



# California AFL-CIO News

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Executive Secretary-Treasurer

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## Labor at the Legislature

### From the Capitol Offices of the Executive Secretary

The Federation campaign to outlaw use of professional strikebreakers in strikes or lockouts got underway in the 1969 session with the introduction on January 15 of AB 119 by Assemblyman David Roberti (D-Los Angeles). The measure to prohibit the vicious practice of importing these professional, itinerant employees is a key labor bill in the current session, as it was in 1968. Such anti-labor practices contribute only to prolonging industrial strife and are a serious block to prompt, equitable negotiation of differences. Professional strikebreakers breed violence and economic unrest. Labor has demonstrated great unity on this fundamental issue. The entire Labor movement must actively support the drive to end the use of professional strikebreakers in California. The opposition is well entrenched and determined to resist any change in this regard. Labor's determination to prevail must be firm and unrelenting.

The Executive Secretary and the General Counsel are busy reading the daily introduction of new bills in the 1969 session of the Legislature. So far, indications are that there will be a heavier volume of measures to be analyzed than last year. By the tenth legislative day this year there were 142 Senate Bills and 233 Assembly Bills put "across the desk," compared with 108 in the Senate and 211 in the Assembly in 1968. It is still early in the session, with April 15 as the last day for unrestricted introduction of bills and constitutional amendments under the Joint Rules.

A Labor-endorsed Assembly-

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## Senate Names Its Committees

On Wednesday, the Senate Rules Committee announced the standing committees assignments for the 1969 session. From Labor's standpoint, the alignment on key committees forecasts even more difficult conditions for legislative progress than before.

The Senate Rules Committee is headed by Senator Hugh Burns, (D-Fresno). Other members are Senators John McCarthy (R-San Rafael), vice chairman; Joseph Kennick (D-Long Beach); Jack Schrader (R-San Diego); and Stephen Teale (D-West Point).

The Senate Labor Committee was combined with Social Welfare. However, neither Senator Nick Petris of Oakland nor Senator Mervyn Dymally of Los Angeles, respective chairmen last year, was selected to head the new group.

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## Miller Wins COPE Nod for Senate Seat

George Miller, chairman of the Democratic Central Committee in Contra Costa County won the endorsement of California Labor COPE this week for the pivotal State Senate seat in the Seventh District which encompasses all of Contra Costa County.

Miller, son of the late veteran State Senator George Miller, Jr., whose death last January 1 created the vacancy, won the Contra Costa County COPE's recommendation for endorse-

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## IWC Sets Hearings in April On Domestic's Wage Order

Public hearings on proposed state regulations to bring some of California's most sorely exploited workers — household domestics — under the protection of the State Industrial Welfare Commission will be held in Los Angeles and San Francisco in April but the prospects for adoption of a strong wage order in this field are, at the very least, uncertain.

The uncertainty stems in part from the fact that the terms of the Commission's two labor members — Commission Chairman J. J. Rodriguez, executive secretary of Butchers Local 563 and Commissioner Ruth Compagnon, executive secretary of Waitresses Local 639, both of Los Angeles — expired last week.

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## 'U.S. Jobless Pay Standards Needed Now'

"Half-hearted state action and federal inaction have made the unemployment compensation program meaningless for more than half of the nation's jobless workers" and only seven states, including California, have maximum benefits above the poverty-level income of \$3,335 per year set by the Health, Education and Welfare Department for a family of four in 1966.

These are just a few of the points made in a searching analysis of the nation's unemployment insurance compensation program which urges immediate adoption of federal standards for the program in the January issue of "The American Federationist," an AFL-CIO magazine.

The article, written by James O'Brien, charges that the sys-

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## Union Asks All To Shun Scab-Built Office Furniture

An appeal to trade unionists and other friends of labor to refrain from buying office furniture and other equipment made by strikebreakers at the Flewelling Furniture Manufacturing Company has just been issued by Fred Stefan, International Vice President and Regional Director of the AFL-CIO United Furniture Workers of America.

