



California AFL-CIO News

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Executive Secretary-Treasurer
151 THOS. L. PITTS

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Labor At the Legislature

From the Capitol Office
Of the Executive Secretary

Solid, united backing by Labor was in strong evidence on April 1 when AB 426, the Federation's professional strike-breaker bill, had its first hearing before the Assembly Industrial Relations Committee. The bill gained strength with the addition of co-authors joining Assemblyman Edward Elliott. Senator George Moscone, a leading member of the upper house, became a co-author. At the same time, Assemblymen L. E. (Larry) Townsend, John J. Miller and John L. Burton were added in the Assembly. AB 426 will be heard again in Industrial Relations on April 22. Labor must keep working hard for the passage of this bill in the Committee. This is the "key" bill for Labor in the 1968 session.

Another important Federation bill, AB 158 by Knox, will be heard in Industrial Relations Committee on Monday, April 15. This bill will give added security to workers in restaurants, bars, hotels, inns, motels and resorts in matters involving wages, fringe benefits and deductions from wages. Assemblyman Burton's AB 283, also sponsored by the California Labor Federation, is set for hearing Thursday, April 18, in the State Employment, Retirement and Military Affairs Committee of the Assembly. AB 283 would permit public employees at state and local levels to enter into collective bargaining agreements. Both these measures deserve the strongest possible support. Be sure to tell your

(Continued on Page 2)

Urgent! Important!

Call on Solons to Vote 'No' On Anti-Labor Bill--SB 425

SB 425 — a "bad" bill — will be heard in Senate Judiciary Committee at 8 o'clock in the evening Thursday, April 18.

SB 425 is an attempt, not too well disguised, to overrule leading decisions of the California Supreme Court as well as other provisions of the Labor Code which state that in the field of labor-management relations and the exercise of Constitutional rights, local communities cannot act but rather the subject matter is one of state-wide interest and concern.

If SB 425 were to be adopted we would again see the surge to enact local right-to-work laws, prohibition against peaceful picketing, elimination of informational picketing, use of amplifiers

(Continued on Page 4)

U. S. Labor Law Enforcement Nets Calif. Workers \$5 Million

Some 27,026 California workers are \$5,375,012 richer — an average of \$198.92 each — thanks to enforcement of federal minimum wage and equal pay laws in California last year.

These figures, which point up the benefits that accrue to California workers — both union and non-union alike — when such laws are enforced, were released by Milton K. Hedberg, Regional Director of the Wage and Hour Division of the U.S. Department of Labor in San Francisco in response to a request from the California AFL-CIO News.

L.A. Unions Meet With Panel On Her-Ex Strike

Key union leaders involved in the 16-week strike-lockout at the Los Angeles Herald-Examiner met with a three-man panel appointed by Mayor Sam Yorty Tuesday and indicated their willingness to accept the panel as a possible aid to facilitate settlement of the dispute but the position of Hearst management remained unclear.

Panel chairman Lloyd H. Bailer, the mediator, was reported as saying only that the panel's role "is not clear as far as management is concerned," and added that "the status of our discussions with both sides must remain confidential at this stage."

(Continued on Page 3)

The \$5,375,012 figure represents the total sum recovered in California during the 1967 calendar year from employers found by the Labor Department to have underpaid their workers, intentionally or unintentionally, the amounts due them under the minimum wage, overtime and equal pay provisions of the Fair Labor Standards Act and the McNamara-O'Hara Service Contract Act.

The vast bulk of the underpayments to California work-

(Continued on Page 3)

Fed's UI-DI Parley To Precede ARA Forum in May

A special, one-day educational conference to air problems arising in connection with the administration of unemployment insurance and disability insurance will be held at the Sacramento Inn on May 23.

The conference, sponsored by the California Labor Federation, AFL-CIO, to assist union officials in protecting the rights of their membership, is being

(Continued on Page 2)

Jobless Rates in Big Cities Top Avg.

The jobless rate in the nation's 20 largest cities averaged 4.7 percent in 1967, compared with 3.8 percent for the nation as a whole, according to U. S. Secretary of Labor Willard Wirtz.

Wirtz compared the city average of 4.7 percent to the

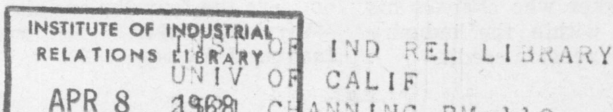
(Continued on Page 4)

Union Pay 18% Over No Union, Survey Shows

In pocket-book parlance, union membership may mean an 18 per cent pay hike.

At least that's one of the conclusions to be drawn from a study entitled, "Compensation in Union and Non-Union Plants, 1960-1965," by Vernon T. Clover, a professor of Economics at the School of Business Administration at Texas Technological College.

Clover's study, published in the January, 1968 issue of Industrial and Labor Relations Review, found that in plants in which a majority of the workers were covered by union contracts, wages averaged 18 per-



Labor at the Legislature

(Continued from Page 1)
local legislators to vote for both
AB 158 and **AB 283**.

A series of bills by Senator Moscone on workmen's compensation is scheduled to be heard in the Senate Committee on Insurance and Financial Institutions on April 22. These are **SB 410**, **412**, **413**, **414**, **415** and **416**, sponsored by the California Labor Federation. The first hearing on these "bread and butter" bills for labor was held April 1 and they were put over until April 22. Strong, united, affirmative action on this series is a "must" for Labor in California.

* * *

On April 1, **AB 542**, the Reagan-backed anti-labor bill to impose bureaucratic control in strike votes and contract agreements, was put over. This bill is strongly opposed by the Federation. You will be informed when this is rescheduled. Meantime, the most positive opposition to **AB 542** should be brought to the attention of your Assemblymen. **AB 542** is a "bad" bill which must be defeated.

