



California AFL-CIO News

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Don't Buy GE Drive Gains Support

Support for the AFL-CIO's nationwide boycott of all General Electric, Hotpoint and Universal products mounted this week as local unions and central bodies throughout the country turned to the task of mobilizing trade unionists to fight GE's attempt to destroy free collective bargaining in the United States — an attempt which threatens the wages and working conditions of all U.S. workers.

The reality of GE's refusal to engage in meaningful collective bargaining was reaffirmed in the course of so-called "negotiations" just last week when a member of the giant corporation's negotiating team declared that when it comes to pay rates, "only management can decide; we cannot possibly

submit this to mutual decision."

The AFL-CIO Coordinated Bargaining Committee renewed its pre-strike offer to submit issues in dispute to binding arbitration last week but GE again refused.

Growing support for the boycott was mirrored in the fol-

lowing developments:

- The AFL-CIO Longshoremen's Union (ILA) announced that its members will not load or unload GE supplies at any U.S. port while the strike continues.

- Delegates to a special convention of the International

Union of Electrical, Radio, and Machine Workers voted to ask 240,000 non-striking members to donate "no less than one hour's pay a week" for the duration of the strike at GE where 90,000 IUE members are walking picket lines.

- The AFL-CIO Seafarers International Union (SIU) has contributed \$100,000 to the GE Strike Relief Fund.

- WSEA, an independent union of salaried workers at Westinghouse, has voted to solicit an hour's pay a week from each member to help the GE strikers. A WSEA bulletin noted that the GE strikers "are fighting their battle as well as ours."

In California, the California Labor Federation, AFL-CIO, is

What's at Stake in GE Strike?

Here's how AFL-CIO President George Meany explains what's at stake in the current strike against the General Electric Corporation:

"This is more than another big strike. It is a strike that involves the future of collective bargaining, not only in General Electric, not only in the electrical industry, but everywhere in America.

"If General Electric should prevail, if the strikers should be forced to submit to the company's terms, every union would feel the impact.

"This is not an exaggeration. The same conclusions were

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Support Urged For Aid-United Givers Drive

Wholehearted support for the AID-United Givers fund-raising campaigns now underway in Southern California was urged this week by the California Labor Federation, AFL-CIO.

Thos. L. Pitts, the Federation's executive officer, noted that the State AFL-CIO had re-endorsed the AID-United Givers program at its 1968 convention and called on all affiliated unions and their members to maximize labor's participation in these charitable campaigns.

Pitts, who was the first labor official to serve as President of the organization in 1960-61, explained that the organization was formed in 1950 to support various health and welfare agencies.

Formed as a federation of givers instead of as an organization of charitable agencies, the organization permits the control of the use of the funds to remain in the hands of the

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BUT MURPHY VOTES NO

Senate Cuts Oil Depletion Bonanza, Ups Exemptions

The U.S. Senate this week approved a 4½ percent reduction in the notorious 27½ percent oil depletion allowance and voted to boost personal income tax exemptions from the present grossly inadequate \$600 level to \$700 next year and to \$800 in 1971 but California's U.S.

Senator George Murphy opposed both actions.

Nixon Policy on Inflation Pays Off--For Banks

For the four out of five California workers who are unable to buy a home because their annual income is less than \$13,000 a year, it should be comforting to learn that the Nixon administration's anti-inflation-

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In voting to protect the oil industry's preferential tax treatment, Murphy voted for an amendment by Senator Allen J. Ellender of Louisiana that would have restored the depletion allowance to the 27½ percent level instead of accepting the recommendation of the Senate Finance Committee which had voted to cut it to 23 percent. The amendment was rejected by a vote of 30 to 62.

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Meany Lays Out Guidelines For Boycott Action

Specific instructions for implementing the AFL-CIO's nationwide boycott of all General Electric and Hotpoint products have just been issued by AFL-CIO President George Meany to assure proper handling of the consumer boycott.

Stressing the fact that the GE strike is "of vital importance to the entire labor movement" and that its "success or failure . . . will be heavily influenced by the energy and dedication with which the trade union movement pursues the boycott campaign, Meany summarized the rights and restrictions of boycott participants as follows:

- You have a right to advise consumers, by picketing and handbiling, that there is a labor dispute with General Electric, that a retail store is selling GE products, and that you request the consumers not to purchase GE products.

- You have a right to engage in such picketing and

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More Minority Youths Join Up As Apprentices

More than 16 percent of the 2,559 new apprentices registered with the Division of Apprenticeship Standards were from the minority community, the State Department of Industrial Relations reported last week.

