



California AFL-CIO News

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JOHN F. HENNING
Executive Secretary-Treasurer

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COPE Candidates Need Women's Help Now To Win

All AFL-CIO unions in California are being urged to act immediately to enlist the women relatives of their members for volunteer work in behalf of the officially endorsed candidates of the California Labor Council on Political Education.

In a letter sent to all Federation affiliates late last week, John F. Henning, the Federation's executive officer, said:

"There is no need to detail what might happen to the nation and the state if the anti-labor forces now holding power in Washington and Sacramento prevail on November 3.

"We haven't the wealth of our enemies but the labor movement has the principles and the idealism that money can never buy.

"Right now we need women volunteers in our local COPE
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2 Out of 3 Lack Confidence In Nixon, Poll Says

Public confidence in President Nixon personally as well as in his ability to keep the economy healthy is plummeting, according to the results of the latest nationwide Louis Harris Poll released this week.

Between July and late August, Nixon's performance on "keeping the economy healthy" dropped from 37 to 31 percent positive, with 63 percent—nearly two-thirds of those polled—giving Nixon a negative rating, the survey disclosed.

In terms of personal confidence, Nixon's positive "confidence level" has dropped from 61 percent in April, 1969 to 35 percent, with a clear majority of 51 percent expressing a negative reaction.

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Tunney Foe Airs Support For Court-Imposed Pacts

For several years now the anti-union U. S. Chamber of Commerce has pushed for legislation to strip the National Labor Relations Board of its judicial function and replace it with special labor courts. This week California's U. S. Senator George Murphy appeared to be

championing their cause when he told employees at the Hughes Aircraft Co. plant in Culver City, Wednesday that unions should submit their disputes with management to special labor courts instead of going on strike.

Asked after his speech how

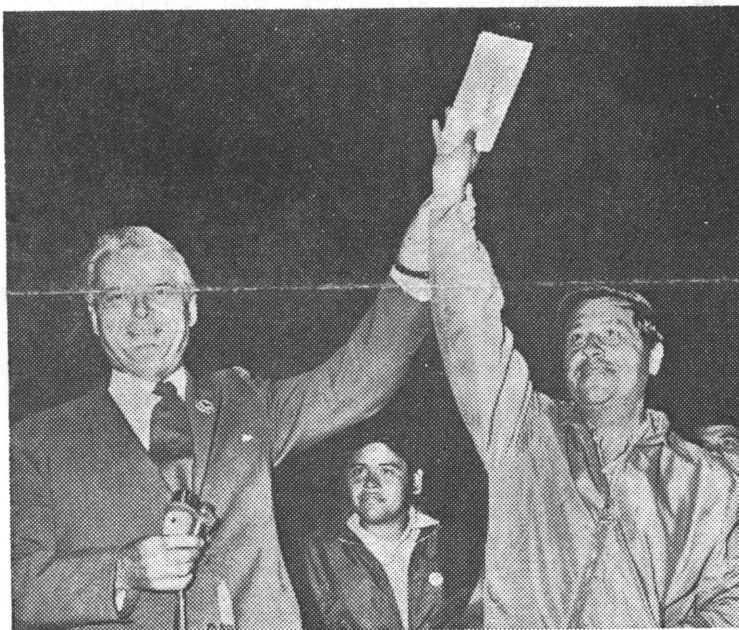
unions could retain their right to strike if they had to accept a court-ordered settlement, Murphy said that "this would have to be evolved in the writing of the legislation."

Murphy, who last year voted in favor of the Fannin Amendment which would have crippled political education efforts by unions, was later asked what would happen if a union refused to accept a court-imposed contract settlement.

"They would have to accept the opinion of the court," Murphy said.

During his first six-year term, Murphy has voted against the

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A \$10,000 CHECK to help the AFL-CIO United Farm Workers Organizing Committee win decent wages and working conditions under union contracts is held aloft by UFWOC Director Cesar Chavez and John F. Henning, executive officer of the California Labor Federation. Henning made the presentation Wednesday night (Sept. 23), at a rally at the Municipal Stadium in Salinas in behalf of the State AFL-CIO which represents California's 1.3 million AFL-CIO union members. State AFL-CIO President Albin J. Gruhn also took part in the rally. The check was authorized unanimously by delegates to the Federation's convention earlier this month. At the rally Chavez announced that two more contracts have been negotiated with two large Salinas Valley tomato growers—Meyer Tomatoes and Brown and Hill. The rally also served as a sendoff for UFWOC teams participating in the UFWOC's lettuce boycott.