Stefan said that the Flewelling Company serves office

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## Labor at the Legislature

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man has been named to head the powerful seven-man Rules Committee in the Assembly for the 1969 session. He is Eugene Chappie (R-Cool), who was re-elected in November with the support of COPE. He has established a good voting record on behalf of the Federation's position on legislation in the past.

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As noted in detail last week, the Speaker's proposal to re-vamp the Assembly's committee structure has been adopted. The number of committees was cut from 25 to 21. Many committees were eliminated and new ones instituted, at least as far as their titles are concerned. Urban Affairs and Housing has attracted much attention as a new committee. Many Federation bills and other labor legislation have previously gone to Industrial Relations. "Industrial Relations" is not among the committees listed for this session but "Labor Relations" is. The committees on Public Health and on Social Welfare are off the new list and a Health and Welfare Committee has been created. Transportation was divorced from Commerce and later has been combined with Public Utilities. "State Employment, Retirement and Military Affairs" is no more. The new roster includes "Public Employment and Retirement." The Constitutional Amendments Committee has been combined with Elections. Such committees as Agriculture, Education, Judiciary, Criminal Procedures and Ways and Means continue under old titles. What these changes ultimately mean cannot be fully evaluated until the membership of the committees is named and bills are assigned for hearing.

### Printers Struck in 1786

The earliest authenticated strike of workers in the United States in a single trade occurred in 1786 when Philadelphia printers gained a minimum wage of \$6 a week.

# Senate Names Its Committees

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Senator Petris as chairman of Senate Labor in '68 was a great friend of Labor and did an extremely capable job for all the people of California. It is a matter of great disappointment that he is neither chairman nor vice chairman of the 1969 committee.

Another friend of labor who lost his chairmanship in the new set-up is Senator James Mills of San Diego. Last year he ably headed the important Elections and Reapportionment Committee. This year he will not even be on that committee.

In contrast, the Insurance and Financial Institutions Committee continues almost unchanged, under the chairmanship of Senator Clark Bradley of San Jose. The late Senator George Miller, a friend of Labor, was on this vital committee in 1968 and his vacancy has been filled by Senator John McCarthy of San Rafael.

Senate Standing Committees have been constituted as follows for the current session:

#### AGRICULTURE (9)

Marler (R) (Chairman), Way (R) (Vice Chairman), Bollensohn (D), Cologne (R), Coombs (R), Lagomarsino (R), Mills (D), Richardson (R), Rodda (D).

**BUSINESS AND PROFESSIONS (9)**  
Song (D) (Chairman), Marks (R) (Vice Chairman), Cologne (R), Coombs (R), Richardson (R), Sherman (R), Stevens (R), Walsh (D), Whetmore (R).

#### EDUCATION (13)

Rodda (D) (Chairman), Wedworth (D) (Vice Chairman), Alquist (D), Bradley (R), Burgener (R), Dymally (D), Grunsky (R), Marler (R), Moscone (D), Richardson (R), Schmitz (R), Stiern (D), Whetmore (R).

#### ELECTIONS AND REAPPORTIONMENT (7)

Deukmejian (R) (Chairman), Sherman (R) (Vice Chairman), Danielson (D), Marks (R), Moscone (D), Schmitz (R), (Vacancy).

#### FINANCE (13)

Collier (D) (Chairman), Teale (D) (Vice Chairman), Cologne (R), Cusanovich (R), Danielson (D), Dills (D), Delwig (R), Grunsky (R), Lagomarsino (R), Schmitz (R), Schrade (R), Short (D), Stiern (D).

#### FISH AND GAME (7)

Richardson (R) (Chairman), Dills (D) (Vice Chairman), Alquist (D), Bollensohn (D), Marler (R), Sherman (R), (Vacancy).

#### GOVERNMENTAL EFFICIENCY (13)

Dolwig (R) (Chairman), Burns (D) (Vice Chairman), Collier (D), Dills (D), Kennick (D), Marler (R), McCarthy (R), Schrade (R), Short (D), Stiern (D), Teale (D), Walsh (D), Wedworth (D).

