



California AFL-CIO News

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Executive Secretary-Treasurer
THOS. L. PITTS 151

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Eveready, etc.

Shun Products of Union Carbide, Council Urges

An appeal to all union members and the general public to shun Union Carbide products to protest "unilateral decisions" made by the corporation that adversely affect its workers has been issued by the national AFL-CIO Executive Council.

Specifically, the council urged consumers to shun the following items which the council identified as Union Carbide products:

Prestone Anti-Freeze;
Eveready batteries and related equipment; Bakelite

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Farm Workers Still Need Aid

Despite the historic victories won by the United Farm Workers Organizing Committee, AFL-CIO, in recent months, the grape workers' strike in the Delano area is continuing at more than 30 ranches in the Delano area and the farm workers still need both food and money.

Food donations should be sent directly to the United Farm Workers Organizing Committee, 102 Albany St., or P.O. Box 130, Delano. Monetary donations should be made payable to the Farm Workers Organizing Assistance Fund and mailed directly to the California Labor Federation, AFL-CIO, 995 Market Street, San Francisco.

Jobless Pay Urged For State's Farm Workers

California's huge \$3.8 billion farm industry can well afford the relatively slight cost of extending unemployment insurance to farm workers—the lowest paid workers in the state—and such a move would benefit not only some 275,000 farm workers and the state's economy but, by re-

ducing welfare costs, the state's general taxpayers as well, the state AFL-CIO declared this week.

Moreover, the traditional argument that extension of jobless pay to farm workers would hurt the competitive position of the state's agribusiness interests or have an adverse impact on California's nonfarm industries is simply "a false issue" a representative of the California Labor Federation, AFL-CIO, said.

In testimony presented in behalf of state AFL-CIO leader Thos. L. Pitts to a joint hearing held by two Assembly Committees in Sacramento, the Federation pointed out that during the past 20 years, due to rapid mechanization, farm labor has grown "steadily more like labor in other industries . . . and . . . that every moral argument and

So Who's for Brainwashing?

If the titles and subtitles of seven films being offered free to local groups in the Santa Barbara area are any indication, California's voters may be facing the beginnings of a massive brainwashing attempt by right-wing groups between now and the 1968 elections.

The film offer was made recently in a letter sent to business and civic organizations throughout the Santa Barbara area by an organization called "Public Program Services."

As is typical of right-wing operations, "Public Program Services" listed its address simply as Santa Barbara without giving a street address. It con-

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Fire Fighters to Press For Bargaining Rights

Major efforts for state collective bargaining statutes covering union fire fighters are a necessity if they are to win improved pay, hours and working conditions, according to President William D. Buck of the International Association of Fire Fighters.

Buck said the union's constitutional prohibition against strikes, in effect since 1918, is

scheduled for intensive review. Formation of a high-level fact-finding and review commission authorized by the union's recent convention is now under way, he reported in a recent radio interview.

The review group will include "representatives of organizations that should know something about the fire fighting

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Study Reports On Challenges To Bargaining

In the wake of the recent elections which increased the likelihood that the 90th Congress will be confronted with shriller cries for some sort of anti-strike legislation, a report on "Challenges to Collective Bargaining" just issued by the American Assembly takes on added significance.

Noting that "public tolerance of strikes has declined despite a pronounced tendency for the

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Union Yule Gifts Serve Double Duty

"Shoppers can make their Christmas gifts twice as meaningful if they insist on products carrying a union label," state AFL-CIO leader Thos. L. Pitts said this week.

"Insistence on goods made under decent working conditions and for fair wages not only assures the giver a quality-made product, but helps protect the job security of millions

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**HAPPY
THANKSGIVING**

Union Yule Gifts Serve Double Duty

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of union men and women," he said.

"By looking for the union label, the union shop card, the union store card and the union service button, Christmas shoppers can rightfully feel a little extra proud of their Christmas gift selections this year because they will know that their gifts are an affirmation of the spirit of brotherhood embodied in Christmas because they contribute to the support and protection of free men in a free society," he added.

