



California AFL-CIO News

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

Executive Secretary-Treasurer
THOS. L. PITTS 151

Dec. 16, 1966
Vol. 8, No. 50

State's Jobless at 7-Year Low; Employment Up

Unemployment in California was at its lowest level for any November since 1959 and employment, at 7,213,000, topped all previous November records, reflecting a gain of 264,000 or 3.8 percent over a year ago.

But a state report issued jointly by the State Department of Employment and the Department of Industrial Relations, also noted that employment in the construction industry was at its lowest November level in the past five years.

(In an effort to spur the sagging housing construction industry in the West the Federal Home Loan Bank Board announced Tuesday that it will allot the largest share of an extra \$500 million to be made available during the next few months for home financing to District 2, which encompasses California, Arizona and Nevada. District 2, the Board said, would receive 20.6 percent of the funds. This would amount to \$103 million but Los Angeles mortgage bankers indicated that they expect the actual impact of the allotment to be small.)

While employment in agri-

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Guild-BNA Strike Settled

Strong support from the labor movement throughout the nation has been credited by the American Newspaper Guild with leading to a settlement of the 210-day strike against the Bureau of National Affairs, a private labor-management reporting service.

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Bar foreign farm workers, Fed urges at hearing in S.F.

The state AFL-CIO urged the U.S. Labor Department this week to bar all foreign farm workers from California from now on or, failing this, to require California growers to offer domestic workers at least \$2.25 an hour and \$90 a week before allowing them to import aliens.

Events since the end of the bracero program (Public Law 78) two years ago such as the 280,000 increase in farm labor em-

ployment, the \$100 million increase in gross farm income and the \$114 million increase in domestic farm workers' earnings last year, the latest for which accurate statistics are available, "have proved conclusively," a spokesman for the California Labor Federation said, "that no foreign farm workers will be needed in California agriculture in 1967."

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Council Acts on Labor's 1967 Legislative Goals

A forward-looking 1967 legislative program aimed at "strengthening, expanding, and protecting the wages and working conditions of all Californians despite the prospect of increased opposition by special interest groups" has been adopted by the California Labor Federation, AFL-CIO, the

Federation's Secretary-Treasurer Thos. L. Pitts said today.

The program, to be sought during the 1967 legislative session in Sacramento, was pounded out in the course of a three-day session of the Federation's Executive Council at the Ambassador Hotel in Los Angeles late last week.

The state AFL-CIO's legislative program, which is based on resolutions and policy statements adopted by delegates to the Federation's Convention in San Diego last August, calls, among other things, for:

- Collective bargaining rights for farm, hospital and other presently excluded workers.
- Enactment of a state Fair Labor Standards Act with a \$2.00 minimum wage.
- A probe of hospital and medical costs in California.
- Initiation of a mandatory

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Consumers' Aide

ACC Urges Retention of Mrs. Nelson

A statewide drive to protect the Office of Consumer Counsel in California's state government by petitioning Governor-elect Ronald Reagan to retain the present counsel, Mrs. Helen E. Nelson, is currently under way.

The drive, initiated by the Association of California Consumers, stems from a report that Governor-elect Reagan unofficially promised to replace Mrs. Nelson by someone "more representative of consumer and business interests."

The ACC is petitioning the Governor-elect to urge him either to retain Mrs. Nelson or to select someone nonpartisan with no connection with business or industry and has asked that consumer-interested groups be consulted before the appointment is made.

It is urging other interested organizations and individuals

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Delano Boycott

The United Farm Workers Organizing Committee has stepped up its consumer boycott of wines and brandies of the Perelli-Minetti Company of Delano and is appealing to all consumers to shun wines and brandies produced by the firm.

The boycotted labels, the union said, are Eleven Cellars and Ambassador Wines, Aristocrat Brandy and Tribuno Vermouth.

All of these brands are distributed by the California Wine Association, which the UFWOC has described as a satellite of Perelli-Minetti.

Similar boycott activities helped bring about union recognition agreements at Schenley Industries and at the giant Di Giorgio Corporation's properties in Kern and San Diego Counties earlier this year.

Here's How To Give a Free Xmas Present

If you or your baby — large or small — need a pair of shoes, bear in mind that you can give some of your fellow workers a Christmas present at the same time just by refusing to buy non-union products.

