



California AFL-CIO News

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Executive Secretary-Treasurer

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THOS. L. PITTS

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Labor At the Legislature

From the Capitol Office
Of the Executive Secretary

The 1968 session of the Legislature is at a critical point, requiring Labor's representatives to be constantly alert to the shifting tides of legislation. During the past week or two, many pending bills have been changed drastically by amendments.

Assembly Bill 1463 was introduced on April 5 as a short, eight-line bill. On April 30 amendments made it a 13-page measure proposing numerous changes in the Government Code, the Labor Code, the Unemployment Insurance Code and the Welfare and Institutions Code. It has far reaching implications for California Labor and is being closely followed by your spokesmen in Sacramento. AB 1464, a companion to AB 1463, was introduced as a seven-line bill April 5 but after two amendments it is a 2½ page proposal to change the law on apprenticeship training. The California Labor Federation strongly opposes both AB 1463 and AB 1464 in their present form.

* * *

The Assembly Committee on Criminal Procedures has set SB 576 on May 28 at 3:45 p. m. This is the measure to protect working motion picture projectionists from liability in cases involving film censorship. It has Federation backing and was strongly supported in the State Senate which sent it to the Assembly.

* * *

Four bad bills on social insurance legislation will be heard in Senate Insurance and Financial Institutions Committee on Monday, May 20, at 9:30

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Powers Again Gavels Against Worker Rights

California labor was again dealt a crippling blow by the gavel of Chairman Walter Powers of the Assembly Industrial Relations Committee on May 13 when AB 1163 and AB 1555 were sent to the floor with a "do pass" recommendation.

Both of these are plainly anti-labor measures dealing with the payment of wages to seasonal workers. They relax hard-won protections afforded workers in agriculture, building

trades, motion picture production and other fields.

General Counsel Chas. P. Scully appeared for the Federation in opposition of these bills. They were urgently supported by Dennis Kavanaugh for the California Conference of Employers Associations.

The Committee was operating with a bare quorum of four. Assemblymen John V. Briggs and Earle Crandall were audible in

voting "AYE" to send the bills out favorably. Assemblyman Alan Sieroty registered a definite "NO" and at that point Chairman Powers ruled in favor of the motion.

As we go to press, labor's spokesmen are working to block passage of these two anti-labor proposals on the floor of the Assembly. They will have far-reaching implications on the working people of California if they should become law.

Pitts Blasts IWC Action Denying Minors Overtime

Despite vigorous opposition by the California Labor Federation, the State Industrial Welfare Commission has just decided to deny overtime pay to

minors who work more than 40 hours a week and to permit women college students up to age 25 instead of 21 to be paid at the lower student rate of \$1.35 instead of the adult rate of \$1.65 an hour.

This action, taken by the five-member IWC at a meeting in the State Building in San Francisco on May 10, was denounced this week by Thos. L. Pitts, Executive officer of the State AFL-CIO, as "a thoroughly regressive step that will minimize rather than maximize jobs available to the state's youth this

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A 7-Point Plan To Curb Soaring Medical Costs

"Uncontrolled runaway escalation of medical costs must be halted," the AFL-CIO Executive Council said in a statement warning that \$100-a-day hospital charges "will soon be typical."

The federation said the "one ultimate answer" to price-gouging by doctors and inefficiency in hospitals is national health insurance. But it urged "immediate consideration" of a seven-point program aimed at "reducing the cost while maintaining the quality of medical care."

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Parley Opposes Bills to Alter State Apprenticeship Setup

Strong opposition to legislation aimed, among other things, at shifting the Division of Apprenticeship Standards from the State Department of Industrial Relations to a new Department of Human Resources Development was voiced in a resolution adopted by the Executive Board of

the California Conference on Apprenticeship in San Francisco this week.

The resolution, adopted by the Board Tuesday and over-

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The California Labor Federation, AFL-CIO, has succeeded with the cooperation of the author, Senator H. L. Richardson, in securing amendments to SB 425 which clearly exclude any and all activities of labor organizations from the provisions of the bill. With these amendments, the Federation has no further interest in SB 425, which it previously opposed.

In the Senate Judiciary Committee on Thursday night, May 9, the following amendment was added with the author's consent:

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INSTITUTE OF INDUSTRIAL
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UNIV OF CALIF

INSTITUTE OF INDUSTRIAL
RELATIONS LIBRARY
MAY 20 1968

Amendments Cut Anti-Labor Thorns Off SB 425

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"Section 9618 shall not be construed to be applicable to any labor organization nor to any activity or conduct of any labor organization with respect to any individual or entity, including but not limited to, its members, the public or any employer."

