



California AFL-CIO News

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Executive Secretary-Treasurer

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Labor at the Legislature

From the Capitol Office
of The Executive Secretary

After a tough floor fight, which found the bill "under call" while its author rounded up votes, AB 1766 by Assemblyman Charles Warren (D-Los Angeles) passed the Assembly on July 17 by a vote of 41 to 31. This measure was vigorously supported by Labor. It makes it unlawful for employers not to comply with certain provisions relating to employee health, welfare and safety. It also provides injunctive relief for employees affected who've been subjected to specified patterns or practices of discrimination relating to employee health, safety and welfare. In the debate, it was pointed out that the bill will apply to California's labor force in general but will be particularly helpful in correcting abuses in the area of farm labor. AB 1766 has been assigned to the Senate Labor & Social Welfare Committee for further consideration.

* * *

AB 182 by Assemblyman Charles Warren (D-Los Angeles) on July 16 won a "do pass" recommendation from the Senate Labor & Social Welfare Committee, following several hearings. AB 182 is supported by Labor. It has now been assigned to Senate Finance Committee, where it must get a "do pass" before it can be considered on the floor. It would make the California Fair Employment Practice Act applicable to discrimination because of sex.

* * *

On July 17, the Assembly passed 74-0 AB 2246 by Assemblyman George Milius (R-Gilroy) creating a State Employ-

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Triple Threat Anti-Labor Bill 'Under Submission'

AB 1333, an anti-labor bill adversely affecting the rights of all California Labor and agricultural workers in collective bargaining, was "taken under submission" at a meeting of the Assembly Agriculture Committee on July 21.

Strong Labor opposition was presented by the California Labor Federation and

other representatives of organized labor.

The motion which put the bill under submission was made by Assemblyman Carl Britschgi (R-Redwood City), seconded by Assemblyman John Dunlap (D-Vallejo). The only "no" vote was by Assemblyman William Ketchum (R-Bakersfield), who

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Back Pay and Overtime For Farm Workers Upheld

The California Grape and Tree Fruit League is under a San Francisco Superior Court Order today to pay back wages and overtime—including interest—to thousands of women and minors in California's after harvest industries which have been due them for nearly six years.

Labor to Fight Bill Aimed at Printing Trades

SB 1192 is now pending action in the Assembly, following its passage in the Senate last week on a 22 to 15 vote.

As it did in the Senate, SB 1192 faces strong opposition by the California Labor movement.

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The court's decision, a victory for the California Labor Federation, AFL-CIO, which led the fight to win the boost in the pay floor for the workers and to extend overtime protections to them in 1963 and participated in the subsequent long, drawn out court fight as a friend of the court, was handed down last Friday, July 18, by Superior Court Judge Joseph Karesh.

Thos. L. Pitts, the labor federation's secretary-treasurer, said the judgment clearly af-

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Demand Tax Reform Now

If you want tax reform—real changes in the tax laws that could let you keep more of the money you earn—you've got to write for it and fight for it right now.

For the first time in years,

there is a possibility of reducing the 27½ percent oil depletion allowance that's been a bonanza for oil moguls for more than 40 years and presently costs the government—that's us

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Senate Approves Bill to Tell Labor's Role In Textbooks

On July 17, the State Senate passed and sent to the Assembly SB 342. This bill was introduced for the California Labor Federation by Senator Albert Rodda (D-Sacramento).

It provides that adequate representation of Labor's role in development of the American free enterprise system be pre-

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Fire Fighters & Police Win Pact At Vallejo

The first combined strike of California fire fighters and police in the state's history ended successfully in Vallejo this week when the police and fire-fighters ratified a settlement calling for a seven percent pay hike, shorter hours and other fringe benefits.

The five-day strike, which forced 80 members of Local 1186 of the AFL-CIO International Association of Fire Fighters and 88 police officers to brave a court order to return to work, was resolved Monday night after a seven-hour closed door session between city offi-

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Labor at the Legislature

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ment Relations Commission to help settle disputes between the state and its workers. The bill authorizes the commission to submit disputes to mediation or fact finding but does not give the commission, or any outside party, power to make a binding decision which must be accepted by both sides. AB 2246 has been assigned to the Senate Governmental Efficiency Committee and is pending there.

