



California AFL-CIO News

Executive Secretary-Treasurer
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Delegates Ask Extension of D.I. Insurance

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

While noting that California's Disability Insurance Program is "the nation's best," some 2,000 delegates to the California Labor Federation's recent convention in the Community Course 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.

Essentially the trade union-
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AFL-CIO Farm Workers Win DiGiorgio Corporation Vote

Much More Needed To Win Equal Rights

"Much more must be done before equality of opportunity—the cornerstone of democracy—exists throughout the United States," a policy statement on Civil Rights adopted by delegates to the 1966 State AFL-CIO convention in San Diego declared.

"Organized labor cannot afford to relax its civil rights efforts because extremists forcefully opposed to equality of opportunity remain powerful forces in many communities," it warned.

Pledging strong support to the Administration's present civil rights legislative propos-
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The AFL-CIO United Farm Workers Organizing Committee surged into a commanding lead in the tabulation of the votes of the field workers in Tuesday's election at Di Giorgio Corporation's properties in Delano and at Borrego Springs. With the "challenges" yet to be decided, the vote of the field workers stood AFL-CIO United Farm Workers Organizing Committee 530; Teamsters 331; no union 12. The total field workers' vote—some 85 percent of all the unchallenged votes—counted was 873. The vote among the non-field worker unit of shed workers and truck drivers

was AFL-CIO 43; Teamsters 94; no union 7.

A total of 1,349 ballots were cast in the two units. Of this number 332 were challenged. While no decision has yet been made regarding the challenged votes most of them are believed to have been cast by AFL-CIO supporters.

William Kircher, Director of Organization for the national AFL-CIO, hailed the results of the field workers' vote, stating that, "The message for farm workers across the nation is that union organization can be accomplished. The result of this vote means farm workers are on the move."

Kircher also noted that the "insignificant number of non-union votes—only about one percent of the total cast—decisively proves that, contrary to some growers' claims, farm workers want to be union members."

State AFL-CIO leader Thos. L. Pitts pointed out that, "the results of the vote herald a new day for California's hundreds of thousands of farm workers. This historic victory indicates that farm workers will be organized, and calls for even greater efforts by unionists throughout the state to help bring the benefits of trade un-
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COPE Convention Set For San Francisco September 8

The California Labor Council on Political Education's Pre-General Election Convention will be held in San Francisco on September 8, 1966, beginning at 10 a.m., in the Sheraton-Palace Hotel. The business before the COPE Convention will be to review Primary Endorsements and issue endorsements for the November 8 Election in those instances where the position of California Labor COPE has not been recorded to date, and where COPE-endorsed candidates failed to qualify in the Primary Election. The Executive Council of California Labor COPE will meet the previous day in San Francisco in order to arrive at recommendations to be presented to the Convention.

Labor Day Message

By THOS. L. PITTS, SECRETARY-TREASURER

Since 1894, we in America have set aside the first Monday in September as the time to reflect upon the most universal of man's activities—labor. It might as well be a Tuesday in February or a Thursday in May for work defines and makes possible all other things. Labor Day is a very special day because while

our hands are idle our memories are kindled with the pride of past achievements, our spir-
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Labor Day TV Special
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IF YOU VOTE —THE CHOICE IS YOURS
IF YOU DON'T VOTE —THE CHOICE IS THEIR'S
IF YOU'RE NOT REGISTERED —YOU HAVE NO CHOICE

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Nation's Housing Problem Is Cited By Delegates

Lack of adequate financing and the absence of urban planning have resulted in "central cities increasingly becoming slums — populated . . . by the poor, the elderly, and minority groups . . . while at the same time, sprawling suburbs continue to gobble up millions of acres of prime agricultural land . . ." observed the delegates to the recent biennial convention of the California Labor Federation in San Diego.

Citing the fact that over one-fifth of the nation's population lives in substandard housing, the delegates, in adopting a policy statement on housing called for urgent action by the federal Department of Housing and Urban Development to meet public needs.