The bill deals with the "construction of statutes." It specifies circumstances under which statutes shall be considered to prevail over local, police, sanitary and other regulations adopted by a city or county.

The amendments were adopted unanimously by the Committee.

Harry Finks, vice president of the Federation in charge of the Sacramento office, expressed appreciation to Senator Richardson for his cooperation in this matter.

Bills Reclassified

AB 1276 as amended in the Assembly May 8, 1968 has been reclassified from "BAD" to "WATCH."

SB 425 as amended May 13 in the Senate has also been changed from "BAD" to "WATCH."

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a. m. in Room 4040. These are SB 1240 and SB 589 on unemployment insurance, SB 1241 and SB 1242 relating to workmen's compensation. On May 23, Senate Judiciary Committee has set SB 1272 for hearing. This is a bad bill, relative to the payment of wages.

* * *

Assembly Bill 544 will be heard in Assembly Governmental Efficiency and Economy on May 22. This is a bad bill, dealing with meat sold in bulk. On Monday, May 20, the Assembly Industrial Relations Committee has on file two bad bills: AB 1142 relating to fair employment practices and AB 1338 on apprenticeship training. Another bad bill, AB 1997 concerning the Public Utilities Commission, is being heard on the 20th in the Public Utilities and Corporations Committee of the Assembly.

May 21 Assembly Public Health Committee has on file AB 1193, a bad bill dealing with air pollution.

Two other bad bills slated for Senate committees during the next week are SB 994, relating to admission of students

to institutions of higher education, and SB 884, relating to orders of the Industrial Welfare Commission. SB 994 is in Senate Education on May 21 and SB 884 will be heard by Governmental Efficiency May 22. In Assembly Elections and Reapportionment Committee on Thursday, hearings will be held on AB 1951, a bad bill on initiatives.

Also on May 23, in Senate Judiciary, Senator Moscone's bills SB 708 and SB 709 are set for hearing. These are good bills, deserving Labor's support. The former applies to the Labor Commissioner and SB 709 deals with wage claims.

Additional good bills presently set in Assembly committees during the week beginning May 20 include:

AB 632, Brathwaite, on attachments, May 20 in Judiciary.

SB 430, Marler, on public works contracts, May 20, in Industrial Relations.

AB 1711, Bear, on evidence exclusions in Criminal Procedures, on May 21.

AB 1263, Biddle, on the sale of freezer meats, in Governmental Efficiency and Economy on May 22.

Exec. Council Deplores UAW Move

The following statement on the United Automobile Workers was adopted by the AFL-CIO Executive Council in Washington, D. C. last Monday.

"We regret and deplore the reported decision of the UAW to default on its financial obligations to the AFL-CIO — an act tantamount to withdrawal from the Federation.

"This attempt to coerce the decisions of a representative body of American trade unions is unworthy of the avowed standards of the UAW.

POSITION EXPLAINED

"Our regret stems, not from the sums involved, but from the fact that this action can only serve to deprive the members of the UAW of the right to participate and to be represented within the Federation or any of its subordinate bodies.

"The separation of the working members of the UAW from their brothers in the American trade union movement is a real loss to all concerned.

"Presumably, the president of the UAW is familiar with the terms of the AFL-CIO Constitution. He participated in its drafting and approved its contents. He must know that it contains no provision for the recognition of per capita payments to an 'escrow account,' or otherwise withheld, unless expressly waived by the Executive Council for 'good cause.'

CONSTITUTIONAL ISSUE

"He must also be fully aware that the Constitution does not permit an organization to continue its participation in the subordinate bodies of the Federation after it ceases to enjoy that right in the Federation itself. If the delegates to the recent UAW Convention acted, as their resolution indicates, on the premise that this was possible, they were misled and are the victims of misrepresentation.

"We have no choice, therefore, if the UAW fails to meet its per capita tax obligation by May 15, 1968, but to apply the specific mandatory provisions of the AFL-CIO Constitution in this case."

Conference on Collective Bargaining In S.F. May 28

Scores of trade union representatives from throughout the San Francisco Bay Area are expected to participate in an all-day conference on "The Changing Environment for Collective Bargaining" to be held at the St. Francis Hotel in San Francisco on Tuesday, May 28.