Nationally, the AFL-CIO Union Label and Service Trades Department is distributing thousands of colorful posters to appeal to all consumers—union and non-union alike—to buy union label gifts and insist on union services during the holiday season.

The theme of the campaign will be "Make Your Dollars Do Double Duty During this Special Time for Buying and Spending," according to Joseph Lewis, Secretary-Treasurer of the Department.

"A union label gift is really two gifts in one—first you are giving to your friends and loved ones the highest quality you can obtain—a union product.

"Secondly, your demand for the union label, shop card, store card and service button means that you have helped assure greater job security for a brother or sister trade unionist or even helped create a new job for a new union member.

"How better could you evidence the true Christmas spirit in your shopping habits?" Lewis asked.

Courage of Convictions!

"Racial discrimination and disadvantage, accepted almost silently for a century, becomes intolerable when we have finally found the courage of our convictions."—U.S. Secretary of Labor W. Willard Wirtz, Labor Day, 1966.

Fire Fighters to Press For Bargaining Rights

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services in their communities," as well as union members, Buck said. His statements came in an interview on Labor News Conference, aired weekly over the Mutual radio network.

"Arbitrary public officials" in some areas "must think we are still back in the volunteer fire fighting days," Buck declared, and in some cases "have dared us to strike, knowing that we would not." Collective bargaining statutes, with built-in arbitration proceedings, have

given the fire fighters "some relief," he said, but there is a widening disparity between professional fire fighters and police officers in both salaries and working hours, he explained.

"Our brothers in blue, the policemen," have had a 40-hour workweek "for many, many years," but the average in the fire fighting service is 58 hours.

Such conditions, he said, have "a demoralizing effect" on the professional fire fighter and make it increasingly difficult for communities to recruit young men who can meet the high standards for the job.

H&W Payments Up 28% Since '64

Employer contributions to union-management health and welfare plans are now 28 percent above the 1964 average and 56 percent above the average five years ago, according to a report issued last week by the State Department of Industrial Relations.

At present California employers are putting an average of \$27 a month into such plans for each of their employees. This is about \$6 more than the 1964 average.

In most cases, the report noted, the cost of such benefits are paid entirely by the employer and most union members in the state are covered by such plans.

The contributions per employee range from \$4 to \$85 a month. In Los Angeles, the employers' average contribution per month is \$27.97. This compares with an average of \$25.63 in San Francisco and \$28.85 in San Jose.

Office Employment

The introduction of electronic data processing in insurance industry operations has slowed the demand for tabulating machine operators and general clerical workers, and increased the demand for more highly specialized personnel, such as programmers, analysts, and key punch operators, the U.S. Labor Dept. notes.

5% Pay Hikes Not Out of Line, Wirtz Says

Major labor agreements that cost about 5 percent a year are not unreasonable in view of inflation, U.S. Secretary of Labor W. Willard Wirtz said last week.

Noting that a number of major contracts of that size appear to be in the offing in labor negotiations, Wirtz said:

"I guess I don't think that is out of line in the present circumstances."

Wirtz' stand puts him at odds with President Johnson's Council of Economic Advisors which has clung to the view that settlements should equal the 3.2 percent long-term productivity increase rate the Council adopted in 1962.

The 3.2 percent figure has been challenged as too low and erroneous by both public and private studies.

Wirtz pointed out that the cost-of-living is rising at a rate of about 3.5 percent a year and that, as a result, a five percent settlement means a gain of only 1.5 percent in real earnings.

Both the California Labor Federation, AFL-CIO and the AFL-CIO nationally have repeatedly emphasized that the CEA's 3.2 percent wage guideline figure is not only too low but fails to take into account

High Jobless Areas Dip to All-Time Low

The number of major job areas with substantial unemployment—6 per cent or more—hit an all-time low of eight in September, U.S. Secretary of Labor W. Willard Wirtz announced in releasing the September report on employment trends in 150 major manpower centers.