* * *

Another "bad" bill will have a hearing on April 15. **AB 756**, which would seriously weaken protection for working women and minors, is scheduled before Assembly Industrial Relations Committee at 1:30 p.m. that day. Contact your Assemblymen and let them know you are against **AB 756**.

* * *

Your Assemblymen and Senators are coming home for the Easter legislative recess from April 5 to 15. This is an excellent time to get in touch with them directly and personally in their district. It is important to you and to your legislators that you let them know where you stand on the vital issues affecting Labor in the 1968 session. Let the Federation's legislative office at Sacramento know their reaction.

Labor Urges Better Law To Safeguard Pensions

The AFL-CIO has called on Congress to amend administration-backed legislation to assure that workers covered by pension and welfare plans "actually receive the benefits to which they are entitled."

In endorsing the intent of an administration bill that would rewrite the 1958 Welfare and Pension Plans Disclosure Act to require that trustees and administrators of the estimated \$100 billion in pension fund assets be obligated to meet standards of fiduciary responsibility, AFL-CIO Legislative Director Andrew J. Beimiller said the AFL-CIO favors a uniform federal law to protect against breach of trust by pension administrators, a law that would take precedence over any state laws.

NEED NOTED

Need for such a law has been pointed up by cases in which employers have used assets of pension funds to buy up control of companies, to lend money on favorable terms to the company or its officers, and even to buy stock at high prices from the officers of the corporation.

Beimiller also suggested that the bill be expanded to provide minimum funding and vesting standards for all single-employer pension plans.

NATIONAL INSURANCE

In addition he proposed a national insurance system for all plans to be sure that no worker loses his benefits because an employer goes out of business or defaults on payments.

At a minimum, he said, single-employer plans should provide vesting of benefits for workers with 10 years of service who leave before reaching retirement age. Employer contribution plans should be high enough to achieve full funding within 30 years, he said.

However, he noted, such provisions are not needed in multi-employer, industry-wide pension plans because the bankruptcy of the single employer will not drain the industry fund and a worker who changes his employer within the industry retains his pension credit.

Emphasizing the fact that money set aside for pension and welfare benefits is not a "gift" from the employer but rather "a part of the collective bargaining package accepted in lieu of wages," Beimiller pointed out that a national insurance program could be established with a premium rate of less than 1/10 of one percent of the unfunded liability of each plan.

A CHEAP SAFEGUARD

Thus it would be an inexpensive but important safeguard, he said.

While agreeing with the concept that a worker covered by a plan should have the right to sue in federal court if the law is violated, Beimiller said that the law should be worded to avoid "nuisance suits."

He also maintained that only the Secretary of Labor should be empowered to bring action to remove a trustee or administrator, "and then only on the basis of a specific complaint supported by reasonable cause."

There have been strong union objections, he said, to the "fishing expeditions" the Labor Department has sometimes engaged in under the Landrum-Griffin Act, where, "with no substantive basis, honest union officials were harassed to no purpose."

POSITION EXPLAINED

The Labor Department's authority to probe possible violations should "be limited to cases where there is reasonable cause to believe that violations are in fact taking place," he said.

He also suggested that the principle governing use of pension funds should be that "no loan be made that might be adverse to the interest of the fund." At the same time there should be no bar on "an adequately secured" loan or mortgage for such purposes as a housing project or a union health center, he said.

JFK on Saving the Rich

"If a free society cannot help the many who are poor, it cannot save the few who are rich."
—President John F. Kennedy, Inaugural Address, 1960.

Fed's UI-DI Parley To Precede ARA Forum in May

(Continued from Page 1)
held in conjunction with the Administrative Referees Association's Annual Forum which will be held at the same location on May 24-25.

The Federation's UI-DI conference on May 23 will examine current relationships with the Department of Employment on the local level in the morning session and explore matters dealing with the appeals process in the afternoon.

Thos. L. Pitts, the Federation's Secretary-Treasurer notified all Federation affiliates of the tentative plans for the conference in February and is urging all affiliates to send representatives to participate in both the Federation's conference and the Administrative Referees Association's two-day forum that follows it.

Registration forms for the ARA Forum may be obtained from: Don N. Belveal, Chairman, Administrative Referees Association Forum Arrangements Committee, 1525 S. Broadway, Room 421, Los Angeles, or from the nearest referee's office of the Department of Employment.

No advanced registration is required for the Federation's UI-DI conference but representatives planning to participate should contact the Sacramento Inn for their reservations as soon as possible. A block of rooms has been reserved for representatives of Federation affiliates.

New Publications' List

A revised list of AFL-CIO publications which contains a brief description of more than 60 leaflets produced by the Federation, is available without cost from the AFL-CIO Pamphlet Division, 815 Sixteenth Street, N. W., Washington, D. C. 20006.

The publications list also contains information on the availability of reprints of articles from the AFL-CIO magazine, The American Federationist.

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 ¾ vote..

Key to Symbols

CR	Civil Rights and Civil Liberties	LC	Labor Code Changes, General	S	Industrial Safety
DI	Disability Insurance	LI	Liens, Attachments & Writs	SL	State & Local Government
EA	Employment Agencies, Private	LS	Labor Unions, Special	TA	Taxation
ED	Education	LU	Labor Unions, General	TR	Training & Retraining
EL	Elections	MI	Miscellaneous	UI	Unemployment Insurance
HO	Housing	PH	Public Health	WC	Workmen's Compensation
IN	Insurance (Incl. H & W)	RE	Recreation	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 1019 Ralph (Elec. & Reap.) Establishes procedure for a candidate to withdraw from one group of candidates for delegates to a national convention and to become a member of a different group of such candidates.

To take effect immediately, urgency statute. March 14. **EL—Watch**

AB 1024 Wilson (Ed.) Abolishes prohibition against educational institutions, supported by public funds or receiving tax exemption, furnishing music at event where admission is charged by any private person, partnership, or corporation organized for profit and authorizes such institutions to do so upon authorization of the governing body of such institution. March 15. **LS—N.C.**

AB 1028 Bear (G.E. & E.) Requires Board of Medical Examiners to deny any application for, and authorizes such board to suspend or revoke, the registration of any dispensing optician if such applicant or optician proposes to, or fills, any prescription issued by a licensed physician and surgeon who has any direct or indirect proprietary interest in the dispensing establishment, in addition to any other remedies or penalties provided by law.

