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Executive Secretary-Treasurer
THOS. L. PITTS

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New Right-to-Work Battle Looms

A renewed attempt by the employer-backed National Right-to-Work Committee to impose compulsory open shop conditions on California workers as well as workers in nine other states was announced last week by Reed Larson, the committee's executive vice president.

The announcement, hard on the heels of conservative victories at the polls last month, "constitutes a threat to the job security of every worker in this state," AFL-CIO leader Thos. L. Pitts warned.

Under federal law, unions are required to protect the

interests of all workers in any bargaining unit they represent, regardless of whether a particular employee is pro- or anti-union.

Union shop clauses prevent free riders from receiving the benefits the union negotiates for them without paying their fair share of the costs of negotiating the contract, processing grievances and conducting other union business.

The deceptively labeled "right to work" laws have

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Union Vote For Hospital Workers Set

Hospital workers at the Cedars of Lebanon Hospital in Los Angeles will have an opportunity on Tuesday, December 13, to take a giant step toward improving their wages and working conditions.

That's the date set for a secret-ballot election to determine whether the hospital employees want to be represented by the Building Service Hospital Employees Local 399.

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Much More Labor-Management Cooperation Vital, Pitts Says

Labor and management must "sweep away a past history of mutual suspicion," recognize each other as "economically interdependent" equals and strive for increased cooperation and mutual understanding to build not only "a stronger economy at home but . . . a stronger and safer world," state AFL-CIO leader Thos. L. Pitts told participants at a management conference in San Francisco last night.

"The issues confronting labor and management today are not the same as those in the 1930s," he emphasized, and neither are

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Unit Set Up To Expose Extremists

Formation of a new organization to combat the distortions and fright-peddling propaganda of extremists of both the far right and the far left was effected last month with the creation of the Institute for American Democracy (IAD).

The Institute, headed by Chairman Franklin H. Littell, president of Ohio Wesleyan College and a Methodist clergyman who served as a religious adviser to the U.S. High Commissioner in Germany following

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Fed's Stand Proved

Are Farm Workers Failing To Claim D.I. Benefits Due?

During the California Labor Federation's fight in the 1961 session of the legislature to win disability insurance coverage for the state's farm workers, opponents of the legislation screamed loud and lustily that such coverage would result in a severe drain on the disability insurance fund and charged that farm workers would collect twice as much as they paid in.

The Federation maintained that such dire claims were in essence pure hogwash and that the opposite was far more likely to be the case.

Now, five years later, the Federation's stand has been thoroughly substantiated in a report just issued by the State Department of Employment which administers the state

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It's Not So Bad After All, Eh?

In a surprising turnabout, the president of the American Medical Association said that Medicare, contrary to the AMA's own earlier dire predictions, "is already working with considerable smoothness and its flaws won't be too hard to correct."

In fact, AMA President Dr. Charles L. Hudson, a self-professed conservative Republican, stated flatly that:

"Medicare has resulted in little disruption of the practice of medicine."

And he credited the government with providing for medical needs that organized doctors have failed in the past to recognize.

The time has come, he said, for doctors to focus their concern on people and programs

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Council to Air '67 Legislative Aims

Organized labor's 1967 legislative program will be discussed in detail at a three-day meeting of the 37-man Executive Council of the California Labor Federation, AFL-CIO, in Los Angeles next week.

The meeting, called by Thos. L. Pitts, the Federation's secretary-treasurer, will open in the Ambassador Hotel at 10 a.m. next Wednesday, December 7,

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Union Vote For Hospital Workers Set

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The date and terms for the election were voluntarily agreed to last week in the wake of union picketing and possible strike action.

A union victory in the December election could do much to spur the organization of hospital workers throughout the state.

WORKERS EXCLUDED

The election will be conducted by the State Conciliation Service because, although the California Labor Code guarantees all workers the right to join unions and select collective bargaining representatives, hospital workers are still excluded from federal law which provides the machinery for holding representational elections.

In pressing for legislation to correct this situation during the 1965 legislative session, the California Labor Federation pointed out that the exclusion of hospital workers from full collective bargaining rights was both unjust and unwise:

Unjust because such rights are afforded to the overwhelming majority of all other workers in the state and throughout the nation.