Pointing out that the October registration shattered previous records, the Department's report said:

"The number of active apprentices in the state has gone over the 25,000 mark for the first time in the 30-year history of the state program. There are 25,110 active apprentices in the state as compared with 21,248 a year earlier, and 20,504 two years ago."

The report said that four out of every 25 of the new apprentices — or a record of 440 — were from the minority community. Of these 136 were Negro and 193 Mexican-American or Spanish speaking.

Part of the increase can be attributed to organized labor's "Operation Outreach" program under which building trades and other unions have been engaged in an active recruitment drive for potential apprentices from within minority communities.

The union program provides remedial training and tutoring to help minority youths qualify for apprenticeships in the various trades.

Apprenticeship programs generally fall into four industrial groups: Building and Construction Trades; Metal Trades; Service Trades; and Graphic Arts.

District totals for apprentices registered in October were as follows: Eureka, 10; Redding, 13; Petaluma, 141; Sacramento, 83; San Francisco, 152; Oakland, 401; Stockton, 41; San Jose, 297; Fresno, 63; Bakersfield, 23; Santa Barbara, 54; Los Angeles, 429; Santa Ana, 257; San Bernardino, 165; San Diego, 143; Van Nuys, 199; and San Mateo, 88.

Growth of Unionists

In 1930, union members constituted 6.8 percent of the total work force, whereas in 1966, they constituted 22.7 percent of the total work force.

Here's Who's on the Natl. AFL-CIO Unfair List

The AFL-CIO Union Label and Service Trades Department called on all trade unionists and their families to support nationwide consumer boycotts against products and services of anti-union companies in a recent edition of the department's "Official News."

The publication contained an updated list of such unfair firms and noted that all national and international unions are urged to inform the department whenever any boycott is lifted so such companies may be removed from the list. The updated list of unfair firms, excluding the recent addition of GE, was as follows:

BRICKS—Boren Clay Products Co., northeastern and Great Lakes region. (United Brick and Clay Workers)

CIGARETTES—R. J. Reynolds Tobacco Co.—Camels, Winston, Salem, Tempo, Brandon, Doral and Cavalier. (Tobacco Workers International Union)

CLOTHING—Siegel (H.L.S. brand) suits and sports jackets, Kay-nee boyswear, Richman Brothers men's clothing, Sewell suits, Wing shirts and Metro Pants Co. (Amalgamated Clothing Workers)

Judy Bond Blouses. (International Ladies' Garment Workers Union)

ELECTRIC APPLIANCES, etc.—General Electric, Hotpoint and Universal Products. (AFL-CIO)

FLOURMILL PRODUCTS—Pioneer Products, San Antonio, Tex. (United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers)

FURNITURE—James Sterling Corp. and White Furniture Co. (United Furniture Workers)

Economy Furniture—Bilt-Rite, Western Provincial and Smith-town Maple. (Upholsterers)

GRAPES—Giumarra Vineyards and all California grapes except Di Giorgio Co. products. (United Farm Workers)

GYPSUM WALLBOARD—American Gypsum Co., Albuquerque, New Mexico. (Cement, Lime and Gypsum Workers)

LIQUORS—Stitzel-Weller Distilleries products—Old Fitzgerald, Cabin Still, Old Elk, W. L. Weller. (Distillery Workers)

PRINTING—Kingsport Press — "World Book," "Childcraft." (Printing Pressmen, Typographers, Bookbinders, Machinists, Stereotypers and Electrotypers)

Los Angeles Herald-Examiner. (10 Unions involved—covering 2,000 workers)

RANGES—Magic Chef, Pan Pacific Division. (Stove, Furnace and Allied Appliance Workers)

RICE—Comet Rice Mills Co. Products. (United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers)

SHOES—Genesco Shoe Mfg. Co.—work shoes . . . Sentry, Cedar Chest, and Staler; men's shoes . . . Jarman, Johnson & Murphy, Crestworth. (Boot and Shoe Workers)

SPECIAL—All West Virginia camping and vacation spots.

TOYS—Fisher-Price toys. (Doll and Toy Workers).

Poverty Income Levels Revised

The U.S. Dept. of Labor has just revised its definition of poverty level incomes upward.

The new guidelines, announced by the Labor Department Sunday, hike the basic sum for an urban family of four from \$3,300 to \$3,600. For a rural family of four, the basic sum was increased from \$2,300 to \$3,000.