Link U.S. Grants to Labor Standards, State Fed Urges

The lack of standardized labor-management practices "point toward chaos," the State AFL-CIO warned yesterday in presenting its views to a special task force of President Nixon's new Office of Management and Budget which is seeking to simplify and standardize requirements for federal grants to states and local governments.

In a statement submitted to the Task Force's Personnel Team at the Federal Building in San Francisco, Dr. Paul Taylor, Economist-Research Director of the California Labor Federation, AFL-CIO, said that "unstandardized labor-management practices in public employment . . . point toward chaos rather than supervised development of standard practices."

But he emphasized that experience with personnel requirements established as conditions for federal grants has not been sufficiently studied to lead to formal statements of position on this "particular technique

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COPE Candidates Need Women's Help Now To Win

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headquarters throughout the state."

Henning said that women officials in the labor movement "will, of course, work within the regular trade union structure but we want the talents and energies of the sisters or daughters or wives or other women relatives of union members to be mobilized in behalf of labor's candidates. . . .

"Unless we get the story of labor to the people of California," Henning warned, "we will be overwhelmed by big business on November 3."

Efforts for a major involvement of women in organized labor's political efforts this year are already underway in Los Angeles, San Diego, Fresno and a number of other areas including Sacramento where a new COPE committee has just been set up.

In Los Angeles, COPE offices are being established in 14 or 15 areas and meaningful work that will have a direct impact on the success of the elections is ready and waiting for the volunteers needed to get the job done, union leaders report.

Similar work is begging for volunteers at other county central labor councils and local unions throughout the state.

Volunteers should contact the County Central Labor Council nearest them for further information.

AFL-CIO Backs UAW Workers, Meany Says

The full backing of organized labor for the 350,000 Auto Workers on strike against General Motors, the world's largest auto maker, has been pledged by AFL-CIO President George Meany.

"If they need any assistance, they are going to get it from the AFL-CIO even though they are not in our organization," Meany said in an address to the Sheet Metal Workers Convention in Atlantic City.

The strike began September 15 after GM failed to make any acceptable improvements in a contract offer the union called the poorest initial offer in 25 years.

Tunney Foe Airs Support For Court-Imposed Pacts

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National AFL-CIO position on legislation four times as often as he has voted for it. His cumulative record is 7 "Good" votes and 23 "Bad" ones.

During the 91st Congress, for example, Murphy voted against medicare; against an increase in the long outdated \$600 personal income tax exemption to \$800; in favor of both the Haynsworth and Carswell nominations and against a proposal to protect postal employees from compulsory open shop legislation.

In contrast his opponent, Congressman John V. Tunney, has accumulated a positive AFL-CIO voting record of 32 "Right" votes and only 2 "Wrong" ones during his six years in Congress.

In the 91st Congress Tunney voted for legislation to increase federal funds for education; against extension of the surtax; in favor of extension of the 1965 Voting Rights Act without crippling amendments; and for legislation to protect postal workers from compulsory open shop laws.

Link Federal Grants to Standard Labor Practices, State Fed Urges

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for exerting federal influence at state and local levels."

Organized labor's position on this issue, he said, is that "when federal funds are granted to state and local government they should carry the requirement that their labor-management laws and practices meet standards set by the federal government compatible with the policies approved by organized labor."

BAR CIRCUMVENTION

"No grant for training should be used to circumvent apprenticeship programs such as those under the Shelley-Maloney Act," he emphasized.

To bear out this point, Taylor presented six studies dealing with California public employees prepared by the Institute of Industrial Relations of the University of California at Berkeley.

At the outset of its testimony, the labor organization noted that many of the 1.3 million members it represents are employed by public agencies and that the Federation favors the extension of collective bargaining, including grievance procedures, to public employment at all levels.

Taylor cited a policy statement adopted at the State AFL-CIO's convention on August 31, 1970 which said in part:

"We support . . . improvement of labor-management relations procedures in govern-

ment service, including appeal and mediation procedures and a broadening of rights to collective bargaining among public employees."

EXTEND FLSA

The policy statement also expressed the State AFL-CIO's support for "improvement of the Fair Labor Standards Act by raising minimum wages and by extending coverage to presently excluded workers, according them the same wage and hour protections as other workers."

