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Executive Secretary-Treasurer
THOS. L. PITTS

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Carpenters Urge Vote for Humphrey

The Carpenters' executive board has unanimously endorsed Hubert H. Humphrey for the presidency, as a "tested and proven" leader who advances programs of "vital concern" to the union.

Citing Humphrey's "long public career" in support of health care, social security, jobless benefits, and education, the board said, "His voting record has been 100 per cent in the interest of working people."

The endorsement was explained in an "open letter" to each of the union's 800,000
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Eubanks Honored By Labor Dept. For Pension Job

The late Sam Eubanks has been singled out for an unusual posthumous award by the U.S. Labor Department for his contribution to the development of legislation designed to protect workers' pension rights.

Mr. Eubanks, a former vice president of the California Labor Federation, served as Executive Vice President of the American Newspaper Guild from 1941 to 1951, and as executive secretary of the San Francisco-Oakland Newspaper Guild from 1952 to 1962 when he joined the U.S. Labor Department's Bureau of Labor-Management and Welfare Pension Reports. He died in January, 1967.

He was credited by U.S. Assistant Secretary of Labor Thomas R. Donahue with being "a driving force and prime mover behind all of the work in LMWP to establish the need for legislation on fiduciary and vesting standards."

Donahue, who nominated 12
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'58 R-T-W Promoters Push Rafferty Drive, Pitts Says

"Some of the major contributors to the anti-union 'right-to-work' campaign of 1958 are now deeply involved in attempting to promote the U.S. Senatorial candidacy of Republican Max Rafferty," Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO, charged this week.

A careful check of reports filed in the

Secretary of State's office in Sacramento, Pitts said, "shows that more than half a dozen of the key supporters Rafferty has bragged about having in his corner—most of whom are also 'top drawer' members of Governor Reagan's so-called kitchen cabinet—were major contributors to the fight

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Nation Can't Trust Nixon Or Wallace, Meany Says

The nation's future cannot be entrusted to Richard M. Nixon who has built a career on deception and trickery or to George C. Wallace who seeks office on a platform of bigotry and hate, AFL-CIO President George Meany said last week in a pair of radio broadcasts. "There is only one reasonable choice," the Humphrey-Muskie ticket, which is composed of "men who have proved themselves in the bright glare of public affairs," he said.

Growers' Suits Expose Falsity Of Pay Claims

If farm workers are receiving average hourly wages of more than \$2.15 as growers repeatedly claim, why are California's agribusiness interests now appealing a Sacramento Appellate Court decision that upheld the legality of a mere \$1.65 hourly pay floor for women?

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Speaking over the NBC radio network on programs sponsored by the AFL-CIO and the Intl. Ladies Garment Workers Union, Meany contrasted the record of the Kennedy-Johnson-Humphrey administrations of eight years of gains and progress with Nixon's opposition to those programs.

He characterized Nixon as "the certified enemy of the
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COPE Revokes 28th Assembly Dist. Endorsement

The California Labor Council on Political Education, acting on the request of the Kern, Inyo, and Mono Counties' COPE, announced this week that it has revoked its endorsement in the 28th Assembly District and now recommends "No Endorsement" of any candidate.

The unusual action of rescinding a previous endorsement was taken after the Democratic candidate, Timothy Lemucchi, apparently capitulating to agribusiness pressures, announced his opposition last Monday to the consumer boycott of California table grapes being pushed by the AFL-CIO United Farm Workers' Organizing Committee, Thos. L. Pitts, secretary-treasurer of California Labor COPE, explained.

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Big Business Maps Plans to Destroy NLRB

Big business foes of the National Labor Relations Act have launched a "highly organized" smear campaign to smash the National Labor Relations Board and weaken the right of workers to protection against pre-

datory employers, the chairman of the House Special Subcommittee on Labor has warned.

In a statement published Oct. 7 in the Congressional Record, Rep. Frank Thompson, Jr., (D-N.J.) charged that promoters

of the massive public relations campaign to weaken the law rely on "distortions, half-truths and hyperbole" to mislead and incite the public and help clear the way for an "unprecedented frontal assault" on the NLRA in the next Congress.

Thompson also called attention to a statement by Republican presidential candidate Richard M. Nixon promising, if

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COPE Revokes 28th Assembly Dist. Endorsement

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"It is difficult to see how the Democratic candidate can pretend to be concerned about the interests of Kern County and yet oppose the only weapon thousands of impoverished Kern County farm workers have to fight for better wages and working conditions," Pitts said.

