



# California AFL-CIO News

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Executive Secretary-Treasurer  
THOS. L. PITTS 151

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## Teachers' Pay Lags in Big Cities, Study Shows

During the past five years, the percentage of salary increases for teachers in big cities has fallen substantially behind the overall increases for all teachers and has also been less than that of factory workers but there is some evidence this year that big city teachers are beginning to catch up, a U.S. Labor Department report has disclosed.

The report, written by Arthur Sackley of the Bureau of Labor Statistics, noted that big city teachers—those in cities of 100,000 or more—have fallen behind most other occupational

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## Unprecedented S. F. Hospital Wage Pact OK'd

An unprecedented and unscheduled interim increase for hospital workers at 10 major San Francisco hospitals which boosts the wages of some employees by more than \$100 a month has just been won by Hospital Workers Local 250 of the AFL-CIO Building Service Employees Union.

(Just at press time, the Building Service Employees' Union also announced that similar adjustments for some 2,000 employees of Kaiser Foundation Hospitals in northern California have been agreed to by Kaiser. In addition, the Kaiser pact also will provide a \$100 a month across-the-board increase for laboratory technicians, X-ray technicians, physical therapy workers and other technical

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## CHRISTMAS MESSAGE

By Thos. L. Pitts  
Secretary-Treasurer  
California Labor Federation, AFL-CIO

Christmas, the celebration of the birth of Jesus Christ, has long served to symbolize the brotherhood of man.

And it has always seemed particularly significant to me that when we divert our attention from more material pursuits and direct it with a little extra concern and warmth toward our family and friends as we do during the Christmas Season, the attitudes we develop create an atmosphere of compassion and helpfulness far more conducive to affirming our common brotherhood than exists at any other time.

What a pity it is that we are not yet able to cultivate this same atmosphere throughout the year and bring it to bear boldly and imaginatively

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## Per Capita Income Drops in RTW States, Study Shows

With the National Right to Work Committee now beating the drums for a renewed attempt to impose compulsory open shop laws on California workers as well as on workers in a number of other states, maybe it's time to look at what's happened in the 19 states still saddled with

## LBJ Bypasses Wirtz on Key Labor Issue

President Johnson has bypassed U.S. Secretary of Labor W. Willard Wirtz and assigned Under Secretary of State Nicholas Katzenbach, who has no background in labor relations, to head a task force to consider new legislation to prevent national emergency strikes.

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## Union Wins Key Victory at L. A. Hospital

A major breakthrough in the organization of hospital workers was scored last week when employees at the Cedars of Lebanon Hospital in Los Angeles chose the AFL-CIO Building Service Employees Local 399 as its bargaining agent despite persistent anti-union efforts by the hospital's management for nearly 20 years and a last-ditch attempt to swing the employees to a so-called independent union.

While the hospital's management denied Local 399 any opportunity to distribute pro-union literature in the hospital and hired guards to keep union

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## Install Seat Belts, Building Industry Told

In a move that may help stem the rising tide of disabling on-the-job injuries in the construction field, the State Industrial Safety Board this week ordered the installation of seat belts and roll bars on all self-propelled earth-moving equipment used in the construction industry.

The order, which applies to some 60,000 pieces of such machinery in California, gives California contractors some 6

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Best Wishes for a  
MERRY  
CHRISTMAS

## Growers Drop Plan to Move To Mexico

Tri-Valley Growers, a grower-owned canning firm which announced with great fanfare last year that it was going to move its tomato growing operations to Mexico, disclosed this week that it had abandoned the idea.

After an 18-month study, a company official said, the moving plans have been dropped because "the dynamic events of the past two seasons now indicate that tomatoes can be successfully grown in California under current conditions. . . ."

In 1965, the firm's plans to move to Mexico were prompted by its view that the tomato crop could not be harvested without braceros.

Events during the past two years, including a significant improvement in wages paid to farm workers and an increase of more than 14,000 in domestic hired farm workers, have proved conclusively that California agriculture not only doesn't need to import foreign farm workers but that the state's economy is better off without them.

