



# California AFL-CIO News

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Executive Secretary-Treasurer  
THOS. L. PITTS

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## Reagan Fills More Key State Posts

Additional appointments to key state government posts by Governor Ronald Reagan during the past week have included:

**State Labor Commissioner—William C. Hern**, a former executive secretary of the San Francisco Bay Area Bakery Employers Association who served as a spokesman for management in negotiating labor contracts for Continental, Kilpatrick, Langendorf, Colonial and Orowheat Bakeries. He has also been an executive of Colonial Bakeries.

**Director, State Division of Industrial Accidents—Roy J. Bell** of Los Angeles who is resign-

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## Imperial Co. Water Suit Filed by U.S.

A suit aimed at preventing the bulk of the benefits from publicly financed federal reclamation projects from falling into the hands of a small number of large landholders in the Imperial Valley in violation of U.S. Reclamation Law has been filed by the U.S. Attorney's office in San Diego.

The action, long urged by the California Labor Federation and the National AFL-CIO, was filed January 11 and is directed against the Imperial Irrigation District.

The District has refused to comply with a ruling issued more than two years ago by U.S. Interior Department Solicitor Frank J. Barry which

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## State AFL-CIO Hits U.S. Pay Policy for Sugar Workers

A stinging attack on the U.S. Department of Agriculture's wage policy in the nation's heavily subsidized sugar beet industry was delivered by the state AFL-CIO at a hearing in San Francisco this week. The department, which is charged with setting a "fair and reasonable

wage" in the industry, was accused of "practically ignoring" the farm workers' plight for years even though productivity in the industry has risen more than 65 percent.

In calling for a boost in the industry's current \$1.35 hourly wage to "at least \$2," a statement presented to the U.S.-D.A.'s Agricultural Stabilization and Conservation Service on Monday in behalf of Thos. L. Pitts, secretary-treasurer of the California Labor Federa-

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## Do You Rate D.I. Refund?

If you worked for two or more employers in California in 1966 and received more than \$7,400 in wages during the year, you may be eligible for a refund for overpayment of your state disability insurance which protects workers suffer-

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## Boost in Benefits for On-Job Injuries 'Overdue,' Solons Say

A \$10 a week boost in maximum weekly temporary disability benefits for workers hurt on the job is "long overdue" and other significant improvements in the state's workmen's compensation system are also necessary, an Assembly committee has declared.

Pointing out that the present \$70 a week maximum benefit for temporary disabilities has been in effect since 1961, a report submitted last week by Assemblyman Bob Moretti (D-Los Angeles), chairman of the Assembly Committee on Finance and Insurance, said:

"Since that time the state's average weekly wage has continued to rise which has resulted in fewer and fewer persons being compensated adequately."

To underscore the pro-

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## J. J. Christian, Ex-Fed V.P., Dies

J. J. (Joe) Christian, a veteran California labor leader and former Vice President of the California Labor Federation, AFL-CIO, died Tuesday following a two and a half year battle with lung cancer at the City of Hope Hospital in Los Angeles.

Mr. Christian, 68, had devoted more than 35 years of his

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## 16 \$500 Awards At Stake in Fed Scholarship Tilt

A statewide contest for sixteen \$500 scholarships open to all public and private high school seniors in California was announced today by Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO.

The contest, the Federation's 17th Annual Scholarship Awards Program, is designed to promote a better understanding of the American labor movement and at the same time to help outstanding students get a higher education.

In brochures announcing the competition which were dispatched to more than a thous-

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## Met Life Agents Vote for Union

The AFL-CIO Insurance Workers International Union racked up another significant victory last Friday when insurance agents at 18 district offices of the Metropolitan Life Insurance Company in the Los Angeles region chose the IWIU as their bargaining agent by a 4 to 1 margin.

With 295 agents eligible, the vote was 209 for the union to 51 against.

The election, conducted by

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## Reagan Fills More Key State Posts

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ing his post in charge of Safety and Public Affairs to enter state service. In his new post, Bell will be charged with administering the state's workmen's compensation program.

**Director of the Department of Professional and Vocational Standards** — Henry M. Shine, Jr., 45, of Sacramento, who was director of the National Housing Center for the National Association of Home Builders in Washington prior to his appointment. He replaces Republican Lt. Governor Harold J. (Butch) Powers who backed Gov. Brown's reelection.

