



California AFL-CIO News

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Executive Secretary-Treasurer
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Look at Bite Hike in Sales Taxes Took

If you're moaning over the hike in the state income tax rates right now, don't forget to beef about the 25 per cent boost Governor Reagan tacked on to the state's sales tax—while it's relatively painless, it probably costs you even more.

An indication of this is provided in a little noticed report from the State Board of Equalization that disclosed that in the third quarter of 1967 alone, the sales tax netted the state \$331 million.

If projected on an annual basis, this means that the state is getting more than \$1.3 billion from its sales tax alone.

Strong Lending Bill Wins OK

A beefed up federal truth-in-lending bill that includes protections for workers against wage garnishments has won House passage and now goes to a joint Senate-House Conference Committee to be reconciled with a weaker bill approved by the Senate last year.

The AFL-CIO-backed measure, which passed the House on a 382 to 4 vote last week, would prohibit the garnishment of the first \$30 of a worker's wages and limit garnishment to 10 percent of wages above that amount.

It would also bar an employer from firing a worker because of a single wage garnishment. In contrast the Senate bill contains no protections for workers against garnishment.

The measure, which is aimed at making it possible for consumers to "shop" effectively for the best buy in credit by requiring interest rates and credit charges to be expressed in terms of simple annual interest—18% instead of 1½% a

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Bill to Bar Strikebreakers

A bill to outlaw the use of professional strikebreakers such as those currently hired by the billion dollar Hearst corporation's Herald-Examiner to undercut the wages and working conditions of union workers was introduced in the legislature this week by Assemblyman Edward E. Elliott (D-Los Angeles).

The measure, AB 426, initiated by the California Labor Federation, would bar

employers from using professional strikebreakers and also prohibit professional strikebreakers from seeking jobs with California employers.

It defines a professional strikebreaker as anyone who has in the preceding five year period repeatedly offered his services to employers involved in strikes or lockouts.

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End Green-Card Invasion, Labor Urges U.S. Board

Perpetuation of the so-called green-card system that permits Mexican citizens to commute to jobs in the U.S. while keeping their residence in Mexico is opposed not only by organized labor but by merchants and businessmen and should be ended because it hurts business as well as the wages and job opportunities of U.S. citizens in border communities, the State AFL-CIO told a U.S. commission in San Diego today.

In testimony submitted to the U.S. Select Commission on Immigration on behalf of Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, the State AFL-CIO cited figures from the State Department of Employment and the U.S. Department of Labor to prove that working conditions as well as wages are adversely affected by the green-card system that brings more than

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'Labor Looks at Congress'

The AFL-CIO's legislative report on the first session of the 90th Congress—and on the unfinished business facing the second session—is now available in pamphlet form.

"Labor Looks at Congress—1967" is available at 15 cents a copy or \$13.50 per hundred from: AFL-CIO Pamphlet Division, 815 Sixteenth Street, N. W., Washington, D. C. 20006.

Who's the Big Winner if Reagan Push To Ease 160-Acre Limit Goes Through?

Just a few weeks ago Governor Reagan's business-oriented task force on taxation recommended extending the state's sales tax to food items but the proposal drew so much protest when the Governor first broached the idea at a news confer-

ence that he later announced he would drop it.

Another Reagan task force proposal, however, which would be almost as self-serving to certain segments of the business community and especially to

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Conservative Gets Key Senate Committee Post

Hopes of California workers for needed improvements in the state's social insurance programs that are intended to protect them from financial disaster in case of unemployment or on or off the job injuries or illnesses were dampened this week following the appointment of a staunch conservative to head the Senate Committee on Insurance and Financial Institutions.

Named to chair the committee that generally handles legislation involving the state's workmen's compensation and and unemployment and disabili-

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Union Has Right To Make Own Time Studies

The National Labor Relations Board has ordered Wilson Athletic Goods Mfg. Co., Inc., to permit a union of its employees at the Springfield, Tenn., plant to make its own time studies of a piecework pay system the company started unilaterally 20 months ago.

The board, disagreeing with a trial examiner, ruled that the information sought by the United Textile Workers of America, Local 233, was not

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Conservative Gets Key Senate Committee Post

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ty insurance programs was Senator Clark L. Bradley (R-San Jose). Between 1953 and 1965 Bradley racked up a Federation voting record of 129 bad votes to 14 good ones — a 10 to 1 anti-worker margin.

Bradley, 59, replaces Senator Richard Dolwig (R-San Mateo) who was named to the powerful Governmental Efficiency Committee, in place of the late San Francisco democrat J. Eugene McAteer who died last year.

OTHER CHANGES

Other significant changes in committee assignments included:

Senator John Schmitz (R-Tustin), the only John Birch Society member in the upper house, replaced Bradley as chairman of the Local Government Committee. Schmitz told reporters that he planned "to educate the people on the dangers of regional government."

● Senator Mervyn M. Dymally, the first Negro to be elected to the Senate, was named chairman of the seven-member Social Welfare Committee in place of Senator Clair Burgener (R-San Diego) who is carrying the Governor's welfare bills.

● Senator George Moscone (D-San Francisco) replaced Senator John Harmer on the Education Committee and also on the Joint Committee on Higher Education, an interim group charged with making a complete probe of the state's college and university systems. Moscone's appointment is expected to strengthen the legislature's opposition to the imposition of tuition charges for higher education. Moscone is against it; Harmer had favored it.

SENIORITY FACTOR

The committee appointments were announced by Senate President pro tem Hugh M. Burns (D-Fresno), who explained Bradley's appointment by saying "he has too much seniority to boot around."

The Labor Committee,

SENATE STANDING COMMITTEES

Here's a complete rundown on Senate Committee appointments:

AGRICULTURE (9)—Way (R), Chairman; Coombs (R), Vice Chairman; Beilenson (D), Cologne (R), Lagomarsino (R), Marler (R), Mills (D), Richardson (R), Teale (D).

BUSINESS AND PROFESSIONS (9)—Short (D), Chairman; McCarthy (R), Vice Chairman; Cologne (R), Coombs (R), Marks (R), Sherman (R), Song (D), Stevens (R), Walsh (D).

EDUCATION (13)—Rodda (D), Chairman; Wedworth (D), Vice Chairman; Alquist (D), Bradley (R), Burgener (R), Dymally (D), Grunsky (R), Miller (D), Moscone (D), Richardson (R), Schmitz (R), Stiern (D), Whetmore (R).

