



California AFL-CIO News

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
THOS. L. PITTS

August 30, 1968
Vol. 10—No. 35

Fed Convention Resolutions Due In By Sept. 8

Resolutions for the California Labor Federation's seventh convention to open at the Memorial Auditorium in Sacramento September 23 must reach the office of the Federation's Secretary-Treasurer not later than 5 p.m. September 8, 1968.

The deadline is spelled out in Article XV-D of the Federation's constitution which stipulates that "all resolutions to be considered by the convention shall be forwarded in triplicate to the Secretary-Treasurer on or before the 15th day immediately preceding the opening day of the convention," the Federation's Secretary-Treasurer Thos. L. Pitts explained.

The only exception to the September 8 deadline is for

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Support Mounts For Embattled Her-Ex Unions

Labor unions representing three million AFL-CIO members have pledged support to a national boycott against Hearst corporation products and their advertisers.

This was the report issued by a four-man team representing 2,000 striking or locked-out Hearst employees at the Los Angeles Herald-Examiner which left Los Angeles August 8 on a two-month nationwide tour to carry the story of the nine-month strike-lockout newspaper struggle in California to consumers.

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Registered To Vote Yet? Deadline Falls Sept. 12

Progress in Peril, Pitts Says In '68 Labor Day Message

By THOS. L. PITTS
Secretary-Treasurer

California Labor Federation, AFL-CIO

Eighty-six years ago Peter J. McGuire, a New York City carpenter, proposed setting aside one day a year to honor the labor of working men and women. In September of that year, 1882, the first Labor Day was observed in New York City.

That was less than a year after the Federation of Organized Trades and Labor

Unions (FOTLU), which later became the American Federation of Labor, was organized in Pittsburgh.

And it was twelve years before Labor Day was proclaimed a national holiday in 1894, the same year a strike by the American Railway Union led by Eugene V. Debs, against the Pullman Company was shattered by the use of court injunctions and federal troops.

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Alioto To Speak at State COPE Convention Sept. 4

San Francisco Mayor Joseph L. Alioto will be the featured speaker at the pre-general election endorsement convention of the California Labor Council on Political Education at the Hilton Hotel in San Francisco next Wednesday.

The Mayor, one of the nation's experts on anti-trust

law who has fought for the public's interest in a number of price-fixing suits, is currently seeking to see to it that San Francisco buys only goods and services produced in a union shop or under unionized conditions.

He has already called on the City Attorney's office to prepare an ordinance which, if adopted by the Supervisors, would direct all city departments to follow such a policy.

Although holding elected
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Some Growers Still Angling for Alien Workers

Despite an admitted surplus of domestic farm workers in the San Joaquin Valley, the San Joaquin Farm Production Association is nonetheless an-

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UFWOC Wins Union Pact at Paul Masson, Inc.

California farm workers at the Paul Masson, Inc., Vineyards are now protected by a union contract won by the AFL-CIO United Farm Workers Organizing Committee that provides a pay range of \$1.90 to \$2.55 an hour and provides for a full union shop, dues check-off, paid holidays and vacations.

The new pact with the Fresno area firm, a producer of quality table wines and champagnes, also calls for 10-cent hourly increases over each of the next two years and guarantees piece rate pickers an average of \$3.25 an hour.

The \$1.90 hourly rate is better than 12 percent higher than
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22 Million Just Don't Bother To Vote

One of every four Americans of voting age who fails to register to vote does so because of inability to meet citizenship or residency requirements, the

Commerce Dept. reported. But more than 22 million persons just don't bother.

The department said that preliminary results of a sur-

vey, conducted by the Census Bureau following the 1966 elections, showed that of 113 million persons of voting age, 30 million had not registered to vote. Four out of five of those who were registered actually cast ballots.

Survey interviews revealed that about one in four of the

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Fed Convention Resolutions Due In By Sept. 8

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resolutions acted on and approved by regularly constituted and affiliated statewide organization at conferences held in the period September 8-22, 1968 which must be filed with the Secretary-Treasurer not later than 9 p.m. Sunday, September 22, 1968.

All resolutions must be submitted in triplicate and must bear the signature of the executive officer or the seal of the affiliated organization.

