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Executive Secretary-Treasurer

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Labor at the Legislature

From the Capitol Office
Of The Executive Secretary

The Senate Labor & Social Welfare Committee has set **AB 591** for hearing on June 10 in the Capitol. This measure would repeal Chapter 3 (commencing with Section 3000) of Division 3 of the Labor Code dealing with the "master-servant" relationship, including provisions dealing with conditions and termination of employment. It would remove present protections from employees. **AB 591** is opposed by Labor.

On the same day, the committee will hear **AB 406** by Assemblyman Bill Greene (D-Los Angeles) which would extend fair employment practice protections to those in employment training programs. This is a good bill and is supported by the California Labor Federation.

The Assembly Agriculture Committee on June 2 has before it two bills endorsed by Labor. These are **AB 548** by Assemblyman Ed Z'berg (D-Sacramento) dealing with the retail sale of frozen chickens, and **AB 730** by Assemblyman David Roberti (D-Los Angeles) relating to pesticides. Both are designed to protect public health.

The Assembly Labor Relations Committee on June 4 is scheduled to consider proposals which would remove protections for employed minors and these are opposed by the Federation. **AB 1978** would delete prohibitions against those under 16 years being employed in various hazardous occupations. It also drastically expands the scope of time during which youngsters can be employed at night and removes require-

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Anti-Picketing Bill Put on Inactive File

On Tuesday, **AB 1589** was placed on the Assembly inactive file after the author chose not to present it to the house for a vote.

This is a very bad anti-picketing bill which is strongly opposed by the California Labor Federation. It would impose criminal penalties on picketing and attempts to deprive Labor of one of its most important tools in collective bargaining.

Hearing Set On RTW Threat to Farm Workers

The Senate Agriculture Committee has **SB 1119** on its agenda for June 5 in Room 3191 of the Capitol. This is a bad bill, opposed by Labor, which would put the "right to work" provision into law with respect to agricultural employees.

This is a serious attempt to undermine workers' rights and members of the committee

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Builders' Strike Insurance Poses Peril, Pitts Warns

"Some long, tough and probably bitter contract battles are likely to face union building trades workers and organized labor at large in California and throughout the nation next year if current plans of the Association of General Contractors to arm themselves with 60 days of strike insurance go through without a hitch," Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-

CIO, warned this week.

The plans, disclosed at the AGC's recent convention in Washington, D.C., appear to be "another major step in a long simmering attempt by big business interests to spike the capability of unions to strike effectively and to destroy the protections presently afforded workers under the National Labor Relations Board," Pitts said.

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Youth Says 'Wake Up,' Moscone Tells CLPA

"There is no communication. If the established order is so inflexible that it cannot accommodate to change within the framework and structure of civil liberties then the Ameri-

cane experiment has failed."

That was the somber assessment of recent strife around the University of California campus at Berkeley expressed by State Senator George Mos-

Committee Defeats Move To OK SB 544

A motion made by Senator Burgener to pass the Hot Cargo bill, **SB 544**, out of the Senate Labor and Social Welfare Committee was defeated Tuesday by a voice vote thanks to the fairness of Senator Cusanovich, Committee Chairman.

A complete story of the hot cargo bill will be given in a later edition, as this is being done to make the deadline.

The presentation opposing the bill was made by Executive Secretary Tom Pitts.

Job Security of Printers at Stake

SB 1192 is scheduled for hearing in Senate Business & Professions Committee at 10 a.m. on June 5. This is an anti-labor measure, striking particularly at job security in the printing trades. The title states it is "relating to economic productivity" but it is designed to impose a restrictive statute on legitimate collective bargaining procedures on the side of the employers.

Labor is opposing **SB 1192** and you are urged to contact members of the committee to make clear that this is a bad bill which should be defeated.

Members of the committee are: Senator Alfred Song (D-Monterey Park) chairman; Mil-

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cone in a stirring address to the annual convention of the California Labor Press Association at the Del Coronado Hotel in Coronado last weekend.

Asserting that "we have been prodded by a generation that accuses us of paying homage to the past and doing little to

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INSTITUTE OF INDUSTRIAL RELATIONS LIBRARY
UNIV OF CALIF
2521 CHANNING
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Labor at the Legislature

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ments that an employer of minors under 18 keep a register of such employees.

AB 2104 would lower from 18 to 16 the age at which a minor could be employed to drive motor vehicles on the highways. AB 2212 would relax protections accorded to minors in a combined work and school programs.

These are backward steps in the long struggle to halt the exploitation of adolescent workers and should be defeated by the committee.

