



California AFL-CIO News

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How Can You Help Sharpen Youths' Focus on Unions?

How can local unions — or district, joint, or state councils — help today's youth get a better understanding of what the labor movement is all about?

Well, one way is to sponsor one or more of the \$500 scholarship awards to be offered in the California Labor Federation's 19th Annual Scholarship Awards Program next year.

And now's the time to do it because the brochure announcing the 1969 competition, which lists each co-sponsor, is now being prepared and is scheduled to be sent to all public and private high schools throughout the state next month.

In the 1968 competition, which drew more than 1,500 applicants, 21 outstanding youths won \$500 scholarships and another 29 (the top 50) won certificates of merit.

To date, for the 1969 competition, 19 scholarships are already assured, 16 of which are sponsored by Federation affiliates. The other three are sponsored by the State Federation itself.

In addition to helping today's youth gain an awareness of the historic battles, current problems and policies, and future goals of organized labor, affiliates sponsoring scholarships have found that their participation in the program and the publicity related to it has contributed significantly to a better understanding in their

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Fed Executive Council To Meet

A three-day meeting of the Executive Council of the California Labor Federation will be held in the Hilton Inn in San Diego December 3-5, 1968, the Federation's Secretary-Treasurer Thos. L. Pitts announced this week.

Women Farm Workers Rate Back Pay for 1968

Tens of thousands of women and minors who worked in California fields this year are now eligible for retroactive hourly and overtime pay amounting, in many cases, to hundreds of dollars each. But the problem is, how can they be found and paid?

This was indicated this week when the Third District Appellate Court in Sacra-

mento issued a writ calling for the dismissal of suits filed by agribusiness interests that had succeeded in blocking a boost in the minimum wage from \$1.30 to \$1.65 for women and from \$1.05 to \$1.35 for minors which was scheduled to go into effect February 1, 1968 and is now retro-

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Medi-Cal Vendors Hit for Bilking State Program

Testimony corroborating charges made by the State Attorney General's office last week that some physicians, pharmacists, dentists and nursing home operators are bilking the state's Medi-Cal program out of millions of dollars a year through kickbacks, over-servicing and the

submission of false claims was presented to a Joint Legislative Committee hearing on the program's administration in Los Angeles this week.

The Attorney General's investigation was in line with action taken by delegates to the California Labor Federation's seventh convention in Sacramento last September when they adopted a policy statement on consumer protections that called specifically for a probe at both the national and state levels of the "ever-spiraling cost of medical care."

It found that "illegal and un-

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A Look at The Latest Vote Tally

A late unofficial tally of the vote in last week's presidential election, which includes 99 percent of the nation's precincts reporting, shows that:

Nixon got 31,064,858 or 43.48 percent of the popular vote and captured 302 electoral votes.

Humphrey polled 30,703,563

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Unemployment Drops to 289,000

The number of jobless workers in California shrank to 289,000 last month, a little more than 10 percent of the national jobless total of 2.5 million, and the state's seasonally adjusted jobless rate of 4.4 percent in

October was at its lowest level since August 1957 but was still some 22 percent higher than the national jobless rate of 3.6 percent.

The state's total civilian em-

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Her-Ex Strikers' Mates Picket Hearst's Home

More than 250 women and children — wives and youngsters of Los Angeles Herald-Examiner unionists on strike or locked-out since last Dec. 15 — carried their appeals for settlement of the dispute to the home of Publisher George R. Hearst Jr. at his fashionable Spanish-style Brentwood home last weekend.

Hearst and his family were not at home.

Police however, arrived before the delegation and posted "Temporary No Parking" signs in front of the house.

"We hoped Mrs. Hearst would talk to us, woman to woman; mother to mother," said Mrs.

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10% Hike In Housing Starts Seen In '69

A projected 10 percent increase in housing starts nationally was foreseen by housing industry economists this week.

Federal Reserve Board member Andrew F. Brimmer said such a projection, which would spur job opportunities in the building trades and construction-related industries was "not unreasonable." It would increase the number of housing starts from the 1.5 million expected to be achieved this year to 1,650,000 in 1969.



Her-Ex Strikers' Mates Picket Hearst's Home

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Kathleen Maher, wife of a locked-out pressman and co-leader of the delegation. "With the holiday season approaching, our children are facing their second Christmas with few presents and an unhappy household.

