



# California AFL-CIO News

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## Brown Spells Out Program To Improve Labor Laws

Governor Edmund G. Brown's pledge to fight for a sweeping 9-point program of economic legislation to aid California's wage earners and attacks on Ronald Reagan's anti-labor stands highlighted the opening sessions of the California Labor Federation's sixth convention in San Diego this week.

### Farm Union Fight Key in Poverty War

Declaring that the "fight to organize farm workers is the major battleground in California's war on poverty," delegates to the California Labor Federation's convention in San Diego this week pledged "redoubled efforts to help farm workers organize into unions and intensify legislative efforts to bring them under the coverage of the National Labor Relations Act, the Fair Labor Standards Act, and the Unemployment Insurance Program.

In adopting a policy statement on agricultural labor, the

(Continued on Page 3)

### Tax Reforms Urged To Ease Workers' Load

"The vast majority of wage and salary earners pay more than their fair share of taxes," delegates to the State AFL-CIO's convention in San Diego charged this week and they want some major reforms to correct this situation.

Asserting that the ability-to-pay principle of taxation is the only equitable means of raising

(Continued on Page 3)

Warning that Reagan is "devoid of ideas except those short, spoon-fed answers fed to him by his public relations' firm and right-wing supporters," Governor Brown said:

"Make no mistake, the issue in this coming gubernatorial election is not just between two candidates. It is one of two directly divergent philosophies, one pointed toward progress, the other backward."

Among other things, Brown faulted Reagan for engaging in "double talk about voluntary social security," voluntary union membership, opposing medicare, and claiming to favor de-

(Continued on Page 2)

## Wage Guidelines and FRB Policies Rapped as 'Unfair'

A call for congressional reorganization of the Federal Reserve Board to bring its policies into harmony with those of the Administration in power and condemnation of the government's present wage guideline policies as one which "is unfair, unworkable, and short-changes wage-earners who do not set prices" are just two of a series of major points stressed in a policy statement on Full Employment and the Economy adopted by delegates to the state AFL-CIO's convention in San Diego.

The delegates attacked recent FRB tight money policies,

### Ronald's Mask Becomes Unglued

"The mask of the moderate that actor Ronald Reagan tried to hide behind in the primary campaign came unglued over the weekend and bared Reagan for what he is—a puppet for the big corporate groups he has been fronting for for years," state AFL-CIO leader Thos. L. Pitts, charged Tuesday.

Pitts said that Reagan's vow to seek "a state labor-management Labor Relations Act" that would bar a situation such as the Delano grape strike, coupled with his recent tete-a-tete with top spokesmen for the Na-

(Continued on Page 3)

### Joint Effort

## State, L.A. County Fed Vote Drive

(The following statement was issued jointly Monday by Thos. L. Pitts, secretary-treasurer of the California Labor Federation, and W. J. Bassett, secretary-treasurer of the Los Angeles County Federation of Labor, in San Diego where the Sixth Convention of the California Labor Federation, AFL-CIO, is in progress.)

Because the re-election of Governor Brown, liberal Congressmen and a liberal State Legislature is vital to the labor movement of our nation and our state, the California Labor Federation and the Los Angeles County Federation of Labor met August 7, 1966 to lay out a program for the state's largest county which will assure a victory.

The State Federation of Labor recognizes that in the last analysis the major responsibility under COPE structure is that

(Continued on Page 4)

## Intervention In Airline Strike Is Protested

A strong protest to "current government intervention" in the airline strike was sent to California's entire congressional delegation this week by the California Labor Federation, AFL-CIO, following adoption of a resolution attacking the airlines for not negotiating "in good faith" and pledging the federation's full support to the International Association of Machinists involved in the strike.

The wire, dispatched Monday

(Continued on Page 4)

## Delegates Ask Extension of D.I. Insurance

Extension of California's Unemployment Disability Program to all wage and salary workers presently excluded along with repeal of restrictive amendments enacted by the 1965 Legislature which jeopardized the program's financing was urged by the State AFL-CIO this week.

