



California AFL-CIO News

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Executive Secretary-Treasurer
151 THOS. L. PITTS

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AFL-CIO Backs Welfare Reforms

The AFL-CIO is giving its "enthusiastic endorsement" to public welfare reforms which the Department of Health, Education & Welfare predicts will bring greater efficiency, economy, and dignity to programs to help the needy, Federation President George Meany said in recently writing HEW Secretary Wilbur Cohen that the new regulations HEW has proposed would make "more humane a system which has in many ways been geared to punishing the most disadvantaged in our country."

The chief change would be to require states to rely on firsthand information obtained from applicants in determining whether they are eligible for public assistance.

There would be controls and checks to guard against abuse. But the intent is to end the "snooping" type of home investigation which has placed a stigma on the needy and helpless.

"Besides offering a measure of dignity and self-respect to those who must turn to public

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Professionals Eye Unions More Parley Concludes

White collar scientific-technical employees and professionals can be organized and will turn to collective bargaining to solve their work problems.

That was the main conclusion of a recent one-day conference in Chicago on "Collective Bargaining and Professional Responsibility." The parley was sponsored by the AFL-CIO Scientific, Professional & Cultural Employees Council and conducted by the University of Illinois Institute of Labor and Industrial Relations.

Here are some of the reasons expressed at the conference for

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1969 Scholarship Awards Program Announced

The 1969 statewide contest for 19 \$500 college scholarship awards was announced this week by Thos. L. Pitts, Secretary-Treasurer of the California Labor Federation, AFL-CIO.

The contest, the Federation's 19th Annual Scholarship Awards program, is open to all public and private high school seniors in California. It is conducted to help

broaden public understanding of the American labor movement while providing assistance toward a college education for outstanding students. Last year the number of applicants exceeded 1,500.

Noting that the "modern world of work . . . requires more education for effective life careers," Pitts urged the state's high

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Effective Controls Best Reply to Medi-Cal Abuses

The national AFL-CIO this week called for strong, effective controls on illegal and unethical activities under the federal government's Medicaid program, stating this was the best way to control the program's rising expenses. Medicaid, of course, is the national program of providing

needed health care for the poor. In California the program has been popularly called Medi-Cal.

AFL-CIO Social Security Director Bert Seidman urged such control as preferable to slashing needed health services for the poor, contending that professionals are now bilking millions annually from Medicaid. The AFL-CIO's position was made in a statement submitted to Secretary of Health, Education and Welfare, Wilbur J. Cohen, who is conducting hearings on Medicaid.

"It would be the height of in-

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Minority Group Apprentices Jump Sharply in Number

A survey of the ethnic composition of apprentices enrolled during the first nine months of this year indicated that minority groups comprised 15.5 percent, or better than one in seven, of all apprentices who started work during this period of time.

This represented a significant increase over the 13.4 percent of active apprentices who were minority group members in late 1967.

The survey was conducted by the Division of Labor Statistics and Research with the cooperation of the Division of Apprenticeship Standards. Such surveys are required under a law which makes it mandatory that the State Department of Indus-

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NYC Creates Nearly 2 Million Youth Jobs

The Neighborhood Youth Corps has enrolled some 1.8 million boys and girls 14 years of age and over from poor families since its inception four years ago.

The NYC, one of the most successful of the "War on Pov-

erty" agencies, was formed in November, 1964 and youths began enrolling the following January.

Since then 1,292,000 high school youngsters and 503,000 dropouts have been enrolled. In that same time, the Federal

Government invested \$1,145,000,000 in the program.

During the period from November 1964 to November 1968, NYC projects have provided 1,981,900 work opportunities for youths. Included were 629,699 job openings for those in school, 360,642 opportunities for out-of-schoolers and nearly 990,000 summer job openings.

A survey of those in-school youths enrolled in NYC pro-

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1969 Scholarship Awards Program Announced

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school seniors to study the history of the labor movement and become familiar with its social and economic goals.

Regardless of students' particular job interests, he said, they "will participate more effectively in our industrial society by having a fundamental understanding of the role of the labor movement in our democracy."

Students planning to compete must submit their applications through their high school principal. All applications must be accompanied by a transcript of the student's high school record. Students should obtain their application forms from the principal of their own high school.

The applications and student transcripts must be received by the Federation no later than March 14, 1969.

The two-hour scholarship examination is divided into two parts—a multiple choice objective exam and a one-hour modified essay. The examination covers such areas as structure of the AFL-CIO; labor movement history; social legislation; political and economic problems; labor union programs; and labor, management, and government relations. It will be held on Friday, April 11, 1969 in each high school where applicants have filed.