#### INSTITUTIONS (5)

Walsh (D) (Chairman), Stevens (R) (Vice Chairman), Mills (D), Sherman (R), Song (D).

#### INSURANCE AND FINANCIAL INSTITUTIONS (9)

Bradley (R) (Chairman), Schrade (R) (Vice Chairman), Burns (D), Collier (D), Dolwig (R), Harmer (R), McCarthy (R), Short (D), Walsh (D).

#### JUDICIARY (13)

Grunsky (R) (Chairman), Bollensohn (D) (Vice Chairman), Bradley (R), Cologne (R), Coombs (R), Danielson (D), Deukmejian (R), Harmer (R), Lagomarsino (R), Moscone (D), Sherman (R), Song (D), Stevens (R).

#### LABOR AND SOCIAL WELFARE (9)

Cusanovich (R) (Chairman), Harmer (R) (Vice Chairman), Burgener (R), Deukmejian (R), Dymally (D), Petris (D), Song (D), Way (R), (Vacancy).

#### LEGISLATIVE REPRESENTATION (5)

Burgener (R) (Chairman), Deukmejian (R), Dymally (D), Richardson (R), (Vacancy).

#### LOCAL GOVERNMENT (13)

Schmitz (R) (Chairman), Alquist (D) (Vice Chairman), Bradley (R), Burgener (R), Carrell (D), Coombs (R), Dymally (D), Marks (R), Petris (D), Richardson (R), Rodda (D), Stevens (R), Wedworth (D).

#### MILITARY AND VETERANS AFFAIRS (5)

Dymally (D) (Chairman), Carrell (D) (Vice Chairman), Burgener (R), Danielson (D), (Vacancy).

#### NATURAL RESOURCES (7)

Lagomarsino (R) (Chairman), Petris (D) (Vice Chairman), Alquist (D), Bollensohn (D), Rodda (D), Way (R), (Vacancy).

#### PUBLIC HEALTH AND SAFETY (7)

Coombs (R) (Chairman), Whetmore (R) (Vice Chairman), Bollensohn (D), Dymally (D), Kennick (D), Song (D), (Vacancy).

#### PUBLIC UTILITIES AND CORPORATIONS (7)

Danielson (D) (Chairman), Kennick (D) (Vice Chairman), Carrell (D), Dills (D), Harmer (R), Petris (D), Whetmore (R).

#### REVENUE AND TAXATION (13)

Stiern (D) (Chairman), Moscone (D) (Vice Chairman), Bradley (R), Carrell (D), Collier (D), Coombs (R), Cusanovich (R), Deukmejian (R), Grunsky (R), Mills (D), Petris (D), Schrade (R), Way (R).

#### RULES (5)

Burns (D) (Chairman), McCarthy (R) (Vice Chairman), Kennick (D), Schrade (R), Teale (D).

#### TRANSPORTATION (13)

Short (D) (Chairman), Carrell (D) (Vice Chairman), Alquist (D), Collier (D), Cusanovich (R), Dills (D), Kennick (D), Marks (R), Marler (R), McCarthy (R), Mills (D), Sherman (R), Walsh (D).

#### WATER RESOURCES (7)

Cologne (R) (Chairman), Mills (D) (Vice Chairman), Harmer (R), Rodda (D), Stevens (R), Way (R), Whetmore (R).

### Barometer of Peace

"Anti-Semitism is a barometer which measures pretty accurately the climate of democracy and peace."—Norman Thomas

## Union To Show How Built Office Furniture

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furniture dealers throughout California as well as in Nevada, Oregon and other western states.

During the past six years, he said, many union organizations have purchased equipment manufactured by the firm on the strength of the union-made label. But since the company has repulsed efforts of the union, through mediators, to resume negotiations and is now "bitterly fighting the union," he urged all unions to refrain from buying any of the strike-bound firm's products.

The union was forced to strike the company's plant at 12411 Industrial Avenue in Hollywood in Los Angeles County last December 4 after the company rejected new contract proposals aimed at bringing the workers' wage scale up to those paid throughout the industry, according to Bob Arceo, Local 1010's secretary-treasurer.