For single people in urban areas it was boosted from

\$1,600 to \$1,800 and for single people in rural areas it went from \$1,100 to \$1,500.

The poverty income levels are used by the Labor Department and the Office of Economic Opportunity as a guide in determining the eligibility of individuals and families for federal assistance in various manpower programs for the unemployed or unsuitably employed.

New Workman's Comp. Claims Directory Out

A special directory designed to help speed administration of workmen's compensation claims has just been published by the Division of Industrial Accidents of the State Department of Industrial Relations.

The Directory, titled "The Claims Personnel Directory for Workmen's Compensation Litigation Reduction," lists the claims representatives of more than 60 insurers as well as the locations and telephone numbers of their offices in California at which workmen's compensation claims are handled.

Morton R. Colvin, chairman of the California Workmen's Compensation Appeals Board, said that an initial distribution of the directory has already been made to all members of the California Applicants' Attorneys Association as well as to workmen's compensation carriers doing business in California who represent about 90 percent of the premium volume in the state.

Copies of the directory may be ordered free from the State Department of Industrial Relations, Division of Industrial Accidents, 455 Golden Gate Avenue, San Francisco 94102.

Meany Dystrophy Fellowship Renewed

A post doctoral fellowship established by the Muscular Dystrophy Associations of America in honor of AFL-CIO President George Meany has been awarded for a second year to Dr. Paul F. Larson, a 35-year-old New Orleans physician.

The fellowship, created in recognition for Meany's efforts to stimulate trade union support for the fight against dystrophy and related neuro-muscular disorders, will enable Dr. Larson to continue his studies in electron microscopy and other areas involving muscle pathology.

40% 45 or Older

About two out of every five Americans in the work force are included in the 30 percent of this country's population which is 45 years of age or older.

Buying Power of U.S. Workers' Wages Drops

Further signs that an "inflationary recession" is enveloping the nation turned up this week when the U.S. Labor Department's Bureau of Labor Statistics reported that the purchasing power of U.S. workers declined in October due to a "sizeable reduction" in the average workweek and a further rise in consumer prices.

Gross earnings of production and non-supervisory workers fell 86 cents between September and October to \$116.94, the BLS reported.

The drop, the first over-the-month decline in weekly earnings since February, was attributed to a four-tenths of an hour cut in average weekly hours which more than offset a one-cent gain in hourly earnings.

After adjustment for price increases, gross weekly earnings were 1.1 percent below the September level and only 0.4 percent above a year ago.

In contrast, during the first nine months of the year, price inflation has been running at nearly a six percent rate.

Spendable earnings or take-home pay for the worker with three dependents amounted to \$101.78 in October, a drop of 66 cents over the month, the report said. Real spendable earnings—take-home pay expressed in 1957-59 dollars to take account of the effect of consumer price changes—fell 1.0 percent in October to \$78.41 for the worker with three dependents.

Real earnings for workers with three dependents were 0.8 percent below a year ago and 1.5 percent below the record level of September 1968, just two months before the election of Richard M. Nixon.

Moreover, October marked the ninth consecutive month that real earnings have remained below year-ago levels, the report said.

Earlier this week, Ray Jallow, a vice president and chief economist of the United California Bank, used the phrase "inflationary recession" in releasing UCB's forecast for next year.

Jallow predicted that there

BUT MURPHY VOTES NO

Senate Cuts Oil Depletion Bonanza, Ups Exemptions

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U.S. Senator Alan Cranston voted against the Ellender amendment.

Treasury officials have estimated that the depletion allowance costs the federal government about \$1.5 billion in lost revenues every year. The 4½ percent cut would raise taxes paid by the oil industry by \$155 million annually.

But a cut of 20 percent as contained in the House-approved bill passed last August would increase federal revenues by \$400 million.

In a later vote the Senate rejected a move to lower the depletion allowance to 20 percent by a vote of 38 to 52.

This means that when the Senate completes action on the tax bill and it goes before a Joint House-Senate Conference Committee the depletion allowance may wind up half way between 20 and 23 percent or at about 21½ percent.

In leading the fight to cut the depletion allowance, Senator John J. Williams of Delaware, ranking minority member of the Finance Committee, observed:

"This is one industry that is not paying its proportionate share of the cost of running our government."

Williams pointed out that the depletion allowance currently

would be no "real" growth in the nation's Gross National Product (GNP) during the first nine months of next year.

