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Union Dues On Low Side, Study Finds

Union dues "tend to be" on the low side according to a study just completed by a professor in the Labor Education and Research Service at Ohio State University.

The study involved a detailed examination of the dues and fees structures of 3,461 locals in the major Great Lakes port cities of Chicago, Detroit, Duluth, Superior, Milwaukee, Toledo, Cleveland, and Buffalo.

Among other things, the study, conducted by Leon Applebaum, exploded the myth that union initiation, transfer, and work permit fees are excessive.

Based on reports filed with the Labor Department under the Landrum-Griffin Act, it found that of 2,739 locals reporting, 148 listed no initiation fee, 1,232 had fees up to \$5;

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Necktie Firm Accused Of FLSA Violations

A suit charging Cornell of California, an Oakland necktie manufacturing firm with violations of the child labor, overtime, and minimum wage provisions of the Federal Fair Labor Standards Act has been filed in the U.S. District Court in San Francisco by U.S. Secretary of Labor W. Willard Wirtz.

The suit, filed last week against both the firm and Frank G. Cornell of 6609 Colton Blvd., Oakland, individually, asks that the company be enjoined from future violations and from withholding payment of back wages.

Court Lifts Curb on Political Action by Public Employees

How Can Unions Best Honor A Real Friend?

How can such a staunch and stalwart friend of organized labor as the late Bishop of San Diego Charles F. Buddy best be honored?

This was the question that arose immediately following the Bishop's death last March 6. It was answered by the establishment of a Bishop Buddy Memorial Fund which, when

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A major inhibition on political activity by public employees was lifted last week when the California Supreme Court declared the pertinent section of the Government Code to be unconstitutional. At issue was whether an employee of a hospital district had a right to campaign during her off-duty hours for the recall of some of the hospital district's directors.

The landmark decision, which invalidates Section 3205 of the Government Code, also laid down three standards to be met by a governmental agency that would require its employees to waive any of their constitutional rights: It said that:

1—The political restraint must relate rationally to the en-

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FTC Proposes Guidelines For Truth-in-Credit

Guidelines to crack down on unfair and deceptive practices used by some retailers in selling consumer goods on the installment plan have been proposed by the Federal Trade Commission.

The proposals, which, if adopted, could amount to a "truth-in-credit" regulation, would spell out the details that retailers would be required to disclose to customers before goods are sold on the installment plan. Such details would include total cost, finance charges and informing the customer that the installment contract could be assigned to a collection agency.

Specifically, for example, advertisements or price tags showing a weekly or monthly payment such as \$1.98 a week or \$10 a month would be prohibited unless the total number of payments or total indebted-

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Long Delayed Report Asks More Aid for Consumers

A call for a wide-ranging attack on the "confusion and ignorance, deception and even fraud" that prevent the consumer from getting his money's worth has been sounded by the Consumer Advisory Council in its long-delayed report to President Johnson.

The council unanimously urged initiation of consumer education programs in the schools, a re-examination of standards in the processed food, fabric and household equipment industries, and a state-by-state review of credit legislation to determine if it really protects the buyer.

It also proposed establishment of a Cabinet-level department to represent consumer interests.

In addition, the council examined in detail four areas of

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Sealy Mattress Boycott Ends

The AFL-CIO Textile Workers Union has lifted its boycott of products manufactured by the Sealy Mattress and Empire Bedding Company of Albany, New York following the signing of a first contract with that firm.

The contract, reached only after a long strike and protracted labor board proceed-

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Happy
New Year

Court Lifts Curb on Political Action by Public Employees

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hancement of the public service.

2—The benefits the public gains by the restraints must outweigh the resulting impairment of constitutional rights, and,

3—The agency must demonstrate that no alternative less subversive of constitutional rights is available.

The court's decision, a major victory for all public employees, was carried to the State Supreme Court by the AFL-CIO Building Service Employees International Union in behalf of Miss Nellie Bagley, a member of the BSEIU's Hospital Workers Local 250 and a former nurse's aide at the Washington Township Hospital at Fremont in Alameda County.