Defines "proprietary interest" and excepts stock ownership in a corporation listed on a regulated stock exchange if such stock is acquired through such stock exchange. March 18. **LS—N.C.**

AB 1031 Harvey Johnson (Fin. & Ins.) Requires any retail personal property seller who refuses credit to any person based upon a negative credit report to provide such person with the name and address of the credit rating organization issuing such report. Requires any credit rating organization, upon written request of a person, to make his credit file available to him at its office and to provide him with a copy of all negative information therein. Requires such organization, upon presentation to it of proof by a preponderance of the evidence of a material error or omission in a person's credit file, to correct such error or omission and to issue a corrected credit rating report for each incorrect credit rating report made since such error or omission.

Authorizes such person to enforce such rights against retail sellers and credit rating organizations which refuse or neglect to comply with such requirements, by civil actions wherein such person may also recover his actual damages, his costs of suit, his attorney fees, and special statutory damages of \$200 against such retail sellers and of \$400 against such credit rating organizations. March 18. **MI—Good**

AB 1035 Z'berg (Ind. R.) Requires every employer who plans to construct a trench or excavation of five or more feet in depth, and subject to a safety order of the Division of Industrial Safety, to give at least 20 days notice to division prior to commencement of construction. Provides that such notice shall contain such information as division requires as necessary to evaluate safety of the construction. March 18. **LC—Watch**

AB 1042 Vasconcellos (Ed.) Authorizes use and operation of any bus owned or under lease to any school district for the transportation of pupils of the district to and from their places of employment during the summer. March 18. **ED—Watch**

AB 1044 Dent (Ed.) Designates public school employee organization negotiating council a "council" rather than a "negotiating council." March 18. **LS—N.C.**

AB 1045 Wilson (Fin. & Ins.) Provides that vacancies in Workmen's Compensation Appeals Board shall be filled by appointment for remainder of unexpired terms. March 18. **WC—Bad**

AB 1046 Unruh (G.O.) Establishes pilot program whereby technical assistance will be provided by qualified nonprofit associations, under contract with the state, to eligible persons in connection with the establishment of new, and operation of, existing small businesses in low income areas in the state.

Terminates provisions on 61st day after final adjournment of the 1970 Regular Session of Legislature.

Appropriates \$150,000 from General Fund for such purposes. March 18. **MI—Watch**

AB 1047 Priolo (Fin. & Ins.) Provides that an employer is liable only for such portion of the death benefit under the workmen's compensation law as relates to the percentage of contribution to the death caused by the injury, where a compensable injury and a disease concurrently cause or contribute to death. March 19. **WC—Bad**

AB 1050 Bear (Fin. & Ins.) Provides that widow of individual who dies as result of industrial accident shall receive for life or until remarriage a weekly death benefit equal to the temporary disability indemnity which her husband would have received had he been temporarily disabled, rather than sum of \$17,500, or, where the dependents include dependent minor children, \$20,500. Provides that upon remarriage of widow, such weekly payments shall cease, and she shall receive a lump sum award of \$2,500.

Restricts application of such benefits to those claims arising after effective date of act.

Deletes obsolete provisions. March 19.

WC—Good

AB 1051 Bear (Fin. & Ins.) Provides that if an injury to an individual causes temporary disability and the individual is eligible for disability benefits under the unemployment disability insurance law, the workmen's compensation disability payment to the injured individual shall be in an amount equal to the disability payment as determined under the workmen's compensation law or to the disability benefit the individual would receive if he filed a claim therefor under the unemployment disability insurance law, whichever is greater. March 19.

WC—Good

ASSEMBLY BILLS (Cont'd)

AB 1052 Roberti (Fin. & Ins.) Increases the maximum and minimum weekly permanent disability indemnity payment from \$52.50 to \$80, and from \$20 to \$50, respectively. March 19. **WC—Watch**

AB 1053 Negri (Fin. & Ins.) Provides that any workman who has, or has had, epilepsy may secure a certificate from the Division of Industrial Accidents certifying that he is specially disabled if, on medical proof, the division finds that such disability significantly increases the likelihood of the workman incurring further disability if employed.

Authorizes employer to deduct from the wages of a workman so employed the amount of any increase in workmen's compensation insurance premiums which the employer will incur because of employment of such workman and the possibility that his disability may cause or contribute to an industrial injury suffered by the workman, except that such amount shall in no event exceed 1 percent of the workman's wages. Such deduction is also authorized if employer is self-insured.

Requires employer to give notice to workman prior to any deduction of amount to be deducted due to increased premium for workmen's compensation insurance coverage. March 19. **WC—Bad**

AB 1062 Townsend (P.U. & C.) Enables the Public Utilities Commission to require cable television corporations to comply with certain safety rules and regulations. Defines cable television corporation. March 19. **MI—Good**

AB 1063 Townsend (Ed.) Prohibits governing boards from requiring pupil to attend school more distant than one nearest his home in which his grade level is taught unless written notice of such action is given to his parents, guardian, or other person having custody or control of him, and such individuals do not file within two weeks after such notice is sent, a written objection to such action with the governing board. March 19. **ED—Watch**

AB 1064 Biddle (Ed.) Provides that Superintendent of Public Instruction may designate and exempt, under rules and regulations adopted by him, 3 elementary or unified school districts from penalty provisions prescribing pupil-teacher ratios for purposes of conducting 3-year experimental programs or research which would require larger pupil-teacher ratios. March 19. **LS—N.C.**

AB 1066 Shoemaker (Ed.) Provides that pupils required to take, during regular school days, medications prescribed by a physician may be assisted by the school nurse or other designated school personnel if the school district receives specified written statements from such physician and the parent or guardian of the pupil. March 19. **LS—N.C.**

AB 1067 Wilson (Fin. & Ins.) Requires check or other mode of payment of unemployment insurance benefits to have prominently imprinted upon it: "State unemployment insurance benefits under the California Unemployment Insurance Code are paid for by employers." March 19. **UI—Watch**

AB 1072 Ralph (G.E. & E.) Authorizes Department of Public Works to provide relocation assistance to low income individuals and families who own and reside in housing located in an economically depressed area who are displaced as a result of the acquisition or clearance of rights-of-way for a project on the state highway system, by the acquisition of replacement housing for such individuals and families. Defines terms. Authorizes the department to adopt rules and regulations providing standards and procedures for such relocation assistance.