The AFL-CIO's policy statement enumerated some of the costs of inadequate housing, stating, "urban ghettos are expensive—high rates of crime and juvenile delinquency, broken homes, inadequate education, disease, and low tax yields, are only some of the social costs of slum housing borne by society."

The result of these and similar conditions result, all too often, in "an exodus of middle- and upper-income families from the central city into surrounding suburban areas" which creates, "urban sprawl and the existence of bedroom communities incapable, because of a weak tax base, of meeting their community needs."

Though praising Congress for the enactment of the cabinet-level Department of Housing and Urban Development, the delegates urged the Department to implement programs capable of constructing at least 2½ million new dwelling units annually. To meet the needs of moderate-income families and the elderly, the Federation also called for an expansion of the rent-supplement program enacted in 1965.

Pointing out that, "the extent of decline in home building construction in California is indicated by the fact that

contract awards for new housing units in 1965 were only 131,000, down more than 30 percent from the record 360,000 unit awards in 1963," the policy statement reaffirmed earlier Statements of Policy adopted by previous conventions calling for vast improvements in "quantity" as well as "quality" in housing units constructed in California.

Citing the need for foresight, the statement concluded by issuing a call for, "a state master plan that would encompass not only housing but the state's overall economic development."

14 Unions Unite For Standard Oil Bargaining

Fourteen unions representing more than 15,000 Standard Oil of California employees throughout the West, recently announced organization of a joint clearinghouse for information on contract negotiations with the gigantic oil firm, and have also launched a joint organizing campaign within the company.

The Standard Oil Unions Coordinating Committee has agreed on a seven-point program to coordinate union action, including programs to keep each union informed of company moves in contract negotiations and programs to help each union's organizing efforts within the firm.

The Committee, which had been set up in June 1966 with six unions desirous of ending the traditional fragmentation of union efforts within Standard Oil, has since grown to its present strength of 14 international and local unions, representing the large majority of non-supervisory Standard Oil workers from California to Texas.

This development is the latest in a pattern of developments by which trade unions representing workers in multi-union corporations have moved to band together to strengthen their hand in collective bargaining and other matters.

Foreign Policy Goals Spelled Out

"The world's best hope for true and lasting peace is the United Nations," delegates at the recent state AFL-CIO convention declared in adopting a policy statement on foreign policy.

The statement called for a "compassionate, yet realistic" foreign policy based on the belief that, "freedom and dignity can be maintained and extended . . . only if the United States and its allies adhere to democratic principles, maintain military power adequate to deter any potential aggressor, and help new and emerging nations develop constructive programs of social and economic change."

The Federation delegates emphasized the role of unions in the implementation of democratic principles, peace, and prosperity when they declared that, "free and democratic trade unions historically have been the major opponents of totalitarian government."

Securing for all citizens of the United States true equality of opportunity was underscored as an integral part of the nation's foreign policy. "In a world where the majority of people are non-white, the West cannot hope to win the trust and support of new and emerging nations in Africa, Asia, and Latin America without living up to the ideal of full equality of opportunity," the policy statement declared.

Some of the specifics called for included:

"1. Greater political, economic, and military cooperation between the United States and its allies in order to deter and defeat any aggressor.

"2. Redoubled efforts to prevent the further spread of nuclear weapons and to secure a world disarmament treaty with adequate provisions for full international inspection.

"3. Continued efforts to eliminate all forms of colonialism, including unstinting opposition to Soviet and Red Chinese colonialism.

"4. United Nation's supervision of free elections in disputed areas throughout the world is necessary in order to achieve the peaceful and democratic resolution on international problems.

"5. Continued economic aid

and foreign assistance programs are essential in helping countries not hostile to the United States develop their economies. Nations receiving foreign aid from the United States must give priority to long overdue social reforms.

"6. The growth of democracy and the improved economic well-being of the citizens of Latin America call for continued and expanded programs such as the Alliance for Progress that condition United States economic aid upon internal reforms in order to achieve higher productivity, income redistribution, land reform, elimination of poverty and disease, and improved educational opportunities.