### "THE NATION'S BEST"

While noting that California's Disability Insurance Program is "the nation's best," some 2,000 delegates to the California Labor Federation's meeting in the Community Concourse in San Diego adopted a policy statement on unemployment disability insurance calling for restoration of the automatic escalation of the maximum weekly benefit which was frozen by the 1965 Legislature at \$80 and adoption of an escalated tax structure to assure adequate financing of the program.

### FAVOR INCREASE

Essentially the trade unionists favor increasing the taxable wage base on which the one percent, employee-paid tax rate applies periodically to assure that somewhere in the neighborhood of 90 percent of all wages under the program are included in the tax base. At present the taxable wage base is \$7400.

In addition, the statement calls for:

- Provision of dependency benefits.
- Repeal of the trade dispute disqualification provision which presently denies striking workers who become unable to work due to off-the-job illness or injury while on strike the disability insurance that they themselves have paid for.
- Benefits for illness arising in connection with pregnancy.
- Increasing the additional hospital allowance to a "realistic level."
- Denying assignment of the present additional hospital benefits to hospitals.

## Brown Spells Out Program To Improve State Labor Laws

(Continued from Page 1)

veloping individual initiative while opposing training benefits to help unskilled workers attain skills that will develop their initiative.

### OFFICERS ELECTED

By mid-week the delegates had already elected officers for the ensuing two years, including three newcomers to the Federation's 37-man executive council, adopted 14 policy statements on a wide range of economic and social issues and made their recommendations on 17 propositions to appear on the November 8 ballot.

Thos. L. Pitts, the Federation's Secretary-Treasurer and Executive Officer, President Albin J. Gruhn, General Vice President Manuel Dias and 34 district and at-large Vice Presidents were all elected without opposition.

The three new vice presidents elected are:

John Cinquemani, Secretary of the Los Angeles Building and Construction Trades Council;

Kenneth Larson, Secretary-Treasurer of the Federated Firefighters of California;

Richard W. Hackler, Regional Director of the Communication Workers of America.

### BALLOT PROPOSITIONS

In acting on the Statewide propositions to be decided at the polls November 8, the delegates recommended a "NO" vote on Proposition 16, a vaguely worded anti-obscenity initiative measure, and "YES" votes on Propositions 1A, 1, 2, 3, 4, 5, 9, 10, 12, 14 and 15. They made no recommendation on Propositions 6, 7, 8, 11 and 13.

Calling on his opponent to stop issuing "stock answers" or "vague generalities" on the challenges facing the state, Governor Brown declared he would call on the legislature for action in the following areas and challenged Reagan to be equally specific:

1. Guarantee collective bargaining for all workers, including farm workers.
2. Place disability insurance benefits back on an escalated basis tied to wage levels.
3. "Support congressional efforts to set up federal stand-

ards for unemployment insurance at 50 percent of wage levels and continue to have California lead with our present payments of 55 percent of average weekly wages."

4. Boost temporary benefits under workmen's compensation.

5. Make rehabilitation "a positive right" of workers hurt on the job.

6. Extend unemployment insurance to farm workers.

7. Review restrictive disqualification provisions in the unemployment insurance program.

8. Support improvements in the federal Fair Labor Standards Act and its extension to all workers including farm workers.

9. Consumer legislation to ease wage garnishment laws, protect homeowners from overcharges on closing costs, and to require disclosure of credit and interest costs.

A number of stirring and significant speeches delivered by U.S. Under Secretary of Labor John F. Henning, Lt. Gov. Glenn M. Anderson, State Controller Alan Cranston, Paul Hall, president of the Seafarers International Union and George Meany's special representative at the convention, National COPE Director Al Barkan, and AFL-CIO Director of Organization William Kirchner and other key state and national speakers and other convention action will be reported next week.

## Exam Set Sept. 17

A statewide competitive exam for the post of Apprenticeship Consultant in the Division of Apprenticeship Standards of the State Department of Industrial Relations will be held September 17, 1966.

The position calls for experience in industrial relations, paid or unpaid work on the problems of minorities, or experience in coordinating or directing apprenticeship and other on-the-job training programs.

Application deadline for the examination is August 26, 1966. The job, which is open to all Californians with at least one year's residence, has a salary range of \$823 to \$999.