"Contrary to grower propaganda, state figures show that the average hourly wage for grape workers is \$1.50 to \$1.65 and repeated field surveys have turned up appalling housing and sanitation conditions.

"So long as the huge agribusiness interests dominate the politics of the valley, the labor input of independent farmers as well as the wages of farm workers will be kept at poverty levels that greatly hinder, rather than help, the development of a strong economy in the valley.

"Farm workers desperately need and thoroughly deserve full collective bargaining rights NOW. So long as they are denied them, the average California taxpayer is obliged to subsidize these huge corporate agribusiness interests by picking up the welfare tabs to enable farm workers to subsist from one season to the next," Pitts pointed out.

"The grossly inadequate wage levels of domestic farm workers make it impossible for them to buy their own homes, provide adequate health care for themselves and their children or even assure their children a decent education.

"The average California farm is now worth nearly a quarter of a million dollars. And the San Joaquin Valley farming area is one of the richest in the world. It's absolute nonsense to pretend that such enterprises cannot pay their workers hourly wages far above the poverty level now in existence.

"The labor movement cannot, in good conscience, support any aspirant for public office who chooses in the heat of the campaign to turn his back on that part of his constituency

Big Business Maps Plans to Destroy NLRB

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elected, to appoint a watchdog committee to give him "the facts" on the actions of the NLRB.

Nixon's views on what he called "corrective action" against the labor board were printed in the June issue of the American Craftsman, journal of the Intl. Society of Skilled Trades, an organization not listed as a union in the 1967 union directory of the U. S. Labor Dept.

"When regulatory commissions and operating agencies ignore congressional intent," Nixon wrote, "they assume legislative rather than administrative functions, thus denying the will of the American people."

Nixon said that "it is the duty of the President to prevent or correct this situation." He wrote that, while the courts have "vitally important appellate powers with which we must not interfere," zealous bureaucrats "must not be permitted to use the power of the administrative agencies to subvert the intent of Congress."

The Nixon letter escaped public notice until Thompson called attention to it in his statement to the House.

The Congressman cited "other indications of where Mr. Nixon stands"—his selection of J. P. Stevens, textile tycoon who has battled unions for years, as an "economic adviser;" his relations with far-right Sen. Strom Thurmond (R-S.C.) and his inaccurate condemnation of the California grape boycott by the AFL-CIO farm workers' union as "illegal."

Against the background of the "massive public relations program" now under way,

most desperately in need of strong representation," Pitts said.

The action to revoke the endorsement of Lemucchi was initiated by the Kern, Inyo and Mono Counties' Central Labor Council, after Lemucchi told a Kiwanis Club meeting on October 14 that: "I am firmly against the boycott and (believe) it should be stopped immediately."

The Executive Board of State COPE was polled and approved the Kern County COPE recommendation this week.

Thompson said, Nixon's "guarded promise" to ride herd on the NLRB "can be understood quite clearly."

The New Jersey congressman cited the responsibility of his Special Subcommittee on Labor to have a "continuing concern" with the policies and administration of the labor act—a statute which he said has "made incalculable contributions to labor harmony and economic progress in the United States.

He charged that attacks on the law "in a torrent of speeches, articles and editorials" are clearly designed "to discredit the labor law" and to cast "ugly aspersions" on its administration. He pinpointed the principals in this "destructive drama" as the U. S. Chamber of Commerce, the National Association of Manufacturers, the Reader's Digest, the Wall Street Journal, and publications of other business organizations.

Thompson concluded that these attacks "do not reveal flaws in the law or its administration," but instead "expose the existence of a highly organized, subtly conceived and purposefully executed public relations campaign to mislead and to incite the public."

Any doubt of the purpose of the campaign was laid to rest, Thompson asserted, in a speech by Peter J. Pestillo, labor relations manager of the chamber, who said Sept. 12 that the 1968 election has "particular significance for labor law reform" for employers have much at stake "and the time to start protecting that stake is now."

How is this to be accomplished? "The public is the key," Pestillo said. The same point was made last January, according to Thompson's statement, when NAM Vice Pres. William K. Zinke told an audience:

"Before we can take action to introduce legislation seeking major labor law reform, it is necessary to create the kind of favorable public climate which resulted in the Taft-Hartley and Landrum-Griffin acts."