The AFL-CIO Executive Council has announced its support of the Boot and Shoe Workers' Union boycott against shoes produced by Genesco. This firm has refused to negotiate with the union and has hired strikebreakers to produce scab shoes at its plant in Chapel Hill, Tennessee.

Brand names of the Genesco products, the Council said, include:

MEN'S SHOES — Fortune, Flagg Bros., Safety First, Jarmann, Johnson and Murphy, W. L. Douglas, Hardy, and Sentry.

WOMEN'S SHOES — I. Miller, Fortunet, Valentine, Charm, Step, Cover Girl, Mademoiselle, Datebook, Fantasy, and Gypsies.

The firm's children's brand name is Acrobats.

S.F. Union's Protest Saves Thousands for Workers

The bread and butter value of having a union to fight for you is exemplified by a recent arbitration award won by the AFL-CIO San Francisco-Oakland Newspaper Guild that restores wages totaling tens of thousands of dollars to some 90 Guild-covered employees.

At issue was the decision of the San Francisco Examiner to discontinue commission payments to its classified advertising employees after the merger of the San Francisco Examiner, Chronicle and News Call Bulletin and the formation of the San Francisco Printing Company last year.

A Guild contract clause bars cuts in base pay or commissions, so the union carried the case to arbitration.

But the company argued that a whole series of incentive payments to outside classified and telephone ad sales employees were not commissions within the meaning of the contract clause even though their elimination resulted in pay cuts for the employees.

Instead, the company claimed that special increases of \$9 for telephone sales employees and \$12.25 for outside employees that had already been negotiated were intended to make up

for the discontinued commissions.

But arbitrator Walter Galenson, a University of California Economics professor, disagreed.

There was nothing in the bargaining record to indicate any such intent and even with the special increases many employees still wound up getting less pay, he noted.

Galenson ruled that most of the incentive payments were in fact commissions and ordered that an average of the employees' commission earnings over the preceding six months be added to their base pay.

The ruling means that about 40 present employees will receive an average of \$10 a week retroactive to September 13, 1965, and the same weekly amount in future pay checks.

More than 50 other employees who lost their jobs in the merger will get similar sums for the six weeks they remained on the payroll after the merger.

Fred D. Fletcher, the Guild's Executive Secretary and a Vice President of the California Labor Federation, pointed out that in a few years' time the award will mean "hundreds of thousands of dollars to the employees affected," since some will receive more than \$20 a week."

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concerned with protecting consumer interests in California to do the same. Between now and the inauguration, letters to Governor Reagan should be sent to: IBM Building, 8th floor, 520 Capitol Mall, Sacramento, California 95814.

During her seven years in office, Mrs. Nelson, a Brown appointee, has worked closely with the California Labor Federation in seeking legislation to protect consumer interests.

Successes, a number of them stemming from Federation-initiated bills, have included enactment of laws banning deficiency judgments on household goods; curbs on the arbitrary cancellation of auto insurance policies by insurance firms; measures to strengthen the rights of credit buyers and to require the disclosure of credit charges on revolving charge accounts; and a TV repair law to protect consumers from deceptive or fraudulent practices.

In urging all organizations and individuals interested in improving consumer protections to act now, ACC President Mrs. Jackie Walsh, who is also president of the San Francisco Local Joint Board of Culinary Workers and of Waitresses Union Local 48, said:

"It would be a tragedy if we were to be saddled with a weak or partisan Consumer Counsel."

Teachers to Step Up Organizing Drive

A beefed-up organizing drive is being launched by the California Federation of Teachers, AFL-CIO, CFT President Marshall Axelrod announced this week.

Authorization to hire more organizers to strengthen the Union's campaign for collective bargaining rights was approved at a recent meeting of the CFT Executive Council in Los Angeles.

Pointing out that teachers in a number of cities and towns outside of California have "used collective bargaining procedures successfully to negotiate smaller class sizes, reduced clerical burdens, daily rest periods, and innumerable other working condition benefits," the CFT President said:

"The purpose of the Teachers'

Union drive is to gain for California teachers true bargaining rights already enjoyed by employees in industry and in other professions so that their students can have a decent education."