ELECTIONS AND REAPPORTIONMENT (7)—Mills (D), Chairman; Sherman (R), Vice Chairman; Danielson (D), Dymally (D), Moscone (D), Schmitz (R), Walsh (D).

FINANCE (13)—Miller (D), Chairman; Teale (D), Vice Chairman; Collier (D), Danielson (D), Dills (D), Dolwig (R), Grunsky (R), Rodda (D), Schmitz (R), Schrade (R), Short (D), Stiern (D), Way (R).

FISH AND GAME (9)—Marler (R), Chairman; Dills (D), Vice Chairman; Alquist (D), Beilenson (D), Carrell (D), Sherman (R), Stiern (D), Way (R), Wedworth (D).

GOVERNMENTAL EFFICIENCY (11)—Dolwig (R), Chairman; Burns (D), Vice Chairman; Collier (D), Kennick (D), Marler (R), McCarthy (R), Schrade (R), Short (D), Stiern (D), Teale (D), Wedworth (D).

INSTITUTIONS (5)—Cusanovich (R), Chairman; Stevens (R), Vice Chairman; Lagomarsino (R), Sherman (R), Song (D).

INSURANCE AND FINANCIAL INSTITUTIONS (9)—Bradley (R), Chairman; Schrade (R), Vice Chairman; Burns (D), Collier (D), Dolwig (R), Harmer (R), Miller (D), Short (D), Walsh (D).

JUDICIARY (13)—Grunsky (R), Chairman; Song (D), Vice Chairman; Beilenson (D), Bradley (R), Cologne (R), Danielson (D), Deukmejian (R), Dolwig (R), Harmer (R), Lagomarsino (R), Moscone (D), Sherman (R), Stevens (R).

LABOR (5)—Petris (D), Chairman; Harmer (R), Vice Chairman; Cusanovich (R), Deukmejian (R), Song (D).

LEGISLATIVE REPRESENTATION (5)—Burgener (R), Chairman; Deukmejian (R), Vice Chairman; Carrell (D), Dymally (D), Richardson (R).

LOCAL GOVERNMENT (11)—Schmitz (R), Chairman; Alquist (D), Vice Chairman; Bradley (R), Burgener (R), Coombs (R), Marks (R), Petris (D), Richardson (R), Rodda (D), Stevens (R), Wedworth (D).

MILITARY AND VETERANS AFFAIRS (5)—Carrell (D), Chairman; Whetmore (R), Vice Chairman; Burgener (R), Danielson (D), Schmitz (R).

NATURAL RESOURCES (9)—Lagomarsino (R), Chairman; Deukmejian (R), Vice Chairman; Alquist (D), Beilenson (D), Dills (D), Marks (R), Marler (R), Petris (D), Way (R).

PUBLIC HEALTH AND SAFETY (7)—Beilenson (D), Chairman; Marks (R), Vice Chairman; Coombs (R), Cusanovich (R), Kennick (D), Song (D), Whetmore (R).

PUBLIC UTILITIES AND CORPORATIONS (7)—Danielson (D), Chairman; Kennick (D), Vice Chairman; Carrell (D), Cologne (R), Dills (D), Walsh (D), Whetmore (R).

REVENUE AND TAXATION (13)—Stiern (D), Chairman; Moscone (D), Vice Chairman; Bradley (R), Collier (D), Coombs (R), Cusanovich (R), Deukmejian (R), Grunsky (R), Miller (D), Mills (D), Petris (D), Schrade (R), Teale (D).

RULES (5)—Burns (D), Chairman; McCarthy (R), Vice Chairman; Kennick (D), Schrade (R), Teale (D).

SOCIAL WELFARE (7)—Dymally (D), Chairman; Stevens (R), Vice Chairman; Burgener (R), Harmer (R), Lagomarsino (R), Petris (D), Rodda (D).

TRANSPORTATION (13)—Collier (D), Chairman; Walsh (D), Vice Chairman; Alquist (D), Carrell (D), Cusanovich (R), Dills (D), Dolwig (R), Kennick (D), Marks (R), Marler (R), McCarthy (R), Mills (D), Short (D).

WATER RESOURCES (9)—Cologne (R), Chairman; Richardson (R), Vice Chairman; Dymally (D), Harmer (R), Mills (D), Rodda (D), Way (R), Wedworth (D), Whetmore (R).

chaired by Senator Nicholas Petris (D-Oakland) was unchanged from the 1967 session and still has a 3 to 2 Republican majority.

In general terms, Democrats chair 12 of the upper house committees and Republicans 10. In terms of party majorities on the various committees, however, the situation is reversed, with the GOP holding a majority on 12 committees and the Democrats on 10.

Apprenticeship Parley

The biennial California Conference on Apprenticeship which is sponsored by the California Apprenticeship Council, the Statewide and Local Joint Apprenticeship Committees and other organizations involved in apprenticeship programs, has been scheduled for May 15, 16, 17, 1968, at the Jack Tar Hotel in San Francisco.

Union Has Right To Make Own Time Studies

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only relevant but necessary to enable the union to make an intelligent decision on whether it should proceed to arbitration.

It is "well settled," a three-member board panel said, that the National Labor Relations Act "imposes an obligation on an employer to furnish on request all information relevant to the bargaining representative's intelligent performance of its functions."

In 1965 and 1966, the board decision related, Wilson began eliminating hourly paid work for most of its operations and established standard piece rates for various jobs after time studies.

In changing over from 1965 to 1966 models of Wilson golf bags, management established new piece rates for employees sewing zippers in golf bag pockets. When some employees found their total pay decreasing under the new rates the union filed a formal grievance in 1966 for three of the employees.

The grievance was processed through the first four steps without being resolved satisfactorily and the union, preparing to ask for arbitration, advised management it did not want to proceed without first being permitted to make its own time studies of the new rates.

Wilson management denied the request on the ground that the union could not derive any "meaningful information" from a new study since the issue was one of contract interpretation. Examiner Eugene F. Frey ruled for the company but the board did not agree.

The time studies requested by the union, the NLRB reasoned, were needed to "police and administer" its contract. It was within the company's power to make such information available to the union, and the facts in the case require Wilson to cooperate with UTWA by making plant facilities available for the study, the board said.

DIGEST OF BILLS

*Sponsored by the California Labor Federation, AFL-CIO
No bill may be taken up until 30 days after the date of introduction indicated in Digest, except by 3/4 vote.