## Hike Jobless Pay Benefits; Labor Urges

Major improvements in the state's jobless insurance program and extension of benefit coverage to presently excluded workers is urged in a policy statement on Unemployment Insurance adopted by delegates to the state AFL-CIO's convention in San Diego.

Emphasizing that the key purpose of jobless insurance is to replace wages lost due to unemployment, the statement declared that benefits for the unemployed "must be pegged as nearly as possible to meet their non-deferrable expenses" if the program is to be successful in stabilizing purchasing power.

It calls on the legislature to modify restrictive disqualifying provisions that "assume non-attachment to the labor market and negate the application of the normal tests which determine attachment through the 'seek work' and 'available for work' provisions" and to increase maximum jobless benefits to assure the great majority of unemployed workers benefits equal to at least 50 percent of their average weekly wage during the 1967 general session.

Other action to be sought during the 1967 general legislative session includes:

- Establishment of a dependency benefit.
- Continuation of the state's extended duration benefit program until federal legislation is enacted.
- Extension of coverage to all public and private employees presently excluded.
- Increasing the taxable wage base "to a realistic level" and modernization of the tax rate formula.

## 28 Million by 1985?

California's population by 1985 will range somewhere between 27.9 million and 31.9 million, according to U.S. Census Bureau projections. The range results from a variety of assumptions used in the projections concerning the fertility of the U.S. population and interstate migration rates.

## Farm Union Fight Key in Poverty War

(Continued from Page 1)

AFL-CIO trade unionists also hailed the merger of the AFL-CIO's Agricultural Workers Organizing Committee with the heretofore independent National Farm Workers Association.

And they pledged their strong support to the unified organization to help win the Delano grape strike and then expand farm worker organizing activities throughout the state.

The statement also cited the progress made during the past two years since the end of the bracero program (Public Law 78) and spelled out a 6-point program calling for congressional and state legislative action "to bring farm workers into the mainstream of American economic life."

Among the points of progress cited was the fact that the end of the bracero program created tens of thousands of new jobs for domestic farm workers last year.

This is borne out by the fact that domestic workers accounted for 97 percent of the man-years of labor in California agriculture in 1965, whereas during the period from 1959 through 1964, domestic workers had accounted for less than 75 percent of the total seasonal man-years.

The delegates' 6-point program for agricultural labor calls for:

1. Extension of the National Labor Relations Act to farm workers.
2. Fair Labor Standards Act coverage for farm workers equal to that afforded other farm workers.
3. Unemployment insurance coverage.
4. Standard Social Security Act coverage.
5. Implementation of training programs to maximize year-round employment opportunities.
6. Establishment of health, education and welfare facilities to meet the farm workers' needs.

The statement also called attention to the fact that the

## Major Tax Reforms Urged To Ease Workers' Burden

(Continued from Page 1)

tax revenue, the 2,000 trade unionists participating in the week-long parley attacked the "special interest groups and lobbyists of the rich" for their successful evasion of their proportionate share of state and national tax bills in adopting a policy statement on taxation.

The delegates demanded that the "flagrant federal loopholes now available to the wealthy" be sealed immediately.

Although the 1964 tax cut had "short-run benefits," the statement observed, it failed to strengthen the consumer base of the American economy sufficiently. More than 45 percent of the total tax cut went to the top 20 percent of taxpayers with incomes over \$10,000, while very little went to moderate income families, it pointed out.

In calling for "major reforms" in the tax structure to plug "loopholes" and to evaluate realistically the fairness of the "highly theoretical tax rates on the rich," the statement decried the "inequitable practice" of collecting some \$100 million in federal income tax from families with incomes below \$3,000—the supposed targets of the War on Poverty.

It urged that the next general tax cut be concentrated solely to the benefit of moderate and lower-income families.

The union delegates' statement rejected the idea that a portion of rising federal tax receipts should be returned to the states as "a no-strings-attached grant" maintaining that the "time-tested method of grants-in-aid for specific programs to meet priority national needs under Federal standards is the most effective method of providing assistance to state and local government."

