



# California AFL-CIO News

AUG 12 1968

UNION OF CALIFORNIA  
BERKELEY

Published weekly by California Labor Federation, AFL-CIO,  
995 Market Street, San Francisco, California 94103—Second Class  
Postage Paid at San Francisco, Calif.—Subscription: \$3.50 a year

Executive Secretary-Treasurer  
151 THOS. L. PITTS

August 9, 1968  
Vol. 10—No. 32

## Labor At the Legislature

From the Capitol Office  
of the Executive Secretary

After being in constant contact with representatives of labor interested in the subject matter of AB 1463 and AB 1464 throughout the session, backers of the legislation were able to reach agreement on amendments satisfactory to all parties involved. Since we were able to achieve this result, these two bills have successfully negotiated passage through both houses and now await action by the Governor. They deal with apprenticeship training and employment opportunities. In the form in which they were introduced, the California Labor Federation vigorously objected to some of their provisions. After several amendments and extensive consultation, we were able to arrive at mutually agreeable conclusions.

\* \* \*

**Assembly Bill 1208** by Assemblywoman Yvonne Brathwaite successfully ran the legislative gauntlet and was sent to the Governor's desk in the final week of the session.

Dealing generally with debtor's exemptions, **AB 1208** would exempt wages from garnishment prior to judgment. Other significant changes in this area will be effected if the Governor signs the measure now before him.

A last ditch fight to amend the bill to have the garnishment of wages provision stricken out was made on the Senate floor by Senator James Whetmore. This move was defeated 13 to 20. The bill was then approved by the Senate 21 to 15. The next day, **AB 1208** returned to the Assembly where

(Continued on Page 2)

## Housing Bill to Spur Jobs

A \$5.3 billion housing bill that could significantly improve job opportunities in California's depressed construction industry was signed into law late last week by President Johnson.

The measure, the most ambitious housing legislation in the nation's history and a ma-

ajor victory for the Johnson-Humphrey administration, calls for the construction or rehabilitation of more than 1.7 million housing units during the next three years.

In terms of volume, the two major provisions in the AFL-CIO-backed bill are provisions designed to help nearly 500,-

000 low and moderate-income families acquire homes during the next three years and another provision to provide 700,000 new housing units for low and moderate-income renters.

Both programs are geared to a federal interest rate subsidy which would in effect re-

(Continued on Page 4)

## Public Employees' Bill Is Sent to Governor

A session-long struggle on behalf of public employee organizations ended in legislative success late last week with the concurrence in Assembly amendments to SB 1228 in the Senate by a vote of 23 to 12.

This measure, with Senator George Moscone as the principal author and the Assembly Committee on State Employment headed by Assemblyman George Milias among several co-authors, provides that recognized employee organizations shall have the right to represent their members in employment relations with public

(Continued on Page 2)

## Reagan Turns His Back On UN Day Fete

Most of the nation's 50 states this year will formally honor the creation and humanitarian aims of the United Nations by proclaiming October 24 "United Nations Day,"—but not California, the nation's most populous state which played host to the chartering of the U. N. in San Francisco 23 years ago.

Although 35 California communities have already proclaimed it, there will be no action on the state level because

(Continued on Page 4)

## Ex-Solon Pushes Anti-Union Drive

Former Rep. Fred Hartley is at it again seeking funds from gullible business executives and corporations who are interested in saving the country by "breaking the power" of unions.

Hartley, who has made a ca-

(Continued on Page 3)

## Confusion Reigns Over Windup Of Legislature

Confusion reigned over the California legislature this week after the leaders of the Assembly and State Senate came to an impasse over the issue of adjourning or recessing.

In an unprecedented action, the Senate passed a resolution Saturday calling on acting Governor Hugh M. Burns to adjourn the legislature sine die as of 5 p.m. August 3 which he signed. But the Assembly remained in session Monday and Tuesday of this week and finally "recessed" until September 9—the date on which the Senate is due back for a five-day constitutional veto session.

Pending some clarification of the existing confusion which stems largely from the widening gulf between the Senate and Assembly leadership, no comprehensive assessment of the final achievements or failures of the 1968 regular session can be meaningfully undertaken.

## Social Workers Win First County Govt. Pact

An example of heads up labor management relations was set by the Marin County Board of Supervisors last month

when, after two and a half months of negotiation, the Board signed one-year contracts with the AFL-CIO Social Work-

ers Local 535 covering social service and probation department employees.