Any resolution not submitted within the time specified above but which is delivered to the Secretary-Treasurer prior to noon on the first day of the convention, Monday, September 23, 1968, shall be reported to the convention by the Secretary-Treasurer prior to adjournment on the first day of the convention as a late resolution and shall not be referred to any committee for consideration unless and until the convention so orders by a vote of two-thirds of the members present and voting on the first day of the convention on request of a delegate.

Cure to Cities' Ills Starts at Ballot Box

Curing the ills of the slums—diseases that threaten the welfare of all Americans—can be done only with the help of federal legislation.

Some headway has been made. Far more is needed. A conservative Congress would apply the screws to all programs of the past, making them ineffective. A conservative Congress would prohibit passage of any new progressive legislation.

Only through the election of a liberal Congress and President can the battle to clear our nation of the despicable slums be won.

That will come about only if union members—millions of them acting in unity—register and vote in the 1968 elections.

Some Growers Still Angling for Foreign Workers

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gling for authorization to import 2,500 foreign farm workers to pick and load tomatoes.

The Association's action, which is expected to be followed by a formal request for Mexican nationals on about September 9, was taken even though domestic farm workers in the valley have been complaining for weeks that they haven't been able to find steady work, even for a full day let alone a full week.

Illegal Entrants

The workers point out that the new mechanical tomato harvesters use only one worker to do the work of 20 hand pickers and charge that the growers are giving employment preference to non-resident green carders and "wetbacks."

Last month alone, immigration officials picked up more than 3,600 wetbacks, working illegally in agriculture in California, a government official said.

Moreover, the tomato harvest is a good three weeks early and deliveries to canneries as of August 17 were already equal to the total tonnage delivered a month later — by mid-September — last year, according to Glenn E. Brockway, regional administrator of the Labor Department's Bureau of Employment Security.

The fact that the San Joa-

quin Farm Production Association is seeking additional foreign labor even though the Growers' Harvesting Committee, representing growers in Stanislaus, Merced and San Joaquin Counties, has described the available labor supply this year as "one of the largest work forces in recent years" should be of concern to all taxpayers because it's the taxpayer who gets stuck with the welfare costs if tomato growers are permitted to depress the wages and working conditions of domestic workers by flooding the labor market with foreign workers.

Even without the additional 2,500 foreign workers being sought by the Stockton Growers' Association, a recent independent sample in Stanislaus County indicated that one of every three transient farm workers intends to go back to Mexico following the harvest season.

Wages Below Floor

Workers' spokesmen point out that the growers are not paying and have not offered to pay domestic workers the \$1.68 an hour adverse effect rate set by the Labor Department earlier this year.

Although some workers in preferential positions in the fields may earn more than that amount, the bulk of the workers, they say, have been earning only between \$1.50 to \$1.60

per hour, less than 50 percent of the average hourly rate of California's factory workers.

Workers' spokesmen also point out that piece work records submitted by growers trying to substantiate payment of a higher rate may involve the widespread practice of permitting more than one person to work on one payroll card even though the card appears to reflect the wages of just a single worker.

Regulations at Issue

To date, the growers themselves have shown little inclination to comply with the regulations worked out by California Rural Legal Assistance and the Labor Department last year to provide sufficient time to investigate grower claims of labor shortages and to require growers to advertise to try to recruit domestic workers for the jobs.

The agreement stipulated that such ads were to include indications of the amount of earnings workers are likely to receive.

On the brighter side, however, a clearance order for 250 foreign farm workers to work in brussel sprouts that had been filed by the Progressive Growers Association was canceled this week, apparently in recognition of the abundant domestic farm labor force already available.

Unions' 'Outreach' Setup Aids Minorities

The AFL-CIO's civil rights director reported growing success of union-sponsored "outreach" programs aimed at bringing minority group youngsters into building trades jobs.

Donald Slaiman said "as a direct result" of the effort, more than 1,500 young Negroes and other minorities have entered building trades apprenticeships over the last three years — most of them during the last year.

But, he cautioned, apprenticeships alone can't solve the severe youth unemployment problems in the ghettos. The outreach programs are "models for finding good jobs . . . with a high degree of upward mobility," but there has to be

more of this kind of effort and a general expansion of job opportunities for all workers to make a real dent in ghetto unemployment, he said.