**Deputy Director of the State Department of General Services** — Edward B. Hutchinson, 36, a Palo Alto real estate broker.

**State Real Estate Commissioner** — Burton E. Smith, 50, owner of a Bellflower (Los Angeles Co.) real estate firm and a former president of the California Real Estate Association. A Reagan aide said Smith supported Proposition 13 in 1964. This was the measure, approved by the voters but subsequently declared unconstitutional, which was aimed at invalidating the Rumford Fair Housing Act.

**State Highway Commissioners** — Vernon J. Cristina, head of the Cristina Warehouse Company of San Jose who was described as a Republican identified with the conservative wing; and Moon Lim Lee, a Weaverville businessman. A third new member of the seven-member Commission is the Reagan Administration's new State Transportation Administrator, Gordon C. Luce who, by law, serves as the Commission chairman.

**Director, State Department of Social Welfare** — John C. Montgomery, 33, a Ventura County Supervisor who resides in Thousand Oaks and is a Republican. He is a director of the American National Cattlemen's Association.

**State's Saving and Loan Commissioner** — Dr. Preston Martin, 43, a Republican who has served as a consulting economist for the Council of Savings

## 16 \$500 Awards at Stake in Fed Scholarship Contest

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and public and private high schools throughout the state this week, Pitts invited the seniors to "study the history of the labor movement. Become familiar with its social goals (and) look at its economic and political policies."

By doing so, Pitts said, they will be able to "participate more effectively in our industrial society by having a fundamental understanding of the goal of the labor movement in our democracy."

The two-hour scholarship examination will be held in all participating high schools on Friday, April 14, 1967.

Students planning to compete should submit their applications through the principal of their high school. All applications must be accompanied by a transcript of the student's four-year high school record and must be received by the California Labor Federation no later than March 20, 1967.

Winners will be selected on the basis of the two-hour exam and the students' academic records. The \$500 award will be deposited in the student's name at whatever accredited college he or she chooses. It may be used to pursue a career in any field of knowledge. It is not limited only to those interested in a career in organized labor.

In general, the exam will touch on such areas as the structure of the AFL-CIO; labor

and Loan Financial Corporations, an organization of firms that own and operate state-chartered savings and loan associations. Martin is a director of Lincoln Savings and Loan Association of Los Angeles and an advocate of legislation to permit savings and loans associations to make consumer-type loans instead of restricting them, as at present, to home mortgage loans. The Governor's office reported that Martin had severed his connections with the Lincoln Savings and Loan Association. In his new post he will be charged with regulating state-chartered savings and loan associations.

movement history; social legislation; political and economic problems; labor union programs; labor-management and government relations.

Thirteen of the 16 scholarships being offered this year are co-sponsored by the following affiliates of the federation:

Butchers Local No. 498, Sacramento; Carpenters Ladies Auxiliary, California State Council — Memorial Scholarship; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship; California State Council of Retail Clerks—Warren G. "Pop" DeSepte Award; Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Federated Fire Fighters of California; Los Angeles Building and Construction Trades Council; Los Angeles County District Council of Carpenters; Studio Utility Employees, Local No. 724, Hollywood—Henry C. Rohrbach Memorial Scholarship; and the Western Federation of Butchers.

The other three scholarships are sponsored by the California Labor Federation, AFL-CIO.

Serving on the judges panel for the competition are:

William R. Rentfro, Coordinator for Labor Programs, Center for Research and Education, Institute of Industrial Relations, University of California, Berkeley; Leland S. Russell, Chairman, Joint Study Committee (Vocational Guidance) California Association of Secondary School Administrators; and, Fred H. Schmidt, Research Specialist, Center for Labor Research and Education, Institute of Industrial Relations, University of California at Los Angeles.

Further information may be obtained by writing to: Education Committee, California Labor Federation, AFL-CIO, Thos. L. Pitts, Secretary-Treasurer, 995 Market St., Room 310, San Francisco, California 94103.

## J. J. Christian, Ex-Fed Official Dies in L.A. at 68

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life to both the labor movement and to community organizations and had worked on both sides of the bargaining table.

