

# Federation's SF Convention Opens

## California AFL-CIO News



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### Shun Her-Ex Ads Back On Back of Buses

"We're back on the back of the bus."

That's how the embattled Los Angeles-Herald-Examiner Joint Strike - Lockout Council announced that advertising signs reading: "Please Don't Buy Herald-Examiner," are once more carrying the message of nearly two thousand valiant trade unionists who have been manning the picket lines at the Herald-Examiner in defense of decent wages and working con-

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### Labor-Backed FEP Bill For Women Passes

A bill to extend the California Fair Employment Practice Act to women without wiping out existing women's protective legislation won final legislative passage last Friday and has been sent to the Governor.

The measure, AB 22 introduced by Assemblyman Charles Warren, was strongly supported by the California Labor Federation.

But at one point in its course through the Legislature, both the State AFL-CIO and Assemblyman Warren were obliged to come out in opposition to the bill when the Senate Finance Committee tacked on crippling amendments that would have eliminated all current laws and regulations specifying special working conditions for women such as limitations on weight lifting, maximum hours, and other laws designed to protect the health and welfare of women workers.

At that point the Federation wired all State Senators urging opposition to the bill unless the crippling amendments were eliminated.

## State AFL-CIO Board Drafts Policies for Delegates' OK

Sixteen wide-ranging policy statements covering a broad gamut of issues of concern to California's 1.3 million AFL-CIO union members were adopted by the Executive Council of the California Labor Federation yesterday and will be submitted for approval to the delegates to the State AFL-CIO's biennial convention which opens at the Civic Auditorium in San Francisco next Monday, August 31.

The convention, the eighth since the merger of the AFL and the CIO in San Francisco in 1958, is expected to attract more than 1,200 delegates from affiliated unions throughout the state.

George Meany, national AFL-CIO President will be the princi-



GEORGE MEANY  
Key Convention Speaker

pal speaker at the opening session Monday morning. He is expected to speak at about 10:30 a.m.

Among other speakers are Larry Itliong, Assistant Director of the AFL-CIO United Farm Workers' Organizing Committee, who will address the morning session, Wednesday, September 2. During the past five months the UFWOC has scored massive gains in winning union protections for thousands of California farm workers and is currently involved in a bitter strike in the

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### Attempt To Make Building Trades 'Scapegoat' Hit

A ringing attack on the attempt by "certain people in the United States" to make the building trades the scapegoat for the lack of jobs for minority group members was delivered to some 2,500 delegates taking part in the 31st general convention of the United Brotherhood of Carpenters and Joiners of America, AFL-CIO, by M. A. Hutcheson, the organization's General President at the opening session at

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## Action to Bar Bonanza for Private Job Firms Urged

The State AFL-CIO this week called on Governor Ronald Reagan and the nation's war-on-poverty chief, Donald Rumsfeld, to take immediate action to halt implementation of a project designed to give private employment agencies up to double their regular fees for placing welfare

recipients in jobs for just 90 days or more.

The pilot project, scheduled to be implemented in mid-September, was devised by the California Department of Human Resources Development with the avowed aim of determining

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## Exec. Council Acts on 20 State Ballot Propositions

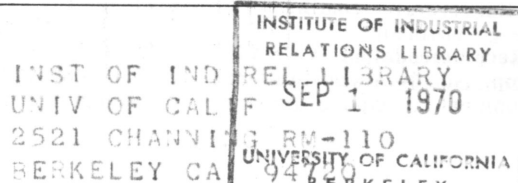
Approval of nine of the 20 statewide propositions to appear on the November General Election ballot was recommended by the 37-man Executive

Council of the California Labor Federation, AFL-CIO on the eve of the opening of the Federation's Eighth Convention in San Francisco.

The Council's recommendations will be submitted to the Convention's Resolutions Committee and subsequently acted upon by delegates representing California's 1.3 million AFL-CIO union members at the convention which opens at the Civic Auditorium next Monday, August 31 at 10:00 A.M.

Developed during the course

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# State AFL-CIO Executive Board Drafts Policies for Delegates' Approval

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Salinas Valley to win similar protections for fruit and vegetable workers.

Bayard Rustin, executive director of the A. Philip Randolph Institute and long a leader in the civil rights struggle, will address the Tuesday morning session on September 1.

Among other features of the convention will be a special "Womanpower" meeting to be held on Ladies' Night, Tuesday, September 1, at 8:00 p.m. in the Golden Gate Room of the Del Webb TowneHouse Hotel, the headquarters for the convention.