Slaiman appeared on Labor News Conference, an AFL-CIO produced public service program aired on the Mutual Radio Network from Washington, D.C.

Slaiman said that going beyond the "simplistic view that the only problem was discrimination" has been one of the keys to success in the apprenticeship programs.

There is now "realization that recruiting, prepping and motivating" qualified youngsters are essential, he noted,

and those elements are emphasized in the outreach programs carried out by the Urban League, the Workers Defense League, the A. Philip Randolph Institute and other groups, in cooperation with building trades unions and councils, with federal financial help.

Questioned about the upcoming elections, Slaiman predicted that "in spite of all the talk of boycott and all the talk of black capitalism, the overwhelming majority of Negroes and other minorities who get registered and get out to vote will vote their own interests, which happen to coincide with the programs and candidates that the labor movement endorses."

Support Mounts For Embattled Her-Ex Unions

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The unions' "truth squad" will have visited 22 labor conventions in 16 states and participated in the New York City Labor Day Parade before returning to Los Angeles in October.

The snowballing boycott drive now has the backing of the United Steelworkers, the American Federation of Teachers and State AFL-CIO bodies in Utah, Nevada, Montana and Minnesota as well as California, the trade unionists said.

In addition the Joint Strike-Lockout Council has initiated a "de-circulation" drive to get cancellations of subscriptions to the Herald-Examiner. This was reported moving rapidly ahead, spurred by a campaign by the Stereotypers Union which is offering a brand new gold 10-speed bike to add to the prize list for youngsters competing in the subscription cancellation drive.

Although management has not participated in any meaningful negotiations in recent months, Robert J. Rupert and Chuck Dale, International Representatives of the American Newspaper Guild met with George Sjostrom, the Herald-Examiner's general manager, and W. O. McCarthy, the Herald-Examiner's labor relations counsel last Tuesday and are scheduled to meet again next week.

At the Tuesday meeting, the Guild offered to submit all unresolved issues to binding arbitration by an arbitrator of national repute but the management's spokesmen said they were not going to turn over management of the paper to an outsider nor give authority to make decisions regarding operation of the paper to an outsider.

Earlier in the strike, the Hearst management had also turned its back on a Los Angeles City Council resolution that called for an arbitrator of national repute to bring in binding recommendations.

The Guild spokesmen then asked if Hearst would pay severance benefits to any Guildsmen for whom a job could not be found when the

Union Wins Pace-Setting Contract at Paul Masson

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the \$1.50 to \$1.60 hourly earnings of non-union farm workers in California who, for the most part, are denied paid holidays, vacations or overtime.

In the latter connection, the new three-year pact signed by UFWOC Director Cesar Chavez, establishes a standard workweek of nine hours a day, six days a week. Workers will get 25 cents additional for any hours worked beyond nine in any one work day.

While this is scarcely equal to the 35 to 40 hour workweek enjoyed by most industrial workers, it is a significant breakthrough for farm workers who heretofore have been denied the maximum hours protection afforded most male industrial workers.

In addition, workers will be covered by a special benefits fund providing comprehensive health and welfare protections which the UFWOC has negotiated with other employers in the industry. The firm will pay 10 cents for every hour worked into the fund.

Beyond that, the contract provides for paid holidays and vacations which, while short of industrial standards, are major achievements for farm field workers.

The agreement, signed August 16, resulted from an agreement reached between Masson officials and Chavez and AFL-CIO Director of Organization William L. Kircher last February, whereby the firm agreed to recognize the UFWOC and to start contract negotiations with a committee headed by Chavez and Irwin L. DeShetler, National Farm Labor Coordinator for the AFL-CIO.

A Masson spokesman said

strike ends. The management spokesmen replied that while this was not its position it was not closed on the issue and added that management was prepared to look at any idea the Guild might have to lead the way to a settlement.

Another meeting was scheduled yesterday between management and the Pressmen's Union but no results were available at press time.

that there "never was any conflict" with the union and that the agreement was reached primarily in the interests of goodwill and to achieve "stability" among its workers.