Unwise because adequate, dependable health care services cannot be reliably maintained if the wages and working conditions offered to the facility's workers are at or near the poverty level.

WAGES INADEQUATE

At the present time the wages and working conditions of hospital workers in California are almost as inadequate as—and in some cases more inadequate than—those of the state's unorganized farm workers, the most sorely exploited employees in the state.

Action on the Federation-initiated legislation (AB 865 and AB 866-Dymally) was bottled up in committee.

More Labor-Management Cooperation Vital, Pitts Says

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the men facing each other at the bargaining table.

"The fanatically anti-union employer is passing from the scene and his successor tends to accept the role of unions as an often troublesome but necessary force with which he must work and seek understanding," the secretary-treasurer of the California Labor Federation, AFL-CIO, said in an address to more than 350 participants at the San Francisco Junior Chamber of Commerce's 17th annual management conference at the Sheraton-Palace Hotel.

"A VIVID EXAMPLE"

Citing California's continuing farm labor dispute as "a vivid example of the clash between the old way of opposing unions and the modern need for understanding by management," Pitts said that "the arguments used to oppose farm worker unionization had a particularly hollow ring today" because they "represent discarded relics of the past."

Similarly, he noted, today's workers are different. They are younger, "remarkably sophisticated," possessed of middle-class values, want "more money and fringe benefits now" and demand a voice in a broad range of economic and social affairs "directly affecting their working lives."

AUTOMATION'S IMPACT

In addition, he said, the "cold and impersonal" impact of automation and corporate consolidations is serving to spur the desire of many white-collar workers to join unions. At the same time, union blue-collar workers are beginning to demand that they "be treated in terms of pay the same way as white-collar workers—that is, that they are entitled to a regular monthly wage and relative freedom from recurrent layoffs."

This latter goal, Pitts predicted, is likely to be one of the chief bargaining topics in 1967, particularly in the automotive manufacturing field.

In view of the changes in the composition of the labor force and the attitudes of both labor and management, Pitts said that it is essential to abandon the historic "we-they" concept

in labor-management relations and, instead, "in concert . . . realize the necessity of cooperation on levels of production, work quotas, and the issues of rising productivity."

While labor "does not seek to usurp management's rights," he said, it does seek some voice in controlling its future, and believes that "the question of productivity for whom and for what must be our foremost concern."

After all, he stressed, "products are for men; men are not for products . . ."

"Together we must recognize that higher wages and profits are not an end in themselves; rather they are the means to a more bountiful future for all."

On the productivity issue, Pitts pointed out that, contrary to popular belief, labor costs per unit of output in the United States have declined rather than increased since 1960.

LABOR COSTS DROP

A recent national study, he said, shows that "far from rising, labor costs per unit of output are nearly 2 percent less than in 1960" even though such costs in other countries have risen sharply. For example, unit labor costs since 1960 in France are up 54 percent; in Great Britain and The Netherlands, 32 percent; in Germany, 28 percent; in Japan, 18 percent; in Sweden 10 percent, and in Canada, 5 percent.

But in the United States, Pitts pointed out, this productive advantage has not been adequately shared with the workers. Wages have risen only 20 percent since 1960 while manufacturing profits have "jumped 81 percent," he said.

SITUATION "DANGEROUS"
To the labor movement, such a situation "is both dangerous and inequitable," Pitts declared, because, in a mass consumption economy, "unless wages rise at a rate equal to profits, serious imbalances inevitably occur."

Moreover, the current situation creates the curious paradox of wage earners being "threatened by their own ability to produce more because there is a widening gap between what they produce and the wages they are paid."

On the positive side, Pitts credited management negotia-

tors with being "younger, more innovative, more sophisticated . . . and less likely to carry stereotyped preconceptions to the conference table."

Among the relatively new concepts contributing toward greater cooperation and understanding between labor and management, Pitts said, is the idea of "preventive mediation."