This meeting will focus on the need to mobilize women for the 1970 election campaign and will also consider National COPE suggestions for a continuing effort in the area of women's political activities. Principal speaker will be Mrs. Margaret Thornburgh, Western Area Director of the Women's Activity Department of the National AFL-CIO.

The convention will also feature special presentations in behalf of workers involved in two long drawn-out strikes at the Los Angeles Herald-Examiner in Los Angeles and the San Rafael Independent-Journal in San Rafael.

In general terms, the policy statements adopted by the Executive Council at its three-day pre-convention meeting attacked state and national policies that have resulted in the severest inflation in 20 years, the highest interest rates in 100 years and the worst unemployment in California in 30 years.

To move toward correcting these problems, the council's statement on Full Employment and the Economy calls for a state public works program to relieve California's unemployment crisis and urges national policies to lower interest rates and stimulate federal programs for housing, health and school construction as well as public employment programs for the hard core jobless.

Some of the highlights of some of the other policy statements include:

**Unemployment Insurance** — Calls on the California Legislature to act promptly to increase benefit payments, extend the duration of benefits to 39 weeks, and limit trade dispute disquali-

fications and extend coverage to farm workers, household domestics and public employees.

**Disability Insurance** — Urges increased maximum weekly benefits, coverage for hospital confinements due to pregnancy and a hike in the taxable wage base from \$7,400 to assure adequate financing for this employee-paid program.

**Workmen's Compensation** — Calls on the State Legislature to hike maximum temporary weekly benefits from \$87.50 to \$150 and boost permanent disability weekly benefits from \$52.50 to \$100. It also calls for legislation to assure benefit payments for life to industrially injured workers suffering 70 percent or more

permanent disability as well as assurance of free choice of doctors and other improvements.

**Taxation** — Calls for closing such tax loopholes as those on untaxed capital gains on stock or other property, untaxed interest on state and municipal bonds and elimination of unnecessary depletion allowances on minerals. On the state tax level, the statement urges greater reliance on the personal income tax and closure of loopholes that destroy the "ability to pay" principle. It opposes continued reliance on the regressive sales tax and urges adoption of a tax withholding system to reduce tax evasion.

**Labor Legislation** — Calls for

outlawing professional strike-breakers, establishment of a state minimum wage consistent with California's advanced economy and legislation to guarantee all workers the right to organize and bargain collectively. On the national level it calls for repeal of Sec. 14(b) of the Taft-Hartley Act and increases in the U.S. minimum wage and enactment of situs picketing legislation.

Other policy statements to be acted on by convention delegates include those on: Agricultural Labor, Civil Rights, Housing, Education, Social Security, Social Welfare, Foreign Policy, Natural Resources, Consumer Protection, and Environment and Ecology.

## Council Takes Stand on 20 Ballot Propositions

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of a three-day, pre-convention meeting of the Executive Council at the Del Webb TowneHouse this week, the recommendations called for a "Yes" vote on Propositions 1, 2, 3, 4, 5, 13, 15, 17 and 20.

The Council recommends a "No" vote on Propositions 9, 10 and 19 and makes no recommendations on Propositions No. 6, 7, 8, 11, 12, 14, 16 and 18.

Here is a brief description of each of the 18 statewide propositions followed by the Executive Council's recommendation on each (a fuller description of each proposition will be presented in printed form to all delegates as they register for the convention to enable them to be fully informed before the various issues are taken up on the convention floor):

**Prop. No. 1**—The Clean Water Bond Law of 1970, which would authorize a \$250 million bond issue to control and prevent water pollution.

**Recommendation: Vote YES**

**Prop. No. 2**—A constitutional amendment to give the State Supreme Court exclusive jurisdiction to determine all questions of vacancy in the offices of Lieutenant Governor, Attorney General, Controller, Secretary of State, Treasurer and Superintendent of Public Instruction. This is an effort to provide for the orderly continuity of state government.

**Recommendation: Vote YES**

**Prop. No. 3**—A constitutional amendment to require the Gov-

ernor to submit the state budget to the legislature within the first 10 days rather than the first 30 days of each regular session and require the legislature to adopt the budget by June 15 instead of June 30 to prevent the recurring "budget crises" of recent years.

**Recommendation: Vote YES**

**Prop. No. 4**—A constitutional amendment to speed up legislative consideration of public school financing.

**Recommendation: Vote YES**

**Prop. No. 5**—A constitutional amendment to make the meetings of the Regents of the University of California open to the public, with certain exceptions and notice requirements.

**Recommendation: Vote YES**

**Prop. No. 6**—A constitutional amendment to authorize the State Teachers Retirement Fund to expand the scope of its investments. Similar authority already exists for other public retirement funds.