Arceo charged that 16 or 17 of the strikebreakers presently working in the plant have been imported by the firm from Argentina.

The union has had a contract with the firm since 1962 but the workers' wages were pegged to a contract negotiated prior to the expansion of the Vietnam War and the sharp rise in the cost-of-living that accompanied it, Antonio Munoz, the Local's business representative explained.

He said that Flewelling officials had told the union that it would hire scabs before it would consider the union's proposals.

Since the company has made no effort to end the strike and has refused further meetings with the union, Munoz said that it seems apparent that the company is attempting to maintain an unfair competitive advantage at the expense of workers' wages through the use of a non-union foreign labor work force whose wages and fringe benefits are substantially less than those paid by comparable union plants in the industry.

The union is urging all consumers to express their disapproval of this wage-depressing action by the Flewelling Company by shunning its products.

# 'Federal Jobless Pay Standards Needed Now'

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tem, which was set up to be "the nation's first line of defense against want and poverty, had deteriorated to a level where it perpetuates poverty and its evils."

O'Brien, an assistant director of the AFL-CIO Department of Social Security, notes that the federal-state system was enacted in 1935 to aid jobless workers involuntarily separated from their jobs.

"But the record shows that the system has been moving away from this goal," he said.

And that's why federal legislation to strengthen the system "should have the most urgent priority" in the 91st Congress, he declared.

Opponents of federal standards have argued that states can be relied upon to modernize the system and make improvements as needed but this has been completely disproved by the record of state legislatures in recent years, the article says.

The record shows that despite slight increases in benefit payments, a few "slight extensions" of unemployment insurance coverage and minor changes in the taxable wage base for employers in a few states, there has been a "continuing deterioration of the benefit structure."

The article cites figures showing that while more than one-half of the jobless drew some benefit from the system 10 years ago, only four out of 10 were benefiting by 1965 and that that ratio is now down to three out of 10.

In 1967 more than 16 mil-

lion wage and salary earners—one-fourth of the nation's total—were not covered by the system and "this number increases annually as employment expands in uncovered industries," it said.

Among other things, the article cited the following "major deficiencies" in the system:

**Qualifications**—While half

a dozen states qualify 90 to 95 percent of new claimants for jobless benefits, "far too many states deny benefits to 25 and 30 percent of new claimants." In just the three years of 1965, 1966 and 1967 there were 16 states that increased benefits and at the same time "robbed Peter to Pay Paul" by imposing stricter qualification

requirements.

**Financing**—State after state has deviated from the 2.7 percent state tax on employers that was intended to finance this system along with a three-tenths of one percent federal tax on employers. In fact, the average employer tax rate during the year (1967) for the entire system was only 1.6 percent of taxable payrolls.

**Disqualifications**—Provisions for challenging employees on unemployment rolls and denying them benefits have increased to the extent that "a hostile attitude toward the unemployed has developed within the system itself."

**Benefits**—While maximum weekly jobless benefits in most states equaled 65 percent of the average weekly wage in the early days of the program, today the typical maximum benefit represents only 42 percent of the average weekly wage.

Surely a worker who has made a contribution to the nation's affluence during his employment is entitled "to more than a poverty level of income during unemployment," O'Brien said.

In summing up, O'Brien said that the states' "dismal record" of failure to improve jobless benefits demonstrates that they are "either unable or unwilling to modernize the system."

The only sure way to establish minimum standards, he said, "is through federal legislation and this should be a first order of business in the 91st Congress."

The federal standards proposed by the AFL-CIO article are set forth in the box above.

## Article Cites Minimum U.S. Standards for U.I. Program

Here are the minimum federal standards proposed in an article in the American Federationist to revitalize the nation's federal-state unemployment compensation program so that it can again become the stabilizer of purchasing power and the nation's "first line of defense against want and poverty" it was intended to be when enacted in 1935:

- Extension of jobless benefit coverage to all wage and salaried workers with eligibility requirements not to exceed 20 weeks of work and to entitle the claimant to at least 26 weeks of benefits if unemployed that long.