In the majority opinion written by Justice Matthew O. Tobriner, the court pointed out that the prohibition set forth in Section 3205 "would, for example, prevent an employee of a city from participating in the campaign of any officer of the city and perhaps even his county, however remote might be the working relationship between such employee and such officer."

Taking note of the expansion of employment in the government sector, the 5-2 decision emphasized that:

"As the number of persons employed by government and governmental-assisted institutions continues to grow the necessity of preserving for them the maximum practicable right to participate in the political life of the republic grows with it.

"Restrictions on public employees, which, in some or all of their applications, advance no compelling public interest commensurate with the waiver of constitutional rights which they require imperil the continued operation of our institutions of representative government."

While recognizing "the right of governmental agencies to preserve their harmonious op-

eration by restricting such political activities as directly threaten administrative disruption or a loss of integrity," the court declared:

"When, however, the sweep of the restrictions imposed extends beyond the area of permissible limitation, we are obligated to strike down such strictures and any official act predicated upon them."

Miss Bagley was fired from the Hospital District two years ago because she refused to stop participating in a campaign to recall some of the hospital district's directors.

The court noted that in addition to campaigning only during her off-duty hours, Miss Bagley refrained from advising those whom she sought to en-

courage to vote for the recall that she was employed herself by the district.

The immediate effect of the decision is to order a lower Court in Alameda County to hear her suit for reinstatement and back pay.

Concurring in the majority opinion were Chief Justice Roger J. Traynor and Justices Raymond E. Peters, Paul Peek and Stanley Mosk.

In a dissenting opinion written by Justice Louis H. Burke and joined by Justice Marshall McComb, the two Republicans on the State's Supreme Court, Justice Burke argued that restrictions in Section 3205 "are not broader than are required to preserve the efficiency and integrity of the public service."

Long Delayed Report Asks More Aid for Consumers

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particular concern to consumers — household maintenance and repair, autos, health services and textiles, and made specific recommendations to protect the consumer.

The report was submitted on June 12 to Chairman Esther Peterson of the President's Committee on Consumer Interests. There was no explanation for the delay in making it public.

Recommendations include:

- The injection of consumer education elements geared to the needs and resources of low-income persons into anti-poverty programs.

- Encouragement of schools to include consumer economics in their curricula.

- A review of present labeling requirements by the Food & Drug Administration and the Agriculture Dept. with the aim of making improvements to provide "more adequate disclosure of the actual amounts

of the various ingredients in processed foods." In combination foods, the council favors separate listing of the weight of each component.

- Quality grading of foods with appropriate designations such as A, B and C, and of performance standards on clothing.

- Home maintenance and repair: Fraud and deception were found to be widespread and to cost consumers up to \$1 billion a year. The report lists the most common sharp practices in the field as "phony bargains, tricky financing, guarantees not honored, materials misrepresented, and performances exaggerated," and particularly referral selling, which it says should be outlawed.

"While voluntary codes of ethics and practices are valuable, the industry has shown that it cannot regulate itself," the report noted in calling for strict rules for sales and performances practices.

Support Urged For 1967 Dimes Drive

Support for the 1967 March of Dimes campaign has been urged by AFL-CIO President George Meany.

In a letter to all AFL-CIO affiliates, Meany pointed out that the AFL-CIO has endorsed the campaign, the proceeds of which are used for research and for the care and rehabilitation of children with birth defects. He urged all affiliates to cooperate with the campaign through the AFL-CIO Community Service program.

5 Checkpoints For Safety at Building Sites

A five-point program that should be included in any accident prevention program aimed at reducing on-the-job accidents in the construction field has been set forth in a bulletin issued by the Division of Industrial Safety.

Emphasizing that the five items are "only a minimum guide" to help contractors cut accidents, the bulletin said the following five items will be specifically checked for compliance:

1. Assurance that capable, responsible supervisors regularly make inspections of all operations on the job site and take adequate steps to control job hazards—both unsafe physical conditions including methods and processes, and the unsafe actions of people.