Pestillo explained what he had in mind:

• Eliminate the NLRB and replace it with a national labor court, or transfer its un-

fair labor practice cases—about 17,000 every year, and still rising—to U. S. district courts. The effect of this proposal, Thompson said, would be to "cripple and delay" the administration of the labor act.

• Reverse dozens of major Supreme Court and appeals court decisions enforcing NLRB rulings. This, Thompson charged, would "deprive employees of a whole range of rights and protections" given them by Congress since 1933.

• Limit NLRB remedies fashioned to prevent employers from violating the law. Thompson said, this would "assure the weakness of the law and place a premium on violations."

• Reverse NLRB decisions on appropriate bargaining units and thus, Thompson said, "erect steep hurdles over which employees would have to jump" to exercise their "precious right to engage in collective bargaining."

• Reverse a series of Supreme Court decisions encouraging private labor arbitration and prevent the U. S. Court of Appeals for the District of Columbia from hearing any labor appeals from outside the District.

"These are merely a few of the drastic proposals which the labor law 'reformers' have in mind," said Thompson. "All of them, I believe are contrary to the public interest. All of them . . . are likely to create unprecedented labor strife in our country."

None of the proposals are new but have been considered by Congress and rejected over the years.

Meany on NBC's Monitor Show

Two five-minute broadcasts featuring AFL-CIO President George Meany discussing the critical issues involved in the forthcoming Presidential election will be repeated on the NBC "Monitor" show on Saturday mornings October 26 and November 2. They are scheduled to be presented at 9:25 a.m. but times may vary from station to station. Listeners should check their local NBC outlet for the exact time.

Nation Can't Trust Nixon or Wallace, Meany Warns

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labor movement, the opponent of Medicare, the man who delayed federal aid to education for years, the man who throughout his career has used tricks and deception so often that the word 'tricky' has become part of his nickname."

Of Wallace, Meany declared him to be a man "who arouses the worst passions in the hearts of men, who has demonstrated in his own state his unfitness to govern, who seeks the presidency on a platform of bigotry and hate."

THREE RECESSIONS

Of the Nixon years as vice president, Meany recalled "three job-killing, wage-cutting recessions" and not a "single piece of constructive social legislation." In his years in Congress Nixon's record shows that he was "against virtually everything the American labor movement has worked for."

In contrast on every vote of importance to American workers "Hubert Humphrey stood with them—a record matched by few men in public office in our time."

Based on the record, Meany stressed, Nixon's election will call forth a fight for survival against anti-labor legislation, an economic slowdown and a recession and "a halt to the search for solutions to our present problems."

Noting the progress of the past eight years and the country's present problems, Meany spoke of the deep concern about crime, the uneasiness about race relationships and the discontent about the war in Vietnam.

These problems "cannot be solved by sheer force of arms—unless America is ready to become a police state at home and the instrument of world destruction abroad. They can be solved only by correcting their causes; by creating a better society in America and in the world."

The American people of all races and in all neighborhoods must be protected against riots, arson, assault and murder—"just as the South Vietnamese people must be protected against those who would take away their freedom."

There is a need for well-

trained, well-paid, sensibly directed police under state and local control, Meany stressed, but "we do not need—and we do not want—a federal gestapo."

There is a need for "firmness and fortitude" in the defense of freedom in South Vietnam, but "we do not need—and we do not want—a policy that calls for so-called 'victory' regardless of the cost to humanity."

The AFL-CIO president noted that "there are no simple answers," and this is not and never again will be "a simple world." We need "reasonable

Workers Rate Time Off To Vote

All California workers are entitled to take up to two hours of working time off to vote without loss of pay so long as they give their employer at least two working days' advance notice that they will need the time to reach their polling place.

These provisions are spelled out in Sections 14400 and 14401 of the State Elections Code. The law also requires the employer to post a notice at least 10 days before the election setting forth the provisions of the law regarding time off for voting. This notice should be readily accessible to employees' view and such notices should already be posted in plants throughout the state.

Beyond the expressed provisions of the law, employers and employees may mutually agree on any workable arrangement for voting time, bearing in mind the probable traffic delays, the many statewide and local propositions on the ballot, and the heavy voting expected prior to and after normal working hours.

Full Affiliation Vital, AFT Says

Affiliation with AFL-CIO state and local central bodies is now mandatory for all locals of the American Federation of Teachers.