In 1940 he left Asbestos Workers Local 5 in Los Angeles to set up the labor relations department of the Associated General Contractors of Los Angeles.

But he returned to the labor movement in 1952 as assistant secretary of the Los Angeles County Building and Construction Trades Council and became its executive secretary in 1955, a post in which he served until his retirement.

Never one to remain idle, however, early last year he accepted a post with the Union Vision Service, an optical care plan endorsed by organized labor.

In commenting on Mr. Christian's death, State AFL-CIO leader Thos. L. Pitts said:

"In the course of more than a decade of service as a vice president of both the old AFL State Federation of Labor and subsequently as a vice president of the California Labor Federation, AFL-CIO, Mr. Christian worked tirelessly to improve the wages and working conditions of the workers of this state. His death is a sore loss to them as well as to all who knew him."

Mr. Christian had also served as a vice president of the State Building Trades Council and as a member of the Los Angeles County COPE Executive Board. His civic responsibilities had included service on the Mayor's Labor-Management Committee in Los Angeles; the County Citizens Advisory Committee on County Construction; the California Correctional Industries Committee; and on the boards of directors of the Southern California area Blue Cross and the Air Pollution Control Review Committee.

He is survived by his widow, Ruth.

Funeral services were held yesterday at the Old North Church, Forest Lawn, Hollywood Hills.

# Benefits Hike 'Overdue' for On-Job Injuries

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gram's present inadequacies, Assemblyman Moretti said the committee's study found that workers suffering disabilities ranging between 25 and 69 percent of total disablement incur an actual wage loss averaging \$42,000 per worker but receive an average of only \$3,200 in compensation.

Moreover, the study found that those with nearly total disabilities—disabilities ranging from 70 to 100 percent—receive an average compensation of only \$16,000 but lose more than \$46,000 in wages.

Asserting that "the committee does not look with favor upon the continuing deterioration in the temporary disability compensation rate," the report declared:

"The totally disabled workman must be assured of adequate compensation benefits to meet necessary living expenses at today's prices.

"The present maximum temporary disability benefit does not provide such adequacy. As a result, serious economic losses are visited upon an employee while he is temporarily disabled, a loss which the workmen's compensation system was initially designed to prevent."

The report recommended:

1. That compensation to workers suffering disabilities rated at 25 percent or higher should be increased to more adequately reflect the wage loss suffered by the average claimant. The committee indicated, however, that it does not presently favor an increase in the number of weeks of compensation for minor permanent partial disabilities of less than 25 percent.

2. Creation of an uninsured employers fund to provide immediate benefits to workers of uninsured employers.

In the latter connection, the report noted that the law requires every employer to have insurance or to risk "serious

# U.S. Files Suit To Enforce Water Law in Imperial Co.

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held that the 160-acre limitation of U.S. Reclamation Law applies to the Imperial Valley.

In essence, the suit, which may ultimately be carried to the U.S. Supreme Court, calls on the Federal District Court to declare that the irrigation district is bound by the U.S. Reclamation Law's land limitations when federally-subsidized water is used.

## LAW PROTECTS PUBLIC

These limitations were written into the 1902 Reclamation Act to prevent the unjust enrichment at public expense of large landowners and land speculators as a result of federal projects undertaken to provide water to otherwise arid land, or to lands where ground water is insufficient to meet agricultural needs.

U.S. Reclamation Law bans delivery of federally subsidized water to more than 160-acres (320 acres for man and wife) unless holders of larger tracts of land sign recordable contracts agreeing to sell their excess lands to eligible buyers within ten years. During the ten-year period, however, landholders may receive subsidized water for their excess acreage and profit from its use.

## BASIS EXPLAINED

The Imperial Irrigation District, which is dominated by the local large land owners, is apparently basing its refusal on an informal letter obtained in 1933 from a lame duck U.S. Secretary of the Interior, Ray Lyman Wilbur, an appointee of President Hoover, which exempted the valley from application of the reclamation law.

But the 1964 official ruling by Solicitor Barry upheld the public's interest and reversed the Wilbur opinion.

At present the district dis-

economic and criminal penalties."

