



California AFL-CIO News

UNIVERSITY OF CALIFORNIA
BERKELEY

THOS. L. PITTS 151
Executive Secretary-Treasurer

Published weekly by California Labor Federation, AFL-CIO,
995 Market Street, San Francisco, California 94103—Second Class
Postage Paid at San Francisco, Calif.—Subscription: \$3.50 a year

June 3, 1966
Vol. 8—No. 22

Cohelan Hits Lower Farm Pay Floor

Rep. Jeffery Cohelan spoke out forcefully in favor of a more realistic minimum wage for farm workers during debate on the 1966 amendments to the Fair Labor Standards in Congress last week.

Asserting that the creation of a lower minimum for farm workers than for other workers amounted to the creation of a

(Continued on Page 3)

Help Rally The Vote June 7

"An all-out effort to get out the vote for COPE candidates at the June 7 primary election is essential for continued progress in reducing unemployment and meeting the state's school, housing, highway and other key social and economic needs realistically," state AFL-CIO leader Thos. L. Pitts warned this week.

"With the entire State Senate as well as the Assembly and statewide offices at stake due to the 1965 reapportionment measure, the prospects for enactment of much of the public interest legislation to come before the 1967 legislature can be vastly improved by victories for COPE-endorsed primary candidates next Tuesday.

"In volunteering to help get out the vote for them, trade unionists and friends of labor help assure both themselves and all Californians of better social insurance protections and more opportunities to enjoy the fruits of a progressive and prosperous state economy," Pitts, Secretary-Treasurer of the California Labor Council on Political Education, said.

"All of us must bend every effort toward this goal, particularly since we all know that the Birchers and other reactionary extremist groups will be using every trick they know in behalf of their chosen candidates for Governor and other key state and district posts," he said.

Fed Backs Rule To Aid Workers Hurt on the Job

Strong support for a proposal to require insurance carriers to remind employees that they are entitled to get a representative of their own choosing to fight any rejection of claims for compensation for on-the-job injuries was voiced by the California Labor Federation, AFL-CIO, at a hearing in Los Angeles this week.

"Such a regulation is necessary to make sure that employees receive fair treatment and all of the benefits to which they are entitled under the law," the state AFL-CIO said.

But representatives of em-

(Continued on Page 4)

Pitts Issues Official Call for Fed Convention To Open August 8

The official call to the 1966 convention of the California Labor Federation, AFL-CIO, was dispatched to all affiliated organizations this week by Thos. L. Pitts, the Federation's secretary-treasurer.

The Federation's sixth convention will be held in the

Lynch Raps Birchers' Views

State Attorney General Thomas C. Lynch has denounced the John Birch Society for its attitude toward local police forces.

In an address to a testimonial dinner in San Francisco last week, Lynch, the COPE-endorsed candidate for State Attorney General, said the Birch-

(Continued on Page 2)

Gov. Brown's Record of Progress

Why did 728 elected delegates from unions throughout California vote unanimously at the statewide convention of the California Labor Council on Political Education (COPE) in San Francisco to endorse Governor Edmund G. Brown for reelection?

Many trade unionists are quick to point out that Governor Brown is so much better than any of the candidates running against him that the choice is obvious. But this sort of selection by elimination obscures the main reason — the more positive reason — why all of us should and must fight hard together to re-elect Governor Brown.

This is the tremendous record of accomplishment under Governor Brown's leadership in virtually every field of concern to working Californians. For example:

- The economy has been growing at a record rate under the responsible liberal administration of Governor Brown. So has the number of jobs. But for

(Continued on Page 3)

Union Pacts Assure Pay Hikes For 778,000 in State in '66

Some 778,000 California workers covered by major union agreements will get wage boosts this year thanks to labor-management contract negotiations wrapped up prior to January 1, 1966, according to a study just released by Ernest

B. Webb, Director of the State Department of Industrial Relations.

Half of these workers, nearly 400,000, will get increases amounting to 10.2 cents an hour or more. Twenty-five percent

(Continued on Page 4)

Community Concourse in San Diego starting at 10 a.m. Monday, August 8, 1966 and will continue throughout the week until the business of the convention has been completed.

More than 2,000 delegates representing AFL-CIO organizations throughout the state are expected to participate. The merger of the AFL and the CIO on the state level was effected in 1958, but the Federation's conventions have been held biennially only since 1960.