2. Adoption and use of a safe practices code suitable to the employers' type of operation.

3. Assurance that "tool box" or "tail gate" safety meetings are held with all employees at least every 10 working days.

4. Monthly or more frequent meetings of all foremen to discuss safety problems and accidents that may have occurred.

5. Safety instructions for all new employees, with stress on safety precautions and job hazards and instructions to each employee to read the code of safe practices.

FTC Proposes Guidelines For Truth-in-Credit

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ness to be incurred was spelled out.

The FTC emphasized that the proposed guidelines would apply principally to purchases made on the installment plan where in the seller retains the right to repossess the goods or where the consumer assigns a promissory note as security. They would not apply to regular charge or revolving charge accounts.

Public comments on the proposed guidelines should be submitted to the FTC in time to be received by February 24. No final ruling on the guidelines will be made before that date.

In a related action, Senator Warren G. Magnuson (D-Washington) announced last week that he would seek legislation to require credit advertising to disclose the total number of payments needed to pay the bill in full or the total amount of the payments for which the buyer will be indebted.

Magnuson said his legislation would be designed to correct "costly and inequitable practices" in credit advertising that is aimed particularly at low-income groups.

It would supplement the "truth-in-lending" bill which, since the defeat of Paul H. Douglas (D-Illinois) now has Senator Proxmire (D-Wisconsin) as its principal advocate.

In declaring that credit ads are "too often designed to obscure or deliberately hide the cost of credit," Magnuson added:

"How many of us have seen the appliance ad which lists a low cash price then promises that the appliance can be bought for 'no money down; just \$3.00 a week.'"

"But how often," he asked pursuing the question, "does the ad disclose that the \$3.00 must be paid for 75 or 100 weeks so that the total cost to the consumer will not be the advertised \$100 but \$200 or \$300?"

The AFL-CIO has long favored enactment of a "truth-in-lending" bill to require lenders to fully disclose financing

What Protections Should Displaced Workers Have?

If automation or business mergers wipe out your job, what protections should you have?

With the pace of technological change accelerating, this has become one of the key concerns of the National Commission on Technology, Automation and Economic Progress.

In a report issued by the Commission entitled "Technology and the American Economy," the Commission suggests that any adequate adjustment program to meet such situations must satisfy at least four basic requirements.

1. Those displaced should be offered either a substantially equivalent or better alternative job, or the training or education required to obtain such a job. This objective cannot be achieved unless displaced workers have access to the full range of available alternatives, the report notes.

2. Displaced workers should be guaranteed adequate financial security while searching for alternative jobs or while undertaking training.

3. They should be given sufficient financial aid to permit them to relocate their families whenever this becomes necessary.

4. They should be protected against forfeiture of earned security rights such as vacation, retirement, insurance and related credits.

The report emphasized that employers "should be encouraged to give employees a chance to try new jobs without forfeiting their rights to old jobs" and said that recent research "suggests that employer fears of premature job-changing are largely unfounded."

"The value to employees of advance notice of technological change can be greatly enhanced if it is accompanied by assistance in finding alternative jobs

charges on consumer credit, both in terms of dollars and cents and in terms of true percentage annual rates. It reiterated its stand in favor of such legislation in a policy resolution adopted at the last national AFL-CIO convention in San Francisco in December, 1965.

or securing additional training or education. Employees should be given either time off with pay to look for other jobs or financial assistance while they upgrade their skills through additional training or education. Employers willing to lend this type of assistance might well make it dependent upon the employees' commitment to stay at their jobs through the transitional period," the report said.

Admitting that there is "general agreement" that reductions in work force necessitated by technological change should, where possible, be accomplished by attrition, the report added that:

"One of the main objectives of manpower planning is to obviate the need for sudden and substantial layoffs, and also to ease the impact on those who must be displaced.

"By studying attrition ratios and the age structure of the work force, and by attempting to project manpower requirements, employers could do a better job."

Although organized labor as well as Government agencies have repeatedly emphasized the need for an "early warning system" to alert employees to the possibility or inevitability of future compulsory job changes, the report found that while some arrangements toward this end do exist, the notice periods are generally relatively short.