SB 802 and SB 1255 have been referred by the Senate Insurance & Financial Institutions Committee for interim study. SB 802 dealt with the problem of an employee being denied workman's compensation on the grounds of his refusal to submit to medical treatment when that person depends exclusively on prayer for healing, in accordance with the teachings of a well-recognized and bona fide religious denomination. SB 1255 dealt with providing that the state be considered an employer of men assigned to prison work crews, correctional industries or inmate job training programs for the purpose of unemployment compensation. The Federation will follow closely the progress of any such studies by legislative committees.

The same committee also held in committee several workmen's comp and unemployment insurance Senate bills, at least half a dozen of which were opposed before the committee by the Federation.

Youth Jobless Rate Higher Here in U.S.

The unemployment rate among youth in this country is far higher than in any other industrial nation in the world, according to the U.S. Department of Labor.

The youth unemployment rate is about four times higher than the rate of joblessness for the nation as a whole.

Triple Threat Anti-Labor Bill 'Under Submission'

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asked for interim study of the question.

Assembly Bill 1333 would make sweeping changes in the Codes to hamper adequate representation of labor in negotiations with corporate employers. Weighted wholly on the side of management, it would place "right to work," anti-hot cargo and injunction weapons in the hands of the industry in dealing with its workers.

One of the main provisions sets up an "Agricultural Con-

ciliator" to be appointed by the Governor. This appointee's actions would be subject to review and alteration by the State Board of Agriculture, which is completely dominated by the corporate farmers of California. It is so drawn that employers could even regulate who could be effective members of farm labor organizations.

AB 1333 was a bad bill as introduced, made substantially worse by extensive amendments.

OCAW Wins Row With Shell, Calls Off Boycott

The AFL-CIO Oil, Chemical and Atomic Workers International Union announced this week that it has won its dispute with the huge Shell Oil Company and ended its consumer boycott against the products of Shell Oil and Shell Chemical Companies.

OCAW President A. F. Grospron said Monday that "we have reached satisfactory agreements with Shell in the company's California installations where we had a dispute, except for one chemical plant of 80 employees where negotiations are progressing."

While noting that the union is still on strike against the Shell refinery in Vancouver, B.C., he explained that the boycott was being lifted because it was declared on the basis of the California dispute.

"We owe a great debt of gratitude to our friends in the various unions who have supported our boycott and to the labor press which has generously publicized it," he said.

"We now urge our friends who find it convenient to do so to resume buying gasoline and other products from Shell in the United States," Grospron said.

The consumer boycott against Shell products was launched March 17 when some 2,060 striking members returned to work without contracts in Shell installations in California.

Meat Cutters Pact Ends Boycott of Neuhoff Products

Settlement of a 16-month strike against the Lorenz Neuhoff Company by the AFL-CIO Amalgamated Meat Cutters and Butcher Workmen's Union has ended the long consumer boycott against the company's Frosty Morn, Valleydale and Reelfront brand products.

In announcing the settlement, the union's President Thomas J. Lloyd and Secretary-Treasurer Patrick E. Gorman said they believe the settlement will usher in a "new era of cooperative relationship" between Neuhoff workers represented by the union and the management.

They said the strikers at the Neuhoff plant in Clarksville, Tenn., ratified the contract terms on July 15. The pact calls for 55 cents an hour in wage increases as well as other standard contract features which management had previously opposed.

Under terms agreed to by the union and company negotiators, strikers at the firm's plant in Montgomery, Ala., and Quincy, Fla., will also return to work.

Procedures for establishing union representation at these and other Neuhoff plants were agreed upon.

Gorman and Lloyd said the union will be "ever grateful... for the fine support" it received from all elements of organized labor in publicizing the strike

Labor to Fight Bill Aimed at Printing Trades

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Its sponsor, the California Newspaper Publishers Association, will attempt to push it through the Assembly.

SB 1192 immediately would impose the weight of state government on the side of management in collective bargaining against employees in the printing trades. The California Labor Federation will continue to fight the measure and all trade unionists throughout the state are urged to do everything possible to defeat SB 1192.