**No Recommendation**

**Prop. No. 7**—A constitutional amendment to add the Speaker of the Assembly to the State College Board of Trustees.

**No Recommendation**

**Prop. No. 8**—A constitutional amendment to let the State Board of Education appoint an additional Deputy State Superintendent of Public Instruction on the nomination of the Superintendent.

**No Recommendation**

**Prop. No. 9**—A constitutional amendment calling for the appointment rather than the elec-

tion of County Superintendents of Schools.

**Recommendation: Vote NO**

**Prop. No. 10**—A constitutional amendment to remove the limits on interest rates on certain large loans.

**Recommendation: Vote NO**

**Prop. No. 11**—A proposition dealing with the licensing and practice of chiropractics in California.

**No Recommendation**

**Prop. No. 12**—A constitutional amendment to permit County Supervisors to set their own salaries.

**No Recommendation**

**Prop. No. 13**—A constitutional amendment to increase the tax exemption for service to disabled war veterans.

**Recommendation: Vote YES**

**Prop. No. 14**—A constitutional amendment to exempt employees of the Lieutenant Governor from state civil service.

**No Recommendation**

**Prop. No. 15**—A constitutional amendment revising and repealing various sections of Article 20 of the California Constitution developed by the State Constitutional Revision Commission in an effort to "clean up" the Constitution.

**Recommendation: Vote YES**

**Prop. No. 16**—A constitutional amendment to let the legislature withdraw proposed constitutional amendments or revisions proposed by it by a two-thirds vote before an election.

**No Recommendation**

**Prop. No. 17**—A constitutional

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## Fire Fighters Ask Unionists to Shun Rapid City, S.D.

"Avoid Rapid City, South Dakota."

That's the appeal being made by the AFL-CIO Federated Fire Fighters of California after the Mayor and City Council of Rapid City resorted to the use of State National Guardsmen and strikebreakers to destroy a local union of the International Association of Fire Fighters (Local 1040) that was forced to resort to job action to protest "substandard working conditions and archaic labor-management relations imposed upon them by the city government."

Kenneth D. Larson, executive secretary of the FFFC and a vice president of the California Labor Federation, said the I.A.F.F. is appealing to all local unions and central bodies to endorse a resolution urging "labor organizations and union members to avoid Rapid City for any labor conventions or other activities and to bypass the city on union-won vacations."

Copies of resolutions adopted by local unions and central bodies should be sent to Jack Allmon, Mayor of Rapid City, to members of the City Council, the Chamber of Commerce, and the Editor of the Rapid City Journal, Larson said.

## Council Acts on 20 Ballot Propositions

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amendment to remove surplus wordage from Article 27 of the State Constitution relating to social welfare.

**Recommendation: Vote YES**

**Prop. No. 18**—A constitutional amendment to permit the use of highway revenues to develop public transportation, including mass transit systems.

**No Recommendation**

**Prop. No. 19**—A measure to revise the Usury Law of 1918 by deleting references to an allowable maximum interest rate of 12 percent and make other changes.

**Recommendation: Vote NO**

**Prop. No. 20**—A \$60,000,000 bond issue for the construction of public recreational facilities.

**Recommendation: Vote YES**

## Action to Bar Bonanza for Private Job Firms Urged

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whether private employment agencies can do a better job of placing welfare recipients in jobs than the federal-state U.S. Employment Service.

But John F. Henning, executive officer of the California Labor Federation, AFL-CIO, pointed out in a letter sent to Governor Reagan Tuesday that it appears to be "more of a get-rich-quick scheme for private employment agencies than a meaningful proposal to develop lasting jobs for welfare recipients."

Henning said that the program sets no effective standards for comparing the private employment agencies' costs of placing welfare recipients with the costs of the state-operated service yet it estimates that the regular private employment agency fees will average \$400 per placement plus an average of an additional \$100 bonus for each placement.

Noting that the project estimates that the private employment agencies will make 600 placements although it calls for less than 1,200 welfare recipients to be referred to the private agencies, Henning said:

"It appears that the program is pre-designed to achieve a 50 percent placement level by the private agencies. This might be an impressive accomplishment if it weren't for the fact that the program as drafted calls for any client referred to a private agency that hasn't been placed in a job or in training within 45 days to be returned to the DHRD for follow-up and additional services as required . . ."

"The dumping of the 'unplaceables' back on the state service may be a good way of making the private agencies look good but it can hardly serve as a fair and useful test of the relative capabilities of the state service versus private profit-oriented agencies," the State AFL-CIO official observed.