It also suggested that the Departments of Labor and Commerce should systematically investigate and report publicly on successful private adjustment programs developed either through collective bargaining or the unilateral efforts of management. At present, such information is relatively scarce.

Hourly Earnings Up

The average hourly earnings of manufacturing production workers rose one cent to \$2.76 in November and weekly earnings hit an all-time high of \$113.00, the U.S. Labor Department reports.

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large enough, will provide scholarships for higher education for bright but needy youths.

A resolution eulogizing the Bishop for playing "a major and unique role" in mobilizing California clergymen to oppose union-busting "right to work" efforts ever since the first attempt was made in the late '30s was adopted by delegates to the California Labor Federation's convention in San Diego last August. It called on all Federation affiliates to support the Bishop Buddy Memorial Fund "now and in the years to come."

To date, the contributions are still insufficient for the Fund to become operative. All affiliates are urged to consider this worthy cause.

Contributions should be made payable to the Bishop Buddy Memorial Fund and sent to the Chancery, Alcala Park, San Diego 92110.

Sealy Mattress Boycott Ends

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ings, will boost the wages of Sealy and Empire workers a total of 39 cents an hour, with 20 cents of it already in effect, a union spokesman said. Fringe benefit improvements boost the total package to more than 40 cents an hour.

Jack Rubenstein, the union's New York State director, expressed the union's appreciation for support given throughout the labor movement to the boycott saying:

"Without the support of the various state and central AFL-CIO bodies, including many international unions and their locals, this agreement might not have been possible."

The Strike Picture

Strike idleness in the first ten months of 1966 showed no marked difference when compared with the same period in 1965 and 1964, according to the U.S. Labor Department.

Warning on A So-Called Labor Paper

Reminiscent of the California Labor Federation's recent successful efforts against the promoters of the "State Labor News" in California is a story out of Allentown, Pa.

Kenneth J. Christ, representative of IAM District 152, has warned Allentown area employers about an alleged newspaper which may be falsely implying connection with the organized labor movement.

In a letter to all employers with IAM contracts, he pointed out that neither the union, its local nor district lodges are in any way connected with the "International Labor Advocate." He advised those contacted by solicitors for the publication to contact the union and the Better Business Bureau.

The records of the International Labor Press Association, AFL-CIO, show this particular paper is not endorsed by the AFL-CIO or any of its affiliates. The ILPA is now conducting an investigation into the backers and activities of the "International Labor Advocate."

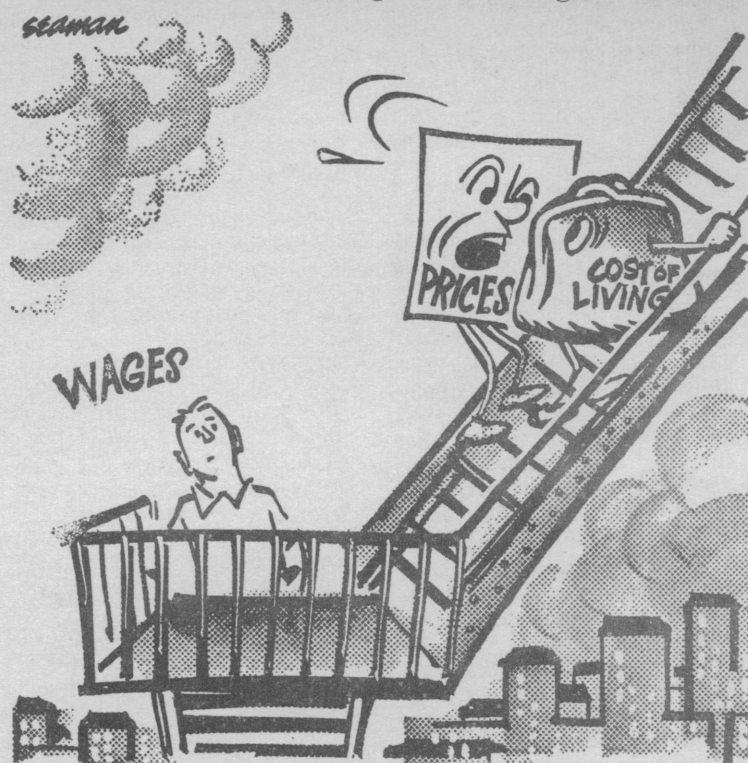
Last spring, the California Labor Federation, AFL-CIO, helped to expose the fraudulent sales techniques and business practices of an organization which claimed it published a paper called the "State Labor News." The operators of this outfit were particularly active in promoting ad sales for a special Christmas edition.

