, profits rose more than 12 percent, a margin which "substantially exceeds the rise in employee compensation over that period."

By coincidence, Ackley's remarks were delivered the same day that the California Labor

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New Bracero Pitch Denied

An attempt by San Joaquin Valley asparagus growers to revive the discredited bracero program was flatly rejected this week by the U.S. Labor Department. The growers, who had refused to comply with U.S. regulations designed to protect domestic workers, wired Labor Secretary W. Willard Wirtz Monday requesting the Labor Department to waive its interstate recruitment requirement and claiming a need for 2500 foreign workers.

State AFL-CIO leader Thos. L. Pitts wired Wirtz Tuesday urging him not only to reject the growers' request, but to boost the current \$1.40 an hour minimum wage substantially.

Pitts called Wirtz' attention to the fact that the growers "had not taken necessary steps to recruit a domestic work force as Manpower Administrator (Stanley) Ruttenberg pointed out in March" and that current data indicate "an oversupply of domestic farm workers in California and thus con-

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FLASH

The AFL-CIO National Executive Council voted unanimously today to support the nationwide boycott of DiGiorgio products initiated yesterday by the National Farm Workers Association.

This constitutes an official appeal to more than 14 million AFL-CIO union members to shun DiGiorgio brands to help farm workers win collective bargaining rights. The consumer boycott of DiGiorgio products will be pressed through 128 national and international unions, 60,000 local unions, 800 central labor councils, and 50 state councils.

To help end poverty among the nation's farm workers, the Executive Council is appealing to all trade unionists and friends of labor to shun all DiGiorgio products.

—See Text on Page 3

Bill To Hike Aid To Hurt Workers Is Introduced

A long-needed boost in maximum temporary disability benefits for workers hurt on the job from \$70 to \$80 a week is provided in a bill introduced in the legislature this week by State Senator Alan Short (D) Stockton.

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Bill To Hike Aid To Hurt Workers Is Introduced

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The measure, SB 99, is in line with the request made by Governor Edmund G. Brown last March 22 when he added Workmen's Compensation to the agenda of the current special session.

But the proposed \$10 weekly increase is viewed by the California Labor Federation, AFL-CIO as the minimum increase that should be enacted immediately.

BENEFITS TOO LOW

Although California's workmen's compensation program is intended to provide benefit payments equal to 61¾ percent of lost wages to all workers suffering temporary total disability from on-the-job injuries, the existing benefit structure falls far short of that mark because the maximum benefit under the law is too low.

In fact, last year, only 41 percent of the state's male workers so injured drew benefits equal to 61¾ percent of their lost wages because the present \$70 ceiling on maximum temporary benefits is unrealistic when applied to existing wage levels.

HERE'S AN EXAMPLE

For example, average weekly earnings of construction workers last year were \$179.22. But, under the \$70 ceiling, a construction worker suffering total disability for three weeks due to an on-the-job accident would have lost \$537.66 in wages, and yet be eligible for only \$210 only if hospitalized during the first week of his disability.

This means his benefit would have amounted to only 39 percent of his wage loss.

And if he was not hospitalized during the first week of his disability his benefit would only be \$140 or just 26 percent of his wage loss because, under the existing law, he would not have been eligible for benefits during the first week of his disability.

The Workmen's Compensation Study Commission, established by the legislature in 1963, recommended last year that the maximum rate of temporary disability indemnity "be

Zooming Profits Point Up Wage Guidelines' Inequity

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Federation was explaining labor's opposition to the wage-price guidelines to more than 100 naval officers at the U.S. Naval Postgraduate School in Monterey.

"The AFL-CIO believes that the Administration's guidepost policy, as practiced, places the burden of achieving price stability solely on one group—wage and salary workers. It is abundantly clear that corporations have not followed the guideposts either in the compensation of their own high-salaried executives or in their price behavior, the state AFL-CIO said.

UNHEALTHY TREND

Asserting that "all of us have a stake in seeing that income is distributed equitably," and that "all workers should enjoy the fruits of a more bountiful technology," the Federation warned that "recent trends in wages, prices and profits do not augur well for the future health of the United States economy."