* * *

AB 1610 is to be heard in Assembly Labor Relations on June 4 and is opposed by the Federation. It is a two line measure which would dictate to labor organizations who it would accept into membership.

* * *

Labor is in support of AB 1766 by Assemblyman Charles Warren (D-Los Angeles) which is before the Assembly Labor Relations Committee June 4. This makes it unlawful not to comply with specified provisions of the law relative to employee health, welfare and safety, and provides injunctive relief for employees subjected to specified patterns of discrimination relating to their health, welfare or safety.

Job Security of Printers at Stake

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ton Marks (R-San Francisco); Gordon Cologne (R-Indio); William Coombs (R-Rialto); H. L. Richardson (R-Arcadia); Lewis Sherman (R-Oakland); Robert Stevens (R-Los Angeles); Lawrence Walsh (D-Commerce); and James Whetmore (R-Garden Grove).

What's Good for Labor

"All that serves labor serves the nation. All that harms labor is treason to America. No line can be drawn between these two."—Abraham Lincoln.

Fred Hoehler To Direct New Labor Studies Center

Fred K. Hoehler, Jr., has just been named Director of the AFL-CIO Labor Studies Center by the Center's Board of Trustees.

The Center is scheduled to go into operation next Labor Day. Initially it will be located at 1500 Massachusetts Avenue, N.W. in Washington, D.C. where 6,133 square feet of space has been leased for two years for classroom, conference and office facilities.

The Center's Board also elected AFL-CIO President George Meany as chairman and Walter G. Davis, AFL-CIO Director of Education, as secretary.

AFL-CIO Secretary-Treasurer William F. Schnitzler will serve as the Center's secretary-treasurer until his retirement on June 30 when he will be replaced by Lane Kirkland who has just been elected to fill his unexpired term.

Hoehler, 50, is a professor of Labor and Industrial Relations at Michigan State University where he is also Associate Director of the School of Labor and Industrial Relations.

He has also served as Assistant Professor of Public Administration, University of Puerto Rico, 1947-49; Assistant Professor of Political Science and Acting Head, Labor Education Service, Pennsylvania State University, 1949-54; Assistant Director, Department of Social Security, AFL-CIO, 1954-56 and Education Director, Steelworkers, 1965-67.

Hoehler first joined Michigan State in 1956.

Other members of the Center's Board are:

President Peter T. Schoemann of the Plumbers and Pipefitters, Chairman of the AFL-CIO Committee on Education; former Secretary of Labor W. Willard Wirtz; Theodore Kheel, New York attorney and labor arbitrator; Bayard Rustin, Executive Director of the A. Phillip Randolph Institute; former Secretary of Health, Education and Welfare Wilbur Cohen; former U. S. Senator Paul Douglas (D-Ill.); John R. Coleman, pres. of Haverford College; President Paul Hall of the Seafarers; Presi-

dent Joseph A. Beirne of the Communications Workers; President I. W. Abel of the Steelworkers; President Paul Jennings of the Electrical, Radio and Machine Workers; President Frederiek O'Neal of Actors Equity; President Hunter P. Wharton of the Operating Engineers; President Harry Van Arsdale of the New York City AFL-CIO; and President Miles Stanley of the West Virginia AFL-CIO.

Teachers' Union Wins \$100 Pay Hike in Chicago

Some 17,000 members of the Chicago Teachers Union won a \$100 per month salary boost effective next September following a two-day strike last week.

The strike, which closed 523 Chicago schools last Thursday and Friday, was settled when the union members ratified a new one-year contract by a vote of 9,776 to 585.

Among other things, the new contract provides:

- A guarantee of no lay-off of regularly assigned teachers or staff members.
- No cut-back in the 1969 summer school program.
- No decrease in educational programs.
- And the setting of a maximum size in each course and at each level.

Noting that about 7,000 of the Chicago Teachers Union's members did not vote on the agreement, union President John E. Desmond said he believed that they probably failed to vote because they felt the proposal would be approved anyhow or because they lived too far from the polling places.

He said that the large majority voting for the contract shows "the loyalty of the teachers to the union and to its leadership" and added that "it gives me, personally, a feeling of fulfillment."

FDR's View of Unions

"If I were a worker in a factory, the first thing I would do would be to join a union."—Franklin D. Roosevelt.

Poll Shows 55% In Calif. Favor Withholding

Mounting public support for a withholding system for state income taxes is reflected in the results of a California Poll just completed by Mervin D. Field that shows an 18 percent plurality of those polled favor a pay-as-you-go plan.