The landmark contracts—believed to be the first ever negotiated in California between a local union and the county government—provide pay increases averaging 10 per-

(Continued on Page 3)

INST OF IND REL LIBRARY  
UNIV OF CALIF  
2521 CHANNING RM-110

## Labor at The Legislature

(Continued from Page 1)

senate amendments were concurred in 45 to 12 and the bill was given final passage.

\* \* \*

In the waning days of the session, SB 397 by Sherman was passed by the legislature and sent to the Governor. This bill had Federation support and prohibits an employer from discharging an employee for taking time off for jury duty, providing reasonable prior notice. The measure passed the Assembly 60 to 1. It was presented in that house by Assemblyman John J. Miller.

\* \* \*

Labor opposition, led by Bill Plosser of the State AFT, worked for the defeat of SB 458 on the floor of the Senate during the last day of its session. Assembly amendments combined with the original language made this a bad bill for teachers in the field of public school employer-employee relations, virtually a "right-to-work" law in this field. The Assembly approved its version of the bill on August 2, but the Senate refused to concur on August 3, the same day the Senate adjourned.

## Firm Charged With Pay Law Violations

Charges of violations of the federal wage-hour law have been filed by U. S. Secretary of Labor W. Willard Wirtz against Holiday Magic, Inc., of San Rafael, a cosmetics firm developed by William Penn Patrick, a right-wing candidate for Governor in 1966.

The suit, filed in San Francisco last week, charged the firm with violations of the overtime, shipping, and record-keeping provisions of the law. It asked the court to restrain the firm from future violations and to award any back wages found due employees of the firm, which is located at 616 Canal St., San Rafael.

## Earnings Up But Workers' Purchasing Power Drops

Average earnings for California factory workers posted record highs in June but purchasing power dropped below the level of June, 1967, according to a report just released by the State Department of Industrial Relations.

Weekly earnings of manufacturing production workers rose to \$140.13, up \$7.95 or 6.0 percent over the year.

But when these earnings are adjusted for taxes, including the new federal surtax, and increases in consumer prices, the factory workers' purchasing power dropped 0.2 percent below the year-ago level for the worker with three dependents and 1.1 percent less for the worker with no dependents on a statewide basis.

### LITTLE GAIN

Even if the 10 percent surtax had not gone into effect last April, the purchasing power for both the family head and the single worker would have increased by less than one percent over the year, the report said.

Most of the disparity between the percentage change in gross weekly earnings and buying power was attributable to the over-the-year gain in consumer prices.

Average hourly earnings in manufacturing as a whole climbed to \$3.46, up four cents over the month and 18 cents above June, 1967.

The average earnings in manufacturing reflect earnings in many different industries in the state's economy. Weekly earnings this June ranged from an average of \$85.20 in apparel to \$168.27 in petroleum refining.

The factory workers' workweek in June averaged 40.5 hours, two-tenths of an hour or about 12 minutes longer than the workweeks prevailing in both May, 1968 and June, 1967.

In the Los Angeles-Long Beach area, factory workers were found to have average weekly earnings of \$137.50 last June but the purchasing power of these earnings was 0.7 percent below the year ago level for a worker with three dependents and 1.6 percent less for the worker with no depend-

ents. Hourly earnings of factory workers in the area totaled \$3.37, 16 cents more than June a year ago and three cents higher than the previous month. The factory workers' average workweek was 40.8 hours, two-tenths of an hour higher than the previous month and equal to the level of June, 1967.

In the San Francisco-Oakland area, the factory workers' average weekly earnings totaled \$150.88, up \$11.98 or 8.6 percent over the year. The purchasing power of these wages was 1.1 percent above the June, 1967 level for the worker with three dependents but unchanged from June a year ago for the worker with no dependents. The factory workers' average earnings in the area was \$3.81, three cents higher than in May and 23 cents higher than a year earlier. The average workweek at 39.6 hours was three-tenths of an hour higher than the previous month and eight-tenths of an hour higher than in June, 1967.

## Union Teachers Pay Is 10 to 20% Above Others, Study Shows

Organized teachers win more benefits than those who passively accept school board offers, according to a study by the Institute of Labor and Industrial Relations operated by the University of Michigan and Wayne State University, at Ann Arbor, Mich.