Using "boiler-room" techniques, they sold more than \$20,000 dollars worth of ads, shopping for customers in the yellow pages of the telephone book and rushing messengers out to make immediate collections. But they never published the paper.

Ultimately its two promoters were apprehended, pleaded guilty to a reduced charge of petty theft and served county jail terms.

The ILPA also reports that steps had to be taken to stop the similar false claims of the "Union Labor Bulletin" in Oregon.

"Do You Have the Feeling We're Being Followed?"



Why LBJ Vetoes Guam's RTW Law

Why did President Johnson veto the "right to work" law passed by the Territorial Legislature of Guam?

Because, the President said, it would "inhibit development of free collective bargaining" and prevent the growth of the "strong, responsible and self-reliant labor movement" needed for a prosperous economy.

That's what the President said in a letter to Guam's Governor, Manuel F. L. Guerrero, after the territory's legislature, dominated by conservative business interests, overrode Guerrero's veto of the bill. The legislature's action tossed the final decision into President Johnson's lap. He had three alternatives: sign it; let it become law without his signature; or veto it.

In his letter to Guerrero, Johnson pointed out that private business has flourished on the 209-square-mile island, a major Pacific military base with a population of 80,000.

"Yet," the President observed, "one feature which is universally found in the rest of the United States is ab-

sent in Guam.

"That feature is a strong, responsible and self-reliant labor movement.

"For more than 30 years it has been the expressed national policy of the United States government to encourage free collective bargaining between employers and organizations of their employees.

"Such free collective bargaining has helped to raise wage and employment standards, lower working hours, improve safety practices, and in many ways, assist the advance of the economic condition of working men and women.

"It is fair to say that one of the strong foundations of the prosperity which has been enjoyed by working men and women and their employers in the United States over the past 30 years is the existence of an effective labor movement.

"In my opinion, the bill before me will inhibit the development of the free collective bargaining which our national policy seeks to en-

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846 were in the \$5.01 to \$20 range; 261 had fees ranging between \$20.01 to \$50; 240 were over \$50; and 12 had indeterminate fees based on a variable such as earnings.

"Charges that labor unions exact exorbitant initiation fees are not substantiated by the data from these reports," Applebaum said.

On the dues level issue, the study found that of 772 unions using ranges-of-dues schedules, 509 list the maximum at \$5 or less and 263 had a top of more than \$5. About 6 percent, Applebaum said, charged a maximum of more than \$10.

"Dues of \$5 or less per month appear to be well within the average rank-and-file members' ability to pay," he observed.

Of 2,689 locals with prevailing fee schedules, the study found that 2,241 had rates of \$5 or less a month, 277 charged more than \$5, and "approximately" 1 percent had rates of more than \$10.

The study also found that some 2,900 locals listed no transfer fee whatever; 114 locals reported fees up to \$5; 59 had fees higher than \$5; and 23 listed fees based on earnings or some other variable.

A total of 3,435 locals reported work permit fees at a standard rate, but 3,239 of them reported that they collected no fees. Of the remainder, 114 locals got no more than \$5; 11 locals reported a range up to a maximum of \$5; and 15 had levies of more than \$5.

In summary, the author said: "... Regardless of the type of structure, initiation fees and dues tended to be low; and transfer fees and work permit fees were relatively low and apparently infrequently used."

courage. The development of free collective bargaining in Guam will tend to protect and advance the economy of Guam and the welfare of working men and women in Guam."