California's tax structure was

state's farm work force is composed principally of Mexican-Americans, Negroes, Filipinos or members of other minority groups, and that, therefore, the fight to organize farm workers "is part of the nationwide civil rights struggle."

characterized by the State AFL-CIO as being "extremely regressive, placing a heavier burden on the poor than on the wealthy."

The statement pointed out state and local taxes have not risen as fast as income and the result is periodic financial crises and "piecemeal" tampering with the tax structure.

Major reforms based on the ability-to-pay principle were demanded to remedy the following situations:

- Consumer type taxes imposing an "18 percent greater burden on incomes of less than \$1,000 than on those over \$10,000."
- Families with annual incomes of below \$4,000 pay "50 percent more proportionately than families with incomes between \$10,000 and \$15,000."
- Local taxation where families earning below \$4,000 "pay 10 percent of local taxes while families making between \$10,000 and \$15,000 pay only 5.7 percent of a 75 percent greater burden."

To remedy this situation the delegates called for, among other things, the following:

1. Greater reliance on the progressive, individual income tax.
2. A "pay-as-you-go" withholding system.
3. Raising of the corporate tax "considerably above" the present 5½ percent level.
4. Reduction of discriminatory consumer levies which place a greater proportional burden on those least able to pay.
5. Major property tax assessment reforms.

In closing, the statement pointed out that a more progressive personal income tax would "greatly stimulate California's economy" because wage and salary workers spend a greater proportion of their earnings more rapidly than the wealthy.

## Ronald's Mask Becomes Unglued

(Continued from Page 1)

tional Association of Manufacturers makes it "alarmingly clear that Reagan has soaked up all the discredited anti-labor views that California voters wisely rejected in 1958 and has now been cast in the role of the soft-sell salesman for selfish and unscrupulous special interest groups.

"If Reagan had any potential to become an effective Governor his thinking would have been focused on means of halting the notorious injustices California's farm workers have suffered for years instead of on the protection of the agribusiness interests that perpetrated and tried to perpetuate the farm workers' impoverishment," Pitts, secretary-treasurer of the California Labor Federation, said.

His remarks, made at the Community Concourse in San Diego, where the Federation is holding its week-long convention, were in response to a pledge Reagan made to several hundred top Republican leaders following the conclusion of the State GOP Convention in Sacramento last Saturday night.

## Food Price Drop Cuts Rise in CPI

A sharp decline in food prices, including fruit and vegetable prices, held the overall increase in the U.S. Consumer Price Index to 0.1 percent in May.

The slight CPI rise, to 112.6 percent of its 1957-59 average, the Bureau of Labor Statistics reported, was due mainly to higher interest rates on home mortgages and higher costs of furniture, women's apparel, medical care and cigarettes but the overall rise was offset by a 0.6 percent drop in average food prices.

Some 206,000 workers, including 95,000 in aerospace firms and 75,000 meatpacking workers will receive cost-of-living wage increases based on the May CPI, the report said.

## Rehab Vital For Workers Hurt on Job

Improvements in California's program to provide adequate compensation to workers hurt on the job, including institution of a mandatory vocational rehabilitation program and pension benefits to the spouse until death or remarriage, are urged in a policy statement on workmen's compensation which was approved by delegates to the California Labor Federation's convention in San Diego this week.

While praising the action taken by the 1965 legislature which modernized the administration of the workmen's compensation program and included provisions to assure injured workers the benefits they are entitled to without needless delays, the statement emphasized that the program's goal must be the "adequate replacement of lost wages until the impairment becomes stable."

To do this, the 2,000 delegates, representing AFL-CIO unions throughout the state, also called for:

- A boost in both temporary and permanent disability benefits to assure most injured workers benefits equal to 61¾ percent of lost wages.
- Extension of coverage to all domestic servants.
- A reduction in the waiting period for benefits.
- Payment of dependency benefits.

In connection with the dependency benefits aspect, the statement said:

"A just and equitable workmen's compensation program must also provide that when death arises as a consequence of employment, a pension is provided to the spouse until death or remarriage, with additional benefits for other dependents."

Among other things, the statement pointed out that the improvements in the administrative operation of the program enacted in 1965 "has required many new innovations many of which are only now becoming effective."