Authorizes the department to condemn unimproved or unoccupied real property, or real property not devoted primarily to residential use, to provide replacement housing for low income individuals and families who reside in economically depressed areas and are so displaced; provides that acquisition of all other property for such purpose must be by means other than condemnation.

Authorizes the department to contract with public and private entities for the financing, planning, development, construction, management, sale, exchange, or lease of replacement housing; and gives low income individuals and families so displaced priority in buying, leasing, transferring, or exchanging property for replacement housing.

Authorizes the Department of Housing and Community Development to render assistance to the department in the undertaking, construction, maintenance, operation, or financing of replacement housing, and to advise the California Highway Commission regarding whether or not an area traversed by an adopted highway location is an economically depressed area. March 19. **HO—Watch**

AB 1079 Bill Greene (Ed.) Requires governing board of each school district to prescribe regulations requiring the evaluation of pupil's achievement for each grading period on pass or fail basis and requiring written report to parents of failing pupil not later than midway point of grading period. March 19. **ED—Watch**

AB 1080 Bill Greene (Ind.R.) Prohibits organizations of employees, rather than organizations of employers, from providing a maximum age for apprentices of less than 31 years at time of entry into apprenticeship training program. March 19. **LC—Watch**

AB 1081 Bill Greene (Crim. Pro.) Requires a person licensed by the state to engage in a business, profession or occupation to give an applicant who is seeking credit, insurance, or employment from him written notice before he makes an investigation of such applicant and to denote in such written notice the scope of the investigation.

Makes a person who violates that provision guilty of a misdemeanor. March 19. **MI—Watch**

AB 1082 Bill Greene (Ind.R.) Prohibits charging a fee for application for entrance into apprenticeship training programs. March 19. **LC—Watch**

AB 1083 Bill Greene (Ed.) Requires school district boards to provide for school pupil promotion from grade to grade upon the basis of academic achievement and not age. March 19. **ED—Watch**

AB 1084 Duffy (Pub.H.) Eliminates provision establishing priorities in extending and reducing medical assistance within fiscal limits.

Eliminates provision requiring Administrator of Health and Welfare Agency, when reducing services to maintain fiscal limits, to make proportionate reductions in all services, rather than eliminate some services entirely.

Establishes new standards by which the administrator extends and reduces medical assistance within fiscal limits.

Eliminates fiscal provisions on counties' responsibility for medical assistance.

Requires the Budget Act to establish the total amount of state funds required for medical assistance. March 19. **PH—Watch**

AB 1085 Duffy (Pub.H.) Defines elective services under Medi-Cal, excludes such services from basic coverage, and requires prior authorization for same where they cost in excess of \$50. March 19. **PH—Watch**

AB 1086 Duffy (Pub.H.) Provides that fee of licensed practitioner will be the lesser of three specified standards rather than a reasonable charge based on customary charge for similar services. March 19. **PH—Watch**

AB 1087 Priolo (Fin. & Ins.) Requires that, in case where preexisting condition is aggravated by compensable injury, compensation shall be allowed only for the proportion of disability due to such aggravation which is reasonably attributed to such injury.

Requires that, in determining amount of disability compensation to be awarded for aggravation of preexisting disease or condition by, or for permanent disability caused by combination of prior disease or condition plus effects of, a compensable injury, due regard be given to proportion of disability related to preexisting disease or condition without regard to whether such disease or condition caused symptoms or disability prior to injury.

Provides that in case where permanent disability results from compensable injury plus prior disease or condition, compensation shall be allowed only in relation to relative proportion as injury contributes to permanent disability. March 20. **WC—Bad**

ASSEMBLY BILLS (Cont'd)

AB 1091 MacDonald (Mun. & C.G.) Provides that county public work projects and repairs not exceeding \$10,000, instead of \$4,000, may be done without bidding and contract. Also provides that county purchasing agents may purchase materials and services for such projects, not over \$10,000, instead of \$4,000, without bidding or contracts. March 20. **LS—N.C.**

AB 1100 Leroy F. Greene (G.O.) Requires that California Supreme Court maintain its principal office in the City of Sacramento. Defines "principal office." March 20. **SL—Watch**

AB 1101 Biddle (Crim. Pro.) Makes it a misdemeanor for any person to enter upon the prescribed property of a railroad without the permission of the owner of such land, his agents or the person in lawful possession and to do any acts which interfere with, interrupt or hinder or which, if allowed to continue, would interfere with, interrupt or hinder the safe operation of any locomotive, railroad car or train. March 20. **LS—N.C.**

AB 1102 Z'berg (G.O.) Requires the Savings and Loan Commissioner on and after July 1, 1971 to have his principal office in the City of Sacramento.