Harley Hiscox, a past president of the CFT, is the first organizer to be added to the CFT's organizing staff for the new drive.

Axelrod also cited the Junior College Guild as "an important moving force in junior college education in California."

The Guild, composed of junior college faculty members who belong to the CFT, held an organizational meeting in Oakland recently where it made plans to participate in the CFT convention December 27, and adopt-

ed a resolution calling for a 25 percent workload reduction for junior college teachers.

Such a workload reduction is necessary "to retain college-level education in junior colleges," the resolution said.

New Safety Barriers Reduce Road Deaths

Fatalities resulting from head-on crashes on some major highways has been reduced 90 percent by the construction of center-line steel safety barriers, according to a year-long safety study conducted by the American Iron and Steel Institute.

The study was undertaken after a National Safety Council figure showed that 16.7 percent of all traffic fatalities in

1965 resulted from head-on collisions compared to less than nine percent 20 years earlier.

Construction of hundreds of miles of such barriers has already been accomplished in California and virtually all of them show evidence of impact at many points along their course. Any one of these points of impact may indicate lives saved. They also indicate tax funds well invested.

State's Jobless at 7-Year Low; Employment Up

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culture declined with the completion of many harvest activities, employment in the aerospace complex—electrical equipment, aircraft, missiles and instruments—hit a new high of 556,000 last month.

Unemployment in California, at 358,000, was 36,000 less than a year earlier, marking the 15th consecutive month that unemployment has been below the comparable year-ago level.

Between October and November, however, unemployment rose by 49,000, an increase that was less than seasonal. The state's seasonally adjusted jobless rate was 4.9 percent in November, a shade below the 5.1 percent posted in October and significantly below the 5.6 percent existing in November, 1965.

The state's total civilian labor force, at 7,571,000 last month, was 220,000 higher than a year earlier.

In Los Angeles County total employment climbed to 2,943,000 last month and unemployment, at 129,200, was at its lowest November level in seven years. The 106,800 over-the-year increase in employment in the area represented a gain of 3.8 percent.

Since last March, unemployment in Los Angeles County has averaged nearly 20 percent less than a year earlier. The county's seasonally adjusted jobless rate dipped from 4.5 percent in October to 4.4 percent in November, well below the 5.5 percent rate existing in November 1965.

In the San Francisco-Oakland area, total employment, at 1,278,200, was 31,500 or 2.5 percent higher than a year earlier and unemployment, at 59,700 in November, was 2,100 less than in November 1965. The S. F. Bay Area's seasonally adjusted jobless rate was 4.5 percent last month, unchanged from a month earlier, but below the 4.8 percent rate posted in November 1965.

"The tight money supply held construction employment nearly 4,000 below a year ago," the state report said.

Council Acts on Labor's 1967 Legislative Goals

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rehabilitation program to assure that adequate services and facilities are available to workers hurt on the job so they can maximize their future earning capabilities.

- A ban on professional strikebreakers.

- Repeal of the Winton Act which denies effective representational rights for the state's teachers.

- Extension of unemployment insurance benefits to excluded workers, including farm workers.

"Success of the Federation's program, however," Pitts warned, "will depend to a greater extent than ever on the degree of unity, dedication, and effort organized labor is able to muster in the months immediately ahead."

Among other improvements in the social insurance field, the state AFL-CIO will seek legislation to:

- Provide pregnancy benefits during hospitalization under the employee-financed disability insurance program.

- Boost the tax base to \$15,000, and,

- Eliminate the so-called trade dispute disqualification provision in the same program.

The latter provision presently denies disability insurance benefits to workers who are disqualified from the employer-paid unemployment compensation program because of a trade dispute unless the employee can prove that his disability was not related to the trade dispute.

The present law, which presumes the worker's disability was caused by the trade dispute, puts the burden of proof that the disability was not so caused on the worker at a time when he is least able to defend himself and denies him insurance rights that he, not the employer, has paid for.

In the unemployment insurance field, the program calls for boosting maximum weekly benefits to \$80 and providing for escalation of benefits thereafter; extension of coverage to those presently excluded; inclusion of tips in computing wages for both disability insurance

and unemployment insurance benefits; and extension of jobless pay benefits from the present 26 to 39 weeks.