Such legislation could ultimately destroy real collective bargaining in California. It is a potential vehicle for the destruction of effective, meaningful contractual relations.

Be sure to contact your Assemblyman to work for the defeat of this regressive anti-labor proposal.

Senate Approves Bill to Tell Labor's Role in Textbooks

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sented in state textbooks at all educational levels.

The vote for the bill was 26 to 3, with Senators Cologne, Marler and Richardson casting the only "no" votes.

The action followed closely on the bill being given a "do pass" recommendation by two Senate committees, Education and Finance.

and pressing the consumer boycott.

The firm's employees had struck for union recognition, an end to widespread unfair labor practices in the plant and a contract to correct inequities like 50 to 100 hour workweeks at wages below those at competing plants in the same areas.

Where it Begins

"Freedom of contract begins where equality of bargaining power begins." — Oliver Wendell Holmes, Jr.

Want To Save Money? Demand Tax Reform Now!

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—about \$2 billion a year in lost income. That's nearly enough to fund the nation's present inadequate efforts in the war on poverty.

Just this week, the House Ways and Means Committee adopted a resolution calling for a reduction in the depletion allowance to 20 percent, but oil industry lobbyists are already bringing pressure to bear to boost it back up to 22½ percent.

The truth of the matter is it should be reduced to at least 15 percent if only to curb such over-exploitation of our natural resources as those symbolized by the tragic Santa Barbara oil smear disaster.

The gross inequity of the low tax on the oil industry is perhaps epitomized by a report that the average steel worker with a family of four shelled out more taxes in the years 1962 through 1968 than the Atlantic Oil Company.

According to a published report, the Atlantic Company paid no federal income tax at all during most of those years and paid a tax of only 1.2 percent after merging with Richfield.

Just this past Wednesday, the House Ways and Means Committee tentatively approved a minimum income tax that would insure that no more than 50 percent of an individual's income could be excluded from federal tax.

This could bring an end to the grossly unfair situation that permitted 21 Americans to get by without paying any tax at all even though they had incomes of more than \$1 million in 1967.

But it won't happen unless you demand it.

Conservative special interest forces seeking to protect these and other tax privileges that benefit the rich are working against you right now. But you can fight back by flooding your congressmen and U. S. Senators

Alan Cranston and George Murphy with demands for immediate, far-reaching tax reform.

The Nixon administration is seeking to push its 10 percent surtax bill through Congress before action is taken on tax reform. If this happens, the pressure on the administration for real tax reform will diminish. But Senate liberals are fighting to prevent the surtax measure from being considered on the Senate floor until a bill containing "meaningful" tax reforms is also ready for floor action. They need your help. And that means your letters.

Write your congressman by addressing him at the House Office Building, Washington, D.C. 20515.

Write U. S. Senators Alan Cranston and George Murphy—send letters to both of them—by addressing them at the Senate Office Building, Washington, D.C. 20510.

It's your money you're fighting for, so do it now! Time is of the essence!

Meany Raps Senate Unit's OK of Surtax Bill

AFL-CIO President George Meany has roundly condemned a bill extending the 10 percent federal income tax surcharge that was approved by the Senate Finance Committee by a 9 to 8 vote last Thursday, July 17.

The version of the surtax bill approved by the Senate Finance Committee, Meany said, "is patently unfair and does violence to the concept of tax justice."

In a statement issued immediately after the Finance Committee's action, Meany said that the AFL-CIO "urges the members of the Senate to support the position of majority leader that the surtax amendment and tax reform be considered simultaneously."

"This is the only way to achieve tax justice—and that's what America's taxpayers want and need.

"The administration's campaign — predicting massive inflation unless this unfair surtax extension is passed at once — is pure political propaganda," he said.

"If the surtax does tamp inflation, which it so far has not accomplished, the temporary ex-

tension of the withholding rate — already done once — can be continued."

Warning that "if the surtax is extended now, without amendments, the battle to achieve tax justice will be lost," Meany declared:

"Make no mistake about it, those who fight to pass the surtax extension with speed and without reform are the foes of tax justice."

He said that the AFL-CIO will continue to oppose any extension of the surtax "unless it

is combined with immediate, substantial, and equitable reform of the federal income tax structure."