Winners will be selected on the basis of the two-hour exam and the student's four-year high school record. The \$500 award will be deposited in the student's name at whatever accredited college he or she chooses. The award may be used to assist the student in any field of knowledge and is not limited to those interested only in a career in organized labor.

In addition to the 19 \$500 awards, certificates of merit will be awarded to the 50 highest students.

Sixteen of the 19 scholarships being offered this year are co-sponsored by the following Federation affiliates:

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

Labor Department Aids Hard-Core Unemployed

The U. S. Department of Labor last week announced approval of the following skill training courses for 455 hard-core disadvantaged in California:

- Contra Costa College, Martinez, will offer multi-occupational training courses for 160 men and women at a total cost of \$575,664 including a federal share of \$545,745.

- Washington Occupational Development Center, Fresno, will train 15 shirt pressers eight weeks at a cost of \$14,876 including a federal share of \$14,136.

- Merced College, Merced, will train 20 dairy farmhands 13 weeks at a cost of \$29,036 including a federal share of \$27,738.

- San Hidalgo Institute, Oakland will train 120 men and women in multi-occupational courses at a cost of \$426,150.

- ITC Technical College, San Francisco, will train 20 key-punch operators for 22 weeks at a cost of \$51,520; and 20 key-punch operators for 22 weeks at a cost of \$45,470.

- Healds College, Vallejo, will offer multi-occupational training courses for 100 men and women at a cost of \$320,427.

One-Half of Women In Labor Force

Nearly half the women in the population between ages of 18 and 65 are in the labor force, and the percentage continues to rise. Nine out of ten girls can expect to be gainfully employed at some time during their lives, according to the Labor Department.

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; Communication Workers of America, Bay Area Council—William G. Gruwell Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Federated Firefighters of California; Los Angeles Building and Construction Trades Council; Los Angeles County District Council of Carpenters; Studio Utility Employees Local No. 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.

Three scholarships are sponsored by the California Labor Federation, AFL-CIO.

Serving on the judges' panel for the competition again this year will be: Frederick A. Breier, Professor of Economics, University of San Francisco, San Francisco; Leland S. Russell, Chairman, Joint Study Committee on Guidance, California Association of Secondary School Administrators, Lafayette; and Frederick H. Schmidt, Research Specialist, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Los Angeles.

Further information on the awards program may be obtained by writing to Education Committee, California Labor Federation, AFL-CIO, Thos. L. Pitts, Secretary-Treasurer, 995 Market Street, San Francisco, California 94103.

Copies of the brochure announcing the contest have been sent to the principals of all California high schools, to all County, City and District Superintendents of Schools and to all Federation affiliates.

NYC Creates Nearly 2 Million Youth Jobs

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grams indicate a background of family poverty:

- Nonwhites were 49.5 percent of the total.

- Median education was 10.4 years.

- Median annual family income was \$2,671.

- Median family size was six.

- Only 55.1 percent listed a father as head of household.

- Nearly 29 percent came from welfare families.

- Less than half—47.8 percent—were girls.

- Median age was 16.9 years.

The out-of-school enrollers were even more disadvantaged as a group. Some of their characteristics:

- Nonwhites (Negroes and Indians) accounted for 49.6 percent.

- Median education was 9.9 years.

- Average time out of school was 12 months.

- Median family income was \$2,257 annually; 43 percent had incomes of less than \$2,000 a year.

- Median family size was six persons.

- Only 38.7 percent had a father as head of household.

- Nearly 28 percent came from families on welfare.

- Half were girls.

- Median age was 18.2.

The Neighborhood Youth Corps is administered by the U. S. Department of Labor's Manpower Administration which provides the guidelines and funds up to 90 percent of the projects. Actual day-to-day operation is in the hands of the local sponsoring group—usually a community action agency or a school system—which funds the remainder in cash or in services.

High school students, 14 to 21 are paid for working spare time up to 15 hours a week as aides in libraries, school buildings, municipal, county and State offices and other non-profit institutions. Out-of-school youngsters 16 and over spend up to 40 hours a week in NYC activities. This usually includes 32 hours at work, and eight receiving supportive services such as counseling and remedial education. Top pay is to \$1.60 an hour.

Effective Controls Best Reply to Medi-Cal Abuses

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justice," the AFL-CIO said, "to penalize the poor by barring them from needed health care while continuing to line the pockets of greedy providers who view the program as a get-rich scheme for doctors, nursing homes and pharmacists."

Seidman's statement noted that there is clear evidence that the present lack of cost controls has enabled unethical persons in those professions to drain the program of huge amounts of money.