Key to Symbols

CR Civil Rights and Civil Liberties
DI Disability Insurance
EA Employment Agencies, Private
ED Education
EL Elections
HO Housing
IN Insurance (Incl. H & W)

LC Labor Code Changes, General
LI Liens, Attachments & Writs
LS Labor Unions, Special
LU Labor Unions, General
MI Miscellaneous
PH Public Health
RE Recreation

S Industrial Safety
SL State & Local Government
TA Taxation
TR Training & Retraining
UI Unemployment Insurance
WC Workmen's Compensation
WP Water and Power

The bills are classified "Good," "Watch," "Bad" and "N. C." With respect to the classification, "N. C.," the proposed legislation is class or special legislation, and the Digest is printed with the information printed for our affiliates who are involved, but the bill is not classified "Good," "Watch" or "Bad" since we defer to the classification by the affected affiliates.

ASSEMBLY BILLS

***AB 127 Elliott (S.P. & V.A.)** Requires Regents of University of California to provide for payroll deductions for dues to be paid to any bona fide labor organization upon written authorization signed by an employee. Jan. 17. **ED, SL—Good**

AB 129 Townsend (Ed.) Declares legislative finding that trained instructors are not available under current certification requirements and the public necessity of staffing regional occupational centers with instructors from business and industry.

Abolishes certification requirement for employees of regional occupational centers but specifies that for all other purposes such persons shall be considered as employed in certificated positions.

To take effect immediately, urgency statute. Jan. 17. **TR—Watch**

AB 135 Negri (S.P. & V.A.) Prevents wages of all state and local public employees from being reduced when they receive compensation for jury service. Prohibits agency from requiring the employee to turn over all or part of the compensation he received for jury service. Jan. 17. **LS—N.C.**

AB 137 Milias (Crim. Pro.) Includes public health nurses among those persons required to report suspected mistreatment of minors to police, sheriff, or district attorney, who in turn send reports to the Bureau of Criminal Identification and Investigation and vice versa, and exempts such public health nurses from civil and criminal liability resulting from compliance. Jan. 17. **LS—N.C.**

AB 143 Z'berg (S.P. & V.A.) Exempts vacation credits of a state civil service employee from attachment or execution. Jan. 17. **LS—N.C.**

AB 148 Powers (S.P. & V.A.) Allows person retired from State Printing Plant prior to Oct. 1, 1966, for whom payments were made to health benefits fund and who would be an annuitant except for such payments, to enroll in a health benefits plan within a period prescribed by the Board of Administration of the Public Employees' Retirement System. Jan. 18. **LS—N.C.**

AB 149 Veneman (Rev. & Tax.) Provides that if a householder fails to select personal property for the \$100 tax exemption provided in Section 10 1/2 of Article XIII of the State Constitution, there shall be a \$100 exemption for personal effects and household furnishings.

Provides for tax exemption for personal effects and household furnishings in excess of \$100, for every householder.

Defines "householder" and "personal effects and household furnishings." Jan. 18. **TA—Watch**

AB 150 Karabian (S.P. & V.A.) Requires appointing power of state employees to provide an allowance for the initial cost of distinctive uniforms and accessories and for any initial change in uniform and accessories required to be worn. Jan. 18. **LS—N.C.**

AB 154 Barnes (Mun. & C.G.) In place of existing provisions that a community redevelopment agency shall not function unless an ordinance declaring need for agency has been adopted, the ordinance being

subject to referendum, provides that such an agency shall not function until the need for it has been declared by a resolution which has been submitted to, and approved by a majority of the voters of the community. Jan. 18. **SL—Bad**

AB 157 Hayes (Elec. & Reap.) Adds intent to further known prohibited aims of subversive organizations in penal provisions for subversive activities. Jan. 18. **LS—N.C.**

***AB 158 Knox (Ind. R.)** Provides that every employer before commencing work in any period for which any single payment of wages is made, or for four calendar weeks, whichever is longer, shall have specified cash or securities on deposit in a bank or trust company, or a bond deposited with the Labor Commissioner conditioned upon payment of all wages and fringe benefits, as well as all deductions made from wages for the benefit of another, found by the commissioner to be due and unpaid in connection with such operations. Provides that the cash or securities shall not be commingled, shall be held in trust, and shall not be subject to garnishment, attachment or execution.

Makes violation a misdemeanor. Jan. 18. **LC—Good**

AB 167 Cory (Fin. & Ins.) Requires "disability base period" for disability benefits for an individual who has an unexpired benefit year for unemployment benefits to be the same as the base period which was used to establish such benefit year, if the Director of Employment determines that using such unexpired benefit year for the claimant's disability base period will result in the claimant receiving benefits in an amount greater than those benefits which would be received if the base period is established in the same manner as established for an individual who does not have an unexpired benefit year. Jan. 22. **DI—Good**

AB 170 MacDonald (Fin. & Ins.) Affords workmen's compensation benefits to juvenile court wards performing rehabilitative work without pay in county departments pursuant to a juvenile court order, to same extent as afforded to county employees. Jan. 22. **WC—Watch**

AB 171 Elliott (Ed.) Authorizes governing board of any school district, rather than just those of 2 or more school districts governed by governing boards of identical personnel having an average daily attendance of 400,000 or more, to pay for benefits under health and welfare program for retired employees and their dependents. Jan. 22. **LS—N.C.**

AB 173 Britschgi (Ind. R.) Provides that state, or any political subdivision thereof, shall purchase only supplies made in California unless the supply is not made in California, or the cost of the California-made supply to the state exceeds the cost of the California-made supply to a private person, or the price of the California-made supply is excessive and unreasonable.

Further provides that no payments shall be made for supplies not made in California unless the purchase of the supplies of outside origin is within the exceptions to the prohibition against such purchase.