Placards carried read: "Hearst's real name is Scrooge," "I'm only one, but not so dumb. Please help my daddy." "Put our men to work." "L. A. Women protest lack of anti-scab laws in our city."

Radio and local television stations gave the demonstration wide coverage.

Following the demonstration, the women met at the Garment Workers Union Hall and voted to picket the Herald-Examiner plant, to send delegations to major advertisers and picket their stores, and to picket City Hall and attend City Council meetings to urge enactment of anti-strikebreaking laws.

The Herald-Examiner strike-lockout involved 2,000 members of 10 unions, who tried for months prior to the strike to engage in meaningful negotiations with Hearst, but his best offer was far below wages and benefits obtained at many smaller newspapers and considerably below terms reached on a national basis.

The strike-lockout, nearing the end of its 11th month, has received support from organized labor and from substantial segments of the community.

Hearst has published the Herald-Examiner with professional strikebreakers and other non-union personnel.

Fed Delegates Rap State Policies in Education Field

The severe difficulties confronting California's educational system, particularly higher education, are "caused in large part by an unsympathetic state administration that has emphasized budget cuts, imposition of tuition and political meddling," according to a policy statement on education adopted by the state's AFL-CIO trade unionists at their recent convention in Sacramento.

In the face of the state's continued rapid population growth, the statement said, California can only attract the qualified teachers it needs by adopting progressive educational programs and policies, including tax reform, bargaining rights for teachers, expansion of adult education programs and programs to expand the educational opportunities of low-income and minority youths.

"It is clear that the orderly process of higher education has been continually disrupted over the past two years by external forces and political meddling.

"The combination of meddling, budget cuts, program cutbacks, and cancelled classes works to create a climate in which new and innovative ideas are suppressed and able, dedicated teachers leave or never enter the state."

This combination, coupled with the imposition of tuition at the University of California "are backward steps that not only have created turmoil and confusion, but also threaten our state's preeminence in higher education among the states," it said.

Referring to public schools as "the cornerstone of democracy," the trade unionists also stressed

the need for greater federal aid to education and programs to help the disadvantaged."

They called for expansion of the Head Start Program from its present intensive summer activity to a regular year-round program as well as for expansion of the Teacher Corps and programs to upgrade the skills of teachers in ghetto schools.

"Only the federal government has the taxing power to fairly meet the nation's growing educational needs because virtually every city and state now faces financial crises caused by regressive tax systems and a limited tax base," the Federation's statement said.

And, pointing to the scarcity of school texts that adequately portray the history of organized labor and minority groups in America society, it declared that "this situation must be corrected."

Among other things the statement went on record in support of:

- Adoption of annual budgets that meet educational needs. With enrollments steadily rising at all levels, this means "realistic budget increases rather than cutbacks," it said.

- Extension of collective bargaining rights to teachers.

- Uniform adoption of textbooks at all grade levels from kindergarten through high school. "This could cut textbook costs 25 to 30 percent," the statement said.

- Opposition to all efforts to impose or increase tuition or "fees" at the University of California and the state colleges.

- Efforts to thwart takeovers of local school boards by ultra-conservatives.

A Look at The Latest Vote Tally

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for 42.97 percent and won 191 electoral votes.

Wallace received 9,672,877 or 13.53 percent of the popular vote and won 45 electoral votes.

States carried by Humphrey were Connecticut, Delaware, District of Columbia, Hawaii, Maine, Maryland, Massachusetts, Minnesota, New York, Pennsylvania, Rhode Island, Texas, Washington and West Virginia.

Wallace carried only the five Deep South states of Alabama, Arkansas, Georgia, Louisiana and Mississippi.

In California, the semi-official results obtained from the Secretary of State's office show that:

Nixon received 3,407,851 or 48.0 percent of the vote.

Humphrey received 3,186,270 or 44.9 percent.

Wallace received 481,665 or 6.8 percent.

On a statewide basis, the results indicate that Nixon carried California by 221,581 votes, a margin of 10.2 votes per precinct.

In the critical U.S. Senate race, the semi-official state results indicate that:

Cranston received 3,615,261 or 51.8 percent of the vote.

Rafferty received 3,275,679 or 46.9 percent.