Institute Co-director Charles M. Rehmus and UM graduate student Evan Wilner said they found that "hard collective bargaining, accompanied by the threat of strikes," has paid substantial dividends of from 10 to 20 percent to organized teachers.

One result, the study showed, was increasingly severe financial pressure on many school districts. The institute added:

"As yet it does not appear that school boards have been able to persuade the public to provide sufficient new funds to meet teacher aspirations. Whether strong and deter-

## Public Workers' Rights Bill Goes To Governor

(Continued from Page 1)

agencies. Other provisions establish procedures for resolution of disputes.

The California Labor Federation led the drive to secure approval of this important milestone in labor relations legislation for public employees throughout California. A tremendous job by Mert Walters, Ken Larson and George Mulkey for the Federation resulted in this great victory.

After the bill was given final passage in the Senate, a move to reconsider was made by Senator Ralph Dills. This stalled the bill for another day before it could be sent to the Governor's office. Federation representatives were forced to contact members of the Senate again.

However, after discussions with Senator Dills concerning his motion he agreed to let the reconsideration drop and the bill went to the Governor.

mined teacher organizations can do so remains to be seen," it said.

The institute examined salary levels between 1961 and 1965, before the Michigan Public Employment Relations Act went into effect, and the three years since. It found that in 12 large school districts, bargaining for the 1966-67 school year brought raises averaging some 10-20 percent higher.

### Eisenhower's View

"The coverage of the minimum wage is no less important than the amount. Neither the federal nor state laws now include the lowest paid workers. It would be well for both the Congress and the states to consider the question of bringing substantial numbers of workers, now excluded from the protection of minimum wage, under its coverage." — Dwight D. Eisenhower.

## Lobby Blocks Farm Workers Labor Rights

Despite a "tremendous effort" by church and labor groups, "powerful lobbying voices" have blocked congressional action that would put farm workers under the National Labor Relations Act, the AFL-CIO's chief organizer, charged last week.

The stall on legislation that would give farm workers "some level of first-class economic citizenship is a reflection on the Congress . . . and its unwillingness to recognize the 1968 needs of farm workers," declared William L. Kircher, director of the AFL-CIO Dept. of Organization on a nationwide radio interview, Labor News Conference.

The union spokesman said the National Committee for Agricultural Democracy, a coalition of Catholics, Protestants and Jews, has sustained a "very aggressive" two-year drive to persuade Congress to give farm workers the same right to organize unions that most other workers have had for more than 30 years. He named the American Farm Bureau, "recognized for many years as one of the most powerful voices—lobbying voices—in the Congress," as the chief opponent to the proposal.

Kircher said the steady growth of the farm workers union, restricted by the legal exclusion that makes strikes and boycotts the only methods of winning employer-recognition, is strong evidence that farm workers want unionization and are determined to achieve it. He noted that the United Farm Workers Organizing Committee now has contracts with 12 growers.

"Measured in terms of what has not been done in the past 30 to 40 years, we have done a great deal," he said, but, he stressed, "measured in terms of what needs to be done, we have not done very much."

Kircher also reported that the union has mounted a nationwide boycott against all California table grapes, except those produced by the DiGiorgio Corp., which has a contract with the union.

## Social Workers Union Wins First County Govt. Pact

(Continued from Page 1)

cent, better vacations, liberalized sick leave provisions, a county-paid medical care plan and other improvements.

The contracts, one covering county employees in the Probationary and Juvenile Hall Departments and the other covering Social Service Department personnel, were ratified July 23 by a three to two vote of the Marin County Board of Supervisors.

### VOTE DISCLOSED

Voting in support of more adequate wages and working conditions for Marin County workers were: Supervisors Peter Behr, Tom Storer, and William Gness. Opposed was lame duck Supervisor Ernest Kettenhofen and Supervisor John McGuinness.

The positive action by the Board's majority could well serve as a guide to other boards of supervisors throughout the state in averting the curtailment of public services and bitterness that result when county officials refuse to deal reasonably with their employees, as exemplified recently by strikes

## Ex-Solon Pushes Anti-Union Drive

(Continued from Page 1)

reer out of fighting labor since his defeat for Congress in 1948—after he had co-authored the Taft-Hartley Act—is now co-chairman of a Conference of American Small Business Organizations.