Authorizes the commissioner to have offices in any city, rather than requiring the commissioner to procure and have offices in the City and County of San Francisco and in the City of Los Angeles. March 20. **SL—Watch**

AB 1103 Z'berg (G.O.) Provides that the State Geologist shall maintain offices in Sacramento rather than San Francisco. To become operative July 1, 1969. March 20. **SL—Watch**

AB 1115 Ralph (S.E., R., & M.A.) Requires Personnel Board to consider employment in county welfare program as substitute qualification for state employment and advancement as employment counselor, or similar position, where state assumes administration of program. To take effect immediately; urgency statute. March 20. **LS—N.C.**

AB 1120 Veneman (Fin. & Ins.) Authorizes a domestic life insurer to purchase or otherwise acquire 51 percent or more of the issued and outstanding stock of specified corporations. March 21. **IN—Watch**

AB 1124 Vasconcellos (Jud.) Declares that on and after the voting age in California is reduced to 18 years of age, any minor 18 years of age or older shall have the same contractual rights, duties and obligations as an adult. March 21. **MI—Watch**

AB 1125 Elliott (Rls.) Increases annual salary of Members of Legislature from \$16,000 to \$17,600, effective at noon on January 6, 1969. March 21. **SL—Watch**

AB 1132 Z'berg (Jud.) Allows a court, in any civil action or proceeding, to fix compensation of a person, not a party to the action, who testifies as an expert witness under subpoena.

Requires party requiring attendance to pay such compensation and prohibits making such payment an allowable cost. March 21. **SL—Watch**

AB 1133 Fong (Ed.) Authorizes any school district maintaining two or more regular day high schools, with the consent of county superintendent of schools, to establish and maintain a regional occupation center. March 21. **TR—Watch**

AB 1136 Ryan (Fin. & Ins.) Authorizes Insurance Commissioner to require any insurer offering insurance for the protection of residential property against casualty loss to make available under the extended coverage endorsement coverage for loss by reason of landslides, tidal waves, or rising waters. March 21. **IN—Watch**

AB 1139 Ryan (Ed.) Allows governing board to recommend minimum educational and work experience requirements for classified service positions, and requires the personnel commission, in approving such requirements, to insure that these requirements reasonably relate to the duties of each position and will admit an adequate field of competition. Requires position duties and qualifications to be prepared and approved prior to issuance of announcement for competitive examination to fill position vacancies. March 21. **LS—N.C.**

AB 1142 Bill Greene (Ind. R.) Requires the State Fair Employment Practice Commission to bring a civil action in court on behalf of the state and the complainant if the commission determines that a labor organization has violated provisions of the Fair Employment Practice Act on discrimination with respect to membership on the basis of race, religious creed, color, national origin or ancestry and discrimination by such organization against any employer or person employed by an employer. Provides a fine of \$10,000 and treble damages if the court finds that such violation has occurred.

Makes officer of labor organization responsible for such violation guilty of a misdemeanor and requires the commission to institute criminal proceedings. March 21. **LC—Bad**

AB 1147 Negri (Ind. R.) Requires every employer who uses farm labor to post a notice on his premises, in English and in Spanish, and in form and content as specified by Labor Commissioner, containing a summary of statutory provisions and regulations on specified subjects, together with name of agency charged with enforcement of each provision so listed and address of nearest office of such agency.

Requires Labor Commissioner to hold hearing and consult with appropriate agencies to determine proper form and content to be used in such notice.

Makes failure to post such notice a misdemeanor, and requires commissioner to enforce provisions. March 21. **LC—Good**

AB 1159 Mulford (G.E. & E.) Revises provision permitting issuance of an off-sale general license for use on part of the same premises for which an off-sale beer and wine license has been issued to specify conditions under which such license is to be issued and the privileges of the license are to be exercised. March 25. **LS—N.C.**

AB 1161 Pattee (G.O.) Provides that district agricultural associations shall not enter into contracts or purchase, lease, sell, or exchange property or services of substantial or unusual nature as determined by the Director of Agriculture, unless the association has notified the director 30 days prior to such action and has received his written opinion of such action. Requires the director to adopt regulations to carry out such purposes.

Permits the director to require that any contract or agreement for purchase, lease, sale, or exchange of property by an association to be subjected to public bid procedures and to adopt regulations thereon. March 25. **LS—N.C.**

AB 1163 Ketchum (Ind.R.) Includes terminated seasonal agriculture employees, in addition to those engaged in curing, canning, or drying of fruit, fish, or vegetables, in provision exempting employers for reasonable time, up to 72 hours, from requirement to immediately pay wages earned and unpaid to discharged employees. Defines "agriculture" for purposes of provision. March 25. **LC—Bad**

AB 1165 Cory (Ed.) Declares intent of Legislature that provisions establishing right of public school employees to form and be represented by organizations in employment conditions and employer-employee relations shall not be construed to restrict, limit or prohibit the full exercise of the functions of any academic senate or faculty council with respect to making recommendations as to district policies on academic and professional matters. March 25. **LS—N.C.**

AB 1167 Dent (Ed.) Authorizes school district governing board to designate other days as holidays to which classified employees are entitled in lieu of specified holidays, provided such designated days will provide for at least a three-day weekend. Makes exception in situation where classified employee would not be eligible for holiday pay for such designated days. March 25. **LS—N.C.**

AB 1168 Leroy F. Greene (Ed.) Requires State Department of Education to prepare and submit an annual report to State Board of Education and to each school district containing an analysis, on a district by district basis, of results of every testing program conducted through a statewide program or on a statewide basis, which is to include specified factors having a substantive relationship to or bearing on such results. Requires state board to make recommendations to the Legislature with respect to such test results and analysis as the board deems appropriate. March 25. **ED—Good**

ASSEMBLY BILLS

AB 1177 Priolo (N.R., P., & P.W.) Defines "vessel" for purposes of added sanitation provisions as watercraft providing facilities for preparation of meals or for a night of lodging.

Prohibits after January 1, 1970, operation of a vessel with a head, toilet, commode or similar sanitation facilities unless facilities are approved.

Requires new vessels built in this state after January 1, 1970, to be equipped with approved toilet or holding tank.

Authorizes Harbors and Watercraft Commission to establish standards for toilets and holding tanks and governing emptying of holding tanks.