"7. In Vietnam, the policy of President Johnson continues to give the best hope for eventually securing a just and lasting peace not only in that country but throughout Southeast Asia. The efforts to thwart Communist aggression and subversion in South Vietnam, however, must not be solely military. Greater aid is needed to promote economic development, social justice, and the health and education of the population."

Convention Raps

Raiding tactics initiated by Teamster's Local 856, Freight Checkers and Clerks, in the San Francisco Bay Area in the past few years against organized white collar employees were roundly condemned by delegates to the California Labor Federation's recent convention in San Diego.

In adopting a resolution on the issue, the delegates noted that the AFL-CIO has repeatedly emphasized the need for organizational cooperation to cope with the growth problems confronting unions but declared that the tactics used by Teamsters Local 856 "have run counter to the cooperative effort of all branches of labor to 'respect the jurisdiction of local unions.'"

The Teamster local's raids have been aimed principally at organized white collar workers who are members of the Office and Professional Employees International Union.

Labor Day Message

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its challenged by the poverty and ignorance yet to be overcome, and our imaginations strained to find the way to make the days of our labor creative and ripe with meaning.

"Labor" is special because it is universal. All of us expend our time pursuing the "bread of life." But we also pursue more. Labor Day is dedicated to those men and women of the United States whose past efforts to minimize the harshness of labor while maximizing its fruit have made possible an abundant land and promise an even more abundant future. A future rich in goods and rewarding in quality is attainable, if we have the courage and tenacity to stand together in spirit with those who in earlier days stood very much alone.

Our work is far from finished. The poverty-stricken still inhabit our land—the aged and infirmed, racial and religious minorities, those in rural and urban ghettos, and those in the lines which form behind the windows reading "unemployed." As union members we are "the people's lobby" and have much to do. The spirit of Labor Day gives us the power and duty to achieve our many unfinished goals.

So, while reflecting over the distance we have covered, we must remind ourselves again, especially on this day, that motion without purpose and direction means little.

The challenges that confront us as workers, consumers, and citizens are immense. We measure the value of our labor in hundreds of billions of dollars, our population in the tens of millions, the solutions to many of our problems in the time span of years. We find ourselves adrift in an increasingly impersonal culture which too often makes us forget that the size and solidarity of organized labor is our greatest strength. Our fundamental power as individual workers and citizens rests upon recognition of the fact that no society is truly rich or secure when widespread poverty and deprivation exists within it. In unity and wholeness there is strength—and we

in the labor movement have seen this strength grow stronger and can measure it by the benefits that we have achieved through collective bargaining and political action.

But we are far from satisfied for there are great numbers, great parts of our society, who have not participated in the gains we have made. We build machines to replace the work of men and while increasing our material comfort sometimes forget the human costs of such progress. Unemployment and underemployment fan the flames of social unrest. Dignity is destroyed where poverty makes its home. Lack of planning and the absence of equal opportunity for all threatens our cities with violence, our farm lands with urban sprawl, and perpetuates welfare instead of wages.

Playing upon these social and economic problems are the extremists whose so-called "cures" only serve to spread, rather than cure, the disease. And in our own state this year extremist forces are now busily at work, attempting to turn back the clock by wiping away the many gains we in organized labor have worked so hard to achieve over the years.

Yes, Labor Day 1966 finds us facing tremendous problems, but it also finds us possessing tremendous strength. Those who have gone before us faced equally great, if not greater, problems and today we celebrate a day dedicated to their efforts in meeting and solving them. The spirit of Labor Day testifies to the power of men and women who, having common problems, set about solving them—with deeds. Labor Day is a time for rest and reflection—for tomorrow there remains much to be done. Our present wages and working conditions resulted from the efforts of those who cared about others as well as themselves. May we repay them in kind, and carry forth the job they left unfinished.

EDUCATE OR IMPRISON?