But, the report pointed out, "none of these remedies, potent as they may seem, is of any avail to a seriously injured worker if the employer is insolvent or has inadequate assets to meet a judgment or award."

tributes Colorado River water through the All American Canal to some 500,000 acres of irrigated Imperial Valley Land. It is estimated that 411 land owners, many holding more than 1,000 acres, are receiving water for more than the 160 (or 320) acres allowed by law.

## LABOR'S ACTION

The AFL-CIO specifically decried the federal government's failure to enforce reclamation law in Imperial Valley in adopting a policy statement on natural resources at its last national convention in San Francisco in 1965. The statement declared:

"We deplore and call special attention to the failure of the Secretary of the Interior to enforce the excess land ownership provision of the Federal Reclamation Act in the Central and Imperial Valleys of California. . . .

"Labor has historically supported the federal reclamation programs needed to develop the West and as an early-day economic opportunity act for young and poor farmers. Now the program is fast becoming a huge federal subsidy to the corporation farmer and the absentee investor. We can no longer support any proposed reclamation project that allows this administrative perversion of law and national policy. . . ."

## AMENDMENT PROPOSED

The AFL-CIO statement called for amending reclamation law to provide "that no money shall be appropriated for any Bureau of Reclamation delivery system or any new project authorized unless all excess landowners have signed recordable contracts to sell off their holdings greater than the acreage provided by law."

It also urged the government to "administer our natural resources for the clear benefit of all the people, rather than just a greedy few. . . ."

And more recently, the California Labor Federation at its convention at San Diego last August, adopted a policy statement on water resources development which declared:

"The most meaningful way to attack California's rural

# New Pamphlet Cites Record of 89th Congress

"Labor Looks at the 89th Congress," a 92-page AFL-CIO legislative report covering both the first and second sessions, is now available for distribution.

The pamphlet, prepared by the federation's Dept. of Legislation, records the step-by-step action on major bills of interest to labor.

Its foreward is a statement by the AFL-CIO Executive Council describing the 89th as "the most progressive Congress in history" and stressing the need to protect and broaden its accomplishments during the 90th Congress.

Single copies are free; additional copies are 15 cents each or \$13.50 for 100. Listed as Publication No. 77H, it can be ordered from the Pamphlet Division, AFL-CIO Dept. of Publications, 815 16th St., N.W., Washington, D.C. 20006.

poverty would be to rapidly break up the approximately 900,000 acres of federally-financed, irrigated land presently held in violation of reclamation law."

The Federation's statement pointed out that this land could then be divided and settled by family farmers who, aided by low-interest federal credit programs, could establish small farm communities which would create jobs for building tradesmen, service employees and others.

"Communities dominated by huge, gigantic agribusiness concerns are not conducive to democracy while communities of small and moderate-sized family farms strengthen the principle of individual freedom and economic opportunity that are essential in a democracy," the state AFL-CIO policy statement pointed out.

The Imperial Irrigation District, which was just served with the suit a week ago, has 60 days to reply.

## Met Life Agents Vote for Union

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the National Labor Relations Board, was the union's largest unit election ever held west of the Mississippi. The unit encompasses an area including Los Angeles County and extending north to Santa Maria, east to Bakersfield, and south to Orange County.

On the heels of the victory, the union leaders disclosed that a new organizing drive will get under way soon among the unorganized at the Prudential Insurance Company where the majority of agents are already IWIU members.

Under the terms of the NLRB consent election Met Life agents in the new unit automatically come under the terms of the IWIU contract negotiated last March.

Among immediate benefits to the Met Life agents involved will be adherence to union working conditions and practices, including limits on the frequency of "report-ins," curbs on so-called "debit cutting" which are aimed at protecting the agent's territory, and standard grievance procedures to protect the agents from arbitrary discharge or disciplinary action without just cause.

The victory will also strengthen the union's bargaining position when the contract comes up for renewal.

The fact that the IWIU has more than doubled its membership nationally in the past year apparently reflects the fact that more and more white-collar workers are recognizing the need for a strong union to protect them from the arbitrary institution of automotive equipment or other unfair managerial practices that jeopardize both the job security and the financial security of white-collar workers.

## Government Jobs

In 1965 employment in state and local government totaled 7.7 million. This means that at least one out of every ten jobs in the nation in 1965 was a state or local government job. By 1970 state and local government employment is expected to rise to 10 million.