OTHER NEEDS

"If used to enhance mutual understanding rather than as a mask for greater government interference, it can bear fruit," he said, but there is also a need for greater liaison between shop stewards and the plant manager as well as for more year-round bargaining and increased participation by labor in such complex areas as plant planning and relocation, supervision and production, and training programs for workers displaced by automation.

"The need for increased cooperation between labor and management, therefore, is obvious. As citizens in an age when our national institutions are under daily attack, we have the joint responsibility of building not only a stronger economy at home, but of helping to build a stronger and safer world."

OUR RESPONSIBILITY

"As the living embodiment of what America means, we have the particular responsibility of exporting technical knowledge and concepts of justice to the newly awakening nations which populate most of this globe. But to do this abroad, we must improve our relationships at home by sweeping away a past history of mutual suspicion and accept one another not only as legitimate but as equals."

"Labor and management are economically interdependent, and while wage and hour issues make the headlines, it is day-to-day living which must concern us most . . ."

"Never before has there been a greater need for creative change—a change not springing from animosity but from the desire to improve that which calls for improvement," Pitts concluded.

New Battle Over R-T-W In Offing

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been promoted by anti-union employers and right wing groups such as the John Birch Society to foment disunity among the workers and weaken the union's bargaining power.

The NRTWC announcement also said it would seek federal laws to restrict what it called "compulsory unionism."

Larson said the new "right to work" campaign would be initiated in California, Delaware, Idaho, Illinois, New York, New Mexico, Pennsylvania, Massachusetts, Missouri and Montana.

Two years ago, on November 9, 1964, an organization calling itself "California Employees for Right to Work, Inc." filed incorporation papers with the Secretary of State's office in Sacramento. At that time, S. B. Cadwallader, NRTWC president, said he didn't have "the least idea" when another attempt to ban the union shop in California would be undertaken.

Now, however, the NRTWC apparently feels the time has come.

Although Larson did not go into any details in terms of the committee's congressional aims, it's quite possible that the anti-union forces will seek to reverse the present effect of Section 14(b) of the Taft-Hartley Act and make the union shop illegal except in states that pass laws to authorize such contracts.

At present, 19 states are saddled with "right to work" laws. These are: Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Kansas, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia and Wyoming.

Earlier this year, U.S. Labor Department data indicated that factory blue collar workers in these 19 states earned \$24 a week less—or more than \$1200 a year less—than workers in the rest of the nation.

In addition, the average maxi-

Fed's Stand Proved

Are Farm Workers Failing To Claim D.I. Benefits Due?

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fund.

"From 1961 through 1965," State Employment Director Albert B. Tieburg said, "farm workers contributed a total of \$23,700,000 to the disability fund, and received disability and hospital benefits totaling only \$11,700,000."

State AFL-CIO leader Tom Pitts, who spearheaded organized labor's fight for the legislation, cited the report as "just one more in a long string of examples of the false charges manufactured by special interest groups to attempt to block vitally needed and humane public interest legislation."

"Similar unfounded charges are being used by the same groups today to try to deny farm workers unemployment insurance just as was the case in the fight over the enactment of the social security program and the Fair Labor Standards Act in the '30s and the Medicare program more recently."

"But the important point about this report is that it indicates that farm workers, due to language barriers, lack of unionization and unawareness of their eligibility, have not been receiving all of the benefits to which they are entitled. The unionization program now moving forward under the AFL-CIO's United Farm Workers Organizing Committee will aid substantially in correcting this situation," Pitts said.

The state report, which specifically noted that farm work-

ers receive a minimum weekly unemployment benefit in the "right to work" states was more than \$8 a week lower than the benefits paid in the 32 union shop states and, still worse, the benefits for workers hurt on the job averaged some \$60 a month less in the "right to work" states than elsewhere.

In short, the real meaning of "right to work" is the right to work harder for less money and reduced social insurance benefits so your employer can reap higher profits.

ers "do not appear to be making adequate use of the disability insurance program," attributed this in part to language barriers, noting that such things as health factors and sex and age differences between members of the agricultural labor force and other components of the labor force do not account for the fact that farm workers claim relatively less in disability benefits than do workers in general.

In a move to correct this situation, Tieburg said the Department of Employment has stepped up its information program.