The Senate Finance Committee's action generates new pressure on Senate liberals fighting for tax reform to permit a final vote on the surtax bill before next Thursday, July 31, when the present legal authority for withholding the surtax from workers' pay checks is scheduled to expire.

The surtax bill has already been approved by the House.

Nixon U.I. Plan Attacked

President Nixon is making "a tragic mistake" in relying on the states to raise unemployment insurance benefits instead of proposing federal standards, the AFL-CIO says.

The President proposed extending unemployment insurance coverage to an additional 4.8 million workers. He also asked Congress to add 13 weeks of federal benefits to state programs during periods of severe national recession.

But he said the states should

be given another two years to raise the level of benefits before Congress considers legislating a federal standard that would require them to do so.

AFL-CIO Social Security Dir. Bertrand Seidman said the President's unemployment insurance proposal "falls far short of assuring adequate income protection for jobless workers."

Seidman said "the states have repeatedly demonstrated their abdication of responsibility. Without federal standards," he

Fire Fighters & Police Win Pact At Vallejo

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cial and strikers' representatives.

Kenneth D. Larson, Executive Secretary of the Federated Fire Fighters of California who served as strike manager for the Fire Fighters, termed the strike "highly successful."

Larson, who is also a vice president of the California Labor Federation, AFL-CIO, pointed out that the contract recognizes the principle of parity for police and fire fighters' salaries and includes a provision for optional cash payment for overtime.

Specifically, the agreement, which was ratified unanimously, calls for:

- A seven percent pay hike which boosts starting wages from \$693 to \$706.86 and hikes the pay scale for police and fire fighters with three years service from \$841 to \$857.82.

- A cut in the fire fighters' workweek from 67.2 hours to 63 hours, effective October 1.

- An option of straight paid time off for overtime or time and one-half in compensatory time off.

During the course of the dispute, fire fighters and police officers from a number of other cities joined the picket lines in Vallejo in sympathy with the public workers' cause.

Despite fears expressed by some city officials that the dispute would lead to anarchy, business proceeded pretty much as usual throughout the five-day walk out.

While the fire fighters and police officers will not be paid for the time they spent on strike, this time will be taken out of overtime or annual leave.

warned, "the states will not raise unemployment insurance standards to decent levels."

Seidman said the AFL-CIO will press for its own legislative proposals on unemployment insurance, "which will fully reflect the need for immediate federal action in this field."

Back Pay and Overtime For Farm Workers Upheld

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firms the workers' rights to overtime and the differential in wages that should have been paid them from August 30, 1963 on, when the State Industrial Welfare Commission hiked the hourly wage floor in their industries from \$1.00 to \$1.25 with a further increase to \$1.30 effective August 30, 1964.

"It's now incumbent on the Division of Industrial Welfare to seek contempt of court actions promptly against any growers involved who attempt to flout or evade the law," Pitts said.

The latest legal action, which applies principally to table grape growers, resulted from an attempt by attorneys for the California Grape and Tree Fruit League to wriggle out of a stipulation that they agreed to in September, 1963, that called for retroactive enforcement of the challenged minimum wage and premium overtime pay sections of the Commission's orders if the orders were ultimately upheld, an observer of the case explained.

GROWERS CONTENTION

Attorneys for the Grape and Tree Fruit League contended that a three-year statute of limitation applied to the case and that, therefore, the growers had no duty "to pay back wages for the years 1963, 1964, and 1965 nor for the month of January, 1966."

But papers filed by State Attorney General Thomas C. Lynch who carried the case in the workers' behalf, repudiated this claim.

Deputy Attorney General Jay S. Linderman, who handled the case for the Attorney General's office, pointed out that the stipulation was drafted by attorneys of the Grape and Tree Fruit League and cited an earlier case upholding the state's view that "once the court accepts the stipulation and acts upon it, as it did here, the stipulation binds both the parties and the court."

Judge Karesh's judgment clearly upheld the Attorney General's position.

It directs the California Grape and Tree Fruit League, Airdrome Orchards, Castiglione Brothers, P. J. Davizich Fruit

Corporation, Grimm Orchards Company, and Nelson Roper:

- To pay to all persons employed by them since August 30, 1963 any differential between the wages actually paid and the wages which should have been paid beginning August 30, 1963 pursuant to the minimum wage and overtime pay requirements of the IWC's Wage Orders 8-63 and 13-63 together with interest on that differential.