In addition to institution of a mandatory rehabilitation program under the state's workmen's compensation set up, the Federation will seek to boost maximum weekly temporary disability payments; raise both the minimum and the maximum weekly benefit amount for permanent disability; eliminate the requirement that five members of the Workmen's Compensation Appeals Board be lawyers; and extend the program to include domestic service workers.

It will also seek legislation to:

- Authorize state and public agencies to execute collective bargaining pacts.

- Provide overtime premium pay for public employees.

- Ban ex parte injunctions.

- Create a California Service Act.

The Council also reluctantly accepted the resignation of Federation Vice President Hugh Allen of Lumber and Sawmill Workers Local 2608 of Redding with an expression of appreciation for the services he has rendered.

Action on Federation participation in the Council for Health Plan Alternatives, an organization seeking to pool organized labor's collective bargaining strength to maximize health benefits for union workers, was postponed pending further study and a report to the Council's next meeting.

Wirtz to Address IRRA Meeting in S.F.

U.S. Secretary of Labor W. Willard Wirtz will be the featured speaker at the 19th annual meeting of the Industrial Relations Research Association to be held December 28-29 at the Sir Francis Drake Hotel in San Francisco.

Both Wirtz and U.S. Commissioner of Labor Statistics Arthur M. Ross, former director of the University of California Institute of Industrial Relations in Berkeley, will address the meeting on December 28. The IRRA is a nationwide organization of individuals in-

More Women Than Ever Now Holding Jobs

Women may be the weaker sex, but they are flexing a great deal of muscle in California's labor force, according to Ernest B. Webb, Director of the State Department of Industrial Relations.

Statistics prepared by the Department's Division of Labor Statistics and Research, Webb said, indicate that more women than ever before held jobs in California's nonfarm industries this October and that they continued to join the nonfarm workforce at a faster pace than men.

The record total of 2,190,500 women wage and salary workers in October represented a fraction more than 35 percent of all nonfarm workers, but women accounted for 45 percent of the new jobs added in the State's economy since a year ago.

Rate of job growth from October 1965 further reflects the ladies' ability to ~~more than~~ hold their own in the world of work: women workers in nonfarm activities increased by 5.8 percent over the year compared with a 3.8 percent gain in the number of their male counterparts.

In recent years, fields traditionally the realm of women—for example, public education, medical services, and some retail trade categories—have been among the main sources of new jobs in the efforts of California's economy to meet the needs of a rapidly-growing population, Webb pointed out.

Women workers also have benefited a bit more than men in the 1965-66 resurgence in aerospace manufacturing industries. While they account for just under 25 percent of the employment in the four space-related industries (electrical equipment, aircraft, missiles, and instruments), they received 29 percent of the jobs created in this complex since October 1965.

involved in the labor relations field. The meeting is open to all trade unionists and their wives. For details, phone 415-849-1424.

Bar foreign farm workers, Fed urges at hearing in S.F.

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To back up its stand, a statement presented to a Labor Department hearing at the Nourse Auditorium in San Francisco in behalf of state AFL-CIO leader Thos. L. Pitts, also pointed out that, despite an 8 percent increase in farm productivity which reduced labor requirements, even the average employment of domestic seasonal farm workers showed an increase of more than 14,000 last year.

Moreover, while the number

543 KILLED

147,800 Hurt On Jobs in State In Nine Months

More than 147,800 California workers suffered disabling job-connected injuries and 543 of them were killed during just the first nine months of 1966, Ernest B. Webb, Director of the Department of Industrial Relations, reported today.

The total of 147,886 was 11,114 or 8 percent higher than the number of such injuries during the same period last year. This increase sharply exceeded the rise in employment during the same period, the report said.

But, noting that more new jobs were created in California this year than in any year since World War II, Maurice I. Gershenson, chief of the Department's Division of Labor Statistics and Research, pointed out that an increase in on the job injuries is not unusual during periods of rapid job growth. It is attributable in part, at least, to the fact that many of the new workers are either unfamiliar in their new working environment or are inexperienced in the job and inadequately aware of necessary safety precautions, he said.