In Congress, where Republicans picked up five Senate seats and four House seats the new lineup in the U.S. Senate is 58 Democrats to 42 Republicans. Before the election it was 63 to 37. In the House the new lineup for the 91st Congress is 243 Democrats to 192 Republicans.

Unemployment In California Dips to 289,000

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employment dropped 25,000 in October to total 7,835,000 due largely to a contraction in jobs in agriculture and seasonal canning, a joint report issued by the State Departments of Employment and Industrial Relations disclosed this week.

Between October '67 and October '68, total employment rose 206,000 or 2.7 percent. All major categories showed gains except agriculture but jobs in

services, government and trade accounted for 80 percent of the net increase in jobs.

But the state report noted that the October-to-October gain in total employment was among the smallest year-to-year growth measurements in a number of months. It said this was primarily a reflection of the slowdown in manufacturing employment because of job losses in the aerospace complex which includes aircraft, electrical

equipment, missiles and instruments.

The state's total civilian labor force comprised of the employed and the unemployed available for and seeking work, totaled 8,124,000 last month, compared to 7,938,000 in October 1967.

In the San Francisco-Oakland area, unemployment totaled 46,400 compared with 48,200 a month earlier and 49,100 in October 1967. The area's adjust-

ed jobless rate was 3.8 percent in October, compared to 4.2 percent in October 1967.

In Los Angeles County, joblessness dipped from 129,200 in September to 119,500 last month, 8,500 below the total for October, 1967. The county's jobless rate of 4.1 percent last month was the lowest in 10 years. Total civilian employment was 3,107,600, practically unchanged from a month earlier.

Medi-Cal Vendors Charged With Bilking State Program

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ethical activities of persons providing services under Medi-Cal are siphoning millions of dollars from the program."

The Attorney General's report, released November 6, noted that in the fiscal year ending June 30, 1967 Medi-Cal paid approximately \$600 million to 70,000 vendors.

It said that "the primary abuses of the program involve submission of false claims, kickbacks and over servicing" and deplored the fact that its investigation found that no effective enforcement program to discover, investigate and deter such activities exists.

\$8 MILLION A YEAR

And it emphasized that the \$6 to \$8 million a year "being drained from the program by illegal and unethical activities of various professionals involved in Medi-Cal" does not include funds paid out in error or as a result of faulty administration.

In the testimony presented to the Joint Legislative Committee on Medi-Cal Administration headed by Assemblyman John G. Veneman (R-Mo-desto), one witness, Robert Christopher, administrator of the Sunland Manor Convalescent Hospital in Tulare County said that he knew of cases where orthopedic shoes had been ordered "for patients who haven't been out of bed for 10 years."

KICKBACKS DESCRIBED

Christopher also asserted that "kickbacks are a larger field than you realize" and said that some nursing homes get kickbacks from milk, meat, grocery, linen and medical supply companies as well as from physical therapists, pharmacies and beauty shops.

Some nursing home operators, he said, even resort to "picking up cash register receipts off grocery store floors" and use them to substantiate higher expenses and thereby obtain more money from Medi-Cal.

Another witness, Henry Grisham, identified as a member of the California Association of Radiological Technologists, said that some technicians offer nursing homes 25

to 50 percent of the fee just to get their business.

Some radiological technicians use portable x-ray equipment to take x-rays of patients in convalescent hospitals.

Asserting that kickbacks to nursing homes are "quite extensive," Grisham also testified that "some doctors get \$25 to \$50 to refer patients to a home health agency for home nursing services."

Chief Deputy State Attorney General Charles A. O'Brien and Herbert Davis, Deputy Attorney General in Los Angeles, chief authors of the Attorney General's 74-page report said that their nine-month long investigation was conducted "primarily to determine the nature of abuses being engaged in under the program."

The complex nature of the Medi-Cal program, they said, "prohibited a thorough investigation . . . into the conduct of each individual vendor suspected of engaging in unlawful or unethical activities."

O'Brien said that there are "enormous difficulties" involved in prosecuting offenses uncovered by their investigation. Among such difficulties,

he said, is the excessive amount of time involved in getting records of intermediary fiscal agents. O'Brien cited one case where it took 335 man-hours to get the records covering a three-month period for one pharmacist.