He recalled an investigation by the California Attorney General of this state's Medi-Cal program revealed that false claims, kickbacks, over-servicing and other abuses are siphoning from \$6 to \$8 million annually from the program. The probe showed that some physicians are guilty of over-servicing, submitting claims for patients they did not treat or for treatment not actually given, over-prescribing drugs and laboratory examinations, and charging excessive fees.

Many California nursing homes abuse the program by accepting duplicate payments or submitting claims for services rendered to patients who had died or been discharged before the period covered in the billing. The investigation also showed that a great number of druggists violate instructions by charging the state higher prices than those charged the public for the same drugs.

"These abuses clearly indicate the need for cost control in the form of federally regulated fees and charges," Seidman said.

"We have no doubt," he added, "that similar investigations in other states would reveal equally shocking abuses which have added untold millions of dollars to the cost of the program."

Seidman said the AFL-CIO considers particularly sound a number of recommendations made by the Advisory Commission on Intergovernmental Relations. These proposals for increasing the efficiency and reducing the unduly high costs of Medicaid services deserve to be

implemented as rapidly as possible, he contended.

The AFL-CIO specifically supports the commission's proposal for reimbursing hospitals contingent upon their operating under an acceptable standard of management efficiency, payment for physicians' services on a basis other than usual and customary charges and improved techniques of utilization review.

Describing Medicaid as "an epoch-making commitment that needed health care would be the right of all Americans regardless of income," the AFL-CIO said, this commitment "must be fulfilled. Therefore, we urge that while every effort be made to reduce unnecessary costs, there must be no restriction on the right of low-income Americans to obtain comprehensive health care."

Professionals Eye Unions, Parley Concludes

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the belief that higher level white collar workers will go union:

- The nature of work is changing. Automation and computerization are eating away at the decision-making powers of these workers and are reducing the prestige value of their jobs.

- Upper-level management is using the same basic techniques to control white collar workers and enlist their loyalty that were used on blue collar workers. Those techniques or strategies pushed manual workers into unions and will nudge white collar workers along the same path.

- While the United States is behind Western Europe in organizing professionals, conditions are ripening for unionization here.

- The bargaining process for professionals and high level white collar workers won't change from what it's been for manual workers, but the items on the bargaining table will be different.

The 40 representatives of unions and professional organizations agreed there are two kinds of professional workers — "badge" and "non-badge."

Unions Praised for Splendid Fiscal Reports

Annual fiscal reports of unions have won the praise of the nation's leading accountants. Moreover, some reports have been termed model documents after which corporations could pattern their own reports.

Writing in the monthly Management Accounting magazine, Paul W. Demarest said, "corporate accountants could take a lesson from the biennial report of the AFL-CIO."

Conversely, "inconsistencies and inadequacies of corporate annual reports" have been frequently mentioned in accounting circles, he notes. Demarest is an accountant with Fruehauf Corp.

The annual reports of unions, Demarest noted, are filed with the Secretary of Labor within 90 days after the end of each fiscal year. Any union member

may obtain copies of annual reports of his union or any other union on request.

The fiscal documents filed with the Labor Dept. include:

- Annual receipts listed by source, such as dues, fines, work permits.

- All disbursements—including salaries and other expenses listed by name and total amount for each officer and other employees receiving \$10,000 or more per year.

- Loans to any business with full details.

- Assets and liabilities detailed to current, fixed and separated categories as cash, land and other holdings.

The government reports are supplemented by internal reports stipulated by each union's charter, Demarest points out. Monthly, quarterly, semi-annual, annual and biennial financial statements and prepared at local, national and headquarters offices of each union group.

Audits also are made semi-annually by certified public accounting firms and these reports are available to members.

Demarest says that the union member can be confident that, with rare exception, the financial transactions of his union are handled in an ethical manner and to his advantage.

In an intense analysis of the 1965 AFL-CIO biennial report, Demarest said "this imposing document contains 326 pages of highly informative material."

He also referred to a section of the report which corporation accountants often omit under similar circumstances:

"AFL-CIO auditors during the period July 1, 1963, through June 30, 1965, found that two local unions were guilty of financial irregularities . . . the bonding company was notified . . . the officers responsible were immediately removed from office . . . immediate recovery was obtained . . ."

"Such precise detail of action taken to protect interested parties is seldom part of the typical corporate statement, where similar unfortunate events do occur," Demarest observed.

Non-Whites 50% Of MDTA Trainees

The number of nonwhites enrolled in MDTA classroom-type job skill training rose to 49 percent of the total in 1968 compared with 41 percent the previous year, the Labor Department reports.

Radiation Peril to Workers Hit

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Labor Wirtz' plan to limit exposure of miners to three-tenths of a "working level" (.3 WL) of radiation a month, effective Jan. 1, 1969. A "working level" is a measure of radiation concentration.