The conference, to feature key spokesmen from labor, management and the academic community will examine newly developing pressures on the institution of collective bargaining during the morning session and the impact of minority group pressures on collective bargaining in the afternoon.

Speakers and panelists for the conference, which is presented annually by the University of California's Institute of Industrial Relations at Berkeley, will include R. A. Gordon, economics professor at U. C., Berkeley;

John T. Dunlop, economics professor at Harvard; Harry Bernstein, Labor Editor of the Los Angeles Times; Richard A. Liebes, Director of Research for the Building Service Employees Union's Joint Bay District Council No. 2; Derek Robinson, tutor in economics, Balliol College, Oxford University, England; Joseph R. Grodin, San Francisco attorney; Percy H. Steele, Jr., Executive Director of the Urban League; and Frank A. Quinn, Regional Director of the Equal Employment Opportunity Commission.

Clifford L. Alexander, Jr., Chairman of the Equal Employment Opportunity Commission in Washington will address a luncheon meeting on the subject "Equal Job Opportunities — a Call for Action." Lloyd Ulman, the U. C. institute's director, said.

San Francisco's Mayor Jo-

seph L. Alioto will address the conference at 4:00 p.m. on "Core City Deterioration and Ghetto Job Pressures on the Establishment."

Cq-sponsors of the conference, which will open at 9:00 a.m. and extend until 5:00 p.m., include the California Labor Federation, AFL-CIO; the California State Council of Carpenters; the Central Labor Councils of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma Counties; and the Western Conference of Teamsters.

The fee for the conference, including luncheon, is \$15 per person. Further information may be obtained from: Mrs. Bonnie G. Cebulski, Institute of Industrial Relations, University of California, Berkeley, California 94720. Phone 845-6000 Ext. 2571 or Ext. 3670.

Met Insurance Workers Win Tentative Pact

Spurred by a strike vote, a tentative pact covering 11,000 agents of the Metropolitan Life Insurance Company throughout the nation was reached by the AFL-CIO Insurance Workers International Union.

The contract, still subject to ratification by Metropolitan locals across the nation, provides a \$13 a week pay hike, fringe benefit improvements and a maintenance of membership clause.

IWIU President William A. Gillen said the membership clause represents "a significant victory because it opens the door to a union shop and will help us gain security improvements at other companies, particularly Prudential Insurance Company."

Among the major improvements in benefits are increases in agents' expense allowances and commission rates and an agreement by the company to pay the full cost of a combined insurance-pension program.

The fact that the union has more than doubled its membership since negotiating a contract two years ago placed the IWIU "in a far stronger position" for this year's negotiations, Gillen pointed out.

Union Label Show to Open

California trade unionists planning summer vacations "back East" this summer might well want to take in the 1968 AFL-CIO Union-Industries Show — billed as the largest and most unusual event of its kind in the world.

It will open June 21 in the Civic Center in Philadelphia, Pa., and run through June 26.

Sponsored and produced by the Union Label and Service Trades Department of the AFL-CIO, the show will feature more than three hundred action-packed exhibits of Labor, management and government — all combining to tell the story of labor-management cooperation and harmony as they exist in the nation today.

The Union-Industries Show

Parley Opposes Bills to Alter State Apprenticeship Setup

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whelmingly endorsed by more than 500 labor and management representatives at the opening session Wednesday, charged that "Assemblyman Jesse M. Unruh and a coalition of Republican and Democratic legislators, together with the Governor's office, have authored and are currently engaged in an unprecedented fast move to secure the passage of a six-bill 'package' which, however well-intended, would have the effect of completely emasculating the California Apprenticeship Program."

One of the measures, AB 1463, the resolution said, would relegate the Division of Apprenticeship Standards "to a 'puppet' status under a new 'Department of Human Resources Development' concerned primarily with selecting and training 'hard core' unemployed, thereby making apprenticeship as we know it today in California, a thing of the past."

It also charged that another bill in the package, AB 1464, would give the Fair Employment Practices Commission "broad 'judge and jury' powers over the selection of apprentices, thereby creating a new and unnecessary climate of controversy which would serve only to compound rather than solve, any of the already exaggerated problems of alleged discrimination in the Apprenticeship Program."

The bills were reported out of the Assembly Government Organization Committee Tuesday and referred to the Ways and Means Committee.

The Executive Board's resolution called on labor and management organizations to wage

will be open free to the general public, with gifts and souvenirs for all who attend and some \$100,000 worth of valuable prizes and awards for those whose lucky tickets are drawn.