Although the forecast said that the GNP will gain from \$8 to \$10 billion in each of the first three quarters of 1970, it said these gains will be completely accounted for by higher prices. A member of the Federal Reserve Board, which is primarily responsible for the nation's continuing exorbitantly high interest rates, tended to corroborate Jallow's gloomy forecast. Sherman J. Maisel, the FRB member, said that a majority of U.S. economists "would give slight odds" that the long economic expansion that got underway in 1961 has ended.

has the effect of reducing the effective tax rates on oil companies below 10 percent of income while the official rate, including the current 10 percent surtax is 52.8 percent for other industries.

On the vote to increase personal income tax exemptions on Wednesday, the Senate first rejected a plan proposed by Senator Charles Percy (R-Ill.) which would have increased the personal exemption \$50 a year for three years to a top of \$750. The Percy plan would also have cut some income tax rates.

Subsequently, by a roll call vote of 58 to 37, the Senate approved the proposal by Senator Albert Gore (D-Tenn.) which would boost the exemption to \$800 during the next two years.

The Gore proposal, like the cut in the oil depletion allowance, is opposed by the Nixon administration. But it won the approval of 48 Democrats and 10 Republicans. Aligned against it were 32 Republicans and 5 Democrats.

Among other things, the Gore proposal will provide tax relief for single persons through a new tax schedule under which they will in no case pay more than 20 percent above the tax paid by married couples. Under present tax law some single people now pay as much as 40 percent more.

Full Support Urged For AID-United Givers Drive

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donors themselves since it allows each donor to designate where his charity dollar should go.

Unlike many fund-raising organizations, the operational costs of the AID-United Givers organization is only about four percent. This means that almost all of the funds collected do actually go to the causes designated by the donors.

During the 1967-68 fiscal year AID-United Givers raised and distributed more than \$14.5 million for worthy charities in southern California and throughout the nation.

Nixon Policy on Inflation Pays Off--For Banks

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any policy is working—at least for bankers, that is.

This was almost obscenely obvious this week when Salomon Bros. & Hutzler, an investment firm, distributed a compilation of the net operating profits of major U.S. banks during the first nine months of 1969.

Bearing in mind that the nation's prime interest rate has jumped 36 percent—from 6¼ to 8½ percent—since Nixon's election barely a year ago, California workers would do well to look over the magnitude of these earnings' gains by major banks and then decide whether it isn't time to write their congressmen and U.S. Senators to demand a roll back in interest rates and real tax reforms to curb excessive profiteering.

Among the top earnings gainers in the firm's tabulation that included 97 banks throughout the nation were:

Bank of Commonwealth, Detroit—47.9 percent.

South Carolina National—44.1 percent.

City National Bank of Detroit—41.1 percent.

National Commercial Bank and Trust Company, Albany, N.Y.—38.3 percent.

Security National, Suffolk County N.Y.—35.9 percent.

In California, Western Bancorp., the parent of the United California Bank, posted an earnings gain of 22.6 percent.

Certainly figures like these should convince you that the Nixon administration's program to slash federal construction 75 percent, discourage wage increases in general while taking a hands off attitude toward price increases represents a darned good anti-inflationary policy—at least for bankers and big businessmen.

It does, doesn't it?

Double Job Holders Dip

In 1966, there were fewer workers holding two jobs than there were in 1956. In both years, as well as those in between, most of these dual job holders had their primary jobs in the field of agriculture.

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working closely with the AFL-CIO regional office and local central bodies to help coordinate boycott activities and to press the drive for \$1 each from all California trade unionists to support the GE strike.

PICKETING TO START

Despite the complexity of organizational problems associated with the initiation of the boycott just a week ago—the first boycott ever called directly by the national AFL-CIO—pickets are expected to be on the line at a number of GE retail outlets throughout the state this coming weekend.

The Alameda County Central Labor Council said that it plans to have pickets posted to meet the Christmas buying rush at a number of GE and Hotpoint retail outlets in that county tomorrow and that all Alameda County trade unionists will be asked to lend a hand.

ACTION ELSEWHERE

Similar prompt actions to mount the barricades of the boycott were reported in other areas of both northern and southern California, including Sacramento, San Jose, San Francisco, Los Angeles, and San Diego.

The overriding issue in the GE strike-boycott centers on the huge corporation's whole approach to collective bargaining, an approach known as Boulwarism.