The poll, taken after the impact of the Reagan Administration's \$1 billion plus tax hike bite had again just been brought forcibly home by the tax payment deadline, found 55 percent supporting a withholding system compared to 37 percent preferring the present lump sum payment set up.

This clear majority represents the largest plurality to indicate support of a withholding system in the last two years, Field said.

The California Labor Federation voiced its support of a mandatory withholding system in the course of testifying on tax matters in Sacramento earlier this month.

Of the 38 states that levy state income taxes, only California and North Dakota have failed to take advantage of the benefits of instituting a withholding program.

Other polls taken in the past have indicated that it is largely the rich who oppose adoption of a withholding system.

State officials estimate that adoption of a withholding tax program would increase state revenues by about \$115 million, including an estimated \$45 million from tax cheaters.

RTW Threat to Farm Workers to Be Aired

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should be contacted to defeat SB 1119.

Members of Senate Agriculture are: Senator Fred Marler (R-Redding), chairman; Howard Way (R-Exeter); Anthony Beilenson (D-Los Angeles); Gordon Cologne (R-Indio); William Coombs (R-Rialto); Robert Lagomarsino (R-Ventura); James Mills (D-San Diego); H. L. Richardson (R-Arcadia); and Albert Rodda (D-Sacramento).

Youth Urge All to 'Wake Up,' Moscone Tells CLPA

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meet the challenges of the future," Moscone observed:

"This is a generation that accuses us of paying lip-service to nationalistic ideas when their eyes and ears tell them that liberty and justice for all may be illusory.

"This is a generation that has watched us take the easy way out by equating dissent with treason, nonconformity with anarchy, and protest with mutiny."

DANGERS CITED

Essentially, Moscone said, the youth of today is saying to those over 30 "wake up" because the pollution of our environment, the problems in our cities and the everpresent threat of nuclear war may soon cause us to change our bumper strips from "Save Our Bay" to "Save Our Lives."

In an obvious slap at the Reagan Administration, Moscone said:

"If the universities of this state cannot remain free from a meddling and know-nothing control of emotional politics, then we will have taken a long step backwards."

And, he added, "I believe that those who would look to the past to meet the challenge of today do this state and nation a great disservice."

NEW WAYS NEEDED

Noting that "freedom only exists in and among human events," Moscone declared that "if we are to survive under individual and intellectual freedom, we had best find new ways to meet old challenges. The solutions of the past no longer hold. Nothing we did in the past will work. Nothing we did in the past is good enough for the tasks of tomorrow," he said.

Other luncheon speakers included Sigmund Arywitz, Secretary-Treasurer of the Los Angeles County Federation of Labor, who pointedly asserted that "there's no such thing as a non-negotiable demand" and called on the editors to "restore in the members the real feeling and intent of the labor movement" as the greatest force for social progress in the nation, and R. R. Richardson, Secretary-Treasurer of the San Diego Central Labor Council, who

warmly welcomed the delegates to San Diego.

In an afternoon session aimed at bridging the generation gap, the labor editors participated in a panel discussion of "Student Protests—Why?" that featured panelists Jim Wood, of "Operation Frontlash," as moderator; Tom Collins, editor of the Daily Bruin at UCLA; and Robert Baker, editor of the Sundial, the publication at San Fernando State College.

At the outset, Wood maintained that there is no generation gap and that the problems arise because young and old do not understand each other. Instead, he suggested, there is a cultural gap because today's youth are seeking the emergence of a new culture with its own values and is intent on developing its own political power.

"It's a search for personal freedom as contrasted with the search for organizational freedom that prevailed in the 1930s," he said.

Levitt, the oldest of the four

representatives of today's youth, urged the over 30's not to look at the way student demands are issued but to look at the quality of the demands.

Asked specifically just what the students wanted, the young panelists cited such issues as an end to the ROTC, elimination of the draft, curbs on the influence of the military-industrial complex on college campuses and, generally, a change in the system so that when issues such as Black studies or ROTC come up you don't have to have sit-ins to bring about meaningful dialogue that leads to changes and corrections in the system.

Earlier, Rod Holmgren, Journalism Professor at Monterey Peninsula College, suggested that labor papers should strive to develop more stories dealing with non-bread and butter issues.

He pointed out that many workers today are confused, concerned and angered and bewildered by the turmoil on our campuses, inflation, excessive

taxes, the prolonged war in Vietnam and the ABM controversy and need an explanation and interpretation of these issues from a labor point of view.

Holmgren urged the editors to "think how you can humanize your paper more than it is. . . . Think how you can describe and explain the new worker to the older worker and vice versa."

