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Executive Secretary-Treasurer
THOS. L. PITTS

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Board Upholds IWIU's Right to Address List

The right of the AFL-CIO Insurance Workers Union to a name-and-address list of 16,000 district agents it represents in Prudential Insurance Co. offices in 34 states and two cities has been upheld in a National Labor Relations Board ruling.

By refusing for the last 15 months to furnish such a list, the board held Prudential "interfered with, restrained and coerced" its employees in exercising their right to information they need to bargain intelligently with Prudential and to administer the contract that IWIU has had since Sept. 26, 1967.

The company claimed that the union had ample means of communicating with its members, and that a company rule forbade giving name-and-address lists to any organization. The board disagreed, and ordered Prudential to supply such a list with monthly additions of the names of quits and new hires.

The union advised Prudential that "under existing conditions it had no effective way of communicating with bargaining unit employees," and therefore was "unable to advise employees

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White Collar Workers Win 4.9-7% Pay Hikes

White collar workers in selected jobs in private industry won wage increases ranging from 4.9 to 7 percent from June 1967 to June 1968—the largest in eight years, the Labor Dept. has reported.

Data gathered in the annual survey by the department's Bureau of Labor Statistics, will be reflected in salaries for close to 2 million civil service workers, some postal employees and foreign service workers, along

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Big Business To Push Drive To Hobble Unions & NLRB

Despite the failure of conservative forces to win significant gains in either the U.S. Senate or House of Representatives in the general election last month, the nation's big business interests are apparently going ahead with their mammoth propaganda campaign aimed at creating a climate of public opinion conducive to the passage of federal legislation designed to cripple organized labor at the bargaining table.

This has been made clear by

both the public relations firm of Hill and Knowlton, Inc., which has been hired to "educate" employers, employer associations and the public through work with publications, and by Edward McCabe, special counsel for the so-called Labor Law Study Committee set up earlier this year for the announced purpose of calling public attention to what it calls "inequities" under the National Labor Relations Act.

McCabe said the committee's program, an outgrowth of a Na-

tional Association of Manufacturers — U.S. Chamber of Commerce "study" initiated in 1965, is a long-range one designed to inform the public and trade associations about decisions made by the National Labor Relations Board and various courts under the National Labor Relations Act. The program will not be affected by the election results, McCabe indicated.

One of the main functions of the Hill and Knowlton firm in
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Reagan's Stand Against Farm Worker Rights Draws Fire

Governor Reagan's opposition to National Labor Relations Act coverage for farm workers was denounced today as "window dressing" and "an exercise in inaction" by Thos. L. Pitts, secretary-treasurer of the Cali-

fornia Labor Federation, AFL-CIO.

Responding to a position paper on farm labor released by Reagan earlier this week, Pitts said:

"The Governor's pious call to the state's agribusiness interests to police themselves amounts to little more than an exercise in inaction. It's practically an invitation to the growers to ignore, at least so far as their male workers are concerned, the existing minimal standard set for women and minors in farm employment by the state's Industrial Welfare Commission — standards that the growers have fought in vain in the courts for the past 11 months.

"The state has a direct responsibility to prevent the continued exploitation of hundreds of thousands of California citizens who toil in the fields of California producing more than 43 percent of all of the

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NLRB Election Set For Unions in Her-Ex Dispute

Certification elections sought by nine unions involved in the nearly year-long strike-lockout at the Los Angeles Herald-Examiner to protect their bargaining status have been set by the National Labor Relations Board.

The elections, to be held in NLRB offices Thursday, Dec. 12, Friday, Dec. 13, and Saturday, Dec. 14, 1968, were requested by the unions to avert possible decertification elections in which only strike breakers would be eligible to vote.

Commenting on the NLRB's action in setting the elections, Herald-Examiner Strike Director William R. Robertson said:

"Hearst was determined to go non-union. He felt that four or five months after the strike began the unions would be so weak they would back out.

"When they didn't, he set his sights on December 15 of this year, hoping for a decertification vote and the strike-lockout would be all over. But the unions have spoiled this strategy by petitioning for and getting certification from the National

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Yule Shopping? Look For The Union Label!

Trade unionists—in fact all consumers — can get double duty for their dollars when Christmas shopping this season simply by insisting on gifts bearing the union label.

The label assures purchasers that the gifts were made by skilled craftsmen enjoying decent wages and working conditions.

