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Labor at The Legislature

From the Capitol Office
of the Executive Secretary

The pace of the Legislature, as our deadline approaches, has increased to "wind things up" as quickly as possible. The main task of your representatives in Sacramento now is to remain alert for last minute amendments or the revival of dormant measures designed to harass the wage earners of California.

The 1968 session has been marked with a great deal of success from labor's viewpoint. This is particularly true in the area of blocking vicious assaults on benefits and rights which have been built into state law on behalf of working people over the years.

Our first aim has been to maintain clear, fast communication with those most vitally interested in pending legislation. The response has been most gratifying. State councils, central labor councils, building trades councils, locals and other affiliates and allies repeatedly have come through quickly and strongly to assist when needed. Such cooperation, time and again, has demonstrated the value of united action in common cause.

We have stressed the value of direct contact with the Assemblymen and Senators by their own constituents during the past months. The actions of the session again illustrate this. Make no mistake, labor has been under constant attack. Its spokesmen throughout California have responded vigorously to this pressure with outstanding results.

We have emphasized issues rather than personalities. Our thrust has been toward individual bills and votes without partisan concern. "Labor at the Legislature" has tried to "tell it like it is."

One Vote Knocks \$7 Off Comp. Bill In Senate



HAILING LABOR'S FRIEND — State AFL-CIO leader Thos. L. Pitts (right) welcomes Vice President Hubert H. Humphrey to a meeting of key California union officials at the Fairmont Hotel in San Francisco as Albin J. Gruhn (center), President of the California Labor Federation, AFL-CIO, beams his greeting. Humphrey praised trade unions as "long the conscience of our country" and stressed the need to rehabilitate both the human and the physical structure of the nation's core cities to create jobs and wipe out the cause of urban unrest. (See Story on Page 3)

Labor Unites to Stop SB 755 in Committee

SB 755 was "held under submission" in Assembly Ways and Means Committee after extensive hearings this week. The California Labor Federation, AFL-CIO, vigorously urged defeat of SB 755 after its amendments.

In its latest version, the bill

would, in effect, hamstring the Director of Employment from enforcing the law in respect to regulation of voluntary disability insurance plans. It would require him to permit any type of voluntary plan to remain in effect until January 1, 1970, re-

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With the full forty membership present, Senator Lawrence Walsh cast the deciding vote which defeated the labor-backed Short amendments to AB 1045 to raise the workmen's compensation benefits ceiling from \$70 to \$91.

The vote was 19 for the amendments and twenty against when Walsh avoided the tie by voting "no." He thus took Lieutenant Governor Robert Finch "off the hook." Senator Randolph Collier was the only other Democrat voting against the more liberal provisions in the amendments. Senator Milton Marks was the lone Republican supporting the \$91 proposal.

Senator Alan Short offered the amendments to raise the \$84 maximum in AB 1045 to

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Sen. Way's Bad Wage Bill Blocked By Cusanovich

Senator Lou Cusanovich cast the "no" vote which held SB 1065 in the Senate Labor Committee. This is a bad bill, dealing with minimum wage rates for women and minors. It was opposed in this and prior committee hearings by spokesmen of the California Labor Federation.

The bill was presented to the (Continued on Page 2)

Union Pact Ends Met Life Strike

The 10-week long David and Goliath strike by AFL-CIO Insurance Workers against the huge Metropolitan Life Insurance Company was settled this week by a 2 year, eight month pact providing the union agents with a \$13 a week pay increase plus substantial fringe benefits and major medical coverage.

The major stumbling block (Continued on Page 3)

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Humphrey and Cranston Back Farm Workers

Strong support for the California farm workers' drive for collective bargaining rights was voiced this week by Vice President Hubert H. Humphrey and U. S. Senate candidate Alan Cranston.

Humphrey, who conferred with Cesar Chavez, director of the AFL-CIO United Farm Workers Organizing Committee in Los Angeles Sunday, said he and Chavez discussed the problems of migrant farm workers and added:

"I am in sympathy with Mr. Chavez. I support his efforts."