NO AUTOMATIC LINK

Membership in the union doesn't give workers the automatic link that it did in the 1930's, he noted. He also observed that management publications in recent years have largely discarded self-promotional stories in favor of stories with strong reader interest which tacitly suggest that "our company has a social conscience too" and that "we (the company) are concerned about community problems." He suggested that a similar approach by labor papers might be desirable.

On the more technical side, Holmgren noted that the trend in publications of the labor press genre is more and more toward the horizontal make up style employed by magazines.

A free pamphlet dealing with changing styles in make-up, type faces, etc., he said, is available from the Chicago Sun-Times, 401 North Wabash, Chicago, Illinois 60611.

REPORT ON LEGISLATURE

In a concluding session Sunday morning, Harry Finks, Public Relations Director for the California Labor Federation, gave a report on the current status of organized labor's legislative program in Sacramento.

Richard Marriott, Mayor of Sacramento and Editor of the Sacramento Union Labor Bulletin, was elected President of the CLPA, succeeding Buck Harris, Editor of the Screen Actors Guild.

Others newly elected to the CLPA Board as vice presidents include Harry Hollins, editor of the Kern-Inyo-Mono County Labor Journal; Don Rotan, editor of the Stewards News; and Dan Swinton, editor of Missile-Aire. In addition, Cynthia McCaughan, editor of Coffee Break, was designated as the CLPA president's representative in Southern California.

Labor Backs New Manpower Bill To Help Create Jobs for All

Legislation aimed at providing a job or training leading to a job for every American looking for work has been introduced by Rep. James G. O'Hara (D-Mich.) with more than 100 other congressmen as co-sponsors.

The O'Hara bill has the AFL-CIO's "enthusiastic support," Legislative Dir. Andrew J. Biemiller said. Joining with labor in launching a major campaign for the bill are leading civil rights, religious and civic organizations.

The legislation would pull together and expand existing manpower programs geared to jobs in private industry. It would provide incentives for employers to train their present workforce for higher-skilled, higher-paid jobs — opening up new entry-level jobs in the process.

And it would add to this a large-scale public sector job and training program that would both meet unfilled public service needs and provide assurance of full employment.

The goal of the legislation, O'Hara declared, is "to end involuntary unemployment in the United States."

A statement of purposes written into the bill opens with a finding by Congress that to achieve the objective of the 1946 Employment Act "we must assure an opportunity for a gainful, productive job to every American who is seeking work and make available the education and training needed by any person to qualify for employment consistent with his highest potential and capability."

It declares that "the guarantee of meaningful employment opportunities for all Americans requires public investment to the extent the private sector is unable to provide such opportunities."

O'Hara said he foresees a first-year target of 200,000 jobs in the public and non-profit sectors, with the future extent of the program depending on the ability of private industry to provide jobs for those looking for work.

Builders' Strike Insurance Poses Peril, Pitts Warns

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He pointed out that William E. Dunn, the AGC's executive director, is also a member of the so-called Labor Law Study Committee set up last year by big business interests for the announced purpose of calling public attention to what it calls "inequities" under the National Labor Relations Act.

To alert Federation affiliates to this threat, Pitts arranged this week to have copies of a brochure prepared by the Los Angeles Building and Construction Trades Council, which spells out the details of the AGC's strike insurance plan,

sent to all central labor and craft councils in the state.

The State AFL-CIO's action was taken on the recommendation of the Los Angeles B & CTC headed by John Cinquemani, a Federation vice president.

Earlier this month, the Los Angeles B & CTC unanimously adopted a resolution calling on all of its affiliates to go on record "to support fully any other affiliate which is engaged in a strike or lockout where the contractors' strike insurance is affected or in any lawsuit resulting from such insurance."

Under the AGC's plan, strike

insurance would be made available to all elements of the construction industry—contractors, whether or not they are AGC members or union or non-union employers, subcontractors, construction equipment manufacturers, suppliers of materials, project owners, and practically anyone who wants protection.

The insurance would be underwritten by a non-U.S. firm affiliated with Lloyd's of London but only individual policies would be sold, that is, there would be no multi-employer group insurance.

Effective date for the commencement of the strike insur-

ance program is January 1, 1970 but no claim would be payable until July 1, 1970.

The policies would provide employers with coverage for all labor-related work stoppages regardless of cause—so long as construction on the project is interrupted.

This would include strikes, picketing, boycotts and lockouts both on and off the job sites, the brochure explained.