The statement also said that there is "ample" precedent for attaching requirements to federal expenditures that will improve wages, hours, and working conditions and job opportunities for minorities. This was in answer to one of the questions posed by the Task Force which was headed by Harry Kranz. The question asked whether it was appropriate for the federal government to seek improvements in state and local personnel administration.

Kranz served as head of the U.S. Civil Service Commission of San Francisco before joining the Executive Office of the President as Chairman of the Personnel Team of the Office of Management and Budget Task Force.

The hearings, which opened yesterday and extend through tomorrow, are being held in the Federal Building at 450 Golden Gate Avenue in San Francisco.

New Course at USF to Focus On Jobless Crisis

Persistent unemployment, now at its highest level in California in 30 years, will be one of the issues taken up in courses offered during the Fall term of the University of San Francisco's Labor-Management School which opens October 7.

Noting that joblessness is "draining life and hope from millions of Americans," the school's director, the Rev. Andrew C. Boss, S.J., said that unemployment will be treated in a new course titled, "Facts on Road Blocks to Full Use of People."

DIRECTOR NAMED

The classes, held Wednesday evenings through December 2 will be under the direction of Charles A. Roumasset, regional director of the U.S. Labor Department's Bureau of Labor Statistics.

Another new course, "Arbitration and Mediation of Community and Campus Disputes," will be sponsored by the National Center for Dispute Settlement of the American Arbitration Association.

In addition, a grievance and arbitration clinic will deal with the kinds of problems found at the roots of most strikes.

Other courses are offered in Parliamentary Practice, Ethical Standards in Industrial Relations, Labor Law, Public Speaking, and The Goals and Policies of Trade Unionism.

CWA LEADER TO SPEAK

Richard W. Hackler, a Vice President of the California Labor Federation, AFL-CIO, and executive officer of District 9 of the Communications Workers of America, will lead off the grievance and arbitration clinic on October 7 with a discussion of "Causes and Costs of Grievances."

The school is opened to all interested persons as a neutral forum dedicated to solving unemployment problems through education and unfettered discussion. There are no previous educational requirements.

Enrollment information may be obtained by phoning (415) 752-1000 or by writing to University of San Francisco Labor-Management School, San Francisco, California 94117.

2 Out of 3 Lack Confidence In Nixon, Poll Says

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"The public's disenchantment with Nixon economics is probably the most serious drain on confidence in the Chief Executive," Harris said.

The poll found that the public had a negative reaction to Nixon's approach to health legislation by a margin of 50 to 37 percent and that it also reacted negatively by a 2 to 1 or better margin to the President's handling of race problems, taxes and spending, and student protestors.

Worst of all was Nixon's performance in keeping down the cost of living. In that category he drew a 79 percent negative rating, with two percent undecided and only 19 percent approving.

The President was "widely criticized," Harris said, "for not keeping prices from rising and for not cutting federal spending."

Calif. Labor Fed. Expert to Join Parley on Power

Dr. Paul Taylor, Economist-Research Director of the California Labor Federation, AFL-CIO, will take part in the biennial Western States Water and Power Consumers Conference to be held September 28-29 in Salt Lake City.

The biennial Conference, called to discuss the public's interest in the development of water and power resources in the Western States, will feature an opening day address by U. S. Senator Frank E. Moss (D-Utah). Senator Thomas F. Eagleton (D-Missouri) will address a banquet Monday night and Vic Reinemer, Executive Secretary to Senator Lee Metcalf (D-Montana) and co-author of "Overcharge," will deliver the concluding address to the Conference Tuesday.

In addition a panel of experts will discuss the problems involved in "Breaking Barriers to the Development of the West."

Henning Raps S.F. Firm for Firing Union President

A vigorous protest was lodged against the Civil Service Employees Insurance Company of San Francisco this week by the State AFL-CIO for discharging a local union president who had spearheaded the drive for union representation among the firm's employees.

Al Hermes, the local union president who was discharged July 1, 1970 and has been jobless ever since even though the company gave him excellent references as to his professional capability, has since filed unfair labor practice charges with the National Labor Relations Board.

In a letter sent to Nettle Mossoni, the company's president, John F. Henning, executive officer of the California Labor Federation, AFL-CIO, sharply attacked the company's action and urged the firm to reinstate Hermes immediately with full back pay and to commence contract negotiations with the Insurance Workers International Union without further delay.