Cranston, the Democratic nominee pitted against a Republican candidate who is backed by some of the most reactionary forces in the country, wired U. S. Rep. Cecil King, dean of California's Congressional delegation, last Friday to urge all California members of Congress to support HR 16014 to give farm workers collective bargaining protections under the National Labor Relations Act.

"There is no reason why these most exploited of American workers should not have the same rights that NLRA gives to other workers," the Democratic Senate nominee said.

Cranston, who served as California's state controller for eight years and held a top post in the federal government in the Office of War Information, anticipated, and then torpedoed, the standard objection parroted by agribusiness interests against NLRA coverage for farm workers.

"Some argue," Cranston said, "that it is difficult to provide such protection for farm workers because their's are seasonal jobs, but canning workers and lumbermen, to name just two other fields, both enjoy such protection."

Describing the resistance by employers and employer groups to this extension of NLRA coverage as "unbelievable," Cranston said:

"I find it hard to comprehend why the farm worker should continue to subsidize the prices of vegetables and fruits through low wages and deplor-

One Vote Knocks \$7 Off Comp. Bill In Senate

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\$91. In responding to Senator Grunsky's representation that this is "the workmen's compensation temporary disability insurance bill" for this session, Short pointed out that there has been no increase since 1961. He stated that present law "just does not compensate a man who is injured on the job."

Short declared working men and women in California are being penalized now and that even \$91 would not make us No. 1 in the Nation. He brought out in debate that his original proposal was for \$100 but that \$91 represented, in his mind, a compromise.

Senator James Mills backed up Short's presentation with a challenge, "let's be fair." Mills' contention was that the raise proposed by the Short amend-

ments was long overdue and well within reason.

In presenting AB 1045 to the the Senate, Senator Donald Grunsky opposed the amendment. He frankly spoke for the employer groups and the business community.

After defeat of the amendments, the Senate proceeded to pass the bill 27 to 5. It has returned to the Assembly for concurrence.

Besides the actual money involved, labor also seriously objected to amendments in AB 1045 dealing with alleged cumulative injuries. This language would cause the statute of limitations to begin with respect to an industrial injury when the workman obtains medical treatment for it even though he had no knowledge that it was work connected.

Labor Unites to Stop SB 755 in Committee

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ardless of how disruptive the plan might be.

Again, the secretaries of the Central Labor Councils were vitally important in halting the progress of this bad legislation. Labor is especially indebted to Secretaries Bill O'Rear, Fresno-

able working conditions."

In sharp contrast, Cranston's opponent, State Superintendent of Public Instruction Max Rafferty several weeks ago denounced the union farm workers' consumer boycott of struck California grapes and urged Delano area growers to take the issue to court.

The state school administrator claimed the farm workers' action was an "illegal secondary boycott" under the Taft-Hartley Act. But farm workers are specifically excluded from the Taft-Hartley Act, which is incorporated in the National Labor Relations Act.

This suggests that the school superintendent is either totally ignorant of the key issues involved in the farm labor fight or that he believes that workers excluded from the benefi-

Madera; Sig Arywitz, Los Angeles; George Johns, San Francisco; Dick Groulx, Alameda; and R. R. Richardson, San Diego, for their firm opposition to SB 755.

SB 755 was strongly pushed by the insurance industry lobby.

cial provisions of a law should be nonetheless subject to any prohibitions it contains, a view apparently shared by the state's wealthy corporate farm interests.

Johnson Denounces Steel Price Hike

President Johnson this week denounced the Bethlehem Steel Corporation's 5 percent across the board price hike as "unreasonable" and said it "far exceeds any reasonable calculation of the cost of the wage settlement" just negotiated with the AFL-CIO United Steelworkers Union.

At a news conference yesterday, the President said it "just should not be permitted to stand," noting that its cost to the nation's consumers amounts to about \$600,000,000.

Sen. Way's Bad Wage Bill Blocked By Cusanovich

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committee again by Dave Swoap, aide to the author, Senator Way. It was frankly designed to short-circuit raises in the minimum pay scale for women and minors working in California. While its effects were not confined to agriculture, Swoap was backed up in his presentation by Ken Norris of the California Agricultural Council.