## Install Seat Belts, Building Industry Told

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months to comply. But the six-month period applies only after the safety equipment has been approved by the State Division of Industrial Safety.

The unanimously-approved order which adds a new section to the California Construction Safety Code, calls for the installation of fenders, an emergency braking system, seat belts and roll-over protection for all "self-propelled, pneumatic-tired earth-moving equipment whose primary purpose is rapid movement of large quantities of materials. . . ."

Just last week the state Division of Labor Statistics and Research reported that disabling on-the-job injuries during the first nine months of 1966 were 8 percent higher than in the same period a year ago. Of the 147,886 workers injured during the period, 543 were killed.

## Per Capita Income Drops in RTW States, Study Shows

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\$3.44 and California's \$2.93 down to Pennsylvania's \$2.63.

And of the 12 non-"right to work" states in which the average hourly wage is below the \$2.60 national average, it is not less than \$2.00 in any of them. Moreover, the average hourly earnings in these 12 union shop states is \$2.28 compared to an average of only \$2.07 in the 13 below average states with "right to work" laws.

In a word then, even in the non-RTW states that are below the national average in hourly wages, workers earn 21 cents an hour more than their fellow workers in the 13 below average "right to work" states.

All of the above figures are based on the annual Survey of Manufacturers conducted by the U.S. Department of Commerce.

But a more recent study, the Commerce Department's August 1966 Survey of Current Business provides an even better eye opener to the disadvantages that result when states are taken in by the "right to workers" propaganda.

This survey provides a look at what has happened to the per capita income in "right to work" states since they adopted the compulsory open shop law.

Look it over, and draw your own conclusions:

**In Alabama** per capita income was \$680 below the national average when the state enacted a "right to work" law in 1953. By 1965 per capita income had dropped to \$836 below the national average—a loss of \$156.

**In Arizona**, which passed the law prior to 1948, the earliest year for which figures are available, the per capita income was \$156 shy of the national average in 1948. But last year it was \$376 below it, a loss of \$220.

**In Arkansas** the per capita income was \$555 below the national average in 1948, immediately after the state adopted the RTW legislation in 1947. But per capita income has now fallen to \$901 below the U.S. average for a loss of \$346.

**In Florida**, "right to work" legislation was enacted in 1944. In 1948 per capita income was \$250 below the national aver-

age. By 1965 it was \$323 below—a loss of \$73.

**In Georgia**, which was \$462 below in 1948, was \$587 below last year for a loss of \$125.

**In Iowa** where the per capita income was \$159 above the national average in 1948, it has now dropped to \$70 below the U.S. average, a loss of \$229.

**In Kansas**, where RTW legislation was enacted in 1958 when the state's per capita income was \$5 above the national average, per capita income had fallen to \$107 below the U.S. average by 1965 for a loss of \$112.

**In Mississippi** per capita income was \$877 below the national average when RTW was enacted in 1954. But by 1965 per capita income had fallen to \$1,138 below average for a loss of \$261.

**In Nebraska**, per capita income was \$79 above the U.S. average in 1948. But by 1965 it had fallen to \$117 below for a loss of \$196.

**In Nevada**, a somewhat exceptional state because of the dominance of gaming interests, a compulsory open shop law was enacted in 1951 when the state's per capita income was \$598 above average. But by 1965, even in Nevada, the per capita income had dropped \$33 to \$565.

**In North Carolina**, where a "RTW" law was passed in 1947, the per capita income in 1948 was \$457 below the U.S. average. By 1965 it had dropped to \$705 below, for a loss of \$248.

**In North Dakota** per capita income was \$28 below the national average in 1948. But by 1965 it had dropped to \$467 below for a loss of \$439.

**In South Carolina** compulsory open shop legislation was passed in 1954, when the state's per capita income was \$666 below the U.S. average. But by 1965 per capita income had dropped to \$900 below for a loss of \$234.

**In South Dakota** which enjoyed a per capita income \$67 above the national average in 1948, the per capita income had dropped to \$533 below the average by 1965 for a loss of \$600.