The central focus of the report was on the abuses of the program by vendors of health care services. It cited repeated instances of false claims, duplicate billings, kickbacks and over-servicing by physicians, nursing home operators, physician-owned profit-making hospitals, optometrists, pharmacists and dentists. No where in the report did it cite a specific instance of abuses of the program by the state's 1.5 million Medi-Cal recipients.

But a spokesman for the Reagan administration, which has opposed fixed fees for physicians under the program, ignored the report's focus on vendors of medical services. Spencer Williams, Reagan's secretary of the California Health and Welfare Agency which is charged with administering the program, said:

"We have not, and will not, tolerate fraudulent misuse of

Medi-Cal funds by those who receive or provide services.

"Every penny spent for Medi-Cal must be spent for those who require treatment, not for the benefit of cheaters," he said.

But the Attorney General's investigation emphasized the fact that Williams' agency has no effective enforcement program presently in existence to discover, investigate and curb such abuses.

NO. 1 RECOMMENDATION

And the number one recommendation in the Attorney General's report is that such an effective investigating unit be established.

Moreover the report specifically faulted Williams' agency for failure "to effectively communicate with these (the state's 58) counties for the purpose of discussing problems concerning their duties and the manner in which the laws of Medi-Cal should be applied."

Trade unionists — as taxpayers, consumers and citizens concerned about the adequacy of medical care for the needy and medically indigent in California — have a vital stake in efforts to curb fraud and profiteering by unscrupulous vendors of medical and health care services because any effective crackdown in the Medi-Cal field will almost inevitably have a carry-over effect in the general cost of health services.

But there is a clear danger that conservative forces throughout the state may attempt to use the abuses by the vendors as an excuse to effect drastic cutbacks in services offered recipients such as those Reagan attempted vainly to impose last year.

Some sources have indicated that the \$8 million fraud figure may be highly conservative. Reports published earlier placed the figure at between 20 and 30 percent of the expected \$800 million Medi-Cal budget for the 68-69 fiscal year. That would bring it to between \$160 and \$240 million.

And that's more than enough to pay the green fees at the country club for every doctor, dentist, pharmacist, optometrist and nursing home operator in the state!

RIGHTS FOR FARM WORKERS

Despite major breakthroughs in the past two years, California farm workers still lack any basic legal protection of their right to organize and "are often at the mercy of local courts which tend to reflect the virulent anti-labor attitudes of the grower community," delegates to the California Labor Federation's Seventh Convention in Sacramento asserted.

The trade unionists, representing more than 1,600 AFL-CIO local unions and central bodies throughout the state, pledged their continuing support to the farm workers' organizing drive and called for legislation to:

- Provide coverage for farm workers under both the National Labor Relations Act and a similar state statute.

- Provide unemployment insurance coverage for farm workers.

- Extend the protections of the federal Fair Labor Stand-

ards Act and the state Fair Employment Practices law to farm workers.

Labor's stand, spelled out in a policy statement on Agricultural Labor adopted by some 1,500 delegates to the Seventh Convention of the California Labor Federation is "that the only solution to the low wages, sporadic unemployment and other problems facing farm workers is union organization," it said.

It also called on the federal government to take steps to insure that no alien "green-carders" are employed by any grower involved in a labor dispute certified by the U. S. Department of Labor.

In addition it urged initiation of programs to provide adequate housing for farm workers as well as health, education and welfare facilities and pledged the Federation's full-fledged support to the farm workers' union.

How Can You Help Sharpen Youth's Focus on Unions?

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own local community of the role organized labor plays in our society.

The 16 affiliates already established as co-sponsors for 1969 scholarships are:

Butchers Local No. 120, Oakland; Butchers Local No. 498, Sacramento; Carpenters' Ladies Auxiliary, California State Council; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship.

California State Council of Retail Clerks — Warren G. "Pop" DeSepte Award; Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Federated Fire Fighters of California.

Los Angeles Building and Construction Trades Council; Los Angeles County District Council of Carpenters; Studio Utility Employees, Local 724, Hollywood — Henry C. Rohrbach Memorial Scholarship; United Cannery and Industrial Workers of the Pacific—James Waugh Memorial Scholarship; and the Western Federation of Butchers.