Also requires out-of-state supplies be manufactured, or produced under labor conditions similar to California. Jan. 22. **SL—Good**

ASSEMBLY BILLS (Cont'd)

AB 176 Warren (Fin. & Ins.) Provides that when any woman has any unexpired rights at the time of commencement of a period of unemployment because of pregnancy or disability arising out of pregnancy, the unexpended balance remaining to her account shall be reestablished beginning with the first day of the first week succeeding the date of the termination of her period of unemployment, if such period of unemployment does not exceed two calendar quarters. Jan. 22. **DI—Watch**

AB 181 Brathwaite (G.E. & E.) Makes it unlawful, with certain prescribed exceptions, to sell or advertise for sale in retail stores for consumer use in package form any meat, poultry, fish, or cheese, and products thereof, unless such package bears a declaration of the price per single unit of weight or unless a notice containing such a declaration is conspicuously displayed on or above the shelf, bin, or area where the package is offered for sale. Jan. 22. **MI—Watch**

AB 182 Brathwaite (Fin. & Ins.) Repeals provision excluding agricultural services from covered employment; requires employers, other than employers electing coverage under the unemployment insurance law, who are not subject to tax required by Federal Unemployment Tax Act to pay 0.4 percent of all wages to Unemployment Fund.

Specifies that for as long as agricultural employers are not subject to federal tax an individual employed in agricultural labor shall not be eligible for unemployment insurance benefits if he is not a resident of this state at the time he files his claim for such benefits. Jan. 22.

UI—Watch

***AB 205 Zenovich** (Fin. & Ins.) Increases from \$7,400 to \$15,000 the remuneration upon which worker contributions are required. Jan. 23.

DI—Good

***AB 206 Zenovich** (Fin. & Ins.) Defines "disability" or "disabled" to include a pregnancy after January 1, 1969, if a woman is confined to a hospital as a result of pregnancy pursuant to an order of her physician, for as long as she is confined to a hospital. Jan. 23.

DI—Good

***AB 207 Zenovich** (Fin. & Ins.) Requires the Director of Employment to establish each year a "weekly benefit amount factor" which shall be two-thirds of the average weekly total wage paid by employer during the second calendar quarter.

Provides that for each \$1 increase or decrease in the weekly benefit amount factor over \$80 there shall be a corresponding increase in the weekly benefit amount paid claimants under the unemployment disability compensation law.

Operative with respect to periods of disability commencing on and after January 1, 1969. Jan. 23.

DI—Good

***AB 208 Zenovich** (Fin. & Ins.) Deletes provisions authorizing payment of

unemployment disability hospital benefits directly to a hospital. Jan. 23.

DI—Good

AB 209 Zenovich (Ed.) Requires the Regents of the University of California to report annually to the Governor and the Legislature concerning the salaries, wages, hours of work, conditions of work and other matters relating to personnel under the jurisdiction of the regents, and the employees of the university. Jan. 23.

LS—N.C.

AB 210 Chappie (Soc. Wel.) Abolishes community work and training programs under the Department of Social Welfare, and establishes work incentive programs as set forth in social security amendments of 1967 for recipients of aid to families with dependent children as referred by the Department of Social Welfare, to be financed from federal, state and county sources and to be under financial and administrative supervision of the Department of Employment.

Creates special fund and appropriates moneys thereto for compensation payments under work incentive programs, and adds related provisions. Requires Director of Social Welfare to report to each regular session of the Legislature on cost-effectiveness of program. Jan. 23.

TR—Watch

AB 211 Gonsalves (Ind. R.) Increases from \$20 to \$50 per day the remuneration received by members of California Apprenticeship Council. Provides that such sum shall be received for attendance at meetings of committees of the council and for each day engaged in performance of necessary duties for or on behalf of council, in addition to meetings of the council. Jan. 23.

TR—Watch

AB 217 Wakefield (G.E. & E.) Repeals certain provisions prohibiting discrimination in housing, and decreases membership of the State Fair Employment Practice Commission from 7 to 5. Jan. 24.

HO—Bad

AB 220 Veysey (Ed.) Revises law relating to selection and adoption of textbooks for use in elementary schools to require State Board of Education to adopt lists of basic textbooks in specified courses and to authorize list adoption of textbooks in other courses and supplementary textbooks, and teachers' manuals for use in elementary school grades; and authorizes board to adopt, for any course in such grade, list of books for pupils of different learning or language ability.

Requires selection of books from such lists by school district governing boards and county superintendents of schools.

Authorizes State Board of Education to determine whether textbooks should be purchased, or otherwise provided by established methods.

Makes numerous related changes.

To become operative only if unspecified ACA of the 1968 Regular session is approved by the electorate.

Affords state board reasonable time after operative date to implement mandatory list adoption requirements. Jan. 24.

ED—Watch

SENATE BILLS

SB 73 Richardson (Ins. & F. I.) Specifies that unemployment disability benefits paid to individuals receiving wages from employer while disabled shall not exceed, together with such wages, individual's average regular weekly wage, exclusive of overtime pay, during the month immediately prior to the disability, rather than weekly wage immediately prior to the disability. Jan. 17.

DI—Watch

SB 80 Dills (Soc. Wel.) Repeals relatives' responsibility for aid to the aged. Jan. 18.

MI—Good

SB 96 Rodda (Ed.) Revises law relating to selection and adoption of textbooks for use in elementary school grades to require State Board of Education to adopt basic textbooks and supplementary textbooks for use in those subjects in elementary grades in which the board determines a need and desirability for such textbooks to promote the maximum efficiency of pupil learning. Requires board to adopt separate teachers' manuals for use in subjects of elementary grades in which the board determines the need and desirability for such manuals.

Requires board to establish a distribution schedule for supplementary textbooks.

Requires school district governing boards to enforce use of all

basic textbooks adopted by State Board of Education and requires governing boards to select supplementary textbooks from list of supplementary textbooks tentatively indicated for adoption by State Board of Education.

Deletes provisions relating to public inspection of United States' history textbook for 60 days in at least 200 public libraries. Requires all textbooks to be available for public inspection for 60 days in at least 50 public libraries. Jan. 22.

ED—Watch

SB 98 Carrell (Pub. U.) Revises provision authorizing the Division of Aeronautics to lease a navigational system of the hyperbolic area-coverage type to provide that lease shall be for a period of 3 years. Jan. 22.

LS—N.C.

SB 100 Danielson (Elec. & Reap.) Requires all county clerks, instead of just county clerks with voter registration material on computer tape or cards, to provide one copy of that information to the Secretary of State at three specific times and permits Secretary of State to make information available. Jan. 23.

EL—Good

SB 103 Beilenson (B. & P.) Provides for two public members on State

SENATE BILLS (Cont'd)

Board of Funeral Directors and Embalmers and on State Cemetery Board.
Requires funeral directors to provide specified printed statement to persons entering into agreement for funeral services, prior to entering into agreement.