Noting that the California labor movement "has made great forward strides" since 1959 when the second convention of the newly merged Federation was held in San Diego, Pitts said:

"This year's convention takes place at a time of rapid social and economic change. While progress has been made in recent years in reducing unemployment and in expanding prosperity, far too many workers, organized and unorganized,

(Continued on Page 2)

New Catalog Lists AFL-CIO Rental Films

A revised edition of "Films for Labor," the catalogue of labor movies the AFL-CIO has available for rental, has been published by the Dept. of Education's Film Division.

A special section lists the films added since the last revision of the catalog in May, 1964. Another lists those produced by AFL-CIO affiliates.

24 CATEGORIES

The films are indexed both by name and by subject, the latter divided into 24 categories ranging from apprentice training to union organization and administration and including something on every phase of organized labor's broad program.

Also included are suggestions for planning a film showing and instructions on ordering. Suggestions are given on posters to attract audiences.

Most of the films rent for \$3 per single showing, with a few at \$7.50. Some are old favorites dating back as far as 1938, others are as new as last year. A Film-of-the-Month Plan is available under which a union can sign up in advance for a total of nine films for use during a 12-month period for \$15, plus \$5 for each movie that usually rents for \$7.50.

NEW LISTINGS

The new listings include "When the Day's Work is Done," produced by the AFL-CIO to show how union members are making their communities better places to live in; the "Ballad of Isaac and Jacob," on automation, and "A New Earth," based on the life of Philip Murray, both produced by the George Meany Foundation; and "Star-Spangled Extremists," showing the tactics of the far right.

Single copies of the catalog, AFL-CIO Publication No. 22, may be had free from the AFL-CIO Pamphlet Division, 815 Sixteenth Street, N.W., Washington, D.C. 20006.

Pitts Issues Official Call for Fed Convention To Open August 8

(Continued from Page 1)

remain outside the mainstream of this nation's economic progress.

"Today's challenges surround us. One-fifth of the population lives in poverty . . . unemployment and underemployment in certain areas and among certain groups of disadvantaged workers remain high . . . rural poverty abounds while farm workers seek to organize . . . major needs continue unmet in housing, education, health and welfare, and in the planning and use of our irreplaceable natural resources."

'THE PEOPLE'S LOBBY'

Asserting that these "are only some of the issues" confronting the delegates in charting the Federation's course during the next two years, Pitts added:

"Our role as 'the people's lobby' and our dedication to a free society through which social and economic justice for all can be achieved, demand that we perfect our organizational strength and provide thoughtful leadership as we seek enactment of programs that will further the general welfare of this state and nation.

"The AFL-CIO in California must provide the leadership which makes certain that government actions are for the benefit of all the people, not for the benefit of well-entrenched social interests. Our responsibility at this convention is to provide progressive leadership for the members of the AFL-CIO in California in order to achieve a better society for all."

HEADQUARTERS

Headquarters for the convention will be at the El Cortez Hotel.

Local union representation at the convention will be based on the average monthly number of members on which per capita tax has been paid by each affiliated local union during the 24 month period from June 1, 1964 through May 31, 1966. Local unions are entitled to two delegates for the first 500 members or less; one delegate for

the next succeeding 250 members or major fraction thereof and one delegate for each succeeding 500 members of major fraction thereof, not to exceed 10 delegates for any one local union.

VOTING RULES

On roll call votes, each delegate votes an equal percentage of the membership of the local union he or she represents but all fractional votes are eliminated. The Federation's constitution prohibits proxies but on a roll call or per capita vote, one delegate, upon prior written approval of all co-delegates of the local union, may vote for the entire delegation.

Affiliated central labor bodies and similar councils are entitled to two delegates, each having one vote. All delegates must be members in good standing of the organization issuing their credentials and no delegate may represent more than one organization, with these exceptions:

- 1—A delegate from a central labor body or other council may also represent the affiliated local union of which he is a member in good standing if he has credentials from that local, and
- 2—A delegate may represent up to three affiliated local unions that are affiliates of the same national or international union and which have a combined per capita vote of not more than 1200 if the delegate is a member in good standing in at least one of the locals from which he receives credentials.

Credentials and lists of authorized delegates will be mailed as soon as the computation of per capita membership and voting strength of each local union has been completed.