The total of 543 deaths resulting from work accidents during the first nine months of 1966 was 5 fewer than during the same period last year.

of braceros used in California this year was cut by more than 57 percent—from 20,560 in 1965 to 8,775 in 1966—gross farm income is expected to be \$150 million higher than last year and farm worker earnings are expected to rise to \$800 million, an over-the-year gain of \$70 million, Pitts' statement said.

Noting that the increased employment and higher wages of the state's farm workers has also "stimulated local communities by upping purchasing power and reducing welfare costs," the Federation declared that:

STATE BENEFITS

"The fact is that all of California agriculture has prospered by the termination of Public Law 78 . . . (and) . . . we believe that Public Law 414 should be amended to bar foreign farm worker importation entirely."

But recognizing that the Labor Department may not accept its primary recommendation, the Federation urged that if criteria are to be used that the criteria established in April of 1965 be substantially revised.

Specifically, pointing out that the \$1.40 an hour figure established a year and a half ago was "much too low at that time" and that the sharp rise in the cost of living since January 1964 has hit low income families disproportionately hard, the Federation urged that the hourly adverse effect rate in California be at least \$2.25 an hour, and that it "apply regardless of whether a grower uses a piece-rate or hourly pay system."

RATE JUSTIFIED

To justify this rate, the state AFL-CIO pointed out that \$2.25 an hour is about \$1 less than the gross hourly earnings of California factory workers this year and 35 cents less than the average hourly wage in the state's canning industry. It is also roughly equal to the hourly wage paid in California to workers in non-farm industries em-

ployed at jobs requiring little training.

The Federation also noted that the \$2.25 rate barely exceeded the actual earnings of Mexican Nationals employed on piece-rates in California this year. Braceros employed in tomato picking averaged \$2.20 an hour and those in brussel sprouts averaged \$1.93.

FLOOR PROPOSED

But the Federation emphasized that "in no event must the hourly adverse effect rate be set below the highest hourly rate arrived at through collective bargaining between California growers and farm unions."

Secondly, in line with the long recognized view that "premium pay" should apply to particularly arduous jobs, the Federation urged that an hourly rate of 125 percent of the standard adverse effect rate be established for such crops as asparagus, dates and brussel sprouts. Based on the \$2.25 rate, the premium pay rate in California would then be \$2.81 an hour.

Thirdly, in recognition that 40 hours is the standard work week in the nation, the state AFL-CIO urged the Department to establish a weekly rate of 40 times the hourly rate. Based on a \$2.25 hourly rate in California this would amount to \$90 a week.

SHEEPHERDERS TOO

Finally, noting that Basque shepherders had been excluded from the criteria established in December, 1964, "for some reason which escapes our comprehension," the Federation urged that they henceforth be included.

In summary, the Federation declared:

"All objective observers must agree that tremendous forward strides have occurred in California agriculture since the termination of P. L. 78. It is our fervent hope that not only will progress continue but that it will speed up until the day when farm workers, not only in California but throughout the country, are a significant part of the mainstream of American economic life."

Farm Workers' Job is Among Most Hazardous

In most industries it is almost axiomatic that the more hazardous the work is, the higher the pay and the better the fringe benefits. But this isn't so for farm workers. In fact, practically the opposite is the case in agriculture.

In 1964, according to a U.S. Labor Department report, agriculture was "among the most hazardous of all industries" and injuries to farm workers had a greater impact on the worker and his family than did injuries in other occupational groups because farm workers had far less adequate hospital insurance coverage.

The report said that statistics showed that agriculture accounted for only seven percent of the nation's total employment in 1964 but farm workers sustained 13.2 percent of all disabling injuries and 22.5 percent of all fatalities.

Guild-BNA Strike Settled

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Members of the Washington-Baltimore Guild have returned to work at BNA with a new contract providing improvements in wages and working conditions and including a provision marking a step toward the union security goal the Guild sought.

The fact that hundreds of local union and central bodies throughout the nation cancelled their subscriptions to BNA services during the strike helped substantially in resolving the dispute, the Guild said.

Top Guild officers have announced that the ANG is renewing its own subscription to BNA publications and has sent a letter to other unions recommending it as "the only all-union service in the labor-management reporting field."