Requires that printed list of prices for each distinct service offered be provided prior to funeral services agreement, and requires that this list be filed with the Board of Funeral Directors and Embalmers and be open for public inspection. Makes failure to comply with these requirements grounds for disciplinary action.

Prohibits embalmers from embalming remains without consent of person having right of disposition, and in no case when decedent's known instructions provide otherwise. Violation is made ground for disciplinary action.

Provides that violation of decedent's known instructions concerning preparation for, type, or place of interment of his remains is ground for disciplinary action unless cost incurred is the same or less than reasonably estimated cost if decedent's instructions followed.

Creates civil liability and specifies damages for violation of decedent's known instructions by a funeral director, embalmer, cemetery authority or crematory or their agents.

Prohibits any cemetery or crematory or their officers or agents from enforcing any rule or arrangement which limits to specified class the parties with whom it may deal concerning acceptance of remains for interment or cremation. Makes violation misdemeanor and grounds for disciplinary action.

Prohibits crematory from making or enforcing rule that human remains must be placed in a casket, be cremated in a casket, or be in a casket before acceptance for cremation. Makes violation a misdemeanor.

Allows disposition of cremated remains in place other than cemetery if permit is obtained.

Makes related changes. Jan. 23.

LS—N.C.

SB 107 Carrell (Gov. Eff.) Creates in the state government an Environmental Quality Board of the State of California, prescribes its organization, powers, duties and functions.

Requires the State Department of Public Health to study, in conjunction with other appropriate state and local agencies, problems of waste material of solid or semisolid form, originating from communities, commerce, industry, agriculture, and miscellaneous abandoned or discarded property. Jan. 23.

PH—Watch

SB 108 Carrell (Pub. U.) Provides that the Public Utilities Commission shall not approve the tariff of any telephone corporation which includes in its tariff provisions a limitation of liability provision precluding a subscriber's recourse to the courts when injured by the negligence of the telephone corporation. Jan. 23.

MI—Good

SB 120 Cusanovich (Ed.) Deletes the requirement of approval of the county superintendent of schools of an agreement between the governing board of a school district and a certificated employee as to services which the employee may be required to perform on a leave of absence and the compensation he is to receive during such leave. Jan. 25.

LS—N.C.

SB 123 Burgener (Ed.) Revises law relating to selection and adoption of textbooks for use in elementary schools to require State Board of Education to adopt lists of basic textbooks in specified courses and to authorize list adoption of textbooks in other courses and supplementary textbooks, and teachers' manuals for use in elementary school grades; and authorizes board to adopt, for any course in such grade, list of books for pupils of different learning or language ability.

Requires selection of books from such lists by school district governing boards and county superintendents of schools.

Authorizes State Board of Education to determine whether textbooks should be purchased, or otherwise provided by established methods. Makes numerous related changes.

To become operative only if unspecified ACA of the 1968 Regular Session is approved by the electorate.

Affords state board reasonable time after operative date to implement mandatory list adoption requirements. Jan. 25.

ED—Watch

SB 127 Dymally (Ed.) Requires materials in personnel files of certificated employees which may serve as a basis for affecting the status of their employment, other than ratings, reports, or records which were obtained prior to the employment of the person, which were prepared by identifiable examination committee members, or which were obtained in connection with a promotional examination, to be open to his inspection. Provides that every such employee has the right to inspect such material on request, other than at a time when he is actually required to render services to the employing district. Jan. 29.

LS—N.C.

SB 132 Cusanovich (B. & P.) Creates a State Board of Certified Construction Inspectors composed of nine members appointed by the Governor for four-year terms. Specifies the powers and duties of the board.

Provides for the certification by the board of construction inspectors, as defined. Specifies the procedure for obtaining a certificate and the grounds for the suspension or revocation thereof. Jan. 29.

LS—N.C.

SB 135 Lagomarsino (Jud.) Prescribes manner in which attorney's fees are to be awarded in a trial of an action upon labor and material bonds.

Revises or prescribes procedure and describes liability of sureties with reference to bonds for release of stop notices and bonds for release of claims of lien.

Revises provision relating to releasing sureties on labor and material bonds and states such bond shall be construed most strongly against the surety. Jan. 29.

LI—Watch

SB 143 Grunsky (Ed.) Specifies qualifications for employment of physical therapists and occupational therapists by school districts. Jan. 29.

LS—N.C.

SB 145 Alquist (Elec. & Reap.) Deletes present provisions dealing with delegates and candidates in the presidential primary. Provides that candidates on the ballot will be those found by Secretary of State to be nationally recognized candidates for office of President of United States or those whose names are placed on ballot by means of petition. Permits any such candidate to withdraw by filing affidavit taht he is not candidate. Requires petition for place on ballot to be signed by 5,000 voters of the candidate's party. Prohibits more than 1,000 signatures coming from any one county. Prohibits circulation of petition prior to January 1 of a presidential election year and requires it to be filed 75 days before the election. Requires Secretary of State to notify each candidate that he places on the ballot and for whom he receives a petition or portion thereof that his name will appear on the California presidential primary ballot for his party. Requires a party's delegation to its nation convention to be selected by the state convention of the party. Requires delegation to include national committeeman and committeewoman and to be distributed by congressional districts according to the present formula. Requires state convention to meet on first Saturday in July and to name its delegation by 6 p.m. of the following day. Binds delegation to the party's presidential nominee candidate from California for two ballots, until he is nominated for the office of President, until he releases the delegation, or until he receives less than 35 percent of the vote on a ballot. Provides that the party's presidential nominee candidate from California is that candidate who received the highest number of votes and who received more than 40 percent of the vote in his party's presidential primary in California. Provides that, if no candidate satisfies the requirement for a presidential nominee candidate from California, the delegation will not be bound to any candidate. Jan. 30.

EL—Watch

SB 147 Kennick (Gov. Eff.) Increases the number of days of vacation for state civil service employees with more than 20 years' service. Jan. 30.

LS—N.C.

SB 166 Dymally (Gov. Eff.) Appropriate \$500,000 to Department of Rehabilitation to finance continuance of vocational rehabilitation projects. Jan. 31.

TR—Watch

SB 174 Cologne (Ins. & F.I.) Codification to maintain the code; makes so substantive change. Jan. 31.

UI—Watch

SB 176 Bradley (Elec. & Reap.) Provides that primary election preceding a special election to fill a vacancy in a legislative or congressional office shall be conducted in the same manner as a direct primary election instead of having only a single ballot and the possibility of election at the primary election. Jan. 31.