Prescribes penalties for violation. March 25.

PH—Watch

AB 1178 Meyers (Mun. & C.G.) Provides that the employee organization chosen as their representative by a majority of the employees in an appropriate unit shall be the exclusive representative of all the employees in such unit.

Requires a public agency to adopt reasonable rules and regulations governing the method of determining what constitutes an appropriate unit of employees for purposes of representation and which employee organization, if any, is to represent the employees in the unit. March 25.

LS—N.C.

AB 1179 Meyers (Mun. & C.G.) Specifically provides that nothing contained in the provisions regarding public employer-employee relations shall be deemed to supersede existing state law, charters, ordinances, and rules of local public agencies establishing and regulating a merit or civil service system or providing for other methods of administering employer-employee relations, insofar as they are consistent with the requirement of this chapter. March 25.

LS—N.C.

AB 1180 Meyers (Mun. & C.G.) Provides for hearing prior to dismissal of probationary or provisional employees. March 25.

LS—N.C.

AB 1181 Meyers (Mun. & C.G.) Requires that representatives of public agencies meet and confer in good faith with representatives of recognized employee organizations, and that such representatives shall in good faith attempt to reach agreement, rather than that representatives of public agencies shall meet and confer with representatives of employee organizations and consider as fully as the agency deems reasonable presentations made.

Defines "meet and confer in good faith" to include the right of each representative of a recognized employee organization to be informed on matters within the scope of representation and to be given reasonable notice of proposed action by public agencies.

Provides that when the parties reach agreement and the agreement is not subject to action by the governing body of the public agency they shall prepare a written memorandum of agreement.

Provides that when the parties reach agreement and the agreement is subject to action by the governing body of the public agency, they shall prepare and submit a written memorandum of such agreement to the governing body.

Provides that if the parties do not reach agreement, each party shall, within 10 days, submit to the other party, and to the governing body if agreement is subject to action by it, a statement of its position and reasons therefor. March 25.

LS—N.C.

AB 1182 Meyers (Mun. & C.G.) Requires that representatives of public agencies meet and negotiate in good faith with representatives of recognized employee organizations, and that such representatives shall in good faith attempt to reach agreement, rather than that representatives of public agencies shall meet and confer with representatives of employee organizations and consider as fully as the agency deems reasonable presentations made.

Defines "meet and negotiate in good faith" to include the right of each representative of a recognized employee organization to be informed on matters within the scope of representation and to be given reasonable notice of proposed action by public agencies.

Requires that when agreement is reached during negotiations on a matter, a written agreement shall be prepared and signed by the parties.

Provides that when the parties reach agreement and the agreement is not subject to action by the governing body of the public agency they shall jointly prepare a written statement of agreement signed by the parties.

Provides that when the parties reach agreement and the agreement is subject to action by the governing body of the public agency, they shall jointly prepare a written statement of such agreement signed by the parties and submitted to the governing body.

Requires that if no agreement is reached, the matter shall be referred to an ad hoc board of review for findings and recommendations.

Establishes procedure for choosing such ad hoc board.

March 25.

LS—N.C.

AB 1186 Powers (G.O.) Requires that the principal office of the Director of Public Health and the Department of Public Health to be in Sacramento on and after July 1, 1972. March 26.

SL—Watch

AB 1189 Beverly (Con. & Wild.) Permits certain traps to be used to take shrimp in Fish and Game District 19A. March 26.

LS—N.C.

AB 1192 Collier (Ed.) Provides that any person employed in an administrative, academic, or teaching position to which any form of tenure rights may accrue by a public school district, California state college, or the University of California who absents himself without proper authorization from his assigned duties in order to engage in a strike for any purpose whatsoever shall forfeit his tenure rights, if any, or shall forfeit any accumulated rights he may have toward acquisition of tenure. Provides, further, that such person shall be deemed a newly appointed probationary employee for the balance of the school or academic year if he is thereafter continued in employment by the school district, the California state colleges, or the University of California, and that he shall be deemed a newly appointed probationary employee upon reemployment for the next ensuing school or academic year. Requires the school district, the state college and the University of California to determine which employees have forfeited rights under these provisions and to notify the persons involved. March 26.

LS—N.C.

AB 1193 Ryan (Pub. H.) Authorizes hearing board of the Bay Area Pollution Control District to dispense with 10-day notice requirement to certain persons of a public hearing, as long as notice is given within a reasonable time, if the hearing board determines that good cause exists for eliminating such 10-day notice requirement.

Makes any person, including employee, who uses, operates, leases, or is responsible for such use or operation of any equipment, vessel, or industrial complex or plant which discharges or emits air contaminants in violation of certain provisions or orders, rules, or regulations of the board of directors of the district, subject to a forfeiture of \$500 enforceable by civil action, and makes each and every day during any portion of which such occurs a separate offense.

Establishes certain procedure for enforcing forfeiture and for obtaining a lien on defendant's property and prescribes limitations on such enforcement procedure.

Declares that no forfeiture results where the hearing board of the district finds that a variance is necessary or will be permitted.

March 26.

LU—Bad

AB 1194 Negri (Fin. & Ins.) Exempts from attachment all earnings received for personal services rendered at any time preceding the levy of attachment except for one-half of earnings received for personal services rendered at any time within seven days next preceding the levy of attachment, rather than exempting one-half of earnings received for personal service rendered at any time within 30 days next preceding the levy of attachment.

Limits the number of attachments of earnings to one prior to judgment.

Declares that no more than two writs or orders for execution or enforcement of judgment shall be issued in a 30-day period against earnings received for personal services rendered within such 30-day period. Prohibits levy of execution on earnings received in consecutive pay periods of one week or less.

Makes related conforming changes. March 26.

LI—Watch

Union Pay Tops Non-Union 18% Survey Shows

(Continued from Page 1)
cent higher than in "non-union" plants.