The contract worked out by a negotiating committee that included Mack Lyons, Jose Luna, Jose Banueloz Herrera and Taribio Salvado covers hourly and piece-rated agricultural workers in Masson Vineyards at Gilroy and Soledad. It excludes shop employees at Soledad where Distillery Workers Local 186 is already the bargaining agent.

The union security clause stipulates that all covered employees shall join the union and remain members in good standing as a condition of employment within 30 days of the signing of the contract or after 10 days of employment.

It also establishes seniority rules based on length of service extending from the date of last hire and provides that in filling vacancies or making promotions, demotions or transfers, recalls from layoffs or reclassifications, the employer will give preference to workers with the greatest seniority. The seniority clause is also another breakthrough for the long exploited farm worker.

Unionists Named To Welfare Plan Advisory Council

Two union officials are among the five new members Sec. of Labor Willard Wirtz has appointed to the Advisory Council on employee welfare and pension benefit plans.

The new labor members are John F. Tomayko, director of the Insurance Pension and Unemployment Benefits Dept. of Steelworkers and Joseph H. Davis, president of the Washington State AFL-CIO. Other new appointees are: Joseph L. Seligman, Jr., a San Francisco attorney, and Joseph Musher, an actuary with Murray W. Latimer, industrial relations consultants, Washington, D.C., and James R. Beard, law professor at University of Georgia.

ILPA Directory Lists 376 Labor Publications

Some 376 labor publications with a combined circulation of 20 million are listed in the latest edition of the Labor Press Directory published by the AFL-CIO International Labor Press Association.

The publications — produced in 33 states, 3 Canadian provinces and the District of Columbia — include 111 published by national or international unions and 256 published by state and city central bodies, individual local unions or groups of local unions.

In some cases the central body papers are privately owned but carry the endorsement of the central body and follow policies established by it.

The nine periodicals unaccounted for in the breakdown above are official publications of the AFL-CIO or its departments and the publication produced by the Canadian Labor Congress.

The sixth edition of the ILPA Labor Press Directory lists 47 California publications, second only to the 72 listed for New York state.

(The latest edition of the California Labor Press Directory, however, published by the California Labor Federation last April, contains a total of 198 California labor publications, including 47 central body publications and 151 publications of local unions.)

The new ILPA directory also contains a list of advertising agencies serving labor publications; a list of the ILPA's own publications; the names of public relations men of unions; a list of regional associations affiliated with the ILPA; as well as the 10-point Code of Ethics governing ILPA publications.

Copies of the ILPA Directory are available for \$2 each from Kenneth Fiester, ILPA Secretary-Treasurer, AFL-CIO Building, 815 16th Street, N.W., Washington, D. C. 20006.

Jobless Benefits

More than three-quarters of a billion dollars are paid out each year in unemployment insurance to about 850,000 men and women 45 years of age and over.

Progress in Peril, Pitts Says in '68 Labor Day Message

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All that happened a long time ago. In the intervening years, particularly since the passage of the National Labor Relations Act of 1935, the conditions of life and labor for the vast majority of American workers have been vastly improved. Working hours have been steadily reduced; living wages have been obtained for workers in most areas; insurance programs to aid the jobless, the disabled and those injured on the job have been enacted and improved; vacations with pay have been won and extended; health and welfare and pension programs have been negotiated and expanded; and the right of workers to organize and bargain collectively has been repeatedly affirmed as U.S. policy in the best interests of the nation.

Efforts of Thousands

In large measure, these achievements are the fruits of the efforts of hundreds of thousands of dedicated trade unionists throughout our nation who knowingly sacrificed what little worldly goods they had to win and preserve dignity and a degree of independence and choice for the working man in his daily life.

Rightfully enough, these past achievements are a source of considerable pride to all trade unionists. Indeed, they are quite rightfully a source of pride to all citizens in the nation because many citizens outside the labor movement have strongly supported labor's efforts to win enactment of, and improvements in, such programs as social security and Medicare, adequate meat inspection and truth-in-lending legislation—programs that contribute to the improvement of the social, economic and moral life of the nation.