"A four-year prison term . . . costs the taxpayer three times more than it does to educate a young person through four years of high school."—Governor Edmund G. Brown

Education's Needs Noted at Convention

"Federal action is crucial to expand educational efforts throughout the nation because only it can compensate for the unequal resources among the states" according to a policy statement on education adopted by some 2,000 AFL-CIO union delegates at the California Labor Federation's Convention in San Diego in mid-August.

Pointing out that public schools are the "foundation of a free society," the delegates noted that state and local revenues for education are generally raised by "regressive" sales and property taxes that impose an inequitable burden on those least able to pay.

In spite of the "enlightened legislation" of 1964-1966 the delegates pointed out that an additional \$10 billion annual federal expenditure is necessary to "expand and improve" the nation's greatest resource—education.

The Federation also noted the need for legislation making possible a "vigorous labor extension program."

"Organized labor in California reaffirms the need for such a program, noting that a century ago the Morrell Land Grant Act provided an analogous program of agricultural extension services during that great era when this nation was largely rural. Now an equivalent labor extension program is needed at a time when the vast majority of the nation's population lives in sprawling urban and suburban communities."

Speaking of California, the delegates declared that while the state has much to be proud of, California has much to lose if adequate revenue is not equitably secured for the purpose of expanding the nation's leading educational state. The policy statement also noted that:

—New demands and new opportunities make essential expanded adult education programs.

—Statewide study and adoption of textbooks is necessary to cut down present piece-meal approaches in secondary schools.

—Educators must be afforded the rights of union organization and legislation to achieve this goal needs enactment.

—Labor education programs

Hike Social Security

A boost of "at least 50 percent" in social security benefit levels during the next few years is one of the key goals set by delegates to the California Labor Federation, AFL-CIO convention in San Diego.

While lauding the 1965 amendments to the Social Security Act as the "most significant advance in the field of social legislation since the 1930s," the trade unionists adopted a policy statement on Social Security which emphasized that:

"New and substantial improvements must be made in the nation's social security program if it is to keep pace with fast changing social, economic and technological conditions."

In addition to the 50 percent hike in benefits, the statement calls for:

- Increasing the contribution base to \$15,000.
- Congressional action to permit the payment of contributions to the Social Security Trust Fund from general revenues to facilitate the needed increase in benefit levels.
- Establishment of a flexible retirement zone from age 60 to 65.
- Hospital and medical insurance coverage for disability insurance beneficiaries as well as for all social security beneficiaries under the Act.
- Computation of benefits for men based on the period up to age 62—which is now the case for women—instead of age 65.

must be expanded to aid and educate the continuing stream of Californians entering the labor market.

—Extensive consumer education programs which protect the consumer against those who would profit from ignorance and deception must be established. Likewise, at the national level a Department of Consumer Affairs should be founded.

The policy statement, adopted by the delegates also issued a stinging indictment of those extremists seeking to control education at the local level, "calling for far greater community efforts by union members to make sure that these 'ever-present threats' do not succeed.

Improvements In Social Welfare Programs Needed

Delegates to the recent Federation Convention in San Diego strongly rejected, "the specious claims of those who regard welfare recipients as indolent citizens for whom life must be made as difficult as possible," in adopting a statement of policy on Social Welfare that supports "efforts to provide those receiving public assistance with social services that will reduce dependency and promote self-reliance."

The existence of an "other America far too often forgotten by the more affluent majority of the population," was decried by the delegates who pledged their "wholehearted" support of programs which meet the needs of the poor in a "dignified and humane manner."

The adopted statement of policy called for, among other things:

- Federal standards and common objectives for all of the states, including federal assumption of the cost of reaching and maintaining such standards above a stipulated state share.

- State establishment of a floor of required income fixed by the federal government as the determinant of need.

- Eligibility for aid measured only by need; artificial criteria, such as categorical classifications, must be abolished.

- The initial eligibility of applicants should be established by simple inquiry as to their financial situation; subsequent sample review in order to thwart possible abuses must not subject recipients to personal indignities, invasion of their privacy, or violation of their constitutional rights.

- Expanded youth welfare services are necessary under federal standards with financial assistance at the state and local level.