In that capacity, he has written letters soliciting "modest" contributions, up to \$100, to help promote "agitation" in the next Congress to enact curbs on unions. The former Republican Congressman from New Jersey also wants investigations of the National Labor Relations Board, the Wage & Hour Division, and the courts for "abetting" the unions.

Hartley uses a novel, new pitch in his letter: He blames unions for riots in ghettos. His reasoning: They helped secure minimum wage increases, which caused unemployment, which caused the uprisings.

by public workers in Sacramento and Los Angeles.

The new contracts negotiated by Local 535 also served to improve the wages and working conditions of other county workers.

After the union contracts were worked out between the union negotiating committee and the county negotiating committee consisting of the Marin County administrator, the county's personnel director and the county department heads involved, county officials asked for and got an additional 2½ percent increase for other workers who had previously been scheduled to get only a 4½ percent boost. The supervisors' approval of the latter request boosted their increase to seven percent.

Under the union contract, wage increases run from 5 percent to 12½ percent, with only one worker receiving the lowest percentage increase.

### OTHER PROVISIONS

Other provisions of the new contract won by the Social Workers Union, an affiliate of the AFL-CIO Service Employees International Union, were:

- Three weeks vacation after one year and four weeks after 10.
- Assignment of work for social service employees on the basis of an assumed 40-hour week with cases to be assigned on the basis of hours of work needed.
- Full payment by the county of one of two medical care plans under consideration — Kaiser or Blue Cross.
- An agreement to study in cooperation with the union, the provision of a prepaid dental plan.
- Assignment of probation officers on the basis of agreed-on caseload standards with additional staff to be requested when caseloads exceed these standards.
- Joint determination by the workers and the supervisors in both the Social Service and Probation Departments of the number of hours of service needed on each case.

The contract also called for an arbitration procedure to be

## Union Farm Workers Win Best Pact Yet

A new contract boosting farm workers' wages at least 15 cents an hour and providing additional health and welfare benefits has been signed by the AFL-CIO United Farm Workers' Organizing Committee and Schenley Industries, Inc.

The contract, believed to provide the highest wages for farm workers in the continental United States, hikes the wages for grape laborers and irrigators from \$1.75 an hour to \$1.90; increases the hourly wage for tractor and truck drivers from \$1.85 to \$2.05; and increases crew leader wages from \$1.95 to \$2.25.

The agreement, signed by UFWOC Director Cesar Chavez and witnessed by William L. Kircher, national AFL-CIO Director of Organization, also calls for an additional 10 cents per hour per worker to be placed in a health and welfare fund to provide retirement, dental, and medical care benefits for farm workers and their families.

Other contract provisions call for \$2.10 for hand pruners and \$2.25 for operators of recently introduced pneumatic pruning rigs.

The pact also sets piece-rates for pickers to average \$3.25 an hour. Vine-tying rates are set at \$2.00 an hour or \$2.05 cents per vine, whichever is higher, the union said.

In hailing the new contract, the UFWOC's third pact with Schenley, the farm workers' paper, El Malcriado observed: "This is the way labor and management should deal with each other, with mutual respect and consideration, on a rational and humble basis."

The Giumarras and other growers who refuse to sign collective bargaining agreements with the union are just "hurting themselves as well as their workers," it added.

worked out between the county and the union officials.

• Extension of accumulation of unused sick leave from 90 to 120 days.

# Housing Bill to Spur Jobs

(Continued from Page 1)

duce interest rates on monthly mortgage payments to as low as one percent.

In the home ownership program, home buyers would be required to pay 20 percent of their income for their housing with the difference between the 20 percent of their income and the required monthly payment being made up by the federal subsidy.

Families having incomes 35 percent or more above the income ceiling for families in public housing would be ineligible.

However, government spokesmen have indicated that a family of four living in Chicago—an area viewed as a “typical” family in the home-ownership

market—can make as much as \$7,080 a year and still qualify for subsidies under the program.

The measure is expected to bring the hope of home ownership within the range of some families making as little as \$3,000 annually so long as the family does not buy a house costing more than \$12,000.

## COST CEILING

For most areas price tags on homes would be limited to \$15,000 although they could cost up to \$20,000 in certain areas.