EL—Watch

SENATE BILLS

SB 184 Marks (Ins. & F.I.) Provides that presumption that heart trouble arose out of and in the course of employment of certain types of public employees shall be conclusive, rather than disputable, after 10 years employment. Jan. 31. **WC—Good**

SB 189 Lagomarsino (Rev. & Tax.) Increases delinquent penalties on tax installments for property on the secured roll from 6 to 12 percent for the 1968-69 fiscal year and fiscal years thereafter, and makes a similar increase in such penalties for delinquent tax payments on property on the unsecured roll on and after August 31, 1969. Provides that redemption penalties on tax-sold property and tax-deeded property shall remain at 1 percent per month, rather than dropping to 1/2

percent a month after the first year to the time of redemption, on and after July 1, 1969. Jan. 31. **TA—Watch**

SB 191 Teale (Wat. Res.) Provides for deposit in State Water Quality Control Fund, during fiscal years succeeding fiscal years 1967-1968 to 1971-1972, inclusive, of amount necessary to aggregate \$10,000.00 from City of Long Beach oil and dry gas revenues. Appropriates from State Water Quality Control Fund during fiscal years succeeding fiscal years 1967-1968 and 1968-1969, amount necessary to aggregate \$4,000,000 appropriated for loans for construction of necessary sewage and storm drainage facilities at North Lake Tahoe if less than \$2,000,000 available for such purpose during such fiscal years. Jan. 31. **SL—Watch**

SENATE CONSTITUTIONAL AMENDMENTS

SCA 1 Schmitz (Ed.) Deletes provisions giving the State Board of Education power over the adoption and free distribution of elementary school textbooks and assigns this power to the governing board of each school district, with the cost of the textbooks to be paid out of state revenues. Jan. 9. **ED—Bad**

SCA 2 Grunsky (Gov. Eff.) Provides for membership and duties of commissions on judicial appointments, to prepare list of potential appointees to be submitted to Governor to fill vacancies in courts of record. Jan. 11. **SL—Bad**

SCA 4 Carrell (Gov. Eff.) Provides that the Superintendent of Public Instruction shall be appointed by the State Board of Education, instead of being elected, and shall serve at the pleasure of the board. Jan. 17. **ED—Watch**

SCA 5 Petris (Gov. Eff.) Requires meeting of Regents of University of California to be open to public; except when considering appointment, employment or dismissal of university officer or employee or charges against such officer or employee unless such officer or employee requests a public hearing; and except when meeting to consider matters relating to national security, the conferring of honorary degrees or

other honors or commemorations, those matters involving gifts, devises, and bequests which the donor or proposed donor has requested to be kept confidential, and matters relating to lawsuits in which the university is a party, when public disclosure would be detrimental to public interest (provided, that the title of the lawsuit must be disclosed publicly before the meeting is closed to the public. Jan. 24. **ED—Watch**

SCA 6 Miller (Rls.) Limits Regents of the University of California to a single appointment, including any appointment to fill a vacancy. Jan. 25. **ED—Watch**

SCA 7 Rodda (Rls.). Eliminates five-day period at end of each regular session to reconsider vetoed bills, eliminates 30-day recess required at end of regular session. Changes effective date of bills to 91st day after final adjournment of regular session. Restores pocket veto. Changes period within which referendum petition may be presented to 90 days after final adjournment of regular session. Jan. 29. **EL—Watch**

SCA 8 Moscone (Elec. & Reap.) Reduces minimum voting age from 21 years to 18. Eliminates right to vote of persons having acquired rights of citizenship under the Treaty of Queretaro. Feb. 1. **EL—Good**

ASSEMBLY CONSTITUTIONAL AMENDMENTS

ACA 10 Hayes (Elec. & Reap.) Adds requirements that officer or employee of state taking state loyalty oath does not belong to prohibited organization knowing of its advocacy of overthrow of government by violent means with the intent to further those illegal aims. Jan. 18. **LS—N.C.**

ACA 11 Foran (Rev. & Tax.) Permits Legislature, by two-thirds vote, to classify real property by general laws for purposes of taxation at a ratio or ratios of assessed to full cash value different from other taxable property, as well as to classify personal property for purposes of assessment and taxation, but provides that in classifying real property, the ratio set for single family dwellings occupied by the owners thereof as a principal place of residence, and so much of the real property on which such dwellings are situated as may be required for the convenient use and occupation thereof, shall not exceed the ratio for industrial property nor shall it be lower than by more than an amount equal to 10 percent of the ratio set for industrial property. Jan. 22. **TA—Watch**

ACA 12 Priolo (S.P. & V.A.) Establishes Personnel Board of University of California of five members appointed by president of university with approval of regents. Excludes officers or employees of university from eligibility for such office. Provides vacancies are filled in the manner as original appointment.

Empowers board to prescribe rules and regulations regarding employment matters of employees of university who are not members of academic senate. Requires board to establish system of negotiation on employment matters with employees. Empowers board to hear appeals of employees dismissed, suspended or demoted for cause. Requires meetings of board to be open to public and for board to hear from persons affected by its actions.

Provides that regents of university shall exercise same jurisdiction over board as over other departments, officers, and employees of the university.

Provides that the powers and duties of the board shall be subject to regulations prescribed by the Legislature. Jan. 22. **LS—N.C.**

ACA 13 Burton (Rev. & Tax.) Authorizes counties, cities and counties, and municipal corporations to tax income of insurers and banks. Jan. 22. **TA—Good**

ACA 14 Bagley (G. O.) Requires meetings of Regents of University of California to be public, with exceptions and notice requirements as may be provided by statute. Jan. 22. **ED—Good**

ACA 15 Cory (Ed.) Deletes provisions requiring the State Board of Education to compile and adopt uniform series of textbooks, allowing such board to have textbooks printed and published after being adopted, and requiring adopted textbooks to remain unchanged for not less than four years, and directs Legislature to provide for adoption of free textbooks by the State Board of Education to be used in grades 1 to 8. Permits Legislature to authorize the preparation and supplying of free textbooks adopted by the State Board of Education for grades other than 1 through 8. Jan. 25. **ED—Watch**

ACA 16 Burton (Soc. Wel.). Allows the Legislature to include county welfare workers within state civil service system, without examination, if a welfare program previously administered by the counties is assumed by the state. Jan. 29. **LS—N.C.**

ACA 17 Shoemaker (Elec. & Reap.). Reduces the minimum voting age from 21 years to 20 years. Jan. 30. **MI—Good**

ASSEMBLY CONCURRENT RESOLUTION

ACR 22 Fong (Rls.) Creates Joint Committee on Elementary and Secondary Education, consisting of 3 Members of the Assembly and 3 Members of the Senate, to ascertain, study and analyze all facts relating to elementary and secondary education. Makes \$30,000 available from Contingent Funds of the Assembly and Senate for expenses of the committee. Jan. 24. **ED—Watch**

End Green-Card Invasion, Labor Urges U.S. Board

(Continued from Page 1)

16,000 aliens into San Diego and Imperial Counties each day.