"Holding wages in check, and, in fact, even below productivity increases while allowing prices and profits a free reign, inevitably will lead to a lower share of our national income going to wages and a higher share to profits and other forms of non-wage income," it was explained.

This trend of rapid increases in profits, coupled with inadequate wage increases simply accentuates the nation's already distorted income distribution.

By trying to get the labor movement to follow the wage guidelines, the Council of Economic Advisors is asking that the current mal-distributed shares of national income remain "frozen."

"This the labor movement

increased so that at least 75 percent of the injured workers may enjoy replacement of 65 percent (61.75 percent) of their lost income."

This serves to underscore the minimal nature of the proposal embodied in SB 99.

can never accept. We believe in increasing the total pie but we also believe in trying to alter proportionate shares of this pie. A meaningful 'war on poverty' also must have this goal," the Federation explained.

In underscoring the last point the State AFL-CIO pointed out that "the poorest two-fifths of this nation's families have not enlarged their approximate 17 percent of total national income during the entire period from 1947 through 1964."

In his address to the U.S. Chamber of Commerce, Ackley warned that unless business leaders exercise some restraint, the government would "face the need to clamp down on over-all demand." Such action could result in a return to the "slack conditions" and relatively low profits that persisted prior to the Kennedy-Johnson Administration.

The soaring profits picture was further underscored when Ackley noted that:

"In March, the weekly spendable income of the average manufacturing worker with three dependents—measured in constant prices—was no higher than a year earlier, even though he was working somewhat longer hours.

CRITICAL QUESTION

"Does anyone imagine that labor will continue to show moderation in its wage demands when prices and profit margins are continually rising?" he asked.

Profits after taxes in the final quarter of 1965 were at a record annual rate of \$45.9 billion, compared with \$24.4 billion in the first quarter of 1961, reflecting an increase of 88 percent.

In the same period, the average weekly earnings of factory workers have climbed from \$89 to only \$110.50, an increase of only 24 percent over the five year period.

In releasing its 1966 economic report sometime ago, the Council of Economic Advisors said that the general guidepost for wage increases in 1966 should again be 3.2 percent even

Bonanza for The Birchers

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Lewis, 62, who died last April 25. Lewis, president of the Dr. Ross Dog and Cat Food firm, left \$1 million to the Birch Society on the condition that the Society's national public relations director John Rousselot use the funds to expose Communism in the United States.

Dan Smoot, an ultra-conservative radio and TV commentator, was also willed \$1 million to further his work.

Another million was left to Pepperdine College in Los Angeles "providing they have honored Dan Smoot with a doctorate degree during my lifetime or within six months after my death," the will, filed for probate Monday, stipulated.

The remaining \$1.5 million was left to set up "the Defenders of American Liberty", an organization which, the will said, should be "exclusively devoted to the defense of American citizens who believe and stand for the Constitution of our United States in its entirety as it stood up to and including the year 1950."

With this kind of propaganda potential flowing into the Birchers' coffers, should any trade unionist really have to be asked to GIVE A BUCK TO COPE?

though the report noted that if the CEA had not discarded its own rule for calculating the productivity figure, the guidepost figure would have been 3.6 percent.

The impact of the Council's action is to shortchange workers because it results in imposing the burden of the change in price levels on wage and salary workers who do not set prices.

The fact that the Council has not formulated any effective guidelines on prices and no guidelines at all for profits and dividends makes it obvious that the application of a single guideline on wages which holds down the incomes of the vast majority of American families while profits and dividends have free scope is neither fair nor workable.

AFL-CIO Backs Boycott Of Di Giorgio

Here is the text of statement made today by the AFL-CIO Executive Council announcing its full support of the boycott of Di Giorgio products:

"The AFL-CIO fully supports the national consumers boycott of products grown and marketed by the Di Giorgio Company, the largest grower in the Delano, California area.

"A strike jointly conducted by the AFL-CIO Agricultural Workers Organizing Committee and the National Farm Workers Association is in progress against nearly 40 companies in the area. However, the Di Giorgio Company is not only the biggest, but is the symbol and leader of resistance to worker organization. It was for this reason that the NFWA declared the boycott we now endorse.