RESOLUTIONS DEADLINE

Resolutions submitted to the convention must be in the hands of the secretary-treasurer, in triplicate, not later than July 25, 1966, except for resolutions acted upon and approved by regularly constituted

Lynch Raps Birchers' View Of Police Role

(Continued from Page 1)

ers' slogan, "Support Your Local Police," carries an extra meaning for them.

"They believe that the local police force should be the instrument by which public demonstrations should be suppressed, whether those demonstrations arise from industrial disputes, from civil rights or from peace marchers," he said.

But he pointed out that the police officer's job is to protect people's rights to assemble peacefully and criticize their government.

Noting that Negroes who move here from the south regard police as "a prime instrument of oppression," Lynch called on the state's police personnel to join actively in the educational effort needed.

"It is not enough for California law enforcement officers simply to refrain from the language or action of race hate," he said. "Rather, they must actively go out and teach the philosophy of equal rights under the law."

and affiliated statewide organizations at conferences held during the period July 24-August 7, 1966, which must be filed with the secretary-treasurer not later than 9 p.m. on Sunday, August 7, 1966.

Resolutions delivered to the secretary-treasurer subsequently will be reported by him on the first day of the convention as late resolutions and will not be referred to a committee for consideration unless the convention so orders by a vote of two-thirds of the delegates present and voting.

All resolutions must bear the signature of an executive officer or the seal of the affiliated organization.

Delegates-elect and alternates-elect will receive their credentials from the secretaries of the organizations they are to represent at the convention. These credentials must be presented to the Committee on Credentials at the Convention.

AFL-CIO To Push For \$1.60 Floor By Feb. 1968

Strong efforts to restore the one-year interval between the two increases in the minimum wage bill approved by the House last week will be made in the Senate by the AFL-CIO.

Although progressive forces were successful in boosting extension of coverage from 7.2 million to 7.95 million additional workers and in beating back a series of crippling amendments, a last minute compromise proposal by Rep. Adam Clayton Powell (D-New York) that the second step of the minimum wage boost be delayed from February, 1968, to February, 1969, was passed by a vote of 205 to 193.

HOUSE APPROVAL

As approved by the House, the Federal minimum would rise to \$1.40 on Feb. 1, 1967 but would not climb to \$1.60 until Feb. 1, 1969. As reported out by House Labor Committee, the bill had called for the second-step increase to \$1.60 to become effective a year earlier, on Feb. 1, 1968.

Only two of California's representatives voted against final passage of the measure (HR 13712) which is aimed at improving the wages and working conditions of some of the lowest paid workers in the nation — Reps. Glenard P. Lipscomb (R-Los Angeles) and James B. Utt (R-Santa Ana). A third, Rep. H. Allen Smith (R-Glendale) was paired against the bill.

OPPOSITION NAMED

But 10 of California's Congressmen voted to delay the boost from \$1.40 to \$1.60 till 1969 and voted for an amendment that would have denied coverage to 1,600,000 workers in smaller retail firms. They were:

Reps. Clausen; Gubser; Hosmer; Lipscomb; Reinecke; Talcott; Teague; Utt; Wilson; and Younger. In addition Rep. Smith was paired "Yea" on both of these anti-labor amendments. All are Republicans.

A Look at Gov. Brown's Record of Progress

(Continued from Page 1)

those left out of the record of prosperity, the Brown Administration has taken effective steps to provide training for new opportunities.

- Despite our population boom, California's educational system has become the envy of the world.

- For the consumer, Governor Brown fought hard to set up and keep the Office of Consumer Counsel, which has saved Californians literally millions by combatting fraud, deception and unfair practices.

- Maximum unemployment benefits have been raised from \$40 to \$65 a week, and the duration of eligibility for benefits has been extended.

- Workmen's compensation has gone up from \$50 to \$70, and employee-paid insurance benefits are now up to \$80 a week. Old age assistance benefits have been raised, too.

- Disability insurance protection has been extended to farm workers, and women and minors on farms are now covered by the state minimum wage.

- State regulations on welfare programs have been revised to eliminate fraud, but at the same time to give more effective help to those truly in need.

- Governor Brown led the fight for fair hiring and fair housing laws and has consistently sought measures to give a fair break to all Californians. He backed legislation against discrimination because of age, discrimination in business and restrictive covenants in real estate deeds.