# State AFL-CIO Hits U.S. Pay Policy for Sugar Workers

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tion, AFL-CIO, charged that the current rate is both "unfair and unreasonable" and asked:

**"Who here would accept sporadic employment at this wage knowing that the average hourly earnings in California manufacturing exceed \$3.15 an hour and that a 'fair and reasonable' wage for field workers in Hawaii is \$1.89 an hour?"**

And in Hawaii, the Federation's statement pointed out, the wage rates for sugar industry field workers presently range from \$1.89 per hour to over \$3.20 per hour for skilled workers, and these rates will rise on February 1, 1967, to \$2.02 and \$3.55, respectively.

## DIFFERENCE CITED

These rates, the state AFL-CIO pointedly observed, were "achieved through collective bargaining rather than bureaucratic fiat . . . and . . . do not include fringe benefits amounting to well over \$1 per hour.

The Federation's statement noted that since field workers average only 1,100 hours employment per year, the current \$1.35 an hour yields an annual income of only \$1,485.

Describing this as "a social outrage," the state AFL-CIO declared:

**"If the policy of the department is to perpetuate poverty among sugar beet workers, then the natural conclusion is: maintain the current policy."**

But if the department is to meet its responsibility to establish a "fair and reasonable" wage, the Federation said, "wages must be high enough to provide sugar workers and their families an income which will give them an opportunity to live a decent, productive life unmarred by deprivation."

## OBJECTION REFUTED

To torpedo the anticipated claim by the sugar growers that any wage increase would "force them out of business," the Federation noted that over the past 20 years output per

man-hour has risen 65 percent while average hourly earnings have climbed only 46 percent—from 94 cents to \$1.38.

"The rapid increase in output per man-hour over the past ten years has . . . increased (the growers') subsidized profits and sharply reduced their unit labor costs," the Federation statement said. It charged also that the department's wage policy violated the Administration's wage-price guidelines and that it was even below the \$1.58 average hourly wage for farm workers that existed in California as of October, 1966.

"That such a difference should exist is a blighted testimony of the inequitable wage policy which the Department of Agriculture has seen fit to pursue. Any and all logic, let alone legitimate concern for California's domestic farm worker, is obviously missing from this unbelievable contradiction of policy," the state-

ment observed.

## 'THE FORGOTTEN MAN'

Pointing out that extension of the Sugar Act until 1971 guarantees the growers a large market, good prices, and high profits, the Federation urged the Agriculture Department "not to overlook what has been too often 'the forgotten man' in the 'big shuffle'—the sugar beet worker.

"He desires and has every right to the same things in life as the sugar beet grower. The general amenities of life in the 20th Century in the United States—amenities that cannot be provided at wage rates of less than \$2 an hour," it said.

The statement also called for establishment of a minimum guarantee for piecework activities such as trimming, hoeing and weeding that would yield a minimum of at least \$2.

The hearing was held in the Federal Building by the U.S. D.A.'s Agricultural Stabilization and Conservation Service.

## Do You Rate a D.I. Refund?

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ing disabling off-the-job injuries or illnesses.

And if your paycheck stubs show that more than a total of \$74 was deducted from your wages for disability insurance last year, the likelihood is that you rate a refund.

Refund application forms (DE 1964) are now available from the central office of the State Department of Employment at 800 Capitol Mall, Sacramento, California 95814, or from any local office of the State Department of Employment.

Claims for the refund must be submitted during the period from January 1, 1967 through June 30, 1967 so why not look into it now?

If you've lost or misplaced your pay stubs, write or call on the employers for whom you worked in 1966 and ask for a

statement of wages paid and deductions made during the past year.

Remember, if you're eligible for a refund, the sooner you file for it, the sooner you'll get it.

Last year more than 102,000 Californians applied for such refunds and received checks averaging \$28.46 for a total of \$2,719,398.

This year State Director of Employment Albert B. Tieburg estimates that about \$3 million will be refunded. Approximately seven million California wage earners had payroll deductions for non-occupational disability insurance in 1966, paying one percent of the first \$7,400 in wages they earned for this insurance under the provisions of the California Unemployment Insurance Code.