**In Tennessee** per capita in-

## They've Got Something In Common

Study the following names for a moment to see if you can figure out what they all have in common:

Vice President Hubert H. Humphrey; Leonard Bernstein; Senator Paul Douglas; Helen Hayes; James Reston; Senator Eugene McCarthy; Arthur Rubinstein; Edward R. Murrow; Walter Cronkite; Chet Huntley; and Sam Levinson.

Have you figured it out without standing on your head or turning the paper around? Great, you're pretty sharp.

Each is a member of the AFL-CIO union in his professional field protecting professional standards in a way no unaffiliated association can. They bring professional pay, working conditions and status.

come was \$486 below the U.S. average in 1948. But by 1965 it had dropped to \$733 for a loss of \$247.

**In Texas**, where per capita income was only \$232 below the U.S. average in 1948, it dropped—after 18 years of existence under compulsory open shop legislation—to \$408 in 1965 for a loss of \$177.

**In Utah** which adopted "RTW" legislation in 1955 when its per capita income was \$251 below the U.S. average, the per capita income dropped to \$391 below average in 1965 for a loss of \$140.

**In Virginia**, where it was \$300 below the U.S. average in 1948, it dropped to \$327 below average by 1965 for a loss of \$27.

**In Wyoming**, where the per capita income was \$18 above the national average in 1962, the year before the state swallowed the compulsory open shop legislation, per capita income had fallen to \$188 below the U.S. average by 1965 for a loss of \$206.

In summary, per capita income, in relation to the national average, has dropped in every one of the 19 states that has enacted so-called "right to work" legislation.



## Union Wins Key Victory at L. A. Hospital

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representatives out, literature attacking Local 399 and promoting an organization called the International Union of Confederated Industrial Workers of America was distributed throughout the hospital just before the election and left in employee's time card racks, a statement by the Local 399's organizing committee said.

The statement noted that the Confederated Industrial Workers of America "is headed by Tony Doria, who was a leader of a union that was expelled by the AFL-CIO."

It also quoted a U.S. Senate Committee report on Doria which stated that:

"The Committee finds that Anthony Doria seriously misused his position, defrauded the union's membership, and played a key role in the infiltration of gangsters and racketeers into that union. Mr. Doria through fast talking, attempted to obscure the real issues, but his improper activities are nevertheless clear and reprehensible."

In spite of such tactics, Cedars' employees chose Local 399 by a vote of 356 to 344.

This was the major unit involved in the election which was conducted by the State Conciliation Service in the absence of federal or state laws to provide collective bargaining procedures for hospital workers. The unit encompasses about 800 employees, including licensed vocational nurses, dietary workers, nurses' aides, maintenance and housekeeping employees.

The statement by the Cedars of Lebanon Organizing Committee pointed out that "the average wage at Cedars in classifications such as dietary, housekeeping and laundry is less than \$1.50 per hour" and declared that "our union does not feel that any person, with or without a family, can live decently on such wages."

Contract negotiations to improve the wages and working conditions of the hospital's employees are expected to get

## Right of Public Workers To Voice Views is Upheld

The right of public employees to express views on controversial public issues has been reaffirmed in a decision handed down by the California District Court of Appeals which could go a long way toward restoring the full political rights of citizenship to local government employees throughout the state.

The case arose more than two years ago when Claude Belshaw, a member of AFL-CIO Fire Fighters Local 1227 in Berkeley, was suspended for 30 days without pay by Berkeley's City Manager John D. Phillips for writing a letter to the Berkeley Gazette setting forth his views on why Fire Fighters and policemen should continue to get equal pay.

(Firm opposition to fire-police disparities which could result in the degeneration of the fire service in California into "a second-class emergency service" was voiced in a resolution adopted by delegates to the California Labor Federation's convention in San Diego last August.)

The City Manager's action was subsequently upheld by the Berkeley Personnel Board by 3 to 1 vote.

But Belshaw won a reversal of the Berkeley officialdom's action — including \$668 in back pay plus seven percent interest — on December 31, 1964, when Superior Court Judge Lyle Cook ruled in his favor.