Other affiliates interested in sponsoring a scholarship next year are urged to write immediately to Albin J. Gruhn, President, California Labor Federation, AFL-CIO, 995 Market Street, Suite 310, San Francisco, California 94103.

Other advantages to affiliates participating in the State Federation's scholarship program are that the Federation handles:

1. All details of communication with high school principals throughout the state.
2. The development of the examination, its administration, scoring, and judging.
3. Publicity for the competition and for the winners.
4. Administration costs.

Women Farm Workers Rate Back Pay for 1968

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active to that date.

The farm wage floor hike for women and minors, which was won only after extensive testimony in their behalf by the California Labor Federation, is estimated to affect more than 50,000 women and upwards of 30,000 minors who worked in agriculture in California this year.

FURTHER DELAY DENIED

The appellate court acted after the State Supreme Court rejected the agribusiness interests' request for a hearing on October 31. State Attorney General Thomas C. Lynch had opposed the growers petition for a Supreme Court hearing on the case. In a petition filed in his behalf by Deputy Attorney General Jay Linderman, Lynch observed:

"The orders of the Commission were to become effective nearly 10 months ago. An entire harvest season has passed without any of the new minimum protections and benefits of those orders inuring to the tens of thousands of women and children employed in California agriculture.

"Further delay in insuring their health and safety should not be countenanced."

GROWERS FOUGHT HIKE

Grower interests that have bitterly fought the boost in the farm pay floor and the extension of overtime provisions to farm workers in the courts are the California State Florists Association, the California Grape and Tree Fruit League and the Agriculture Producers Labor Committee, the latter representing largely citrus and avocado growers.

Just how many of the short-changed farm workers will actually receive the retroactive pay due them is, at the moment, anybody's guess.

But the State Division of Industrial Welfare, the agency charged with enforcement of the wage orders, is understood to be planning to notify every farm employer in the state that if they have not been paying

the \$1.65 minimum they must do so now and must make it retroactive to February 1, 1968.

And, if the employers are unable to find their former employees, they must send the retroactive pay due to each worker to the DIW along with the employee's last known address. The DIW then, presumably, will make every effort to locate such workers and forward their retroactive pay to them.

EFFECTIVITY IN DOUBT

But just how effectively the grossly understaffed Division of Industrial Welfare will be able to cope with this matter remains to be seen.

The Division, which is charged with the enforcement of 11 other wage orders in addition to the three farm-related orders, has a staff of only 48 field workers even though its wage orders cover nearly three million workers.

Moreover, informed sources indicate that although the Division's complaint load has climbed more than 30 percent in the past year, the Division's field force has been increased by only three persons, less than 25 percent of the staff increase needed to cope with the work load increase.

With the harvest season now over for the year in California,

the avalanche of claims for retroactive pay from farm workers is not expected to really begin until March or April of next year when migrants from other states return to work the crops again and learn that they are entitled to it.

For farm workers whose employers were not involved in the litigation, the two-year statute of limitations for filing for retroactive pay will run from February 1, 1968. For farm workers whose employers were involved in the litigation, the statute of limitations will run from November 9, 1968, the date on which the agribusiness suits were ordered dismissed by the appellate court.

This means that for the most part, California farm workers entitled to retroactive pay will fail to receive it unless they apply for it in the course of the next year.

It's safe to say, however, that thousands of farm workers eligible for retroactive pay will never receive it.

And the whole litigation demonstrates once again how employer interests can utilize the courts to advance, or protect their own selfish interests at the expense of the farm workers, the nation's most impoverished and exploited work force.

What Do You Need for Retirement?

A couple needs about \$350 a month for secure retirement, according to the government's new moderate-cost budget.

Costs for a single person for the same standard would be about \$215.

But social security benefits at present fall far below this standard. Average current benefits for a couple are about \$170 and even the maximum benefit is only \$241.

Moreover, so far as California workers are concerned, these particular figures are nationwide averages and living costs in California are substantially higher.

In short, the message is

simply that all workers better plan to have some additional income for their retirement years—like a strong union pension program.

2,300 Die In Mishaps

Accidental death by firearms averaged 2,300 a year in the United States in the 10 year period 1958-1967 with home accidents accounting for more than half of the total and four in 10 occurring in public places, according to the National Safety Council. The Council estimates that there are 600 to 800 firearms fatalities in hunting accidents each year.