Atlantic City, N.J., moved out of the labor surplus categories it has been in since 1951 thanks to "significant" long-term employment gains in trade and service industries spurred by the opening of new department stores, restaurants and large motels catering to the tourist trade, and to sustained growth in manufacturing jobs.

New Bedford, Mass., which had been listed in the substantial unemployment group since 1958, showed improvement because of more jobs in the apparel, electric machinery, rubber products and ordnance industries.

The major areas still with substantial unemployment were listed as Fresno, San Bernardino-Riverside-Ontario and Stockton, Calif.; Fall River and Lowell, Mass., Altoona, Pa., and Mayaguez and Ponce, Puerto Rico.

"This is a gratifying improvement over a year ago when 19 major areas were classified in the substantial unemployment category," said Wirtz. "This is a dramatic improvement over early 1961 when 101 areas had substantial unemployment."

A record 59 areas now have less than 3 percent of the work force jobless, compared with 46 such manpower centers a year earlier.

"These changes in the past year show that we are continuing to make real progress in attacking the problem of unemployment," he said.

cost-of-living increases. As a result, workers have been short-changed of adequate purchasing power and this is helping to foster imbalances undermining healthy economic growth.

Guam Boots R-T-W Solons Out of Office

What happens when a legislature dominated by conservative businessmen tries to jam a compulsory open shop law down the throats of the people?

Well, if you want to take the U.S. Territory of Guam as a case in point, they throw the rascals out.

At least that's what happened in the recent election on the 209-square mile island which has a population of 80,000 and serves as one of the nation's keystone military bases in the Pacific.

In 1964, the Territorial Party, dominated by conservative interests, won a majority in the island's 21-man legislature and promptly rammed a so-called "right-to-work" law through the legislature to ban the union shop.

The island's Governor, Manuel Guerrero, who was appointed by the President, vetoed the bill but his veto was overridden. Under territorial law, this tossed the issue into the lap of President Johnson.

Last month, before the election, President Johnson upheld the Governor's veto.

Territorial Party leaders promptly charged the Democrats with denying the people of Guam the right to make their own decisions and leaned heavily on this charge in their reelection campaigning.

But the island's Democrats hailed the vet, declaring that the island's "almost un-American wage scale" is a direct result of "the lack of a strong union movement."

Democratic leader Francisco Lujan said that "the economic salvation of the people of Guam rests with union security."

The election, which resulted in a complete sweep for the Democrats, vindicated him.

Commenting on the election, Antonio Won Pat, Guam's elected Washington representative, observed:

"Our election was, in a sense, a referendum on the union security issue."

Study Reports on Challenges To Free Collective Bargaining

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frequency of strikes to decline over the past two decades," the report, the product of three days of wide-ranging, in-depth discussion of collective bargaining by 71 American experts, suggests that the President should be armed with a wider variety of alternatives with which to deal with so-called "national emergency disputes."

"If the President is armed with a wide variety of alternative devices, the parties will be uncertain at the outset as to (a) whether the Chief Executive will intervene at all, and (b) if he does, what he will do" the report said.

If such an approach were used sparingly, it could "minimize emergency-creating strikes and prevent the atrophy of genuine private bargaining," it added.

MEANY QUOTED

Earlier this month, AFL-CIO President George Meany said that there was "the definite feeling" in Washington that anti-strike legislation would be taken up next year.

And, referring to last summer's Machinists' strike against five major airlines, Meany said:

"Every time there is a strike these days, the employers hide behind the government."

In a section on settlement of disputes, the American Assembly's report said that in important instances unresolved grievances have "overburdened new contract negotiations." It suggested that "final and binding arbitration of grievances" could contribute to simplifying contract negotiations.

It also suggested that unions and managements should strive in their contract procedures and bargaining arrangements to avoid conflicts over terms of new agreements by moving toward year-round joint discussions on all pertinent issues.

GUIDEPOST ISSUE

On the wage-price guide post issue, the report voiced the participants' opposition "to the use of a single percentage statistic as a specific yardstick for judging the outcome of

particular collective bargaining negotiations."