Senator Harmer was presiding and voted for Senator Deukmejian's motion to put the bill out "do pass." Senator Cusanovich cast a negative vote, finishing the bill for the session.

Good for All

"This act (the Fair Labor Standards Act) has proved to be wise and progressive remedial legislation for the welfare not only of our wage earners but our whole economy." — Harry S. Truman.

Labor Statistics Handbook for '68 Now Available

The "Handbook of Labor Statistics 1968," a desk reference book issued by the U. S. Labor Department's Bureau of Labor Statistics, has just rolled off the presses. The 350-page volume contains 152 tables on historic and current developments in manpower, compensation, productivity, prices, cost of living, industrial relations and other related areas.

It is particularly useful and of interest to union officials and trade unionists.

Copies are available for \$2.50 from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402. It may also be obtained from: The Bureau of Statistics, U. S. Department of Labor, 450 Golden Gate Avenue, Box 36017, San Francisco, California 94102. Checks should be made payable to the U.S. Superintendent of Documents.

Meany Urges 'Total Effort' on Grape Boycott

AFL-CIO President George Meany has called on all affiliated central bodies "to mobilize an effective boycott of California grapes."

Citing the recent decision of top New York City public officials to shun the products of struck California grape growers, Meany pointed out that "a truly effective boycott in every community in every state would be a great help to the workers engaged in the long and courageous struggle of the AFL-CIO United Farm Workers Organizing Committee."

A "total effort" by every central labor body in the nation is essential to the UFWOC campaign to win decent wages, working conditions and union recognition for farm workers, he said.

"These workers want a union. Some 90 percent of them in 83 California vineyards have signed cards seeking this basic right. The boycott has been a strong weapon in every farm worker victory. We must make sure they are successful in their fight for decency in wages and working conditions," Meany declared.

Louisville Chair Co. Now Off 'Unfair' List

A mutually satisfactory collective bargaining agreement has been reached between the AFL-CIO United Furniture Workers of America and the Louisville Chair Company of Louisville, Ky., Joseph Lewis, Secretary-Treasurer of the Union Label and Service Trades Department, AFL-CIO, reported this week.

Accordingly, the Louisville Chair Company should be removed from all "We Don't Patronize" or "Unfair" lists, Lewis said.

Exports Create Jobs

Nearly half of the 2.4 million jobs in the U. S. attributable to exports of goods were concentrated in seven states. California led the nation with 205,000 jobs.

Humphrey Stresses Need To Solve Urban Problems

"What leads people out of poverty is a good job with some protections and seniority," Vice President Hubert H. Humphrey told scores of top California union officials at a meeting at the Fairmont Hotel in San Francisco last Tuesday.

While devoting most of his remarks to the need to get on with the job of solving the "bag full of troubles" confronting our country today, Humphrey linked the job security issue with his own Presidential candidacy when he quipped:

"I've got a pretty good job now but no job security."

"So I thought I'd come to see you fellows who know how to negotiate a good contract."

UNIONS PRAISED

The Vice President, who has been a strong voice and vote in behalf of the interests of working people and the public in general throughout his public career, lauded the trade union movement for serving as the "conscience of our country."

Specifically, he cited the fact that trade unionists were the first to fight for public education, social security, medicare and various fringe benefits that today assure millions of workers throughout the nation a measure of economic security few dreamed possible half a century ago.

WHO STOOD UP?

"When others wouldn't dare stand up, the labor movement did," Humphrey said.

In contrast to the demands of some presidential candidates this year who have advocated the use of whatever force necessary to quell urban unrest, Humphrey stressed the need to get at the root cause of these problems by bringing those who are deprived "into the process of decision-making."

"Just as you have to rehabilitate the physical structure of a city," Humphrey said, "you also have to rehabilitate the human structure."

Humphrey recalled that a number of years ago when the rich iron ore in the Mesabi Range in Northeastern Minnesota ran out, that area of his home state had 25 to 40 per cent unemployed.

"Businesses were dying, entire towns were drying up. People were on welfare, communities were bankrupt."

"The only thing left in the range was taconite, a hardrock substance having only a two to three percent concentration of iron ore. So taconite was considered worse than useless and there were two billion tons of it."