Insistence on union-made
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White Collar Workers Win 4.9-7% Pay Hikes

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with medical personnel whose wages are linked to the classified service, the AFL-CIO Dept. of Research reported.

New pay rates will go into effect next July 1 under the 1967 pay act unless Congress vetoes full comparability with private industry rates.

Government statisticians use the BLS study to recommend salary increases to the President and Congress.

The last raise ranged from 3 to 8 percent, but some higher grades got only half the expected amount.

CLERKS AVG. 5.1%

BLS said preliminary information from its study shows that salary hikes for clerical workers averaged 5.1 percent over the year's period, compared with 4.6 percent the preceding year and an average annual increase rate of 3.1 percent from 1961 to 1967.

It listed the following average salary increases for professional, administrative and technical occupations:

Accountants, 5.7 percent this year, 4.6 percent a year earlier and 3.5 percent from 1961 to 1967.

OTHER CATEGORIES

Auditors, 5.5, 4.8 and 3.7 percent for the three reporting periods.

Attorneys, 5.3, 3.2 and 3.7 percent.

Office managers, 5.6, 5.5 and 3.6 percent.

Buyers, 4.9 and 4.2 percent this year and last.

Job analysis, 7.0, 3.4 and 3.4 percent.

Chemists, 5.1, 4.4 and 4.0 percent.

Engineers, 5.4, 4.3 and 3.5 percent.

Drafting, 5.3 and 3.5 percent. Clerical 5.1, 4.6 and 3.1 percent.

Personnel directors, 5.4, 3.8 and 3.7 percent.

The survey originally was designed to compare federal with private pay. It also is used as a benchmark by business, unions, professional societies, trade associations, schools and local government agencies, the bureau said. A complete report will be issued early in 1969.

Reagan's Stand Against Farm Worker Rights Draws Fire

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food and fiber produced in this nation.

"The fact of the matter is that the state government has only 48 field agents to police all 14 of the IWC's wage orders covering practically all industries in the state. This is a grossly inadequate staff for the nation's most populous state with a work force of more than eight million.

"Moreover, Governor Reagan exposes his ignorance of the National Labor Relations Act when he maintains that such coverage for farm workers would provide 'no bargaining dispute-settling procedures' for them.

"As most lay citizens know, the National Labor Relations Board established under the National Labor Relations Act in 1935 serves as a buffer to adjudicate unfair practices by either employers or employees. The fact that over 90 percent of collective bargaining agree-

ments negotiated in the nation are resolved without resorting to strikes attests to the efficacy and effectiveness of this procedure."

Pitts said that "the old crutch that agriculture is different from all other industries because of the perishable nature of the crops is invalid on its face.

"Farm workers know they are unlikely to get paid if their employer suffers a total loss of his produce.

"All industries as well as workers suffer losses from unmet deadlines and time lost when one or more of the parties involved in an economic dispute takes an adamant and uncompromising position," Pitts pointed out.

The State AFL-CIO leader commended the Governor, however, for calling on all agencies to provide more vigorous enforcement of laws and regulations now in effect and said that he hopes that the Governor will call on the legislature early next year to authorize and provide financing for at least a doubling of the IWC's field staff to clean up the abuses in the construction and maintenance of farm labor housing the Governor mentioned and to assure adequate enforcement of sanitation, drinking water and other minimum farm labor standards.

He said that the Governor's call for Congress to provide unemployment insurance for year-round farm workers constitutes a step in the right direction but that there is "no reason why casual workers cannot be covered, particularly since they are the ones who need it the most."

"Governor Reagan is right in saying that the problems involved in achieving reasonable agricultural working standards will not be 'solved by posting notices or passing laws,'" Pitts observed. "These problems," Pitts said, "will be solved only if NLRA coverage or comparable state legislation is extended to farm workers and vigorously enforced," Pitts declared, emphasizing the enforcement aspect.

Yule Shopping? Look For The Union Label!

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goods and services also serves to affirm the spirit of the brotherhood of mankind symbolized by Christmas itself.

By demanding products bearing the union label and frequenting establishments where the shop card and store card are displayed and by utilizing services where the union service button is evident, trade unionists and other sympathetic workers can help insure job security for fellow brothers and sisters in the trade union movement throughout the nation.

That's what makes union label gifts a real bargain.