- In guiding the state's financial affairs during a period of growing population and growing needs, the Brown Administration has combined fiscal integrity with balanced budgets, despite false and unfair attacks by enemies. There have been no major tax increases to hit the pocketbooks of wage earners.

- The Brown Administration has provided leadership for necessary water resources, recreation and highway development to meet the needs of our

growing population. But Governor Brown has fought many times to preserve scenic areas from both freeways and exploitation by private interests.

Of course, this is only a partial list, and anybody with a memory knows that Governor Brown has made labor unhappy a few times. At other times, however, he has helped us and outraged others. You can't please all of the people all of the time.

The point is that Governor Brown and his administration have tried fairly to represent all Californians. They have succeeded to a far greater extent than any other administration in the state's history. And, far more often than not, the governor has done things which have helped working Californians live better lives.

Since Governor Brown faces the toughest fight of his political career, we must work harder than we ever have to re-elect him and his administration and keep our state moving ahead.

Oil Unions Sign Joint Action Pact

A pioneering joint action pact to co-ordinate collective bargaining and organizing efforts at the Standard Oil Company of California has been signed by four unions representing a majority of the huge corporation's non-supervisory employees.

The agreement is designed to end the fragmentation that has existed in the past which permitted Standard Oil of California, one of the wealthiest oil firms in the Nation, to frustrate collective bargaining aims by playing one employee group against another.

It was signed by the International Union of Oil, Chemical and Atomic Workers, AFL-CIO; the International Union of Petroleum Workers, AFL-CIO, and two unaffiliated organizations, the Western States Service Employees Union and the Petroleum Workers Union.

These four unions represent every step of the company's operations from the extraction

Cohelan Hits Lower Farm Pay Floor

(Continued from Page 1)

status of "second class citizenship", Cohelan said:

"The affluence which characterizes so many of our nation's big growers contrasts sharply with the poverty, deprivation and hardship which typifies the life of those who work in the fields."

To underscore the farm workers' plight, the Alameda County Democrat noted that:

"Over the years, migrant farm workers have commonly earned less than the average unskilled worker is likely to pay each year in taxes alone."

As approved by the House last Thursday, the bill provides coverage for some 485,000 farm workers for the first time, and establishes a \$1 hourly minimum next year which is scheduled to rise to \$1.30 in two steps by 1969. But the federal minimum for virtually all other covered workers would rise to \$1.60.

of crude oil to the sale of the finished product to the motorist.

The pact, signed following a conference at the Hilton Hotel in San Francisco, invited unions not present to join in the agreement. Specifically, the pact calls for:

- 1—Co-ordination of collective bargaining efforts.
- 2—Mutual organizing programs, with participating unions co-operating to complete the organizing job.
- 3—Joint meetings of officers and stewards of different unions as well as joint training programs.

Last year, the OCAW, IUPW and other unions initiated a consumer boycott against Standard Oil products which was called off only after Standard agreed to raise its contract terms to parallel those the union had won in the rest of the industry.

FEPC Offers Guidelines for Employers

"Arbitrary, unreasonable or faulty" employer hiring standards unnecessarily deny many qualified minority groups a chance at jobs they could do, the State Fair Employment Practice Commission charged last week.

To correct the situation, the FEPC proposed some guidelines designed to improve Employer hiring practices presently in use.

Noting that many current procedures "are based more on tradition and feelings than on hardheaded business sense," the Commission suggested that:

1. Job requirements be spelled out in terms of what a person must be able to do on the job — for instance describe the tools he must handle, rather than what he must be such as 'intelligent, high school graduate' or the like."

2. Applicants should be screened only on factors related directly to the job so that the interview concentrates on whether the applicant can do the job rather than on whether or not he has a high I.Q.

3. Any tests used should be designed simply to show if the applicant can handle the job.

4. The judging of applicants should not rely too heavily on tests because many minority group applicants from disadvantaged backgrounds may do poorly on such tests but nonetheless be competent to do the job.

5. Special steps should be taken to attract, recruit, train and hire minority group workers.

The guidelines, available in booklet form from the FEPC, Box 603, San Francisco, were presented to a conference of more than 300 representatives of labor, civil rights, government and business groups at the Del Webb TowneHouse in San Francisco.