The witnesses recalled labor's past battle on behalf of radiation standards, including a call for the .3 WL at hearings in June 1967 held by the Joint Committee on Atomic Energy.

Acting under Walsh-Healey Act authority, Wirtz "temporarily" set a 1.0 WL standard last year. Recently, he proposed the new level after statistics continued to show a death rate from lung cancer among uranium miners far exceeding that for the rest of the nation.

A report published in August of this year by the Federal Radiation Council showed that, in a group of 3,414 uranium miners studied from 1950 to 1967, there were 62 deaths from lung cancer, about six times the normal rate of death from that disease.

Nevertheless, several management spokesmen have testified in opposition to the new level limit, as has the Atomic Energy Commission.

Some of the employers have contended that the added costs of venting equipment and fans for moving fresh air would put them out of business.

The AFL-CIO emphasized it was backing the new level because, "we assert the value of each miner as a human being—his health, his safety, the continuity of his earning capacity to fulfill his family obligations, and to live his life free from the shadow of slow death."

There "has been no convincing data," it pointed out, to show that the Secretary of Labor's standard "would ruin the industry economically, nor substantially increase the cost of nuclear power."

Even so, the AFL-CIO said it would agree to an amendment to give all mines until July 1, 1969, to comply with the .3 WL standard, assuring the industry "it is not being dealt with in an arbitrary and capricious fashion."

A spokesman for the Oil,

Chemical, & Atomic Workers stressed that the mines could afford to make the changes needed to lower radiation exposure.

"We don't have any knowledge of anyone being forced into bankruptcy in the last 10 years because of bringing down the working level from 10 to 1," the union said, adding, "if this can be accomplished in this period of time, why can't the .3 WL . . . be met?"

On-the-Job Injuries Average 4.6 Million Yearly

From 1964 through 1967, the number of disabling injuries suffered by America's work force averaged 4.6 million annually. This was twice the number resulting from automobile accidents. Since the work force represents only one-third the total population, the rate of job-to-automobile injuries was actually six times as great, according to the U. S. Bureau of Labor Statistics.

Farm workers lose more time from work due to injury and illness than any other group, reports the Bureau of Labor Statistics. Farm workers lose an average of 7.6 days per person per year compared with the national average of 5.8 days. Workers in finance, insurance, and real estate are at the low end of the scale with an average of only 4.9 lost days per year.

AFL-CIO Backs Welfare Reforms

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assistance," the AFL-CIO stressed, "the new procedures will release many professional people to do what they have been trained to do—that is, to offer rehabilitation and other social services to people who badly need them."

The other change endorsed by Meany is in line with a policy resolution adopted by the last AFL-CIO convention which would make legal help available to welfare recipients who believe their payments have been unjustly reduced or terminated. Payments would continue while the claim was being adjudicated.

HEW Secretary Cohen an-

Minority Group Apprentices Jump Sharply in Number

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trial Relations conduct annual surveys and maintain ethnic data on registered apprentices in California.

Of the 7,000 new apprenticeship registrants between January and September of this year, some 87 percent returned the questionnaires given to them. Of those responding, 84.5 percent identified themselves as Caucasians; 5 percent as Negro; 8.2 percent as Mexican-American and other Spanish-Americans; nearly 1 percent Oriental; 1.1 percent American Indian; and .4 percent other non-white.

nounced the proposed changes Nov. 20, with a 30-day period for comments by interested parties. If finally approved, the new procedure would be binding on states after July 1, 1969. The bulk of the money for the programs—to help needy children, the aged and the disabled—comes from the federal government.

In its announcement, HEW noted that several states already use the simplified declaration system for determining eligibility and spot checks have found that abuses are no higher—and often lower—than in states which rely on home investigations.

Caseworkers now spend 70 to 95 percent of their time determining who is eligible for assistance payments, HEW noted. The time, the announcement suggested, could better be spent "helping people solve problems and become more self-reliant and self-supporting."

Meany noted that the indignities to which welfare recipients are subjected too often serve to discourage people in need from obtaining help.

"We applaud the elimination of eligibility investigations. The controls which are built into the new regulations, we feel, are more than adequate to insure continued good results," Meany said.

The help to recipients appealing reduction of benefits, Meany added, would change "a paper right" into "a real right for families and individuals faced with reduction or elimination of their only source of income."

The AFL-CIO leader concluded that, "The AFL-CIO therefore, strongly supports the proposed regulations and urges their implementation at the earliest possible date."

Ex-GI's to Fight Poverty at Home

The U. S. Department of Labor plans to hire ex-servicemen to help fight another war—the one against poverty and joblessness. The agency plans to train 5,000 returning GI's to work in manpower programs in deprived areas.

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