AFL-CIO Plans Institute on Arbitration

The AFL-CIO will conduct its 1969 Arbitration Institute Jan. 12-17 at the University of Illinois in Urbana-Champaign, Illinois.

Purpose of the program is to acquaint full-time union representatives and staff members with the skills needed to effectively prepare and present arbitration cases.

Topics will include arbitration and the law; the arbitration clause in the bargaining agreement; arbitration costs; arbitrability; selecting the arbitrator; preparing and presenting the case, and evidence, witnesses and written briefs. Participants will also gain practical experience by working in small groups on preparing actual cases.

William E. Simkin, director of the Federal Mediation & Conciliation Service, will be among the specialists in arbitration and experts from unions and universities who will serve as instructors.

The Gap Narrows

For young men 25 to 29 years of age, the gap between whites and non-whites in the number of years of school completed has been reduced from 2 years in 1960 to six months in 1966, a U.S. Labor Department report has found.

New Jersey City's Teachers Vote Union

Union teachers have won bargaining rights for public school teachers in North Bergen, N.J.

The local of the AFL-CIO American Federation of Teachers polled 200 votes to 126 for the National Education Association unit in a recent representational election.

"This is our first win under the new Public Employees Act in New Jersey—there will be more victories," Jim Mundy, AFT director of organization, declared in hailing the results.

Consumers Assembly Set in D.C. Jan. 29-30

The Consumers Federation of America, an alliance of state and local community consumer organizations throughout the nation, will sponsor a Consumers Assembly in Washington, D.C. January 29-30, 1969.

One of the sessions of the Assembly will be devoted to an examination of the pitfalls for consumers contained in the proposed Uniform Consumer Credit Code.

Urban League Leader Lauds Union Efforts

"Organized labor has been taking a licking these days. It has been blamed for everything from rising prices to job discrimination," Whitney Young, executive director of the Urban League observed last week. "But much of the criticism of the labor movement is unfair," he said.

Asserting that "it's just too glib to blindly talk about union discrimination and anti-civil rights activity without taking into account the fact that just the reverse is true for the mainstream of the labor movement," Young said in an article in the Washington Daily News that:

"I believe that, when we look at the whole picture, labor is strongly on the side of social justice and equal rights. It performed a great service in pulling the rug out from under George Wallace's attempts to rack up a large blue-collar vote for his message of hate.

"The AFL-CIO did a wonderful educational job, showing its members the dangers that the Wallace candidacy meant for their jobs and paychecks," he said.

Citing organized labor's support of the strike of California farm workers who are "predominantly Mexican-Americans suffering from the same discrimination blacks know so well," Young said that:

"Many unions are in the vanguard of fighting for the rights of the black man."

He also pointed out that during the first six months of this year, minority group apprentices in building trades unions have nearly doubled.

More than half that dramatic increase came through efforts of a joint Urban League—Building Trades union program called LEAP (Labor Education Advancement Program), he explained.

While emphasizing that much more needs to be done, Young declared:

"On the whole, organized labor is as good a friend of black efforts for equality as exists in our imperfect society."

He urged all unions to educate their members to the dangers of bigotry.

NLRB Election Set Next Week in Her-Ex Dispute

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Labor Relations Board," Robertson explained.

Voting for all unions (with the exception of Guild classified, display-dispatch and building service members whose departments had been previously certified by the NLRB) will be conducted at the NLRB offices.

The unions involved are the Los Angeles Newspaper Guild, the Typographical Union, Machinists, Mailers, Pressmen, Paper Handlers, Stereotypers, Teamsters and Electrical Workers.

Had the certification elections been called after the first anniversary of the strike on December 15, only the strikebreakers would have been allowed to vote if George Hearst, Jr. had sought a decertification election after that date.

As it stands, the striking and locked out unionists are confident that so long as all eligible union members vote the unions will win certification for another year.

Meanwhile evidence is mounting that Hearst's attempt at union-busting is not only proving to be extremely costly but is alienating a swelling number of readers and principal advertisers such as the Unimart

and Food Giant grocery store chains and Thrifty Drug and Whitefront chain stores, all of which, along with more than 300 other firms have ceased advertising in the strikebreaker-produced paper.

The newspaper's advertising for the first nine months of 1968 dropped 7,189,299 lines below the total for the corresponding period in 1967, according to official Media Records reports published in Editor and Publisher Magazine.