- Recognition that recipients have the right to receive a prompt, objective, and impartial determination of their applications; a right to a hearing against unacceptable judgment; and a right to appeal with representation by an attorney paid for by the state.

AFL-CIO Trust Source of Funds For Mortgages

Badly needed housing construction is suffering from a lack of mortgage funds created by the tight money market, says Alexander Bookstaver, director of the AFL-CIO Dept. of Investment.

"There is at this time a great need" for funds to be used to finance "socially desirable and badly needed housing in the cities and suburban areas," Bookstaver said.

The AFL-CIO Mortgage Investment Trust, which was created to provide a medium for mortgage investment available to all AFL-CIO affiliates and qualified welfare, pension or retirement funds, can help supply some of the mortgage funds, he pointed out.

The trust, set up in October, 1965, as a non-profit venture with four officials of the AFL-CIO acting as trustees, has currently invested about \$10 million on behalf of 20 affiliated funds.

The monies are invested in federally insured or guaranteed mortgage loans in various areas of the U.S. and the construction of the properties financed by the trust are 100 percent union built.

The unpaid trustees are AFL-CIO Pres. George Meany, Sec. Treas. William F. Schnitzler, and Vice Presidents Walter P. Reuther and George M. Harrison.

Farm Income Up 30%

Cash receipts to California's farm proprietors totaled \$1.3 billion for the first quarter of 1966, a whopping 30 percent higher than the same period a year ago, the State Department of Finance has reported. Commenting on the rise, Governor Edmund G. Brown said that while it would be "unrealistic" to expect this rate of increase to continue throughout the year, the figures are a strong indication that total cash farm receipts should top last year's record of \$3.7 billion.

AFL-CIO LABOR DAY FILM SCHEDULED

The half-hour AFL-CIO documentary film "When the Day's Work is Done," which honors unions and union members who devote their time and energy to aiding their neighbors and bettering their communities will be shown on several California TV stations over the Labor Day weekend.

The film, narrated by Dave Garraway carries comments by AFL-CIO President George Meany and Vice President Joseph A. Bierne.

Scheduled showings in California cities are as follows:

Bakersfield, KBAK (7), September 3—5:00 p.m.

Los Angeles, KABC (7), September 4 — 12:00 noon; KCET (28) September 5 — 7:30 p.m.

Sacramento, K V I E (6), September 5—7:30 p.m.

San Diego, KOGO (10), September 4—5:00 p.m.

San Francisco, KQED (9), September 3 & 5—7:30 p.m.

Equal Rights

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als, "particularly in the field of housing," the statement said that "it is abundantly clear that housing discrimination caused many of the recent violent outbursts of frustration."

The delegates reaffirmed the Federation's support of the Rumford Fair Housing Act and hailed the recent California Supreme Court decision to facilitate the ideals of the Act, as "outstanding."

The statement dealt with a wide variety of issues concerning the civil rights struggle. It noted in part:

"While administration of justice on an equal basis for all is fundamental to a democracy, inequality in the administration of justice continues to take a heavy toll. The elimination of segregation and discrimination in our jury system is fundamental to the equal administration of justice."

Farm Workers Win

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ionism to California's agricultural work force."

The election of August 30 came after nearly one year of intensive union activity in the Delano area. One week earlier the national AFL-CIO Executive Council had unanimously chartered the United Farm Workers Organizing Committee, AFL-CIO, itself an outgrowth of the merger of the former Agricultural Workers Organizing Committee, AFL-CIO, and the previously independent National Farm Workers Association.

Two days prior to the election a giant farm workers unity rally of 4,500 persons was held in Delano, with AFL-CIO unionists from throughout California in attendance. Pledges of support were received from the heads of the 42 AFL-CIO unions, and the Seafarers International Union contributed \$5,000, the Bakery Workers \$2,000.

Wires of congratulation were received at the rally from, among others, Governor Brown, President George Meany, and Senator Robert Kennedy. Also in attendance were movie star John Gavin, who spoke to the workers in both English and Spanish, and three bands playing a variety of music.

Improve DI Program

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ists 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.