Moreover, Clover observed:
"The actual extent that unions may have raised wages in general is probably understated in the preceding discussion . . . The reason for this understatement is that the figure of 18 percent higher wages in union plants is based on the premises that (1) unions do not tend to cause an increase in wages in non-union plants, or (2) even in plants in which some but less than a majority of workers are covered by union contracts. Both of these premises are likely to be incorrect to some degree."

Clover's study was based on data collected in 31 surveys of straight-time hourly earnings of production workers in 23 manufacturing industries throughout the country.

In analyzing the data by regions, Clover found wages significantly higher in union plants.

In addition, the study noted that:

"This highly prevalent condition of higher wages in union than in non-union plants is emphasized by the fact that it not only was found in nearly all regional surveys but it also existed under a variety of conditions involving regional differences in (1) size and type of plant; (2) size and socio-economic characteristics of city or area; (3) sex ratio of workers; (4) degree and nature of competition; (5) dollar and geographic size of market; (6) nature and efficiency of management; (7) cost-of-living; (8) type of product; (9) degree of mechanization; (10) characteristics of cost in the firm, including relative importance of labor costs; and (11) non-wage benefits."

In short, Clover's study is one which non-union workers might well ponder profitably instead of being taken in by self-styled right-to-work promoters whose operations are largely financed by anti-union employer groups seeking to weaken the union's right to protect the workers' interests.

L. A. Unions Confer With Panel on Her-Ex Dispute

(Continued from Page 1)

However, he said that both the regional director of the Federal Mediation Service, Edwin W. Scott, and the head of the California State Conciliation Service, Wayne Kenaston, have offered to cooperate with the panel and expressed hope that the unions involved and management would utilize "the panel's good offices."

Meanwhile, both the paper's ad lineage and its circulation continued to falter, coming up with its poorest ad lineage of the year just two weeks before Easter—normally a robust advertising period, the Herald-Examiner Joint Strike-Lockout Council reported.

Total ad lineage for the day on March 27, the council said, was 52.5 percent of available space in a 60-page edition. Under pre-strike conditions, the paper, which is currently being produced by professional strike-breakers and non-union help, would have run more than 90 pages, with about 65 percent ad content.

Circulation was down to about 250,000 daily compared with a 725,000 daily average before the strike-lockout started December 15.

Boycott Ends

Ratification of a new three-year contract by Local 1520 of the International Association of Machinists has ended the boycott against the Louis Marx Toy Company of Erie, Pa.

The new contract, won only after a nine-month strike, netted hourly workers pay increases of five percent this year and four percent increases in 1969 and 1970. It also boosts incentive rates by five percent in 1968 and four percent in 1969 and 1970 and provides additional gains in health and welfare coverage.

Nation's Mission

"Sustained prosperity, full employment, with every segment of America sharing in the blessings of liberty—this is our continuing mission." — Vice President Hubert H. Humphrey.

With little prospect of an immediate settlement in sight, strike-lockout leaders were proceeding with plans to call on more than 700 AFL-CIO central labor councils throughout the nation to adopt boycott measures against Hearst magazines and newspapers and to urge national AFL-CIO leaders to implement a policy position on Hearst taken in February by the AFL-CIO Executive Council.

U.S. Labor Laws Save Cal. Workers \$5,375,012

(Continued from Page 1)

ers, more than 90 percent, involved employers who failed to pay time and a half for overtime. This accounted for \$4,885,133 of the total.

The balance, Hedberg reported, was recovered from employers who:

- Failed to pay federal minimum wages totalling \$299,018.
- Failed to comply with the FLSA's equal pay provisions, \$104,284.
- Failed to meet the provisions of the McNamara-O'Hara Service Contract Act, \$86,577.

New Age Bias Law

A pamphlet explaining the Age Discrimination in Employment Act of 1967 which goes into effect on June 12, 1968, and applies to all workers from 40 to 65 is now available from the U. S. Labor Dept.

The seven-page pamphlet points out which employers, employment agencies, and labor organizations are covered by the law; what they must do to comply with the law; what practices are unlawful when based on age; and exceptions to the age-discrimination ban.

The Age Discrimination law states that "It shall be unlawful for an employer, labor organization, or employment agency to print or publish . . . any notice or advertisement relating to employment . . . indicating a preference, limitation, specification or discrimination, based on age."

U.S. Workers' Buying Power Posts Best Gain

Purchasing power of the nation's rank and file workers in February posted the best gain in seven months, despite a further rise in consumer prices, the U. S. Department of Labor's Bureau of Labor Statistics has reported.

Gross weekly earnings for the nation's workers increased by \$1.20 in February and reached a new alltime high—\$104.33. The gain was the result of a 0.3-hour increase in the average workweek and a 1-cent advance in average hourly earnings.

Gross earnings increased in all industries, except mining. Longer workweeks were responsible for most of the gain in the construction and manufacturing industry, while higher hourly earnings accounted for the advances in trade and the finance industries.

Net spendable earnings (gross pay minus taxes) for the worker with three dependents rose by 96 cents over the month to \$92.85. For the single worker, net spendable earnings advanced by 91 cents to \$85.27. Compared to February, 1967, spendable earnings for the worker with three dependents has risen by \$4.01 (or 4.5 percent).

Real net spendable earnings (take-home pay in 1957-59 dollars) for the worker with three dependents rose by 55 cents over the month from \$77.48 to \$78.03. This was the largest increase since June-July, 1967. Real spendable earnings in February, 1968, were 64 cents (or 0.8 percent) higher than a year ago, but below the level of the last six months of 1967.

Importance of COPE

"We developed COPE for the purpose of trying to set up an organization that would allow us to elect our friends in Congress . . . We need money. We need our people registered. We need going organizations in every state and also in every precinct. I believe this probably the most important single job we have to do from now until November 1968." —IBEW Secretary Joseph D. Keenan.