In a letter to all affiliates, AFT President Dave Selden

answers," he added, and those can be found in the programs of Hubert Humphrey and Edmund Muskie.

Of Nixon's eight-year record as vice president, Meany cited his comments that medicare "makes no good sense at all," his tie-breaking vote on passage of the Landrum-Griffin Act, his votes against social welfare, teachers, the minimum wage.

Nixon has given Sen. Strom Thurmond (R-S.C.) "veto power over the policies of his party," Meany charged, noting Thurmond's bills designed to weaken and destroy unions. Nixon lists among his economic advisers

"men with bitter anti-union records," Meany added.

To those who say there is no choice Meany said the difference is between proven friendship and proven hostility.

The "difference couldn't be greater. The choice couldn't be clearer," in deciding for the Humphrey-Muskie ticket.

Humphrey's election would be a continuation of the progress of the past eight years, a broadening of the goals set by Kennedy and Johnson "a constant raising of our sights toward a better world for our children and our grandchildren," he declared.

Falsity of Growers' Claims Bared

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That's the key question for California consumers to consider in the wake of appeals filed with the State Supreme Court this week by growers interests which claim that the new, long-overdue hike in the wage floor for women and minors is discriminatory.

Incredible as it may seem to any reasonable reader, one of the three grower-interest briefs—this one filed on behalf of the California State Florists Association—blandly contends that:

"Men are placed at an unequal employment advantage because employers can hire men at a much lower rate.

"It is no answer to say that an employer need not discriminate, that he need only to treat men and women the same, by paying them the same wages and working them the same hours.

"It is no answer to say an employer can avoid discriminating simply by applying the terms of the (Industrial Welfare) Commission orders to men as well as women for the employ-

er is under no legitimate compulsion to apply these orders to men," the growers' brief says.

At issue are minimum hourly wage levels set for women and minors by the state Industrial Welfare Commission more than a year ago—in September, 1967—which increased the hourly wage for women from \$1.30 to \$1.65 and for minors from \$1.10 to \$1.35.

The three briefs were filed last Tuesday. The other two were filed in behalf of the California Association of Nurserymen, Rod McLellan Co., Enomoto & Co., and Fuji & Co.

California has no minimum wage for male workers and the federal minimum wage for farm workers is only \$1.15 an hour.

The State Attorney General's office has indicated it would file an answer to the growers' petition within seven days.

The action is seen as merely a further delaying tactic by agribusiness interests to try to keep farm wages at poverty levels.

\$1 Million Checks

The Labor Department reports that State employment security agencies handling the unemployment insurance program issue an average of more than a million jobless benefit checks each week.

UC Prof Warns Against GOP Economic Policy

Inflation is undesirable but it is not "an absolute evil" to be attacked by reactionary economic policies which could cause widespread unemployment.

A prominent University of California economist, Professor Abba P. Lerner, said in a noon lecture at Berkeley last Friday that Republicans generally are "uptight" about federal fiscal matters and may prefer to "sacrifice peace and prosperity for a balanced budget—which they are not going to get anyway."

Without mentioning the Presidential candidates by name, Dr. Lerner left no doubt that he is more in agreement with Democratic economic programs, particularly as they relate to inflation and employment.

"Inflation can cause damage," he said, "but unemployment is far more dangerous," adding as an example that a one per cent rise in the jobless rate means a three per cent loss in the gross national product, and even this is far less important than the social harm.

He expressed fears that the Republicans, should they win the White House and Congress, would turn away from a high employment policy in an illusory bid for a balanced budget.

Carpenters Urge Vote for Humphrey

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members. It was signed by Pres. M. A. Hutcheson, Sec. Treas. Richard E. Livingston and all of the board members.

In studying the records of the presidential candidates, the board found that Richard Nixon "was against legislation supported by organized labor" on 59 of 69 votes. His election, it said, would "undermine" social and labor legislation.

As for George Wallace, the board pointed out that as governor of Alabama he had "done nothing to change" anti-union laws and had increased types

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10 years ago to attempt to impose a wage-depressing, compulsory open shop (right-to-work) law on California workers."

If it is true, Pitts said, that the Republican candidate was "trying to strike a more moderate posture by removing General Curtis 'Bomb 'em' LeMay from his Advisory Committee, then he hasn't scratched the surface of what he needs to do."