At that time Judge Cook held that the various city ordinances that prohibited city employees from expressing disapproval of their superiors' policies and practices publicly were "vague and overbroad" and violated the fireman's right to free speech as guaranteed under the first amendment to the U.S. Constitution and deprived him

under way in the near future.

The Hospital Workers' victory at Cedars is also expected to spur the efforts of hospital workers throughout the state to demand collective bargaining rights in order to improve their economic conditions.

At present, hospital workers, along with farm workers, are among the most underpaid workers in the state.

of due process of law.

But the Berkeley City Attorney decided to carry the case to the Appellate Court.

In upholding the lower court's decision last month, the court again pointed out that Belshaw was exercising his right of freedom of speech as guaranteed under the United States Constitution and observed:

"Acceptance of public employment does not require the abandonment of constitutional rights.

"The rule is and should be that a public employee may speak freely as long as it does not impair the administration of the public service in which he is engaged.

Marshall Krause, an attorney for the American Civil Liberties Union which handled Belshaw's case, said the appellate court's decision "reaffirms the right of public employees to speak out on issues of public concern."

It also shows, he added, that the idea that "government employees can't have the same rights of free speech and press as do other citizens is dead wrong."

## Unprecedented S. F. Hospital Wage Pact OK'd

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personnel. The \$100 a month increase for the technical workers is on top of a \$20 across-the-board increase that went into effect November 1 under the union's 1965 Kaiser contract.)

The pact, negotiated some months in advance of the current contract's expiration, hikes the salaries of licensed vocational nurses with more than 3 years' experience from \$397.37 per month to \$500.07, increases the salaries of various technicians by as much as \$97 a month, and boosts the top scale for orderlies and aides by \$50 and \$37 a month respectively.

The interim pact, negotiated

## LBJ Bypasses Wirtz on Key Labor Issue

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Wirtz has repeatedly voiced opposition to compulsory arbitration and indicated he believes that impartial fact-finding boards should be given more power to recommend settlements in emergency dispute situations.

Last August, Wirtz' opposition to compulsory arbitration proposals was reinforced when the labor relations section of the American Bar Association voted by a 2 to 1 margin (98-46) against a proposal that strikes in the airline, maritime and rail industries should be made subject to binding arbitration.

In defeating the proposal, the lawyers pointed out that compulsory arbitration would encourage rigid positions by both labor and management because both sides would know that the dispute eventually would be settled by arbitration. This would destroy free collective bargaining, the ABA majority explained.

In short, compulsory arbitration not only doesn't stop strikes but also stifles the spirit of innovation that free collective bargaining encourages.

Or as Secretary Wirtz once put it:

"A statutory requirement that labor disputes be submitted to arbitration has a narcotic effect on private bargainers. . . they (will) turn to it as an easy — and habit-forming — release from the obligations of hard responsible bargaining. . . it would become, if required by statute a substitute for bargaining."

with the affiliated hospitals of San Francisco whose current contract doesn't expire until November 1, 1968, represented a frank recognition of the gross inadequacies of hospital workers' current wage rates.

Spokesmen for the Associated Hospitals of the East Bay, however, whose contract expires July 1, 1967, have declined to consider any adjustments prior to June 30, 1967, a union spokesman said.

## Teachers' Pay Lags in Big Cities, Study Shows

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groups in terms of fringe benefits as well as percentage of salary increases.

"But," Sackley said, "there is some evidence from improvements in salary scales in 1966 that the rate of increase is accelerating again, particularly in the largest cities."

He attributed this largely to "a new militancy" among teachers which is reflected in part by the doubling of the membership of the AFL-CIO American Federation of Teachers since 1959 and to "a rising tide of official action" by cities and states which favors expansion of teachers' collective bargaining rights.

The report noted that from 1939 to 1951 annual increases in teachers' salaries averaged 4.6 percent, but dropped to 4.2 percent from 1951 to 1965.

Pointing up the wide variation in teachers' salaries from city to city, the report noted that in 1966 "it was possible for a teacher in a city of 100,000 or more to earn as little as \$2,950 or as much as \$12,698 annually."