This practice has "unnecessarily weakened the credibility and acceptance of the guidepost policy," it said, because it fails to take into account industry-to-industry variations such as "the possibilities of a decline in prices in certain industries with more rapid growth in productivity."

While crediting collective bargaining with introducing "self-government" into industrial relations" and helping to "provide economic advancement and security for millions of Americans," the report noted that "America is demanding more from collective bargaining than ever before" and observed that the task "is the pragmatic one of adapting to the requirements of today without sacrificing the basic objectives of collective bargaining."

To cope with problems of minority groups, the report suggested, among other things, the simplification of job standards and vigorous enforcement of contract clauses banning discrimination.

FAIR PAY VITAL

In the public employment field, it called on taxpayers to "recognize that, if they wish to improve the quality of government service and to deal fairly with their employees, they must provide levels of compensation and other conditions of employment equitably related to those prevailing elsewhere."

In addition, in the interests of reducing barriers to labor mobility, the report urged that the portability of pension credits be explored further.

The American Assembly was established at Columbia University in 1950 by Dwight D. Eisenhower to provide information, stimulate discussion and evoke independent conclusions on vital public issues. The Assembly on "Challenges to Collective Bargaining" was based on a volume of the same title prepared for the meeting by Lloyd Ulman, Director of the Institute of Industrial Relations of the University of California at Berkeley.

So Who's for Brainwashing?

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ducts its operations through a post office box number and, apparently, an unlisted telephone number. At least the Santa Barbara telephone information operator could find no listing for the organization.

The letter, addressed to "all program chairmen," explained that its purpose was to introduce them to "up-to-the-minute films of interest to our community, our state, and our country."

But now look at the titles of the films this organization is offering:

- "1. CIVIL RIOTS — USA — Dramatization of the Watts Riots;
2. THE BERKELEY REVOLUTION — University of California Influenced by Revolutionaries;
3. THE HOUSE THAT COPE BUILT — Political impact of Union Bosses. How COPE Wins Elections and Controls Offices;
4. CIVIL RIGHTS THE RED RECONSTRUCTION — The Story of Who is Behind the Race Riots;
5. CRISIS IN OUR CHURCHES — Darkness Has Descended on Many Churches—What are Christian Atheists;
6. EDUCATION OR INDOCTRINATION? — Story of the Changes of School Subject Matter;
7. THE SUPREME COURT—The Background of the Judges and Some of the Decisions They Have Made are Discussed."

Do these titles suggest that they are objective films dealing with race relations, labor, civil rights, churches, education, or the nation's judicial system?

Or, on the contrary, do these titles suggest that the films are highly subjective and designed to discredit the Supreme Court, legitimate civil rights efforts, labor's political efforts in behalf of public interest legislation, our educational system, and our churches?

Well, what do you think?

And what are you going to do about it if a similar group sets up shop in your vicinity?

Jobless Pay Urged For State's Farm Workers

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every economic argument which justifies unemployment insurance for non-agricultural workers applies equally to agricultural workers."

OUTPUT RISES

These facts are borne out by national productivity statistics which show that since 1947 output per man-hour has increased almost three times as fast in agriculture (184 percent) as in non-agricultural industries (64 percent), the state AFL-CIO said.

Pitts' statement emphasized, however, that these were national figures and that since mechanization has proceeded at a much faster pace in California than elsewhere, the differential is even greater in California.

These and other productivity figures indicate, the state AFL-CIO said, that the estimated \$63 million cost of extending unemployment insurance coverage to farm workers "would be absorbed in the productivity increase of one year by almost 100 percent."

IMPACT SLIGHT

State studies also show, the Federation said, that although the impact of extending jobless insurance to farm workers on non-agricultural industries would, in dollars and cents terms, mean that approximately \$27.8 million in benefits would be financed from sources

other than the agricultural industry, this increase amounts to only thirteen one-thousandths of one percent of total wages in covered employment.