It also states that "in all instances where an employee cannot be located" the growers shall pay the amounts due, with interest, to the State Division of Industrial Welfare.

If the DIW is unable to locate the employee, the unpaid minimum wages and the interest collected on them will be deposited in a special deposit fund of the State Treasury.

Linderman said that any time any of these workers are located in the future they would be able to collect the wages due them.

Earlier this year, after the state's Court of Appeals had upheld the validity of the IWC's wage orders last January, E. Alan Mills, Executive Vice President of the Grape and Tree Fruit League, sent a

memorandum to the League's grower-shipper members advising them that "a three year statute of limitations applies and, accordingly, there is no duty to pay back wages for the years 1963, 1964, and 1965 nor for the month of January, 1966."

Virginia Allee, chief of the DIW, said Tuesday that she had written to the League prior to the court's decision asking them to rescind that statement but that so far as she knew, the League had not done so. In the light of the court's decision, she said that she would write them in the near future to repeat that request.

Miss Allee also said she had requested a list of the League's members sometime ago but had not yet received it.

While it is clear that tens of thousands of dollars in back wage differentials and overtime pay are involved in the case, Miss Allee said that at the present she had no estimate of either the number of workers affected or the amount of money involved, in part because she said she didn't know what interest rate should apply.

Principal beneficiaries of the court's judgment will be the thousands of workers in pack-

ing shed operations on and off the farm.

Many such workers are now entitled to retroactive pay of 25 cents an hour from August 30, 1963 to August 30, 1964 and 30 cents an hour from August 30, 1964 to February 1, 1966 when the federal minimum wage was increased to \$1.40.

The overtime provisions of the two wage orders fixed pay for overtime at time and one-half the employee's pay for all hours worked in excess of eight and up to and including 12 hours in any one day and for the first eight hours' work on the seventh consecutive day and each day thereafter until the employee gets 24 hours off.

Moreover, affected employees are entitled to double their regular rate of pay for all hours worked in excess of 12 in any one day and for all hours worked in excess of eight on the seventh day and each day thereafter until the worker is given 24 hours off.

The DIW, Miss Allee said, was holding meeting this week in order to get the information "out to our agents" as well as to devise the most effective way to implement the judgment.

Medical Cost Curbs Vital, Report Says

"... Physicians' fees cannot remain subject to the whims of individual providers of service if medicare and medicaid are to be fiscally predictable and gross abuses are to be stopped. The same is true of hospital costs."

That was the view expressed in a report by an advisory committee to a U.S. Senate subcommittee last week which called for a mandatory system of comprehensive health insurance for all Americans, long a goal of the AFL-CIO.

The report, presented to the Health Subcommittee of the Senate Special Committee on

Aging, ties in closely with the efforts of the labor-backed California Council for Health Plan Alternatives to bring hospital rate increases under closer public scrutiny.

The report said that the medicare, medicaid, and private health insurance programs presently fall far short of needs.

Although the report did not specifically recommend government-fixed fees for doctors and hospitals, it said:

"... The Advisory Committee believes that a comprehensive, compulsory health insurance program for all age groups—a program with built-in cost controls, standards for quality care, incentives for pre-paid group practice, and other badly needed reforms—offers the best hope this nation has for living up to the oft-expressed declaration that good health care is the right of every

man, woman, and child who lives in this land."

Among other things, the report suggested that while a national health program is being considered, the existing medicare program should be improved to provide payment for drugs, to eliminate payment of premiums, and remove a provision permitting doctors to refuse medicare patients.

The Advisory Committee was headed by Mrs. Agnes W. Brewster, a medical economic consultant. Among those serving on the committee was Bert Seidman, AFL-CIO Social Security Director.

Workers Needed

Department of Labor studies show that eight million new workers will be needed by 1975 in the sales, clerical, and service fields.

One-Third Under 16

In 1980, when the U.S. population is projected to reach 243,291,000, almost one-third of this number, 76,737,000, will be under 16 years of age.