NEW PROCESS FOUND

"But a new process called 'beneficiarizing' was found to extract the ore from the rock. And last year 50 million tons of ore was extracted."

"Today the area has maximum employment, a prosperous economy. Six or seven years ago it was flat on its face."

"I submit that the people in the ghettos, the rural areas, even kids causing trouble" can be "beneficiarized," he said.

"If you can find an Olympic champion in the slums you can also find potential labor leaders, businessmen, legislators, skilled workers and teachers."

LABOR'S HELP NEEDED

Pointing out that he has "yet to be in a political campaign when I haven't had the support of organized labor," Humphrey addressed himself squarely to the current divisions among progressive forces in the nation so far as the Presidential campaign is concerned when he said:

"If I'm going to win, I have to have your help."

PITTS WELCOMES HHH

Humphrey was welcomed to the meeting by State AFL-CIO leader Thos. L. Pitts, co-chairman of "California Labor For Humphrey," an ad hoc committee supporting the Vice President's presidential campaign.

The Tuesday afternoon meeting culminated a four-day California tour by Humphrey which started Saturday in Burbank and included a similar meeting with southern California trade unionists at the Century Plaza Hotel on Monday arranged by Sig Arywitz, Secretary-Treasurer of the Los Angeles County Federation of Labor and Co-Chairman of the ad hoc "California Labor for Humphrey" Committee.

Met Life Strike Ends With \$13 Hike For Union Agents

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to settlement—the company's insistence on the right to take reprisals against striking workers—crumbled when the company agreed to drop suspensions against 26 agents and to reinstate 13 agents that it had listed for termination with two weeks penalty with the understanding that the union could take up each case for arbitration.

Only about six cases are expected to have to go to arbitration, a union official said.

The company also agreed to pay the striking agents for reconstitution of their accounts.

Union leaders praised their own members' unity and steadfastness throughout the strike and expressed thanks for the total cooperation they had received from all segments of organized labor.

Over a month ago the California Labor Federation appealed to all AFL-CIO affiliates in California to contribute generously to the Insurance Workers' struggle.

Clerics Spell Out View of Farm Labor Problems

"Farm Labor Problems," a 28-page pamphlet documenting the Catholic Church's view of the farm workers' struggle for union recognition and collective bargaining rights in the central valley, is now available from the Central California Register, P.O. Box 2129, Fresno California 93719.

Printed in both Spanish and English, the pamphlet includes interviews with Cesar Chavez, Director of the AFL-CIO United Farm Workers Organizing Committee, and Martin J. Zaninovich, president of the South Central Farmers Committee of Delano as well as the text of a statement by the Catholic bishops of California calling for extension of the Natural Labor Relations Act to farm workers which was issued from Sacramento on June 6, 1968.

Requests for copies should be directed to the Central California Register at the Fresno address above.

Bldg. Trades OK Policy to Create Jobs in Slum Areas

Guidelines to open up job and training opportunities for residents of inter-city slums have been unanimously adopted by the presidents of 17 AFL-CIO building trades unions.

The guidelines for employment and training of residents of areas earmarked for rehabilitation under the Model Cities program were announced by C. J. (Neil) Haggerty, president of the AFL-CIO Building and Construction Trades Department following a meeting of the unions' presidents in Washington.

A GUIDE FOR COUNCILS

Haggerty said that the policy statement is a guide to local unions and councils in seeking agreements with employers in their area on rehabilitation and new construction work, including demolition, repair and alteration of residential structures in urban areas under the Model Cities program.

"We want an orderly procedure that will not destroy our very valuable apprenticeship training programs," he said.

"We are willing to accept suggestions for future procedure from the unions involved and from the government agencies" responsible for developing the Model Cities program, he explained.

PROCEDURE OUTLINED

Under the guidelines, building trades councils are advised to take the initiative in establishing a joint labor-management Model Cities Administrative Committee for each area. They are urged to negotiate special local agreements as supplements to existing agreements, specifying wage rates and conditions of employment.

Residents of slum areas who are eligible for work within the scope of the special arrangements will be grouped according to their experience on construction work as follows:

- Those fully qualified to be laborers or mechanics.
- Those with appreciable construction work experience but not qualified to be mechanics or laborers.
- Those with little or no construction experience.