TERMS EXPLAINED

Only the insured, however, would be indemnified. If an insured general contractor suffered a work interruption because of the labor dispute with one of his subcontractors or because a union strikes his cement supplier, only the general contractor would be paid for the loss. The subcontractor or supplier would be unprotected unless he also carried the insurance.

The policies would define a "labor dispute" to include union organizing, union recognition, jurisdictional disputes, primary, secondary and consumer boycotts, area standards picketing, strikes during the term of a collective bargaining agreement or during renegotiation of a contract, and lockouts conducted by multi-employer groups.

10-DAY EXCLUSION

Premiums for the policy would be geared to the amount of the daily indemnity desired by the employer but no indemnities would be paid during the first 10 days of a construction stoppage.

Payment would start on the 11th day and continue up to a maximum of 60 days a year, excluding holidays or other days when normally there would be no construction.

This means that for 70 normal working days during which a contractor may be closed down because of economic action by any labor organization, the contractor will have nothing to lose by taking the strike rather than reaching agreement.

This action by the construction industry will seriously affect any effective collective bargaining to the ultimate harm of all labor organizations in the industry.

Minorities in Apprenticeships Post Sharp Rise in '68

A significant over-the-year increase in the proportion of Negroes and other minority groups in California's apprenticeship programs — part of which can be credited to the AFL-CIO's accelerated "apprenticeship outreach" programs — has just been disclosed by a survey conducted jointly by the State Division of Apprenticeship Standards and the Division of Labor Statistics and Research.

Negro apprentices scored the largest over-the-year gain, jumping from 2.5 percent of all active apprentices at the end of 1967 to 3.9 percent at the end of 1968, the state report said.

The proportion of Mexican and other Spanish-American apprentices rose from 8.1 percent at the end of 1967 to 8.8 percent a year later.

Moreover the proportion of all minority groups combined—including Negroes, Mexican and other Spanish-Americans, Japanese and Chinese-Americans, American Indians, Philipinos and others—rose from 13.4 percent to 15.3 percent over the year.

The study, the second annual ethnic survey of registered apprentices in the state, was conducted through a questionnaire that called for self-classification by ethnic group. The questionnaires were completed by 83 percent of all apprentices active as of December 1968. Included were 727 Negroes or 3.9 percent.

In the year-earlier survey

which drew a response of 61 percent of all apprentices active on December 31, 1967, there were 313 Negroes or 2.5 percent.

The report noted that since Negroes comprise more than 7 percent of the state's total population, they still appear to be under-represented in some apprenticeship trades. But, it said, the ratio of Negroes to total active apprentices seems to be improving steadily.

Indicative of this, the report noted that Negroes comprised 5.2 percent and Mexican and other Spanish-Americans 9.2 percent of the 10,151 newly registered apprentices in 1968.

During the first quarter of 1969, the intake percentages edged up to 5.3 percent for Negroes and 9.6 for Mexican and other Spanish-Americans, the report observed, noting that "continued improvement" can be expected.

It pointed out, however, that the over-the-year increase in the number of Negro apprentices was concentrated in relatively few trades.

Of the 490 Negro apprentices newly registered last year, more than half were in five apprenticeship programs, namely: carpentry and wood trades (138); automobile repair trades (47); painters and glaziers (38); machinists and die trades (33); and meat trades (33).

It also disclosed that the number of total active apprentices increased from 20,595 in 1967 to 22,164 in 1968.

Among the apprenticeship trades posting significant gains in the percent of registered Negro apprentices were the meat trades which jumped from 2.9 percent to 5.9 percent in 1968; painters and glaziers which jumped from 3.2 percent to 5.0 percent; carpentry and wood trades which jumped from 2.5 percent to 4.5 percent; the electrical trades which jumped from 2.1 percent to 3.1 percent; and the operating engineers which more than tripled its percentage jumping from 1.0 to 3.1 percent.

Among eight counties with more than 1,000 active apprentices as of December 1968, San Francisco County had the highest minority participation rate — 30.3 percent of all active apprentices were from minority groups. Of these, 13.2 percent were Negro and 9.9 percent Mexican and other Spanish-Americans.

The 1968 rates were substantially higher than the 1967 rates of 23.1 percent for all minorities, 6.9 percent for Negroes and 8.3 percent for Mexican and other Spanish-Americans.

In Los Angeles County, minority enrollments represented 20 percent of all active apprentices in 1968 compared with 17.4 percent a year earlier.

Ranking third in terms of minority participation among the eight large counties was Alameda County with 18.3 percent minorities in 1968 compared with 15.9 percent in 1967.