There is also, Henning said, a clear implication in the pilot program that it is aimed at undermining the skilled job placement staff in the state's DHRD (formerly State Department of Employment) offices.

He said it pits them in "an

unequal competition" with private employment agencies that are given "a potential double pay incentive for short-term results while the state-operated employment service personnel are required by law to provide special services."

"With more Californians jobless now than at any time in the past 30 years," Henning said, "it hardly seems constructive to suggest that the way to find jobs for anybody is to increase the fees of private employment agencies that lack the trained staff or skills to do much more than make simple placements to turn a profit."

Asserting that the thrust of the pilot project is "clearly aimed at undermining the free public employment service," Henning declared:

"California workers do not want their public employment service dismantled. Nor do they want to return to the pre-Depression era when they were charged 25 to 50 percent of their first month's salary or more merely because they wanted to work."

"Yet the basic purpose of a pilot program is to test the assumptions of a proposed method before committing resources to that type of program on a large scale," he noted.

He urged Reagan to act promptly "to halt implementation of such an ill-conceived backward step."

In a subsequent letter sent to Rumsfeld, director of the Office of Economic Opportunity in Washington, D.C., Henning pointed out that the duration of the pilot project is far too short to derive any valid conclusions from it yet it could "open the door to an extensive public subsidization of private employment agencies."

He urged Rumsfeld to withdraw any tentative authorizations that may have been granted for it and to undertake an immediate investigation or reevaluation of it.

A spokesman for the State Department of Human Resources Development in Sacramento said that the pilot program was scheduled to be implemented in Alameda, Contra Costa, Los Angeles, Orange, San Diego, and

## Shun Her-Ex Ads Back on Back of Buses

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ditions and good faith collective bargaining for nearly three years.

The Strike-Lockout Council said the ads are now appearing on 250 Rapid Transit District buses thanks to "the tremendous and gratifying response" from organized labor and its friends to the Council's appeal for funds.

But more funds will be needed to keep up the pressure, the Council said. Contributions should be sent to the Herald-Examiner Joint Strike-Lockout Council, 225 West 11th St., Los Angeles, California 90015.

San Francisco Counties toward the middle of next month.

The project as drafted also included Sacramento but the Sacramento area Economic Opportunity Council, the community action agency in Sacramento, vetoed it. This means that Sacramento will be excluded unless Rumsfeld overrules the veto.

Henning followed up on the matter Wednesday with letters to California's two U.S. Senators and 38 Representatives urging them to act immediately to "bar the use of O.E.O. funds to subsidize private employment agency fees."

He pointed out to the Congressmen that the pilot project would even let the private agency collect its \$400 fee per placement for jobs paying less than \$2 per hour if the job was held to be what the project described as "a career development position."

## Needed for Progress

"If there is to be progress in the future in America, it will require American working men to support it. They are a powerful force in our political system. Reform and remedy for our social ills can be accomplished only with their support."

**Former Vice President Hubert H. Humphrey** in an address to the American Bar Association, August 11, 1970 in St. Louis, Mo.

# Carpenters Hit Move To Make Building Trades Scapegoat

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the Civic Auditorium in San Francisco last Monday.

Hutcheson pointed out that the Building Trades have been operating "Apprenticeship Outreach" programs in 64 major communities throughout the nation for the past two years in an effort to recruit and instruct young people, particularly those from minority and disadvantaged groups to help them become building tradesmen.

"The record shows," he said, "that in the last two years alone, 'Apprenticeship Outreach' has indentured nearly 7,000 apprentices. The building trades have indentured more than 6,000—1,300 of them carpenters."

He pointed out that there are 235 apprenticable occupations in the nation, only 20 of which are in the building trades. Yet, he emphasized, "in these 20 building trades apprenticable occupations, we have between 55 and 60 percent of all the apprentices in the nation."

In driving home his point that the Carpenters are doing "an outstandingly good job" in apprenticeship training, the president of the 820,000 member union observed:

"It is obvious to me that certain people in the United States today are not one bit interested in obtaining work or training for decent, honorable, economically secure careers for those members of the minority they pretend to speak for and help.

"Instead they are using criticism of the building trades to cover their own inadequacies as true leaders or to publicize and promote themselves or to obtain political advantage for a number of personal, selfish, self-promoting reasons not related whatever to the problem of developing quality and skill in workmanship.

"The easiest cover for non-performance or mal-performance is to find a scapegoat on which to place the blame," he declared.