The adverse effect on working conditions was pointed up by Labor Department figures showing that 6 per cent of the violations of the federal Fair Labor Standards Act during the first seven months of the current fiscal year occurred in San Diego and Imperial Counties even though these two counties comprise only 4.8 per cent of the state's work force.

Related data from the State Division of Industrial Welfare, the agency charged with enforcing the state's wage and hour protections for women and minors, corroborated the federal figures. The latest DIW data disclosed that nearly 7 per cent of total violations corrected occurred in San Diego and Imperial Counties although this two-county area comprises less than 5 per cent of the state's work force.

ADVERSE IMPACT

To demonstrate the adverse impact of the green-card program on wages, Pitts' statement presented State Department of Employment figures demonstrating that both farm and non-farm wages "rise as the distance from the California-Mexican border increases."

In Imperial and San Diego Counties, prevailing hourly wage rates range between \$1.30 and \$1.40 while farther north in Fresno County the range was \$1.40 to \$1.70 and in Stanislaus and San Joaquin Counties the range for miscellaneous vegetables was from \$1.50 to \$1.60.

RETAIL PAY CITED

Similarly the hourly wages of persons in retail trade ranged between \$1.30 and \$1.35 in Imperial and San Diego Counties but expanded to between \$1.30 and \$1.50 in central Los Angeles and rose to \$1.90 in San Francisco.

The Federation also noted that the jobless rate in Imperial County last year was 9.9 per cent, nearly double the statewide average of 5 per cent.

"The only reasonable conclusion to be drawn from this data is that the lower wage rates in border counties are caused by the large number of commuters," Pitts' statement said.

While emphasizing to the 15-member commission that the breakdown in wages, hours and job opportunities is not the fault of the Mexican nationals themselves, the State AFL-CIO also pointed out that the green-carders:

- Are sometimes used as strikebreakers.

- Do not pay their fair share of taxes for police and fire protection, lighting, streets and the like.

To call the commission's attention to opposition to the program from merchants and businessmen, the Federation pointed out that merchants in El Centro, Brawley, Holtville and other Imperial County towns have complained that the thousands of green-carders entering Imperial Valley each day take "at least \$75,000 in wages home (to Mexico) each evening" and that this outflow acts as a severe drain on the local economy and also adversely affects the nation's balance of payments problem.

The "severity" of the green-card problem, the Federation said, was indicated fairly succinctly in dialogue that took place at a public hearing on the problem in El Centro last May between Imperial County Supervisor Charles Kilgore and William Haltigan of the U.S. Labor Department:

HALTIGAN: "... From July 1, 1966, to February 28, 1967, 2,509 other workers were certified on a permanent basis."

KILGORE: "Isn't it odd in an area with 10 per cent or more unemployment? How do you justify that when we have tens of thousands out of work?"

HALTIGAN: "Most of the non-farm jobs are in service work and domestics. We have orders for jobs at \$225 per month plus room and board. The state has been unable to recruit domestic workers, so we immigrate them."

KILGORE: "You can't find enough workers? Possibly the answer is that \$225 is not enough to live on in California, but you can live on it in Mexico."

Still further corroboration of the adverse impact of the green-card system on U.S. citizens was provided by a local businessman who was questioned by Representative John V. Tunney (D-Imperial, Riverside) at the hearing last May:

TUNNEY: Are domestic workers being replaced?"

BUSINESSMAN: "Yes, whole families are displaced in the feed lots and fields. It used to be that in times of peak work mothers and children could pitch in and the whole family would earn about \$40 a day."

TUNNEY: "What is the reason for the displacement?"

BUSINESSMAN: "The green-carders will work for less."

In summary, the Federation declared that:

"Legislation (should) be enacted ending the system wherein the commuters are immigrants on paper and resi-

dents of another country in fact.

"Green-carders' should become immigrants in the true sense. If they wish to hold regular jobs in the United States they should make their residence on U.S. soil. Anything less will continue to work a hardship on U.S. citizens who reside in border communities."

The Select Commission on Western Hemisphere Immigration, which was established by Congress in the Immigration and Nationality Act of 1965, is specifically charged with studying the impact of immigration on employment and working conditions within the United States. The commission is composed of five Presidential appointees and 10 Congressmen, five from the Senate and five from the House. Presidential appointees include Commission Chairman Richard M. Scammon, a former director of the Bureau of the Census who is now vice president of Governmental Affairs Institute, and Stanley Ruttenberg, former AFL-CIO Director of Research who is now Assistant Secretary of Labor and Manpower Administrator. Senate members include Senators Philip A. Hart, Edward M. Kennedy, Everett M. Dirksen, James O. Eastland and Roman L. Hruska. House members include Reps. Emanuel Celler, Michael A. Feighan, William M. McCulloch, Arch A. Moore Jr., and Peter W. Rodino Jr.

IWIU To Seek Nationwide Pact for Met Life Agents

For the first time in the one hundred year history of the Metropolitan Life Insurance Company, insurance agents west of the Mississippi will have a voice in establishing their own wages and working conditions when the AFL-CIO Insurance Workers International Union sits down with company officials next month to negotiate the company's first nationwide contract.

The union, which represented less than 10 percent of the agents in the firm's offices when the organizational drive got under way less than two years ago, now represents more than 60 percent.

Late last month the union won another district office election in Santa Ana by a 5 to 1 margin. This raised the union's string of victories in California to 18 out of 20 elections. Nationally the union has won 122 out of 128 elections conducted since the drive began.

Another election is scheduled among Met Life agents in the San Bernardino office on February 16 and organizational efforts are already afoot to seek elections in Imperial County, San Diego and San Francisco, Joseph Gumino, the union's international representative, said.