Noting that Rafferty proudly announced winning the support of most of these powerful behind-the-scenes Republican leaders last summer and that the national Republican platform contains language suggesting support for a national right-to-work law, Pitts said:

"It is time for all California voters, union members and non-union alike, to listen a little more carefully to the platitudes and generalities being thrown at them in a barrage of political broadcasting by conservative candidates this year."

Pitts said that Rafferty boasted of having the support of such conservatives as Justin Dart, Leonard Firestone, Earle Jorgenson, Edward Mills and Holmes Tuttle, all of Los Angeles, and Jacqueline Hume of San Francisco and Leland Kaiser of Atherton earlier this year.

RECORDS CHECKED

A check of the 10-year-old records, Pitts said, disclosed the following contributions to Proposition 18, the deceptively labeled "right-to-work" measure on the November, 1958 ballot:

"Dart, Justin W., 8480 Beverly Blvd., Los Angeles, \$700.00.

"Firestone, Leonard K., 2525 Firestone Blvd., Los Angeles 54, \$1,750.00.

"Hume, Jacquelin H., 120

of taxes "which hit working people hardest."

"This is not the time to jeopardize our gains," it concluded, "by turning over control to Nixon or Wallace, neither of whom has shown any real concern for the cause of organized labor."

Montgomery St., San Francisco, \$150.00.

"Jorgenson, Earle M., 10650 S. Alameda, Los Angeles, \$500.00.

"Kaiser, Lee, 2030 Franklin St., Oakland, \$200.00.

"Kaiser, Leland M., 2030 Franklin St., Oakland, \$1,000.00.

"Mills, Edward, 2220 Micheltorena St., Los Angeles, \$750.00.

"Tuttle, Holmes, 7122 Beverly Blvd., Los Angeles, \$200.00."

LOOK CLOSELY

Pitts said the language in the Republican platform that deserves close scrutiny by all trade unionists reads as follows:

"We strongly believe that the protection of individual liberty is the cornerstone of sound labor policy. Today, basic rights of some workers, guaranteed by law, are inadequately guarded against abuse. We will assure these rights through vigorous enforcement of present laws, including the Taft-Hartley Act and the Landrum-Griffin Act, and the addition of new protections where needed."

'WRITTEN IN RUBBER'

"To the average non-union layman, such language may sound fair and innocent enough. But to the men and women who have fought long and hard for workers' rights, the phrase 'basic rights of some workers' and the phrase 'the addition of new protections where needed' coupled with the emphasis on the punitive provisions of the Taft-Hartley and Landrum-Griffin amendments to the National Labor Relations Act, clearly suggest that the Republican party's labor plank is written in rubber—designed to be stretched to great lengths to permit small minorities in any union to totally disrupt the union's capability for effective action to protect the interests of the majority of its membership."

"If Rafferty really wants to take a significant step toward a moderate position, he'd do well to repudiate both the right-to-workers involved in this campaign and the labor plank of the Republican party," Pitts said.

Eubanks Honored By Labor Dept. For Pension Job

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career employees of the Labor Department for the group award, observed:

"In my contacts with appropriate officials in LMWP and BLS to ascertain who should be included in this group, on each occasion the name of Sam Eubanks was mentioned as really belonging in the group. While I recognize it is not customary to include deceased persons in a group award, I request(ed) an exception on this occasion."

The award was presented to Mrs. Eubanks by Harold Huxley, regional director of LMWP, at a ceremony at Rocca's Restaurant in San Francisco on October 18. On hand for the ceremony were Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, and Fred Fletcher, a Federation vice president and executive secretary of the San Francisco-Oakland Newspaper Guild.

The legislation Mr. Eubanks sought to develop is now embodied in S.1024, the Pension Benefits Security Act and S.3421, the Pension Plan Protection Act, both of which have been introduced by Senator Yarborough and are currently under congressional consideration.

S. 1024 is designed to provide standards of responsibility and fair dealing in the administration of such plans, including more complete disclosure of the plan's financial activities, annual audits by independent certified or licensed public accountants and legal remedies for participants and beneficiaries to recover losses resulting from breaches of trust.

S. 3421 would establish minimum standards, minimum funding requirements and afford protections to workers whose pension plans are terminated.

In testifying in behalf of these measures last summer, Donahue underscored the necessity for legislation in this area when he pointed out that there are presently about 158,000 private pension plans with reserves estimated at more than \$100 billion providing benefits for 30 million U.S. workers.