"For the first time since the era of the 'factory farm' an effective and permanent union for agricultural workers is in sight. This is due in part to the expiration of Public Law 78, which authorized the importation of braceros, or transient Mexican laborers — a decision vigorously pressed by the AFL-CIO.

"This opportunity must not be lost because of the narrow intransigence of one company. The second largest Delano firm, Schenley Industries, at the urging of the AFL-CIO unions with which it already bargained, has recognized the NFWA as exclusive bargaining agent for its field workers. Christian Brothers has since done the same. We will press the consumers boycott until Di Giorgio follows suit and urge all AFL-CIO affiliates to give it their full support.

"DON'T BUY DI GIORGIO PRODUCTS."

Ruttenberg Named For Key Labor Post

Stanley Ruttenberg, former AFL-CIO Director of Research, has been nominated by President Johnson to a new post of Assistant Secretary of Labor for Manpower.

New Bracero Pitch Denied

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siderable under-employment.

He urged Wirtz "to make it perfectly clear to asparagus growers that the 'bracero' program is totally defunct."

On Wednesday the Labor Department's regional administrator, Glenn Brockway, informed the San Joaquin Farm Production Assn. that its labor difficulties "result from its own policies" because the growers had refused to comply with the prescribed interstate recruitment procedures.

Brockway, speaking for Secretary of Labor W. Willard Wirtz, pointed out that the order now placed for braceros by the growers "rejects any interstate recruitment of domestic workers and provides for increased costs of meals to be paid by employees."

Noting that California's asparagus growers "are the only

growers in the country who have requested Mexican workers this year," Brockway said that "their present situation results from continuing failure to adopt a recruitment and employment policy which has proved effective in making domestic workers available elsewhere."

Moreover, he said, "the amount of compensation for travel paid to workers has been reduced and the training or trial period for new employees has been reduced."

The government urged the asparagus growers on three occasions this year—on February 11, March 3, and April 8—to make a greater effort to recruit U.S. workers by offering better wages and working conditions, by improving family housing facilities and by training supervisory personnel.

These efforts "were not made," Brockway said.

The growers had also indicated a reluctance to guarantee a minimum of \$1.40 to domestic workers and had made no attempt to recruit out-of-state workers through the U.S. Employment Service until last week, according to state Employment Director Albert B. Tieburg.

Tieburg said the asparagus growers had, however, privately recruited some 400 workers from Texas within the past few weeks.

Last Friday, following a meeting with the growers, Tieburg said he would support the growers' request that the federal government waive its rule requiring workers to receive \$1.40 an hour minimum wage before foreign labor can be imported because he said he had wage data indicating that the workers are averaging \$1.80 an hour.

Curiously the growers claimed a need for 2,500 additional workers. This is more than three times the number indicated by the Department of Employment's most recently released weekly farm labor report.

The Department's report for the week ending April 23, indi-

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All 10 variations of the California Labor COPE Primary Election Endorsement Pamphlet will be available for immediate delivery early next week.

All AFL-CIO unions in California are urged to get their orders in for these free pamphlets immediately.

The orders should be sent either to California Labor COPE Pamphlets at 1830 West Olympic Blvd., Los Angeles, or to California Labor COPE Pamphlets, 995 Market Street, San Francisco, 94103.

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An order form describing the areas covered by each of the 10 variations will be found on Page 4.

cates 3,700 workers, all domestic presently in the fields and a peak need of 4,500 for the San Joaquin asparagus harvest. The report indicated that 400 additional workers were expected to arrive and disclosed that 1,500 additional workers would be needed by April 25.

The previous week's report indicated that only 100 additional workers would be needed by April 18.

If the 400 expected to arrive in the April 23 report have in fact arrived and another 1,500 workers were obtained, the growers would have 1,100 more workers than their listed peak labor requirement.

And if instead of the 1,500 additional workers they were permitted to import 2,500 foreign workers, they would have 2,100 more workers than their listed peak labor needs.

Admittedly the asparagus harvest out in the San Joaquin Delta where the sun beats down and the wind blows the peat dust hard into the workers' faces is difficult and dirty work. And the workers must commute daily by truck and barge to get to the fields.

Yet the growers don't even want to guarantee the workers a minimum of \$1.40 an hour for their labors. Who, in honesty, could defend them?