The statement says that area residents who are fully qualified would be assigned at the rates for laborers or craftsmen provided in the agreement.

Those with appreciable experience would be "given preference in employment opportunities" over beginners, and employed at a wage step in accordance with a schedule to be negotiated.

"The negotiated schedule should provide for wage step increments . . . dependent on the experience and performances of the employees," the presidents' policy statement said.

"This schedule may or may not be identical with the wage scheduled for apprentices" but should "provide the possibility for advancement to the top group."

Those with little or no construction work experience are to be paid an entrance wage as negotiated by the parties.

In recruiting residents of the area to be rehabilitated, the B & C T U presidents recommended that the agreement provide a procedure for the preliminary screening of appli-

cants and training before on-site work.

The statement said that such preliminary training "should include orientation to work operations and safety."

The training programs are to be developed in cooperation with representatives of federal and local government agencies and community groups.

Where needed, the guidelines recommend that the local agreements provide additional education programs under government or industry financing. This may result in the work week for some employees being divided between on-site work and specified classroom instruction.

The number of employees in the second and third group of trainees—those with less than full experience—"shall be determined locally" where circumstances vary from craft to craft and job to job, the statement said.

Other provisions include:

● "The determination of size of work force, establishment of quality standards and judgment of workmanship required, and the maintenance of discipline shall be the responsibility" of the contractor.

● "Provision" should be made for uniform starting times and for shift work at shift rates.

● "The agreement should provide specifically that there will be no work stoppage over jurisdictional disputes."

Any controversy on that subject "shall be handled under the established jurisdictional machinery" of the construction industry.

A subcontracting clause recommends that "any contractor bound by the agreement shall notify each subcontractor of its provisions" and require him to conform.

Haggerty said the guidelines can be used in "fitting the employment and training phase of the program into the overall accomplishment" of the objectives of the President and Congress as envisioned in the Model Cities Program which was enacted in 1966 as the Demonstration Cities & Metropolitan Development Act.

The act's objective is to "provide additional housing and community facilities and to provide federal assistance to cities" to build adequate housing for low and moderate income residents.

Both U.S. Secretary of Labor W. Willard Wirtz and Robert C. Weaver, Secretary of the Department of Housing and Urban Development praised the building trades for their action.

Describing the guidelines as a "sound blueprint," Wirtz said that they formed the basis for significantly improving the employment prospects of these disadvantaged residents — not just to prevent discrimination but to enable a large number of unemployed to become productive wage earners.

Weaver lauded the unions' "initiative" and said he hoped the guidelines "will provide a framework for a satisfactory construction manpower program to be negotiated with all elements in each local community."

NAACP Joins in Fight For Farm Workers Rights

Leonard H. Carter, West Coast Regional Director for the National Association for the Advancement of Colored People announced last week that the NAACP was throwing its full support behind the farm workers' grape boycott.

Pointing out that "every minority in California is included among the farm workers" and that "some 15 to 20 percent of them are Negroes," Carter said:

"This fight for equality has been a half-century one. The practices of importation of minorities to till the soil and the exploitation of these minorities is one of the 'blots' on the history of California.

"The incredible resistance from agribusiness, spawned in public apathy and often times aided and abetted by government, once again demonstrates the unwillingness of powerful forces in this society to place human values above property values and profit," he added.

Carter said he hoped that the NAACP's action in this ef-

fort "will mark the beginning of joint efforts to achieve equality and dignity for deprived citizens everywhere." He said 104 adult branches and 19 youth chapters of the western region NAACP will assist in the effort. These units are located in nine western states: Arizona, Utah, Oregon, Washington, Idaho, Nevada, Alaska, Hawaii and California.

The NAACP's participation will include planning meetings with groups and individuals, distributing educational materials and participating in selected boycotting, he said.

UFWOC Director Chavez hailed the NAACP's action saying:

"NAACP is the largest and oldest civil rights organization. They are the first, to date, to come forward as an organization with all-out support of our fight. It is perhaps fitting that they have taken the lead, however, we hope that many more who subscribe to the non-violent belief and practices will join us."