The show, an annual event for more than two decades, also helps publicize the trade union movement's emblems of good craftsmanship — the Union Label, Shop Card, Store Card and Service Button.

"an immediate and relentless campaign against the so-called 'Unruh-coalition' bills, unless and until they are satisfactorily amended..."

In an address to the conference yesterday, Albin J. Gruhn, President of the California Labor Federation said the state AFL-CIO is also "deeply concerned about recent adverse legislative developments in Sacramento pertaining to the California Apprenticeship program, particularly with respect to AB 1463 and AB 1464."

Gruhn emphasized the need for constant reappraisal of the state's various apprenticeship programs and posed a series of questions to the delegates to test the adequacy of the programs and whether they are keeping pace with the advent of new materials and other technological changes in the various industries.

He also pointed out that a number of joint apprenticeship committees and labor organizations have developed programs to seek out qualified members of minority and disadvantaged groups to expand the AFL-CIO-endorsed equal opportunity programs but said that this "extra effort has not received the public recognition it deserves."

The emergency action on the resolution overshadowed a provocative keynote address to the Conference by Anthony Ramos, Executive Secretary-Treasurer of the California State Council of Carpenters.

Ramos suggested the Conference explore, among other things, such possibilities as establishing a basic training period as short as possible as a universal requirement for entry into the various trades to be followed by later training periods to qualify for top, all-around jobs.

Such a move might help close the "backdoor routes" that presently result in inadequately trained craftsmen, he said.

The Conference, held at the Jack Tar Hotel, subsequently broke up into workshops and panel discussions extending through Friday afternoon. It was the Fifth biennial conference held by the organization.

U.S. Corporate Profits Soar In 1st Quarter

America's biggest corporations reported booming first quarter profits — hundreds of millions of dollars above the same three months of 1967.

A survey of more than 500 companies which have already issued first quarter reports showed a bigger-than-predicted 13 percent profit gain over last year.

The survey includes 508 companies tallied by the Wall Street Journal plus the Ford Motor Co., which announced its first quarter figures after the Journal story appeared.

Ford nearly doubled its 1967 first quarter profits — a rise from \$102.6 million to \$222.4 million.

This boosted the combined profits of the 509 companies to more than \$5.1 billion — \$591 million more than the same firms made in the first quarter of 1967.

The auto and auto equipment industry, with a 39.7 percent profit rise, and steel, with a 38.4 percent gain, were the pacesetters. A sharp decline in farm equipment profits and drops in airline and copper industry profits held down the average. Copper firms made less of a profit but still made money even though nearly all mines and smelters were shut down during the period by the strike.

In the automobile field, Chrysler's profits soared 280 percent above the first quarter of 1967. Drug manufacturers posted an average 16.5 percent profit gain, textile profits advanced 20.9 percent, and building materials moved up 31 percent. Nine office equipment manufacturers made \$238.8 million in first quarter profits, up 29.5 percent from the previous year.

New Medicare Handbook

The Social Security Administration has started mailing copies of a revised booklet, Your Medicare Handbook, to 19.6 million elderly Americans. The new edition covers changes made by the 1967 social security amendments and is easier to read, Commissioner Robert M. Ball said.

Deadline For DI Refunds Falls July 1

If you worked for two or more employers last year and earned more than \$7,400, you may rate a refund from the state for overpayment of your disability insurance premium.

Last year more than 146,000 California workers who applied for such refunds got checks averaging more than \$25 each for a total of \$3,745,698. So it's worth looking into.

Here's how to do it.

If your total deductions for disability insurance add up to more than \$74 for 1967, you are probably entitled to a refund of the excess.

But time is running short because you must apply for it before July 1, 1968.

Claim forms may be obtained at any State Department of Employment office or by writing to the State Department of Employment, 800 Capitol Mall, Sacramento, California 95814.

Moreover, you may rate such a refund even if you worked for only one firm if that firm changed hands during the year. This is because under the law each employer is required to withhold one percent of all wages earned by an employee up to a maximum of \$7,400.

It's also possible that errors were made in making deductions for disability insurance from your check and too much was deducted.

In short, why not look into it now before July 1. After all, all you've got to gain is MONEY.

Products of Minority

"The chosen heroes of this earth have been a minority. There is not a social, political or religious privilege that we enjoy today that was not bought for us by the blood and tears and patient suffering of the minority. It is the minority that have stood in the van of every moral conflict, and achieved all that is noble in the history of the world." — John Bartholomew Gough — 1817-1886.