The loss averages almost 800,000 lines a month and indicates a financial loss to the Hearst paper of more than \$1 million a month, according to estimates by experts in the advertising field.

Even at the greatly reduced advertising rates granted because of the paper's whopping circulation loss, the paper has failed to hold careful advertisers who recognize that their dollars will produce better results if spent elsewhere, Robertson noted.

The Herald-Examiner circulation, once the largest of any evening paper in the nation, has dropped from 725,000 to less than 300,000 paid daily, according to expert estimates, the Strike-Lockout Council's spokesman said.

Board Upholds IWIU's Right to Address Lists

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concerning contract benefits, or enlist their support in policing and enforcing the collective bargaining agreement."

The information was especially relevant, IWIU said, at contract negotiating time because it would permit the union to poll unit employees as to their preferences and priorities on various contract proposals.

The duty of fair representation requires that a union extend representation to nonunion employees as well as union members, the board observed, adding "where as here the bargaining representative has no effective means of communicating with a substantial number of employees, it cannot properly meet" its obligations under the law.

Board members in their ruling said "we deem it significant that the bargaining unit . . . is nationwide in coverage, including over 16,000 agents employed at 897 locations" and that in addition, Prudential experiences a 25 percent turnover of employees every year.

The union's "lack of any effective means of communication with nonunion employees is amply demonstrated" by the facts, the board said.

The NLRB decision follows standards set by the courts in a recent case — Standard Oil of California — in determining whether a union's channels of communication with members are adequate. It does not, it said, automatically grant name-and-address list orders unless such a list is reasonable under each set of circumstances.

made, he explained.

The AIA plan would be compulsory for all car owners, would cover pedestrians as well as passengers under the car owner's policy and would reimburse injured motorists for medical and hospital expenses and loss of income.

At present, one insurance company spokesman noted, a large number of people hurt in accidents don't recover because they are adjudged to be at fault.

'No Fault' Auto Insurance Plan

Substitution of a "no-fault" system of automobile insurance for the present liability system which would make each insurance company responsible for all economic losses and medical expenses suffered by its own policyholder regardless of who was at fault in an accident was proposed recently by the American Insurance Association.

The proposal is in line with action taken by delegates to the California Labor Federation's convention in Sacramento last month when they adopted a policy statement on consumer protection issues which noted that "a thorough review of the present method of handling automobile insurance premiums and cancellations is particularly

needed."

W. Victor Slaven, Pacific Coast manager of the AIA, said that the proposal would permit insurance companies "to pay all liabilities and still sell insurance at a greatly reduced price."

For example, he said, studies show that insurance costs for Californians with minimum liability coverage only, could be cut by 45 per cent and those for the typical car owner who buys a package including collision insurance could be cut an estimated 29 per cent.

The savings would result from elimination of costly investigations and court proceedings presently necessary because courts must determine fault before payment can be

Business To Push Anti-Union Drive

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this campaign will apparently be that of promoting use of anti-union stories with newspaper and magazine editors.

A "memo to editors" issued from Hill and Knowlton headquarters at 150 E. 42nd St., New York City, said that the Labor Law Study Committee believes that:

"Many recent decisions by the National Labor Relations Board (NLRB) have failed to reflect either the language of the law or the intent of Congress. This has penalized employees, the public, and employers. Revision of existing labor law is called for in the public interest to restore equality for all parties."

It went on to state that the committee has three broad objectives, namely:

OBJECTIVES STATED

"1. To research the present situation in federal labor law, analyze needs, and propose constructive solutions to restore equity and fair play between employers, employees, and unions;

"2. To limit proposed remedies to those which are moderate, practical, and realistic;

"3. To concentrate on fundamentals of sound public policy governing unions, industry and workers, rather than immediate solutions to particular crises."

SOFT-SELL APPROACH

Clearly this is a soft-sell approach designed to cater to the self-interest of the affluent and capitalize on the ignorance of the bulk of the nation's work force, which, though outside the trade union movement, benefits from its gains.

U.S. Senator Wayne Morse, (D-Ore.) warned in a speech to the Senate last September that the big business campaign to gut the NLRB could "lead to a new era of labor strife which will merely add to our already lengthy list of national problems."