In other words the cost of extending jobless benefits to farm workers would amount to a levy of only thirteen one-thousandths of one percent of the payrolls of employers whose workers are presently covered.

While this might at first glance appear to the general public to be unfair, it is well within keeping with the social insurance concept underlying the unemployment insurance program. The Federation's testimony included a listing of more than a dozen other industries whose workers are already covered in which benefit payments exceed the insurance cost of the particular industry.

'FALSE ISSUE'

To repudiate claims that extension of jobless pay to farm workers would place the state's agricultural industry at a disadvantageous competitive position with other states, the state AFL-CIO cited the testimony of a spokesman for management interests which labeled this "a false issue."

It said that Mr. Willard Z. Carr, Jr., who testified before the House Ways and Means Committee on H.R. 8282, a proposed federal unemployment insurance standards act, in behalf of a host of California corporate interests, had pointed out that:

"... when an employer is determining whether to settle in California or to move from California to someplace else, he is going to look at the total economic package and this includes all the payments he must make or his employees must make, including personal income tax, corporation income tax, the transportation cost to California, real and personal property taxes.

"Unemployment insurance is only one element and in many respects a rather low

portion of the total amount of the cost of doing business within any particular locality.

"As an example, and this is something which is somewhat difficult to develop, but assuming that payroll is 10 percent of the total cost of doing business for a manufacturing concern, assuming that the total cost of doing business is \$1,000 and 10 percent of that would be \$100—now take in California, which has, say, an average cost rate of two percent of total payroll, you are dealing then with probably only \$2 which would go toward adding to the economic cost of doing business within the state.

"We think that the fear of interstate competition . . . as a justification for H.R. 8282 is actually a false issue. . ."

To underscore its point, the state AFL-CIO noted that Carr testified as a spokesman for 20 major corporate interests in California including: the Pacific Gas and Electric Co.; the Pacific Telephone Co.; the San Diego Gas and Electric Co.; Southern California Edison; Southern California Gas; the California Newspaper Publishers Assn.; the California Retailers Assn.; the California State Chamber of Commerce and the Merchants and Manufacturers Assn.

In conclusion, the Federation emphasized that extension of jobless benefits to farm workers would reduce welfare loads, stimulate business, particularly in rural communities, by helping to stabilize purchasing power, and have a markedly beneficial psychological effect on the farm workers themselves.

Citing Victor Hugo's remark that "there is one thing stronger than all the armies of the world; an idea whose time has come," the state AFL-CIO declared:

"Today the time for farm workers to be brought into the mainstream of American economic life has come . . . it should not be denied."

Eveready, etc.

Shun Products of Union Carbide, Council Urges

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Glad Bags; and Englander mattresses and sofa beds.

In a statement issued during the council's three-day fall meeting in Washington, D.C., the council pointed out that Union Carbide, the nation's 10th largest corporation, has "for years insisted on making unilateral decisions" on pensions, insurance, wage rates, vacations and holidays even though the workers in 50 of its plants are organized into locals of 14 international unions.

Last July 2, the council said, the huge corporation locked out 1,200 members of the Oil, Chemical and Atomic Workers in Alloy, West Virginia, an action subsequently ruled illegal by a National Labor Relations Board examiner.

The union charged the corporation with trying to force the workers to accept unwanted amendments to a pension-insurance plan that was not subject to bargaining until 1967 in an exchange for other contract improvements.

NLRB examiner George J. Bott ruled Union Carbide was guilty of illegal discrimination, coercion and refusal to bargain.

Management's whole course of conduct, Botts said, was "equivalent to insistence upon union acceptance of an altered pension-insurance plan as a condition of settlement.

"The corporation insisted to the point of impasse . . . on obtaining a settlement of this non-mandatory issue, and locked out its employees to secure that end," he said.

Labor Force Growth

During the next 15 years, the non-white segment of the nation's labor force is expected to increase faster than that of the white. By 1980, the total non-white labor force will have risen by 41 percent compared with only a 28 percent increase in white workers, the U.S. Labor Department says.