- Establishment of weekly benefits equal to 66.6 percent of the worker's past full-time earnings with a floor of no less than 50 percent, and a maximum benefit equal to two-thirds of the state's average weekly wage.

- Elimination of the "waiting week" for eligibility or compensation for it retroactively after a few weeks of joblessness.

- Limitations of the "availability requirement" to registration and availability for suitable work, which should be properly defined and not include employment not covered by jobless compensation.

- Limitation of the disqualification of persons drawing benefits only to the most serious of reasons and for not more than six weeks. Cuts in, or cancellation of, a worker's benefit rights or base wages should be forbidden and workers should be eligible for benefits when participating in state-approved job training courses.

- Standardization of the employers' tax rates to help assure the soundness of jobless funds and disallowance of all zero tax rates now being levied in some states.

- An increase in the taxable wage base through a series of steps over a period of years until it is at least equal to the base used in levying employer and employee social security contributions (\$7800 as of January 1, 1968).

## Hearing Set on Tax Incentive Job Training Rules

A public hearing on the adoption of emergency regulations to implement the tax incentive program aimed at maximizing job opportunities for persons from disadvantaged areas has been set for Thursday, February 27, 1969, by Spencer Williams, Secretary of California's Human Relations Agency.

The hearing, to be held at the Agency's principal office at

800 Capitol Mall in Sacramento, will begin at 10:00 a.m.

The regulations are intended to implement legislation enacted in 1968 (AB 1966) that would permit small business employers to deduct the training costs or compensation of trainees for up to 18 months. It authorizes the HRA to certify up to 2,500 trainees in any fiscal year and stipulates that 50 percent or

more of the trainees should be from certain economically disadvantaged areas.

Affiliates liable to be affected by these regulations may wish to present testimony either orally or in writing to the HRA on February 27. Copies of the notice of public hearing and the emergency regulations may be obtained from the Human Relations Agency in Sacramento.

## Cohelan To Address Civil Service Fete

Rep. Jeffery Cohelan (D-Oakland) will address a banquet marking the 83rd anniversary of the enactment of the first federal Civil Service legislation at Spencer's Fish Grotto in Berkeley on Sunday, January 26, at 6:00 p.m.

Cohelan will speak on federal employee legislation. The banquet is sponsored by the Northern California Council of the American Federation of Government Employees, AFL-CIO.

## Miller Wins COPE Nod for Senate Seat

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ment at a special County COPE meeting Monday night at which 11 potential candidates for the post were interviewed.

The Executive Board of California Labor COPE was subsequently polled and concurred in the endorsement later this week.

### UNION BACKGROUND

Miller, who has been a member of both the Oil Workers and the Operating Engineers' unions, is already well acquainted with many incumbent legislators and familiar with the legislative process through his services as an aide to Senator Miller and his activity as coordinator in the campaigns of both Assemblymen John P. Knox and his father.

In answer to charges leveled principally by his opponents that, at 23, he's too young, Miller, married and the father of two children, retorts:

"When would they suggest one is old enough to participate in the political process? As a young man I can bring new vigor and enthusiasm to the fight to protect Contra Costa's vital interests," he said, pointing out that "time is on my side in building the seniority so vital for fully effective representation in the State Senate."

Other announced candidates, he said, "lack both the personal relationship and experience with the legislative process that our county must have."

### AIMS SPELLED OUT

Suggesting that he could "bridge the generation gap," Miller said he would seek to improve the quality of education, expand training programs and job opportunities, seek fair tax reforms and protect the county's water supply.

Just how many opponents Miller will face in the special primary election set for February 25 was unsure since the deadline for candidates to file for the post was 5:00 p.m. today.

If no candidate receives a majority of all votes cast on February 25, a runoff election will be held March 25.

Last Friday Assistant Secre-

# IWC Sets Hearings in April On Domestics' Wage Order

(Continued from Page 1)

Both have been strong forces for progress on the five-member commission. Since their appointment in 1965, the hourly pay floor for women in non-farm employment has been increased more than 25 percent from a grossly inadequate \$1.30 to \$1.65 and overtime pay provisions have been added to most of the Commission's wage orders, providing protections for hundreds of thousands of California's women workers.