What's The Unions' Concern?

Eunice and Sargent Shriver have been jointly presented with the AFL-CIO Murray Green Award for Community Services in recognition of Mrs. Shriver's work in the field of mental retardation and Sargent Shriver's efforts in organizing the Peace Corps and directing the Office of Economic Opportunity.

The Shrivvers donated the \$5,000 award to aid the families of the striking Delano Grape workers. Here are two brief excerpts of what each said on receiving the award at the 11th Annual AFL-CIO Conference on Community Services in Washington recently.

"American trade unionism has brought a human life to millions of Americans. This is its chief glory. But the battle for human dignity is not yet over. I pray that my sons and yours may write the next chapter of this important history; that they too will be men of faith and men of change who will broaden the horizons of hope for those who have lived too long outside the frontiers of hope represented by trade unionism . . ."—Eunice Kennedy Shriver.

"We believe, and I believe, that there is a movement abroad in this land stirring in some strange places, the voices of silence beginning to speak. In Appalachia, in the vineyards of the West, a storm is brewing. The voice, I suggest, of the Farm Workers Union—the voice of union men everywhere and from that sun-parched valley in California, that voice of the farm worker is giving the lie to some critics of the labor movement.

"We have heard all those critics who say that unions are only for white people. Or that unions are only for the sons and relatives of union men. Or that unions are a closed society, interested in themselves and not in the poor. Well, the voice from California says otherwise. It says that the poor everywhere are the concern of the unions . . ."—Sargent Shriver.

Union Pacts Assure Pay Hikes For 778,000 in State in '66

(Continued from Page 1)

will get 16.4 cents or more, and 25 percent will get 8.4 cents or less.

The study, entitled "Wage Settlements 1965," lists the wage boosts scheduled in 1966 in 271 major union agreements each of which covers 500 or more California workers.

On an industry-by-industry basis, the pay hikes will be highest in the construction industry where the median increase will be 24.4 cents an hour.

Construction industry unions also made significant progress toward a shorter workweek, particularly in Northern California, in contracts signed last year. Carpenters in the San Francisco area, including San Francisco, Alameda, Marin, and San Mateo Counties, negotiated an agreement calling for a 38-hour week this year, and a 36-

hour week in 1967, San Francisco electricians won a 35-hour week and their counterparts in San Mateo and Santa Clara Counties won a 36-hour workweek this year. In Alameda and San Mateo Counties, plumbers go on a 36-hour week by 1967.

Moreover, the report noted:

"Increases in wages were sufficient to offset the reduction of hours. In most cases, weekly wages increased or remained the same."

In other industries, the median scheduled hourly wage boosts will be: 10.1 cents in transportation, communications, and other public utilities; 9.2 cents in trade and service; and 8.9 cents in manufacturing.

A ninth paid holiday, a fifth week of vacation and improvements in health, welfare, pension and supplemental unemployment benefits were common gains in a number of industries.

Fed Backs Rule To Aid Workers Hurt on the Job

(Continued from Page 1)

ployer and insurance company interests bitterly opposed the proposal at the hearing held by the California Industrial Accident Commission in the Serra Building.

The dispute centered on a proposed notice to appear on the back of the form to be used in notifying claimants of the action taken in their cases. The notice would read as follows:

IMPORTANT

"The staff of the Division of Industrial Accidents will answer your questions at any of the offices listed below, or you may consult an attorney or representative of your choice. However, the administrative director suggests that you first contact the individual named in item 11 on the other side of this notice."

Item 11 referred to above consists of a box on the front of the form which reads:

"The person at this company handling your case is—. You may contact him if you have any questions at — or you may contact the Director of the Division of Industrial Accidents."

Commenting on the heated dispute that developed between state AFL-CIO representatives and the employer and insurance company representatives, Commission Chairman Thomas N. Saunders said the arguments were symptomatic of the widespread distrust existing toward both public and private agencies.

"The trust and confidence of people in government and in insurance companies is practically zero," he said.

A decision on whether to make the attorney notification proposal a part of the Industrial Accident Commission's administrative regulations is expected to be made on June 15.

The Federation was represented at the hearing by its General Counsel and its Director of Social Insurance. Counsel for the Los Angeles County District Council of Carpenters also vigorously supported adoption of the proposed notification.