Henning reminded the Civil Service Employees Insurance Company that "organized labor

cannot support or deal with firms that attempt to enlarge their own profits by engaging in selfish campaigns that seek to deny workers their right to a union contract and independent representation in matters directly affecting their economic and social well being."

The IWIU won a secret ballot election conducted by the National Labor Relations Board in June, 1968 but the firm filed unfair labor practice charges with the NLRB that delayed certification until June, 1970, union officials said.

The company claims that Hermes was fired for violating company rules and for unauthorized use of company material and equipment. But union officials point out that the specifics of the charges against Hermes are that he distributed union material on the firm's premises during his lunch hour and used company paper and a company typewriter to respond to a memo from the firm's personnel director.

Henning pointed out that: "Most union members learned the hard way that they could

not get a fair deal — either in terms of wages and fringe benefits or in terms of the adjudication of legitimate grievances — if they left themselves subject solely to the mercy or benevolence of their employers."

Since his discharge nearly three months ago, Hermes said he has searched diligently but in vain for a job.

Just this week he learned that the Civil Service Employees Insurance Company is now appealing his right to unemployment insurance benefits on grounds that he was discharged for "misconduct."

Labor to Train Union Staffers In Arbitration

A special institute to train union staffers to become specialists in handling arbitration cases will be held on the Berkeley campus of the University of California March 1-5, 1971.

The Institute, one of four to be sponsored by the new AFL-CIO Labor Studies Center in cooperation with the AFL-CIO Department of Research, will include a survey of provisions in labor laws, NLRB rulings and court decisions regarding arbitrations and arbitrability as well as a discussion of such aspects as:

- Preparation and presentation of an arbitration case.
- Selection of arbitrators.
- Selected issues in arbitration cases such as sub-contracting, promotion, discipline, etc.

The closing date for registration for the institute at the UC Berkeley campus is February 12, 1971.

Further information on the institutes may be obtained by writing to Fred A. Hoehler, Jr., Director, AFL-CIO Labor Studies Center, Inc., 1500 Massachusetts Ave., N. W., Washington, D.C. 20005 or by phoning Area Code 202-659-5797.

The other institutes are to be held at the University of Texas at Austin, Texas, November 9-13, 1970; the University of Illinois at Champaign, Illinois February 8-12, 1971; and at the AFL-CIO Labor Studies Center in Washington, D. C. May 24-28, 1971.



PATRICK L. NOLAN (at right), one of six nationwide winners of AFL-CIO National Merit Scholarships worth \$6,000 each, receives the congratulations of Sacramento Mayor Richard Marriott (at left) and John F. Henning, Executive Officer of the California Labor Federation, AFL-CIO, at a presentation ceremony held recently in Sacramento. Nolan is the son of John H. Nolan, a member of Meat Cutters Local 498 in Sacramento. He has enrolled at Stanford University to study engineering this Fall.

Labor Backs U.S. Efforts To Pull Out of So. Vietnam

Support for the "National Administration's efforts to withdraw U.S. troops from South Vietnam" was pledged in a policy statement on Foreign Policy adopted by delegates to the Eighth Convention of the California Labor Federation, AFL-CIO, at the Civic Auditorium in San Francisco earlier this month.

The delegates, representing California's 1.3 million AFL-

CIO union members, also reaffirmed the State AFL-CIO's support of the United Nations "as the only effective instrument for winning lasting international peace" and pledged its support to "efforts to reduce world armament."

They also applauded U.S.-led efforts to obtain a cease-fire in the Middle East and urged the National Administration to "continue to support the State of Israel to maintain a balance of power in that area."

In referring to South Vietnam, the delegates urged "stepped up efforts to win a swift and honorable settlement of this tragic conflict" and declared that:

"As U.S. citizens and as trade unionists we are aware that we must honor our commitments in foreign affairs. Our record in South Vietnam demonstrates we have done this and more."

The delegates also called for "action along our southern borders to halt the exportation of U.S. jobs and curb the use of Mexican Nationals as strike-

breakers in our fields and factories."

They also protested the "runaway ship" practice under which U.S. shipowners use foreign flag vessels to depress wages and conditions of U.S. maritime workers as well as the construction of U.S. owned vessels in low-wage foreign shipyards.

Similarly, the statement condemned both "runaway" motion picture film productions and the importation of low-wage textile goods from foreign countries.