\$2.5 BILLION PAID

The report, which dealt with the first two decades of the disability insurance program's operation, disclosed that California workers have received almost \$2.5 billion in disability insurance and hospital benefits during that time.

Of this sum, \$1.8 billion was paid by the Department of Employment from the state fund while voluntary plans, the bulk of which are underwritten by private insurance companies, accounted for some \$600 million in benefits.

California is one of only four states to provide benefits for non-occupational disabilities, and is the only state that pays hospital benefits.

COVERAGE EXTENDED

When the program first went into operation in December 1946, it covered some 4.2 million wage earners and, during 1947 provided benefits for only 125,000 claimants.

Since then, thanks largely to the state AFL-CIO's legislative efforts, the weekly benefit amount which is based on the claimant's prior earnings has been boosted to a maximum of \$80 a week and the program's coverage has been extended to encompass 6.8 million California workers.

In addition the program was broadened in 1950 to provide hospital benefits of \$8 a day during hospitalization for up to 12 days and these benefits have

NLRB Restores Workers' Right To Hunting Area

A company may not offer its workers special privileges as a "fringe benefit" and then, years later, turn around and unilaterally withdraw the privilege.

This, in essence, is the decision reached by the National Labor Relations Board in a case brought by three local unions against the Southland Paper Mills, Inc., in Lufkin, Texas.

For some 20 years, the corporation's workers had enjoyed exclusive rights to hunt on a 6,600-acre company-owned woodland preserve, and the company had advertised the availability of the property for the workers' exclusive use as a "fringe benefit."

But following a strike in 1965, the company suspended the privileges for the 1965-66 season, asserting that such action was the company's unilateral right.

The union challenged the company's right to do this, charging that the company's actions violated the National Labor Relations Act. Initially, an NLRB trial examiner had said the matter should be negotiated but the NLRB ruled the company must restore the hunting privileges to the workers because it had advertised the availability of the property for their exclusive use as a "fringe benefit."

since been improved so that now they provide \$12 a day for up to 20 days.

Just last year, a Federation-backed bill (AB 36-Burton) extended the benefits of the program to employees of nonprofit hospitals.

During the current calendar year the program is expected to provide benefits totaling about \$240 million to some 500,000 claimants in contrast to the \$20 million in benefits paid to 125,000 claimants in 1947.

Just Shun It

Don't buy World Book Encyclopedia printed by Kingsport Press of Kingsport, Tenn., the Union Label and Service Trades Department of the AFL-CIO urges.

Unit Set Up To Expose Extremists

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World War II, will be dedicated to exposing the activities of extremist organizations and offering help to those under attack by such groups.

Although IAD's efforts will be directed at extremists at either end of the political spectrum, Littell indicated that most of its immediate action will be aimed at exposing extremists of the radical right because the John Birch Society and similar groups are engaged in a "lavishly financed effort to sell a predetermined set of fears and prejudices to the American people."

Pointing out that the John Birch Society's income has skyrocketed, with estimates for its income this year ranging from \$12 to \$26 million, Littell warned that the Birchers are now "fielding the largest staff ever assembled to attack the things Americans hold dear."

As a result, thousands of Americans "tend to live in a world reflected in the 10,000 weekly radical right radio broadcasts, the scores of radical right newsletters and hate sheets and magazines. . . .

"Once they are hooked by the radical right propaganda barrage, they often develop into fanatics, distrusting all other sources of information, including not only newspapers and television, but schools and churches as well," he said.

Noting that in many communities these extremists "have made life miserable for good citizens through spying, nocturnal phone calls, economic and social pressure, stonings, and even bombings," Dr. Littell said the Institute would work "full time, day-in, day-out (toward the) methodical correction of record, exposure of unworthy tactics, and focusing of the national conscience on local harassments in the hope that gradually a greater measure of decency and dignity can be restored to the American political dialogue."

The Institute has set up a staff in Washington, D.C., and plans to collect a library on

Medicare's Not So Bad After All, AMA Chief Concedes

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—and to stop fussing so much about who's to pay the bills.