Looking Ahead

But on Labor Day 1968 trade unionists in California and throughout the nation really haven't much time to spend pointing backward with pride at past accomplishments. There is too much evidence that the reactionary forces that succeeded in reviving the conservative-Dixiecrat coalition in Congress and took over the reins of government in Sacramento in 1967 are poised for their final as-

sault on the national government this year.

Most older trade unionists know that the advances the nation has made in the past—the progress that has enabled increasing thousands of wage and salary earners to move from old tenements to their own homes in the cities or the sub-

urbs—is attributable in no small measure to their own efforts in seeing to the election of progressive state legislators and Congressmen.

But the scene is different today. Less than one-third of the nation's work force belong to labor unions. And many of the younger workers, union and

non-union alike, are unaware of the gross injustices that can be perpetrated and perpetuated when the pawns of special interest groups sit in the legislative chambers and on the hundreds of court benches and commissions that rule on issues vital to the welfare of all the nation's workers.

Many California workers appear to be unaware of the persistent assaults being made this year by reactionary forces in Sacramento and before various state agencies and commissions to whittle away at the protections presently enjoyed by California workers. For example, the recent attempt by some special interest groups to pass legislation to short circuit raises in the minimum wage scales for women and minors in California and actions by similar special interests to attempt to deny overtime pay to minors, both of which were defeated, thanks largely to the efforts of California trade unionists.

Conservative victories in 1966 have resulted in a flood of vicious anti-labor legislation being dropped into the hoppers in both Sacramento and Washington. If the quiet schemes of reactionary and right-wing forces now afoot succeed, much of this anti-labor legislation may be enacted by this time next year.

Therefore, on this Labor Day, it is essential for all trade unionists and concerned friends of labor to rededicate ourselves to the task of finding positive solutions to the urban crisis at home and to our involvements abroad.

Alioto To Speak at State COPE Convention Sept. 4

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public office for less than nine months, Mayor Alioto has already won recognition as a national political figure.

The convention, to be held in the Imperial Ball Room of the Hilton, will review the primary endorsements of California Labor COPE, the political arm of the state's 1.4 million AFL-CIO union members, and act on endorsements for the November 5, 1968, general election in those instances where the position of California Labor COPE has not been recorded to date and in those instances where candidates endorsed by California Labor COPE failed to qualify at the primary election.

Specifically, the delegates will act on endorsements for U.S. President, Vice President and U.S. Senator as well as on endorsements for the state's 38 Congressional districts, 20 odd-number state Senatorial districts and 80 Assembly districts.

The State AFL-CIO's position on the nine propositions

to appear on the general election ballot will not be determined at the California Labor COPE convention but will be decided by delegates to the biennial convention of the California Labor Federation to be held in Sacramento opening September 23.

A meeting of the Executive Council of California Labor COPE will be held next Tuesday, September 3, to review the endorsement recommendations of local and regional COPE bodies and to develop the 33-member Council's recommendations to the convention. All official endorsements, however, will be made by the more than 600 delegates now expected at the convention.

Registration will open at the Hilton at 10 a.m. Tuesday and continue throughout the day. It will reopen at 8 a.m. Wednesday.

Invocation at the convention will be delivered by Dean C. Julian Bartlett of San Francisco's Grace Cathedral shortly after the session starts at 10 a.m.

22 Million Just Don't Bother To Vote

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unregistered persons could not meet the citizenship or residence requirements for voting. However, 63 percent offered a variety of personal reasons for not having registered. Typical among these responses were: "Just didn't get around to it" and "couldn't be bothered."

The survey also came up with these findings:

- Voter participation is highest in the middle age groups (45-54 and 55-64 years), drops off among older persons, but

is lowest among those under 25.

- Voter participation rises with the educational level of the voters, ranging from a low of 31 percent for those with four years or less of elementary school to a high of about 71 percent for college graduates.

- Persons in white collar occupations are more likely to vote than blue collar workers, service workers, operatives, laborers and household workers.

- Voter participation among

the nonwhite population was significantly lower than that of the nation as a whole—41 percent as compared with the overall rate of 55 percent.

- The South had a much lower voter participation rate than the rest of the country—43 percent against 61 percent for all other regions combined.

- Voter participation tends to increase with the level of family income, reaching a peak of 78 percent for persons 45 to 64 years old in families with income of \$10,000 a year or more.