In addition, they have been instrumental in modernizing and updating many other provisions and in boosting the pay floor for women farm workers from \$1.05 to \$1.65. In short, their's is a record to be proud of.

But whether Governor Ronald Reagan decides to reappoint them remains to be seen.

Traditionally, the Commission has consisted of two representatives from organized labor, two from management and one public member. But the State Labor Code stipulates only that all five of the Commission members shall be appointed by the Governor for four-year terms and that at least one commissioner shall be a woman.

While the exact dates for the hearings on the domestic workers' wage order provisions have not been set, the Commission

said that the Los Angeles hearing would be held during the week of April 14-19, 1969 and the San Francisco hearing during the week of April 21-26.

In announcing the forthcoming hearings, the IWC released the report of the chairman of the 11-member Wage Board it had established earlier to make recommendations to the Commission relating to the domestic workers' wage order.

The chairman's report, which detailed all of the actions taken by the Wage Board, recommended that the new wage order, which would be the Commission's 15th, should apply to all women and minors (16 and 17 years old) in domestic household employment regardless of whether they are dayworkers or live-in workers and that coverage should include practical nurses.

Excluded would be persons hired exclusively as babysitters, registered nurses, licensed vocational nurses, gardeners and persons hired as companions to care for the aged.

The Wage Board, chaired by Dr. Margaret S. Gordon, an economist at the University of California at Berkeley, recommends a \$1.65 hourly pay floor for women dayworkers and \$1.35 for minors.

It calls for time and a half

overtime for dayworkers for work in excess of eight hours within a 12 hour day or for more than five days' work in one week and for overtime at the same rate for live-in workers paid on a monthly basis for work in excess of six days a week.

The recommended minimum monthly pay for live-in workers was pegged at \$200.

### OTHER RECOMMENDATIONS

Among other things, the Wage Board recommended adoption of provisions to provide the actual cost of transportation to and from jobs to dayworkers with no deductions from minimum pay; to require employers to keep records of total hours worked daily and wages paid to employees and to give each employee semi-monthly a statement of wages paid.

Many of the Wage Board's recommendations were reached on 6 to 5 votes with the five employer representatives ranged on one side and the five employee representatives ranged on the other and the public member, Mrs. Gordon, casting the deciding vote.

### EMPLOYERS' STAND

In a minority report, two employer members opposed adoption of any wage order, contending that government regulation of activities in the home represent "an unwarranted invasion" of a householder's privacy.

Such a contention, of course, ignores the reality of the legitimate employer-employee relationship that exists in terms of the domestic household worker's employment and the total dominance of the employer in the absence of any regulations to protect the worker.

The two employer representatives' report also favored a total exclusion of any hours provision from the domestic workers' wage order; called for holding the pay floor for minors to \$1 an hour and for adults to \$1.25; and recommended that the monthly minimum for live-in workers be held down to \$125.

tary of State H. P. Sullivan said that some 33,000 Contra Costa County voters who were purged for failing to vote in last November's general election will be reinstated and eligible to vote in the February 25 election if they get their reinstatement postcards in by February 24.

Contra Costa Voter Registrar James R. Olsson said that these cards were mailed out between December 15 and December 20. Persons who have misplaced or don't recall receiving their cards but who were registered for the November, 1968, general election may reregister merely by sending a note requesting reinstatement — and signed by the voters as they were registered—to the Registrar of Voters, P.O. Box 271, Martinez.

Citizens who failed to register for the 1968 general election must register before Thursday, January 30, to be eligible to vote in the runoff election scheduled for March 25. Information on where to register may be obtained by phoning the Registrar's office at 524 Main St., Martinez. The number is 228-3000.

### Carpenters First

Philadelphia carpenters struck unsuccessfully for a 10-hour day and additional pay for overtime in May of 1971. This was the first recorded strike of workers in the building trades.