To aid renters, a similar federal interest subsidy program would be provided to non-profit or limited-profit organizations to construct apartment complexes that would afford ade-

quate housing at low rents for low income families.

The measure also authorizes creation of a \$250 million fund to permit the government to insure property in ghetto areas—insurance much harder for ghetto residents to come by since the tragic and costly riots that have swept such cities as Watts, Newark, Detroit, and Cleveland in recent years.

It also includes an authorization of \$1 billion for the model cities program to encourage large-scale upgrading of blighted areas and another \$400 million to speed up construction of public housing.

In the past, however, funds actually appropriated by Congress for the Model Cities program have fallen considerably below the amount authorized.

# Reagan Turns His Back On UN Day Fete

(Continued from Page 1)

Governor Ronald Reagan says so.

In response to a request for a statewide proclamation from L. F. McCollum of New York, national chairman of United Nations Day 1968, Reagan directed an aide to reply that “Governor Reagan does not feel he should issue a proclamation” because it “could be interpreted as a blanket endorsement of the total United Nations concept and operation.”

The action places Reagan squarely by the side of the racist Governor Lester Maddox of the compulsory open-shop state of Georgia who took a similar stand last year.

Until Reagan took office in January, 1967, California had generally joined the U.N. Day observance but last year Reagan simply ignored it, even though 58 California cities proclaimed it.

The California Labor Federation and the AFL-CIO nationally has long championed the U.N. as “the world’s best hope for true and lasting peace.”

In fact, delegates to the State Federation’s last convention adopted a resolution which pointed out that “despite its impressive record over the post-war period, however, unwarranted and illogical attacks continue within the United States against the United Nations. Such attacks can only be dissipated through greater public support and awareness of the United Nation’s purpose and principles.”

Reagan’s action is clearly diametrically opposed to these aims.

of Mediation and Arbitration, is scheduled to work on this aspect of the program.

Jackson has served as a mediator of community disputes in the Bedford Stuyvesant area of Brooklyn at the request of the City of New York. Prior to his appointment to the EEOC, he was a Kansas attorney and a member of the Board of Directors of the NAACP.

## Pamphlet Asks All to Aid Farm Union Drive

“We’re with you and we are going to stay with you.”

That’s the title of a very special pamphlet that underscores the determination of AFL-CIO members to help the United Farm Workers’ Organizing Committee win decent living conditions and other standard union benefits for the nation’s long-exploited farm workers.

Many unions, large and small, have already set up monthly donations to the Farm Workers’ Defense Fund to help sustain and stabilize the UFWOC’s strike assistance program.

Trade unionists having any suggestions to make or desiring to help should write to Cesar Chavez, Director, United Farm Workers’ Organizing Committee, P.O. Box 130, Delano, California 93215.

Copies of the pamphlet, available in both Spanish and English, may be obtained by writing to William L. Kircher, Director of Organization, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006.

## Study Seeks To Use Arbitration Skills To Solve Urban Conflicts

A new program launched by the American Arbitration Association will seek to apply the arbitration skills used in settling labor disputes to community conflicts and inner-city problems.

With the help of a \$90,000 Ford Foundation grant the Association has set up a Center for Dispute Settlement to de-

velop both techniques and trained people to apply mediation and arbitration principles to new areas. Such areas may include school controversies, disputes between landlords and organized tenants, direct action challenges by civil rights groups, urban renewal disputes and welfare agency procedures.

The Center, to be headed by Samuel C. Jackson, who is nearing completion of his term on the U. S. Equal Employment Opportunity Commission, will be headquartered in Washington, D. C.

## PLANS EXPLAINED

It plans to recruit and train mediators and arbitrators in various communities who would be available at the request of the disputing parties.

The Center will also seek to come up with some new ideas on resolving, organizing and bargaining disputes involving public employees.

This phase of its activity will be centered in the Boston regional office of the American Arbitration Association and will be known as the New England Plan. Robert L. Stutz, chairman of the Connecticut State Board

## New Social Security Laws Aid Disabled

Under the new social security amendments that became effective February, 1968, workers who are disabled before age 31 may qualify for social security disability benefits if they have worked under social security at least half of the time between age 21 and the time of their disability.

If their impairment occurs before age 24, the worker must have worked under Social Security in one and one-half of the three years preceding the illness or injury. Further information on the new disability benefits available under the Social Security Act may be obtained from your nearest social security office.