The average was \$6,862.

Since 1961 the overall increase for all teachers has been 17.4 percent but for teachers in cities of 100,000 or more it has been only 12.1 percent.

The report also observed that salaries are not growing in proportion to teacher demand in the old supply-demand sense, but tend, instead, to depend on the average income of the population served.

This is reflected in the fact that teachers who join the flight to the suburbs earn more than those who stay in the city where an influx of low-income families may dilute the tax base.

## Eversharp's \$185,900 To Promote Prop. 16

Eversharp, Inc., spent \$185,900 to promote Proposition 16, a vaguely worded anti-obscenity proposal on the November 8 ballot which was defeated by a 2-to-1 margin.

## CHRISTMAS MESSAGE

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tively to help solve some of our pressing social and economic problems which, left unsolved, perpetuate poverty and loom as barriers to brotherhood.

Throughout its history the labor movement has fought steadily for social and economic advances—for better schools, fairer pay, greater economic security and a safer world for all—out of the firm conviction that equality of opportunity, equality of civil rights and a fair day's pay for a fair day's work are inextricable threads in the fabric of brotherhood that mankind has long striven to weave.

During the past year one of the most significant advances in California in curbing the exploitation of man by man has been the breakthrough achieved in organizing the state's farm workers, long among the most deprived families in our labor force. While this job is far from fully accomplished, this year's progress proves that it can, must, and will be done.

Other advances requiring the cooperation and dedication of hosts of men and women of goodwill have also been made: broad and complex programs to improve the health care of our citizenry have been implemented; reforms to assure more adequate treatment more promptly for workers hurt on the job have been put into effect; and, among other advances, stricter safety regulations applying to all U.S. mine workers have been enacted.

While these advances may seem small in the context of such larger world problems as the threat of a nuclear holocaust or the challenge of space exploration, they are far from weightless on the scale of human values.

Trade unionists in Delano and those in the little Welsh coal town of Aberfan know this well. And this Christmas, they are probably far more acutely aware of it than most of the rest of us.

It is my fervent hope this Christmas that all trade unionists in California can take these examples—a triumph and a heart-rending tragedy—to heart and plunge into the most meaningful battle of mankind—the battle to root out poverty and discrimination, ignorance and fear and to affirm our common brotherhood.

For that is the path to peace on earth and goodwill toward men.

The firm, manufacturer of Shick Razors, notified the California Secretary of State's office that it spent that sum for a newspaper advertising supplement and radio program in be-

half of the proposition.

Patrick J. Frawley, Jr., a supporter of Governor-elect Ronald Reagan, heads the firm. He has often been listed as a supporter of right-wing causes.

## Action To Aid White Collar Workers Aired

Plans to create a new council of unions to spur unionization of white collar workers were announced in Washington last week.

The plan, disclosed by Charles Cogen, President of the American Federation of Teachers on Wednesday following a meeting of representatives of 13 unions with more than 1 million white collar workers, calls for creation of an AFL-CIO Council of Professional, Scientific and Cultural Employees.

One of the primary aims of the proposed council would be to seek to dispel what Cogen said was the "feeling among workers in some professions that it was unprofessional to belong to a union."

Cogen said that a founding convention for the council would be held in Washington early next year and that the council would seek to pool union efforts to "overcome this false image" and accelerate the organization of white collar workers.

Unions serving on the steering committee for the new council include: Actors' Equity; The American Federation of Teachers; The American Guild of Musical Artists; The American Federation of Musicians; the National Association of Broadcast Employees and Technicians; the American Federation of Technical Engineers; the Insurance Workers; and the American Federation of Government Employees.

## Insurance Union Wins Met. Unit in No. Cal.

Metropolitan Life Insurance Company agents in the Hayward-Castro Valley area of Southern Alameda County voted by an overwhelming 7 to 1 margin in favor of representation by the AFL-CIO Insurance Workers International Union in an election held last Friday.

The election, held under the supervision of the National Labor Relations Board, was the first election among Metropolitan Life Insurance agents in Northern California.