In voting for IWIU representation, the agents are voicing their demands for such union benefits as adherence to union working conditions and practices, including limits on the frequency of "report-ins," curbs on so-called "debit cutting to protect the agent's territory, and standard grievance procedures to protect themselves from arbitrary discharge or unjustified disciplinary action, Gumino explained.

He urged all trade unionists to assist in the organizational effort by "asking your insurance agent to show his IWIU membership card."

Strong Lending Bill Wins OK

(Continued from Page 1)

month, for example—would apply to revolving credit charge accounts used by many department stores.

The House version, which was strongly supported by the AFL-CIO, the Johnson administration and consumer organizations, would cover all transactions, not just those in which the credit charge is under \$10.

Although a majority on the House Banking and Currency Committee had voted to weaken the strong truth-in-lending bill introduced by Rep. Leonor K. Sullivan (D-Mo.) by adding loopholes on revolving credit accounts and under \$10 charges, these loopholes were subsequently defeated in a fight on the House floor.

AFL-CIO Legislative Director Andrew Biemiller, anticipating the floor fight, sent a letter to all House members pointing out that there was "no shred of justification" for exempting revolving credit accounts from annual interest rate disclosure.

The under-\$10 exemption would be "even more objectionable," he said, because it would mean "a society matron who charged a \$500 gown would be told exactly what the credit costs were while an ordinary housewife who charged \$50 worth of clothes for her children would be kept in ignorance."

The revolving credit loophole was subsequently defeated on a 131 to 10 teller vote and the \$10 exemption was shouted down on a voice vote.

The House bill also contains a so-called "loan shark" amendment that would make it a federal crime to charge interest rates exceeding maximum rates set by state laws. Some 43 states, including California, have usury laws. In California the maximum rate is 10 percent but the law is shot through with exemptions.

The House version would also protect homeowners from so-called "suede shoe" salesmen by providing a consumer with a cooling-off period if the consumer signed up for a home repair contract without being told that the sale would involve increasing his mortgage indebtedness.

Bill to Bar Strikebreakers

(Continued from Page 1)

"Repeatedly" is defined in the bill as meaning on two or more occasions aside from any current offer.

Need for the legislation is underscored by the eight-week-old strike at the Los Angeles Herald-Examiner where scores of imported strikebreakers have been identified as professionals by the International Typographical Union's scab file.

Noting that 11 states as well as a number of California cities have already adopted anti-strikebreaker laws and ordinances, State AFL-CIO leader Thos. L. Pitts said:

"All decent workmen, and decent employers as well, need this legislation to protect themselves and their communities

from the disruptive effects of fly-by-night, fast-buck strikebreakers and the unfair competition of the unscrupulous employers who hire them."

Just last week one trade unionist, Tom Shirley, president of Web Pressmen's Local 18 in Los Angeles, suffered a possible brain concussion when he was hit by a heavy object apparently thrown out of the Herald-Examiner plant.

California cities that have already banned professional strikebreakers include San Francisco and San Jose. The 11 states that have banned professional strikebreakers are: Indiana, Pennsylvania, New Jersey, Massachusetts, Washington, Maryland, Delaware, Michigan, Louisiana, Rhode Island and

Hawaii.

The measure is expected to be referred to the seven-man Assembly Industrial Relations Committee chaired by Assemblyman Walter Powers (D-Sacramento). Others on the lower house committee: Peter F. Schabarum, vice chairman (R-Covina); John V. Briggs (R-Fullerton); Earle P. Crandall (R-San Jose); Bill Greene (D-Los Angeles); David A. Roberti (D-Los Angeles) and Alan Sieroty (D-Beverly Hills).

The bill, introduced Monday, February 5, is not expected to be taken up until sometime next month since no bill may be taken up until 30 days after its date of introduction except by a three-quarters vote.

Affiliates and other trade unionists interested in following the bill should drop a note to the chairman of the committee to request notice of all hearings called on it. These requests should be addressed to the Honorable Walter W. Powers, chairman, Assembly Industrial Relations Committee, State Capitol, Sacramento, California 95814.

Who's the Big Winner if Reagan Push To Ease 160-Acre Limit Goes Through?

(Continued from Page 1)

land speculators, has drawn little, if any, protest.

This is Reagan's announcement that he would seek "modifications" in the nation's historic 160-acre limit provision in U. S. reclamation law.

Most citizens are little concerned with this issue, mainly because they don't understand that the 1902 Reclamation Law was designed to prevent the benefits of water reclamation projects financed by public tax dollars from being funneled into the hands of a few land barons and land speculators.

Reagan's task force now proposes to subvert that law by increasing the acreage limitation from 160 to 640 and offering California's huge farming corporations the alternative of making "supplemental payments equivalent to an interest factor on the construction cost of the federal project" that would entitle them to "receive water without restriction."

But this would violate both the letter and spirit of the nation's present law because it would abandon the principle that the public in general should benefit as much as possible from projects built with our tax dollars.

As it stands, the Reclamation Act is already, if any thing,

overly generous to large land owners. It permits them interest-free use of federal project water for the first 10 years it is available. Thereafter, to prevent monopolistic control of vast tracts of land, it requires owners of excess acreage to sell off their excess land at pre-project prices.

Opponents of the 160-acre limit have repeatedly attempted to confuse the issue by talking about farm sizes required for efficient operation.

Reagan's task force, for example, contends that "farm sizes in California required for efficient operation range from 600 to more than 1,000 acres."

But the law's 160 acre limit applies to ownership, not use.

And there is nothing to prevent the large corporate farms from leasing and using any additional acreage they want.

In short, the 160-acre limit was designed to extend opportunities for land ownership to as much of the public as possible rather than permit a few large land owners to be the sole beneficiaries of land reclaimed by the expenditure of millions of our tax dollars.

Incidentally, Governor Reagan's five-man task force consisted of four attorneys and one engineer, all connected with big central valley growers.

UAW Wins \$100 Vacation Bonus

A guaranteed vacation bonus of \$100 a year has been negotiated in a contract between the United Auto Workers and the International Harvester Company.

The provision, part of a strike-thwarting contract reached in Chicago which is still pending membership ratification requires the firm to pay \$75 in addition to regular vacation pay to all workers with one or more years of service when it closes its plants for two weeks during the summer or when employees go on their regular vacation and another \$25 during the week-long Christmas shutdown.

The provision recognizes the principle long fought for by unions that a vacation costs more than staying at home during a normal work week. The pact also calls for a 5th week of vacation after 20 years of service.