Young Markets On Unfair List

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So they have placed the Young's supermarket chain stores listed below on their "We Don't Patronize" list, and are participating in an educational campaign to alert union members and friends of labor not to patronize the following stores:

In San Luis Obispo County: Young's Giant Foods, 18th and Grand, Arroyo Grande; and Young's Giant Foods on Edna Road in San Luis Obispo.

In Bakersfield in Kern County, the four Young's Supermarkets are at: 3030 Brundage Lane; 2151 Southchester Ave.; 661 Roberts Lane; and 1616 Niles Street.

In Fresno County, the State Market at 555 East Elm Street, Coalinga.

In Kings County, the State Market at 849 Skyline Blvd. in Avenal.

In Tulare County, the Young's Supermarket at 1313 South Mooney Blvd., Visalia.

Enough said?

Booklet on JBS Might Open Reagan's Eyes

Although a number of California Republican leaders have deplored attempts by Birch Society members and other right-wing groups to take over key California Republican organizations, actor Ronald Reagan has stubbornly rejected the idea that the Birch Society is a Republican issue.

He likes to point to State Senate reports on the Society and assert that these reports found "nothing of a subversive nature in this organization." (Reagan on Meet the Press, Jan. 9, 1966).

But he doesn't mention that the Senate Committee's 1965 report found that Robert Welch's organization "has attracted a lunatic fringe that is now assuming serious proportions" and that the JBS has been "beset by an influx of emotionally unstable people, some of whom have been prosecuted in the courts for their hoodlum tactics in disrupting meetings, and heckling speakers with whom they disagree."

Moreover, Reagan is apparently ignorant of the fact that the Senate's 1965 report concludes saying:

"We are more critical of the Society now than we were then for the reason that it has, in our opinion, merited such criticism by reason of its activities exemplified by the irresponsible articles by a member of its national council, the re-publication of 'The Politician,' the inexcusable actions of a minority of irresponsible members, and a dangerous increase of anti-Semitism among a minority of the membership."

Since Reagan's knowledge of the Birch Society, as of many important state issues, appears at present to be superficial, he might find it useful to read a booklet just published by the Anti-Defamation League entitled "Report on the John Birch Society 1966."

This brief, 100-page paper-

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back reviews the strength, growth and thrust of the Birch Society, its war against civil rights and its links with anti-Semitic forces and lays bare the danger it poses for a free democracy society.

Published by Vintage Books, a division of Random House, "The John Birch Society 1966" may be obtained from the Anti-Defamation League.

Wage Scale Rise

Changes in wage scales in the building trades that became effective during the first three months of 1966 boosted the average hourly scale for union building tradesmen by .04 percent, the U.S. Labor Department reports. The estimated average scale is now at \$4.47 per hour, up 1.8 cents.

Bills To Undercut Merit System Die In Committee

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is that it could encourage favoritism and for all practical purposes would give the State Personnel Board the power to gut the state's civil service system because if both the amount and the frequency of salary adjustments were left open to continued change, employees might be encouraged to seek methods other than performance to win approval.

SB 40, which provides that an appeal from the employee's immediate superior on merit salary adjustments shall be subject to review only by the head of the department, would deprive the employee of any assurance that any appeal he made would be judged by impartial people.

This would undermine the very purpose of the State Personnel Board which is to assure state employees an opportunity to appeal managerial decisions to an impartial review board. In short, SB 40 would virtually make the employee's immediate superior the master of the employee's chances of winning a merit salary adjustment.

A representative of the California Labor Federation, AF-CIO, and a number of other trade unionists were on hand at the committee hearing Wednesday to oppose the bills.

Brown Names Labor Aide in Southern Cal.

S. G. "Goodie" Goodman has been named labor co-ordinator for Southern California for Governor Edmund G. Brown's re-election campaign.

Goodman, who served as Deputy Director of the State Department of Employment from 1959 until his retirement in March, 1965, was Secretary-Treasurer of Los Angeles Local Lodge 311 of the International Association of Machinists for 12 years prior to his appointment by Governor Brown to the state post. His office will be at the Brown campaign headquarters at 3576 Wilshire Blvd., Los Angeles. The phone number is 381-6851.