Pitts Blasts IWC Action Denying Minors Overtime

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summer while at the same time licensing the exploitation of their labor at poverty level wage rates."

The commission's decision to boost the age of women student workers from 21 to 25 was directly contrary to the unanimous recommendation of a 23-member wage board appointed by the commission to weigh the merits of such a change.

The wage board, meeting nearly a month earlier, had agreed that the age of 25 for women student workers was too old and that the lower age of 21 years was more appropriate.

Accordingly they had voted to tighten the definition of student workers in 11 of the commission's 14 wage orders by amending the section on minimum wages that sets a \$1.65 per hour basic minimum but permits a lesser rate of \$1.35 to be paid in certain instances, to read:

"Student workers (boys under 18 and girls under 21) enrolled in a high school or enrolled in an accredited two-year junior college or accredited four-year public or private college or university provided the student is pursuing a course of study aimed at receiving a degree and attending school at least nine (9) hours per week or its equivalent . . ."

Previously the section had applied to any students "enrolled in an educational institution employed part-time, after school or when school is not in session." It had failed to establish any minimum course of study to define a student worker.

In overturning the wage board's recommendation, the commission voted 4 to 1 in favor of an employer-offered motion to extend the age to 25. Only Commissioner J. J. Rodriguez of Butchers Local 563, Huntington Park, opposed this weakening in the orders.

On the issue of denying overtime pay to minors working more than 40 hours a week, the April 11 wage board had been split up the middle.

All 11 employee representatives had opposed it and the 11

employer representatives had voted for it. Robert E. Burns, the wage board's chairman, cast the deciding vote in the employer's favor.

When this issue was taken up by the commission last Friday, public member Dorothy Colton voted with the employer representatives to wipe out the provision requiring minors to be paid time and a half for all work over 40 hours a week.

The California Labor Federation had presented its case in opposition to both changes to the wage boards in a brief filed in San Francisco last March 22. At that time, the Federation pointed out that the proposal to weaken the time and a half provision for minors would result in moving "from a position of parity between adult women workers and minors to the position in which adult women would be penalized because an employer would find it advantageous to employ minors on the sixth day in a week at straight time rather than adults at time and one-half."

Pointing out that this was "obviously unfair," the Federation had also reminded the board that overtime after 40 hours work is the generally accepted national standard and is required by the IWC for adult women and by the federal Fair Labor Standards Act.

The Federation had also urged that the cut-off age for girl student workers be kept at 21 and that the definition of students be more closely defined.

Both of these changes are to go into effect on May 27 for 120 days. The IWC has scheduled hearings on July 22 in Los Angeles and July 23 in San Francisco to hear public testimony regarding these changes. The California Labor Federation plans to testify in opposition to them and urges other unions and interested organizations to do likewise.

The commission is also scheduled to decide as an extra order of business at its July 23 hearing whether and when to appoint a wage board as a first step toward promulgating a wage order to apply to house-

A 7-Point Plan To Curb Soaring Medical Costs

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Asserting that Congress didn't establish the medicare and medicaid programs and unions haven't negotiated for health benefits "to enrich physicians and other providers of medical care," the council also pointed out that the one-third increase in the premium cost of the supplementary medicare program was "a cruel financial burden on the elderly."

Specifically, the council urged immediate action on the following program:

- Promotion of comprehensive group practice prepayment plans which have proved their ability to provide quality health services at minimum costs.

- More efficient utilization of doctors, nurses and other health personnel, including improved training opportunities.

- A negotiated fee schedule for all physicians participating in federal programs and preferably a system whereby patients pay set amounts periodically for total health care, including physician services, hospitalization and extended care.

- Reimbursement of hospitals for medicare and other government programs on an "average cost" basis which would reward the efficient and penalize the inefficient.

- Ending the artificial distinction between the hospitalization and doctor bill insurance "by establishing a single system of financing both requiring no additional out-of-pocket payment from beneficiaries."

- Authority for the Food & Drug Administration to evaluate the relative effectiveness of drugs and a requirement that hospitals participating in government-financed programs purchase drugs by generic name and by competitive bid where there is no difference in effectiveness.

- Hospital supervision over physicians using hospital facilities.

hold domestic workers in the state.

The commission voted last September 26 to establish such an order but has, to date, done nothing to implement that vote.