In this connection, the statement called on the U.S. government "to enforce pertinent laws of the U.S. concerning labor, trade and customs regulations with Mexico as with other countries including labeling laws and declaration of shipping contents to curb the practice of some U.S. firms of setting up plants south of the border to use low-wage Mexican labor to assemble goods for shipment and sale to U.S. consumers at U.S. prices.

"Such exportation of U.S. jobs and exploitation of Mexican workers threatens to undermine the friendly relations that have long existed between the U.S. and Mexico, particularly in view of mounting unemployment in Southern California," the statement said.

Among other things, the statement:

- Voiced support for U.N. supervision of free elections in disputed areas;

- Called for renewed efforts at the Paris peace talks to bring about a swift and honorable settlement of the Southeast Asian conflict;

- Affirmed its support of AFL-CIO Impact Projects and other programs created by the American Institute for Free Labor Development to help develop strong trade unions in Latin America and elsewhere throughout the world;

- Commended similar efforts made by the African-American Labor Center and the Asian-American Free Labor Institute; and

- Affirmed its support of the foreign policy positions of the National AFL-CIO.

In conclusion, the delegates declared:

"Finally, while recognizing that we must always have adequate military strength to deter and defeat any aggressor, we urge our national government to explore every available avenue toward lessening world armament so that the funds and energies diverted from such potentially destructive programs may be used to attack the poverty, the hunger, and diseases that presently afflict millions of our brothers and sisters on this planet."

Fed-Backed F.E.P. Bill for Women Signed

A State AFL-CIO-backed measure extending the California Fair Employment Practice Act to women without eliminating existing legislation protecting women's rights has been signed by the Governor.

The bill, AB 22 introduced by Assemblyman Charles Warren (D - Los Angeles) survived a rocky road through the legislature including attempts by employer interests to tack on crippling amendments that would have wiped out all current laws and regulations setting forth 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 one point, after the Senate Finance Committee had tacked on these crippling amendments, both the California Labor Federation, AFL-CIO, and Assemblyman Warren were obliged to oppose the bill until the amendments were eliminated.

At the time, some erroneous press reports left the impression that the State AFL-CIO was opposing equal rights for women, but this was not the case.

The wire sent by John F. Henning, Executive Officer of the California Labor Federation, to all State Senators on June 13, 1970 said:

"California AFL-CIO urges you to vote against AB 22 unless amendments destroying protective laws for women are removed."

A month and a half later, on August 21, the bill won final legislative approval.

Reagan's IWC Now Packed Only 4 to 1 Against Workers

Mike R. Elorduy, secretary-treasurer of the Teamsters' California State Council of Cannery and Food Processing Unions, has been named to the State Industrial Welfare Commission to replace Kenneth Bourguignon.

The appointment, announced by Governor Reagan late last month, means that the five-member State Industrial Welfare Commission is now composed of one labor representative and four management-oriented representatives instead of five management-oriented representatives and no representative of labor.

For generations, the Commission had traditionally been composed of two labor, two management, and one public member but Governor Reagan shattered that tradition on May 1, 1970 when he named Bourguignon and Edward M. Curran to the Commission.

Bourguignon's resignation to accept a Housing Commission

post was seen by some observers as a pre-election shift by Reagan to avoid being charged with appointing only employer-types to the Commission charged with establishing minimum wage and working condition standards for millions of women and minors covered by the Commission's 14 wage orders.

Elorduy is a Democrat. Prior to his appointment, all five of the Reagan-appointed Commissioners were Republicans.

Curran, 47, is a program controller for the North American Rockwell Corporation in Canoga Park and a member of the National Management Club; Theodore J. Todd is a grower of avocados and citrus fruit at Corona; Stanton Elliott is a wholesale food supplier and restaurateur of Eureka; and Joyce Valdez has been engaged in the food industry with her husband as an operator of food chains in the Los Angeles-Orange County area.

Labor Opposes Foe of Teachers for Key Post

The AFL-CIO has expressed "alarm and concern" at the possibility of Sidney Marland, Jr., being appointed U.S. Commissioner of Education and vowed to oppose his confirmation by the U.S. Senate.

Marland is "the avowed enemy of collective bargaining for teachers," the AFL-CIO Executive Council said, citing his public role in attacking the AFT during a representation election in Pittsburgh, Pa.