The new data reporting system now being installed in the Department of Industrial Relations, for example, the state-

## Wage Guidelines and FRB Policies Rapped as 'Unfair'

(Continued from Page 1)

the Council of Economic Advisors fails to account for cost-of-living increase and thereby "short-changes" workers.

In backing up its stand, the statement pointed out that the output per man hour in the total private economy rose 3.6 percent from 1960 to 1965 while the buying power of employees' hourly pay rose only 2.9 percent per year.

"This lag reveals the continuing shift of income away from wage and salary workers to other groups in the economy and unless corrected will inevitably result in a serious economic downturn," the statement adopted at the Sixth Convention of the California Labor Federation, AFL-CIO, said.

Asserting that last year, 3.5 million workers were jobless, 2 million more were compelled to work only part-time and another 1 million didn't seek work because no jobs were available, the statement called on the federal government to initiate "bold and innovative policies" to achieve full employment, including the development of a comprehensive inventory of national needs and the creation of a national planning agency or board to fulfill them.

It also pointed out that between 1960-1965, dividend payments rose 41 percent while wage and salary payments rose only 32 percent, demonstrating that "the need for a rapid restoration of balance between business profits and workers' buying power is great."

To help curb this growing imbalance, it called on the federal government to focus public attention on "the pricing policies of major corporations and the nation's administered-price industries" in order to curtail administered price abuses and broaden public understanding of "the true relationship of wages and profits in an economic system which draws its fundamental strength from steadily expanding consumer purchasing power."

On the state level, the trade ment noted, "will provide information in many areas which has never before been available."

unionists called for coordination of the planning efforts of private groups and the drafting of a statewide economic development plan and the creation of a tri-partite commission of labor, management and government to review such plans and set targets for the state's future growth to achieve a more balanced economy and one less vulnerable to fluctuations in national defense and aerospace expenditures.

In addition, the statement said that use of the state's credit to the "fullest extent" to expand public service programs to create jobs for underprivileged groups is "a necessity."

If this is not done, it said, "social upheaval such as Watts will undoubtedly occur on a grander scale than in the past."

It suggested that state and local government would be wise to push for such beginning public service jobs as teacher aids, health aides, and conservation aides which can lead to semi-professional careers in order to avoid such upheavals as the Watts tragedy.

In addition it called for state-run job training programs that cater to workers' long-run needs in order to maximize their job opportunities over a lifetime instead of training them in fragmented skills that may soon become obsolete.

## Protests Intervention In Airline Strike

(Continued from Page 1)

by Secretary-Treasurer Thos. L. Pitts, read as follows:

"Believing that free collective bargaining is being severely threatened by current government intervention in the airline strike of the International Association of Machinists and Aerospace Workers against Eastern, National, Northwest, TWA and United Air Lines, the Sixth Convention of the California Labor Federation, AFL-CIO, representing 1.5 million AFL-CIO members in California, by convention action on the current strike, passed a resolution on the current strike.

## State L.A. County Fed Vote Drive

(Continued from Page 1)

the local Central Labor Council must bear the tremendous responsibility of registration, education on the issues and getting out the vote.

The Los Angeles County Federation of Labor recognizes the State COPE's responsibility to all parts of the state and its obligation and best efforts to assure adequate manpower and support in all areas of the state.

To accomplish the joint effort meetings will be held in all sections of the state to spur the program into high gear.

The Los Angeles County Federation of Labor and the California Labor Federation will jointly participate in meetings of union leaders in Los Angeles County. The State Labor Federation will actively cooperate with the program of the Los Angeles County Federation of Labor and the Los Angeles County Federation of Labor will cooperate with the meetings of the State Federation held in its county in order that the greatest participation of union membership can be achieved in the forthcoming election.

With these cooperative efforts and understanding of the responsibilities of the various COPEs victory can be ours in November.

"The resolves of that resolution read as follows:

"Therefore be it Resolved, That the California Labor Federation go on record supporting the International Association of Machinists members right to resolve their dispute with the airlines through the process of free collective bargaining.

"Be it Further Resolved, That the officers and delegates to this convention protest in the strongest terms or actions possible, government intervention and/or legislation in any labor dispute wherein the union has complied with all existing provisions of local, state and federal laws."