But a note of self-interest crept in when he observed that the federal government is actually helping the medical profession by providing funds for the poor to buy private medical care.

Dr. Hudson, a Cleveland internist, called on the AMA and state and county medical societies to "launch a continuing program under predominantly private auspices to improve existing health care services and establish new services where they do not exist for all persons of whatever age, race, creed, or color."

Another note of the medical profession's self-interest crept in when Dr. Hudson reminded the 228 physicians participating in the AMA's 20th annual clinical convention in Las Vegas that, in view of the AMA's past record, the government isn't likely to assign a major role in health planning to doctors' organizations.

While Hudson's speech suggests that the AMA is now attempting somewhat more realistically to face both the facts of life and the needs of the people, it's likely to be a long, long time before most U.S. citizens can forget about the multi-million dollar campaign

extremist group activities.

"We won't smear but we will provide clear information," Littell pledged.

Littell, a Republican, charged that the Birch Society has established an interlocking directorate with a number of other radical right wing organizations including the Liberty Lobby, Americans for Constitutional Action, and the Church League of America. Other right wing groups in the Birch Society's orbit, he said, are America's Future, Christian Crusade, Mansion Forum, Dan Smoot Reports, the National Economic Council, the Church League of America, and We The People.

The extremists, he warned, are seeking to take over town councils, parent-teacher organ-

the AMA waged for more than a decade to block the passage of the Medicare bill.

If the AMA really wants to improve its image it might start by fighting for, rather than against, federal legislation to provide low-interest loans to medical students to help relieve the nation's acute shortage of doctors.

Many Americans are unaware that AMA, in addition to opposing Medicare, also fought vigorously but vainly in April and September 1963 to kill a provision of an aid-to-medical-schools bill that provided low-interest (3 percent) loans to medical and dental students. A year earlier the AMA had started its own student loan program charging 6½ percent interest.

Just for the record, 207 Democrats and 32 Republicans voted against the AMA's effort to kill the medical student loan program while 32 Democrats and 139 Republicans voted for it on April 24, 1963.

And before the House bill won Senate passage without amendment on September 12, 1963, guess who sponsored the AMA's unsuccessful last ditch effort to delete the medical student loan program from the bill?

That's right — it was Senator Barry Goldwater of Arizona.

izations, school and library boards as well as to discredit labor, religious, educational and public service associations.

Some of these extremist groups "sound more shrill than the Birchers and some play in a lower key, but they echo versions of the Birch line and their impact is cumulative," he warned.

Top labor officials serving on the IAD's organizing committee include UAW President Walter Reuther and Amalgamated Clothing Workers' President Jacob S. Potofsky. Other sponsors include U.S. Senators Clifford P. Case (R-N.J.) and Frank E. Moss (D-Utah), Arthur Larson, former chief of the U.S. Information Agency under President Dwight D.

Council to Map '67 Legislative Program

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and extend through Friday, December 9.

The broad outlines of the Federation's legislative program for the next two years were spelled out in policy statements and scores of resolutions adopted by delegates to the Federation's Sixth Convention in San Diego last August.

Confronting the Executive Council next week will be the task of determining legislative priorities for this program.

A meeting of the Executive Council of the California Labor Council on Political Education, the political arm of the state AFL-CIO, will be held at the conclusion of the meeting of the Federation's Executive Council, Pitts said.

Consumer Boycott Right of Union Upheld

Unions have a right to conduct consumer boycotts against merchants who advertise on struck TV stations.

This was the decision rendered by the Ninth Circuit Court of Appeals in a case resulting from a strike and picketing at TV station KXTV in Sacramento by the AFL-CIO National Association of Broadcast Employees and Technicians and the American Federation of Television and Radio Artists nearly six years ago.

The court held that a television station is, essentially, an element in the production of goods and services and that, under the publicity provision of the Landrum-Griffin law, unions may lawfully set up consumer picket lines at advertisers' places of business.

Eisenhower, and the Reverend John B. Sherrin, editor of the Catholic World.

The Institute's executive director is Charles R. Baker. Its offices are at 1330 Massachusetts Avenue N. W., Washington, D.C. 2005.