"Because the general public does not understand construction, because one worker on a site looks from the street like any other worker to a sidewalk supervisor, because our hourly wages seem high when they are multiplied by 40 hours a week and 52 weeks a year instead of multiplying by 1,300 average

hours a worker in our industry averages, the building trades make an ideal scapegoat," he added.

Pointing out that "substantial achievements" have been made in promoting equal opportunity in apprenticeship programs under equal opportunity regulations issued in 1963, Hutcheson indicated that the Building Trades opposition to the Nixon Administration's so-called "Philadelphia Plan" is based on the fact that it would eliminate present apprentice selection procedures based on choosing applicants with the best qualifications and substitute "a lottery system and a quota system based on the minority population in a given labor market.

He asserted that "those who drafted these provisions obviously have no responsibility for assuring the maintenance of a skilled and effective work force in the building and construction industry.

Hutcheson vowed that the Carpenters would continue to "resist any effort to wreck skill and quality in workmanship.

"We are committed to building a better America and this can be done only if trained, experienced, talented people are doing the work. It cannot be done by quotas or lotteries or numbers or colors or political maneuvers," he declared.

He also cited the Carpenters leadership in working out contracts to build modular homes as a "real breakthrough for a practical, massive attack" on the nation's critical housing crisis.

On the issue of dissent, Hutcheson declared:

"Rational dissent is the essence of Americanism and the right to disagree in a peaceful and orderly manner must be respected. Organized labor historically has been a part of a dissenting minority. But it has grown strong because its right to oppose the status quo was protected by law."

In voicing the Carpenters' concern with such issues as the economy, housing, education, welfare, water and air pollution and other issues, he observed:

"The labor movement must exert all its political muscle, particularly in the 1970 elections, if we expect to get the things done that have to be done.

"We can get it done at the ballot box—not in the streets—by voting, not by violence."

The following day, C. J. Neil Haggerty, President of the AFL-CIO Building Trades Department also attacked the Nixon Administration's Philadelphia Plan as "totally unnecessary and entirely unworkable."

He pointed out that organized labor fought for the 1964 Civil Rights Act and later developed its own minority training program.

In a brief welcoming address to the Carpenters Convention, John F. Henning, executive officer of the California Labor Federation, AFL-CIO, told the delegates that they were "assembled in a state that is in economic and social crisis" and warned that it "would be madness to ignore the divisions that separate Americans today."

Calling attention to California's 558,000 jobless workers and to the fact that the state's jobless rate has increased 44 percent in the past year, Henning said:

"We have scheduled and planned unemployment in this state in the number of 558,000 because it has been the policy of the National Administration to curb inflation by destroying the purchasing power of the American working people."

He pointed out that between 1960 and 1969 corporate profits climbed 94 percent after taxes but the weekly take-home pay of the American working man increased only 35 percent.

While conceding that neither the Governor of California nor the President of the United States originated the problems dividing the American people today, he said:

"But we here in California say that they have aggravated those problems; they have widened those divisions and they have made solutions impossible."

Henning said that the road back to progressive Democracy "rests with the trade union movement because the liberal forces of this country are broken."

He called on the Carpenters to "continue in our common struggle to once more bend the wealth of America . . . to the service of all Americans, not merely to the profit of a few."

## Farm Bureau's Proud of Killing Pesticide Bill

The August, 1970 issue of the monthly Newsletter published by the California Farm Bureau Federation contains a note of praise for the promptness of its members in responding to the Bureau's appeal for opposition to some worker safety and consumer protection legislation which might be of interest to trade unionists and other consumers.

The bad legislation in the view of the corporate grower-dominated Farm Bureau was SB 1347 introduced by Senator Nicholas Petris (D-Oakland) which would have enacted the "Economic Poison Safety Act of 1970." This legislation would have provided the conditions that must be met for the safety of workers and the public in the use of economic poisons.

But, the Farm Bureau noted with satisfaction:

"An impressive number of county FBs and individual members reacted quickly to a recent call for opposition to SB 1347, a bill dealing with farm workers and economic poisons and it was killed in Senate Agriculture Committee."

Seems like there may be a message in there somewhere not only for trade unionists but for all consumers about the need to let our elected representatives know where we stand, doesn't there?

## Nixon's Budget Winds Up in Red

Last February the Nixon Administration predicted a budget surplus for the fiscal year that ended last month of \$1.5 billion, but recently the Nixon Administration disclosed instead that it had a budget deficit of \$2.9 billion.

In other words their projections were \$4.4 billions off target. And the first budget for which the Nixon Administration had the full responsibility winds up in the red.

The deficit resulted despite the fact that the expenditures for the year totaling \$196.8 billion fell below the Nixon Administration's February estimates of \$197.9 billion.