Morse said the objectives of the big business drive, which has reportedly already spent more than half a million dollars in its public relations efforts, include:

- Eliminating any reference in the National Labor Relations

Act to the nation's current policy of protecting the right of workers to self-organization and freedom of association.

- Curb the scope of the employer's bargaining obligation.

- Restrict the NLRB's power in determining bargaining units.

- Ease various restrictions on employers.

- Further weaken the NLRB's already inadequate remedial authority.

- And reverse a number of NLRB and U.S. Supreme Court decisions in the labor-management field.

The Hill and Knowlton firm has already been credited, rightly or wrongly, with helping Reader's Digest on an article run earlier this year entitled "Let's Enforce Our Labor Laws Fairly."

This article was attacked by NLRB general counsel Arnold

Ordman because it "distorts or ignores" the real record of the NLRB.

Just this week the December issue of Fortune magazine, a publication pegged to the interests and appetites of America's upper crust, hit the stands with a broadside attack on the building trades unions which, if not directly influenced by the Hill and Knowlton operation, nonetheless reflects the aims of the NAM-U.S. Chamber of Commerce campaign to besmirch and discredit organized labor.

Ignoring the seasonality of job opportunities and high unemployment in the building trades, the article uses exceptional wage rates to hypothesize for example, that in the mid-west, plumbers and electricians can earn more than \$100 for eight hours of overtime.

While it concedes that these rates are exceptional today, the

implication left with the reader is that they may soon become commonplace.

To recognize this for the raw big business propaganda that it is, a reader needs to have some knowledge of the annual average earnings of construction workers in each of the various building trades.

But how many readers of Fortune magazine do?

Just for the record, the average annual earnings of contract construction workers in 1967 were \$7,450, according to the July 1968 issue of the Survey of Current Business published by the U.S. Department of Commerce.

The Fortune article, written by a Thomas O'Hanlon, also charges that 18 building trades unions "have a stranglehold" on the nation's \$80 billion construction industry and even goes so far as to suggest that the very unions that have fought hardest before state legislatures and in Congress for programs to meet the nation's unmet housing needs are responsible for the nation's failure to meet those needs.

These and other charges in the article, while convincing to an otherwise uninformed reader, fly in the face of the failure of the management side of the building industry, with few exceptions, to build anything but middle and upper income housing that affords them fat profits fast. They also ignore the high interest policies of the Federal Reserve Board and the impact of land speculators and the nation's financial institutions on the nation's housing crisis.

In short, it seems clear that conservative interests that contributed millions to capture the White House are intent now on recouping their political investments at the expense of the nation's workers.

Unfortunately, this comes as no surprise to most U.S. trade unionists. But non-union workers and the general public would be well advised to be wary of the broadside assaults on organized labor likely to confront them in newspapers and magazine articles increasingly in the months and years immediately ahead.

Who's Behind Drive For So-Called 'Fair Labor Law'?

Who's behind the so-called Labor Law Study Committee set up earlier this year to acquaint the public with what it regards as "inequities" under the National Labor Relations Act and to promote what it regards as a "fair labor law?"

Well, according to the high-powered national public relations firm of Hill and Knowlton, Inc., some of the biggest corporations in America are in an "informal group" associated with the campaign.

Among companies mentioned by name were: American Telephone and Telegraph Co.; R. H. Macy Co., Inc.; General Electric Co.; Ford Motor Co.; Union Carbide; General Dynamics Corporation; B. F. Goodrich Co.; U. S. Steel Corp.; Humble Oil and Refining Co.; and Sears Roebuck & Co.

A "memo to editors" carrying the P.R. firm's New York return address also identified 38 trade associations as Study Committee members.

These included:

American Trucking Association, Inc.; American Baker's Assn.; Associated General Contractors of America, Inc.; National Retail Merchants Assn.; American Retail Federation; National Electrical Contractors Assn.; National Assn. of Manufacturers; National Restaurant Assn.; National Electrical Manufacturers Assn.; the Council of State Chambers of Commerce; the Aerospace Industries Assn.; Merchants and Manufacturers Assn.; National Canners Assn.; Printing Industries of America; American Iron and Steel Institute; American Farm Bureau Federation; Associated Builders and Contractors, Inc.; the American Merchant Marine Institute; the Chamber of Commerce of the United States; and the National Association of Home Builders.

Have you ever heard of any of these organizations fighting for better wages and working conditions for you or any other American worker?