Study Reveals Longer Vacations Major Union Goal

In nearly one-half of the union management negotiations occurring each year, workers have been taking some of their negotiated benefits in the form of additional leisure, meaning longer vacations and more holidays. This pattern of placing high importance on vacations and holidays benefits not only the workers involved but the entire economy.

The increased leisure that longer vacations and more holidays provide means new job opportunities for workers in recreational and leisure time industries, such as sports equipment, parks and resorts, and other tourist fields. Moreover, longer vacations and holidays also mean increased jobs as workers enjoying these benefits must be replaced by other workers who could otherwise be unemployed.

Most workers under major union-management collective bargaining agreements—those contracts covering 1,000 or more employees—now receive an average of one week's vacation after one year of service, two weeks after two years, three weeks after ten years of service, and four weeks after 20 years. Many union agreements call for more liberal vacation agreements, however. For example, a recent Labor Department study showed that 13 percent of the major union contracts surveyed in 1966 provided for five or more weeks of vacation and it appears likely that five and six week vacations may become as common ten years from now as four week vacations are at present. Six week or longer vacations have already been negotiated by the rubber workers, stone-workers, oil, chemical and atomic workers, brewery workers, and paper makers, among other unions.

Likewise, there has been increases in the rate of overtime pay for work performed on a holiday. Two-thirds of all major union contracts now call for a worker to receive two-and-a-half times his regular rate of pay when he is required to work on a holiday.

Urgent! Important!

Call on Solons to Vote 'No' On Anti-Labor Bill--SB 425

(Continued from Page 1)
and all the other multiplicities of anti-labor laws that were adopted in the past in various hostile local communities.

It, accordingly, is essential that this legislation be rejected even though it will be presented under the guise of permitting local communities to adopt local supplemental general provisions dealing with such things as topless, etc.

Do not be deceived.

After complete analysis of the hidden dangers of SB 425 pointed out its anti-labor features, Senator Joseph Kennick and Assemblyman Harvey Johnson immediately demanded their names be removed as co-authors. Both flatly refuse to be associated with such legislation.

The Judiciary Committee, which will hear this bill on April 18, consists of Senators Donald Grunsky, Chairman, Watsonville; Alfred Song, Monterey Park; Anthony Beilenson, Los Angeles; Clark Bradley; San Jose; Gordon Cologne, Indio; George Danielson, Los Angeles; George Deukmejian, Long Beach; Richard Dolwig, Atherton; John Harmer, Glendale; Robert Lagomarsino, Ventura; George Moscone, San Francisco; Lewis Sherman, Berkeley; Robert Stevens, Los Angeles.

Contact your Senators—especially the members of the Judiciary Committee—when they are home for the Easter recess, April 5 to April 15. Urge them to vote against SB 425.

This is very important. Give it prompt action.

Educational Level On Rise in U.S.

Two out of three adult U. S. workers will have at least a high school education by 1975.

This is a major point made in an article published in the April issue of the U. S. Department of Labor's *Monthly Labor Review*.

The study on "Education of Adult Workers in 1975," by Denis F. Johnson, states that only one out of two workers had at least a high school education in the late 1950s.

Young adult workers—those 25 to 34 years old—will continue to enjoy an educational advantage over their older co-workers. Almost four out of five of them will have a high school education or better, and one out of five will have completed four years or more of college.

By 1975, it is expected that man and women workers will have had, on average, the same amount of education.

The proportion of workers at the lower end of the educational ladder, with eight years or less of elementary schooling, is expected to decline from one out of three in the late 1950s to one out of six by 1975.

Jobless Rates in Big Cities Top Avg.

(Continued from Page 1)

3.3 percent unemployment rate found in the suburbs in a recent statement before the Congressional Joint Economic Committee.

His comments were based on data from a forthcoming report of the Bureau of Labor Statistics showing that a predominance of whites live in the suburbs while over 80 percent of the nonwhites are in the cities.

The white unemployment rate was higher in the cities (3.7 percent) than in the suburbs (3.1 percent).

For nonwhite workers, unemployment rates were high in both areas—7.6 percent in the central cities and 7.0 percent in the suburbs.

For nonwhite workers, unemployment rates in the 20 largest Metropolitan areas ranged from 12.7 percent in Pittsburgh to 3.2 percent in Washington. St. Louis averaged 12.3 percent, while Detroit averaged 10.9 percent.

In the San Francisco-Oakland area, it was 9.6 and in the Los Angeles-Long Beach area it was 6.3 percent.

AFL-CIO Fights To Protect Welfare Funds

A worker's claim for pension fund money should have the same legal priority in a bankruptcy case as his claim for unpaid wages.

This was the position taken by AFL-CIO General Counsel J. Albert Woll in a brief filed with the U.S. Supreme Court in a case involving Local 3 of the International Brotherhood of Electrical Workers, the Joint Industry Board of the Electrical Industry, and Warren C. Schwartz, Trustee in Bankruptcy of A & S Electric Company of New York.

Woll's brief pointed out that many modern unions negotiate a "package" of contract improvements that may include pension and health benefits along with wage increases.

It is therefore unrealistic to hold, as a high court majority did in a 1959 case, that claims for unpaid wages should have priority in bankruptcy proceeding over unpaid pension health and welfare benefits, it maintained.

The AFL-CIO said the high court's 1959 ruling in the Embassy Restaurant case has created substantial problems for unions anxious to provide secure social welfare benefits for their members. It urged the court to reverse a lower court decision in the A & S Electric case which was based on the 1959 ruling.

To buttress its case, the AFL-CIO pointed out that:

- More than 78 percent of the employees covered by union contracts in 1960 had health and insurance coverage provided by employers and more than 60 percent had pension coverage.

- Many covered workers are employed in marginal businesses. When payments to pension and insurance plans are not made, plan managers must decide whether to cancel or lower benefits, or to allow a "reasonable amount of leeway" with the hope that the business may survive.

- When a delinquent employer fails, workers not only lose their jobs but also their fringe benefits.