TWO KEY FACTORS

Named after its instigator, Lemuel R. Boulware, a former GE Vice President, Boulwarism has two major facets:

1. —A take-it-or-leave-it approach to negotiation in which the company makes one flat offer from which it refuses to budge.

2. —A propaganda program that seeks to picture the company as the employee's true defender while casting aspersions on the union's efforts.

A recent U.S. Circuit Court of Appeals decision found GE's "Boulwarism" bargaining policy unlawful and directed the company to engage in genuine collective bargaining.

The court described negotiations under Boulwarism as one under which GE made its one and only proposal on a "take-

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reached by the U.S. Court of Appeals when it said:

"Indeed, such conduct amounts to a declaration on the part of the company that not only the union, but the process of collective bargaining itself may be dispensed with."

"GE's example has already been imitated by other companies in the electrical industry. Unless this strike succeeds, other powerful companies will try the same tactics."

"It is a simple fact: Every union and every union member has a direct stake in the GE struggle."

it-or-leave-it" basis to be sold to the employees and the general public as a "product" using GE's highly successful consumer product merchandising techniques. The court also found that GE attempted to sell its product or wage package through the use of "a veritable avalanche of publicity" reaching awesome proportions prior to and during negotiations.

The Appellate Court also upheld the NLRB trial examiner's findings that GE chose to rely on its communication program "to the virtual exclusion of general negotiations which it sought to evade by any means possible."

GE TACTICS SCORED

The decision noted that GE's management attempted to bypass the union's national negotiators in favor of direct dealing with employees and local officials.

The corporation's aim, the court said, "was to deal with the union through the employees, rather than with the employees through the union."

In the current strike involving nearly 150,000 members of 13 different unions, GE has engaged in the same old tactics. Union negotiators have been striving since last May to work out a contract with the huge corporation which has 150 plants in 33 states as well as other plants or interests in 100 nations throughout the world.

But for nearly five months GE simply listened to union proposals and arguments without agreeing to a single proposal or presenting a single counter proposal.

On October 7, without prior notice, GE presented its offer and simultaneously released it

to the press, ignoring a union request for an opportunity to study the proposal before it was publicized.

The GE offer included a 20 cent an hour increase in wages the first year but no commitment for the second or third year. The union had proposed 35 cents an hour the first year, 30 cents the second and 25 cents the third. The company's proposal suggests that the union would have to strike next year and again the year after for any additional wage increase.

Beyond that the company proposal contained no cost of living protection of any kind; no pension improvements; completely rejected the union's proposal that unresolved grievances be taken to arbitration; and sought to break up the single IUE bargaining unit.

The company's offer was overwhelmingly rejected by the membership of all of the unions involved.

REASONS EXPLAINED

Reasons for the rejection are simple. In terms of buying power, GE wages are no better now than they were in 1960. Even though the manhour productivity of its workers has risen more than 40 percent faster than the national average for the last nine years.

Since 1960, the GE worker's average straight-time earnings rose only 70 cents an hour. In contrast the earnings of workers in motor vehicles rose by \$1.16 an hour or 56 cents more during the same period; earnings of aerospace workers climbed \$1.09 or 49 cents more; and the earnings of workers in electrical utilities climbed \$1.14 or 54 cents more.

In short GE workers are

striking because they've been short-changed. And there's no question of GE's ability to pay. In dollar terms, GE's profits after taxes rose 78 percent between 1960 and '68.

All trade unionists are urged to spread the word—"Don't buy GE," and that includes Hotpoint and Universal products.

Meany Lays Out Guidelines For Boycott Action

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handbilling on the pedestrian walkways at the customer entrances of a retail store selling GE products during the hours that store is open for business.

● You have the right to advise the manager of a retail store of your intention to engage in such picketing and handbilling.

● You have the right to request the manager of a retail store to exercise his managerial discretion to make the business judgment to stop purchasing and selling GE products.

● You are forbidden to address a retail store's employees and deliverymen except to advise them that you are not requesting them to refrain from performing services.

● You are forbidden from requesting a total boycott of a retail store selling GE products. The appeal must be limited to a boycott of GE products.

● You are forbidden from any form of physical interference with consumers, employees or deliverymen or otherwise engaging in any obstruction or disturbance.

● You are forbidden to threaten a retail store manager with any form of economic reprisal for continuing to handle GE products.

Among other things Meany advised trade unionists to bring the boycott to a retail store's attention before commencing picketing or leafletting and to stick with the language used in sample handbill and picket signs dispatched to all AFL-CIO central bodies and nationally chartered affiliates last week.