



# California AFL-CIO News

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## Office Workers OK Pact With Lucky Stores

A two-week strike against Lucky supermarkets by Local 29 of the AFL-CIO Office and Professional Employees Union that involves a number of other food chains, ended last weekend after Lucky agreed to an unlimited cost-of-living clause and other fringe benefits at issue and granted amnesty to other workers who honored Local 29's picket lines.

Joe Nedham, Local 29's senior representative, said net gains from the strike included the cost-of-living clause, which had been one of the key obstacles to settlement, an extra half-day holiday on New Year's Eve, a vision care program, and improved pension plan contributions.

Both the vision care program and the cost-of-living clause go into effect the third year of the contract.

The cost-of-living clause, geared to the Consumer Price Index, will trigger a one-cent-an-hour wage hike for the first four tenths of a point increase in the CPI, another cent for the next five-tenths of a point increase.

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## Action Nears on Safety Bill —Wire Congressmen Now

The AFL-CIO this week called on all local unions and central bodies to wire their congressmen immediately to urge them to vote in favor of HR 16785, the occupational safety and health bill sponsored by Rep. Dominick V. Daniels (D-N.J.), which may be taken up on the House floor next week.

The Daniels' bill would place respon-

sibility both for establishing and enforcing job safety and health standards in the U.S. Department of Labor.

The need for strong occupational health and safety standards is reflected in the fact that about 14,500 persons are currently killed each year in industrial accidents and another 2.2 million workers are disabled.

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## Alameda Co. B&CTC OKs Big Minority Hiring Pact

A four-year program to get more members of minority groups into the building and construction trades in Alameda County was approved and signed this week by representatives of the AFL-CIO Alameda County Building and Construction Trades Council and representatives of involved East Bay contractors and minority groups.

The contract, the fruit of more than three months of negotiations, pledges the Council to recruit minorities in those trades where the percentage of minority group representation is less than that minority's ethnic population in the county.

The Building Trades Council approved the contract without a dissenting vote Tuesday night

and it was signed Wednesday at the Alameda County Labor Temple by Lamar Childers, President of the Alameda County B & CTC, Gardner Morse, Executive Manager of the Sheet Metal, Heating and Air Conditioning Contractors of Alameda and Contra Costa Counties who represented five management groups, and by representatives of 11 minority groups, including

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## Regional Meeting In S.F. To Air Legislative Needs

State legislative action needed in four fields vital to the economic security of U.S. workers will be taken up at a special regional meeting of the AFL-CIO Department of Social Security at the Mark Hopkins Hotel in San Francisco December 11-12, 1970.

The meeting, limited to the principal officers of State and Local Central Bodies on the West Coast and representatives they choose to invite, will focus primarily on unemployment compensation, workmen's compensation, state and local taxes, and

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## L.A.-Orange County Drive Signs Up 180,000 Unionists

Despite the currently deepening recession, the AFL-CIO Los Angeles-Orange Counties Organizing Committee has chalked up 180,000 new members in its eight-year old organizing campaign, according to William L. Gilbert, AFL-CIO Assistant Regional Director.

In a report detailing gains made through mid-October 1970, Gilbert said that the growth figures represent organizing gains made in both the private and public sectors of the work force in the area but made it clear much more needs to be done.

"Although we take some pride in having reached this mark,"

he said, "we feel there is really nothing to crow about since the work force in the two-county area expanded during the same period by about 450,000.

"Nor do the figures represent net membership gains, due to a number of factors, one such being unsuccessful contract bargaining after elections are won in some cases," he explained.

Other factors adversely affecting union membership growth, he said, were normal reductions in the work force in certain industries due to technological changes; loss of jobs due to the present Nixon "recession unemployment" program; and mergers and liquidations of various companies.

Largely due to these factors

he explained, some unions must organize enough new membership units each year to approximate 10 per cent of their current membership just to meet these losses.

The report was presented to a meeting of the over-all committee at which G. J. Conway of the United Steelworkers, Committee Chairman, presided. Conway is also a Vice President of the California Labor Federation, AFL-CIO.

The report, presented in behalf of the Committee's officers, its Advisory Committee and headquarters staff, said that the

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# L.A.-Orange County Drive Signs Up 180,000 Unionists

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organizing gains had been achieved as a result of more than 1,700 elections conducted by the National Labor Relations Board as well as through voluntary recognition by employers and by the recruitment efforts of unions of government employees.

Unions chalking up major organizing gains in recent months, the report said, included:

The Service Employees International Union, which won the right to represent more than 7,000 employees of the Los Angeles County Department of Social Services, and, earlier won representational rights for employees of the Los Angeles County Hospital System. The SEIU has also been steadily winning elections in the convalescent home industry, the report noted.

The Utility Workers Union, which won representational rights for 5,300 employees at two separate utilities, the Southern California and Southern Counties Gas Companies. The Utility Workers also scored in behalf of nearly 400 employees of the Pacific Lighting Co. as well as in smaller units of the Southern California and the Palos Verdes Lighting Companies.

The Metal Trades Council, which won the right to represent more than 400 employees at the Long Beach Naval Air Station.

The American Federation of Government Employees which won representation rights for 475 white collar workers at the Naval Shipyard and several other smaller bargaining units of Naval technical employees and workers at Fort MacArthur in San Pedro.

The International Ladies Garment Workers Union, which won the right to represent workers at Chic Lingerie and at Miss Pat. The report noted that negotiations at both plants have been stalled, however, as a result of the activities of a Mrs. Gladys Selvin, a consultant much favored by anti-union employers who attempt to frustrate their employees desire to organize.

The Textile Workers, which won representational rights at the Mand Carpet Division of California Weavers covering 350 workers.

The International Brotherhood of Electrical Workers, which

won a resounding victory recently at the ITT Barton Electronics and at three smaller units.

The United Steelworkers which scored victories at American Electronics, at Vance Pipe and Cascade Pump.

The International Association of Machinists, which has continued to enlarge its membership among auto dealership salesmen.

The Oil, Chemical and Atomic Workers which won new units at the Hanskill Refinery and at a Texaco unit.

The Carpenters, which made gains at G & T Enterprises, Prowler Industries, Maple Brothers and several smaller plants, particularly those in the growing modular housing and mobile home industries.

Other unions posting significant recent successes, the report said, included: The Allied Indus-

trial Workers; the International Brotherhood of Pulp, Sulphite and Papermill Workers, the United Papermakers; the Brick and Clay Workers; the Upholsterers International Union; the Bakery and Confectionary Workers International Union; the National Maritime Union, through its Industrial, Technical Employees Division; the Sheet Metal Workers; the Painters; the Seafarers' Cannery Division; the Office and Professional Employees International Union; and the Printing Pressmen.

"Despite increasing difficulties due to changes in the personnel and policies of the National Labor Relations Board and the general political climate," the report said, "the number of unions carrying on organizing activities is rising."

Noting that this is occurring in the face of only a slow increase in the staffs assigned to

organizing by international unions, Gilbert said:

"It is a credit to the labor movement of California that this committee has become an established part of the labor scene. Although gains in terms of new members are modest, the fact that organizing programs are expanding at all during this period of economic slowdown in a discouraging political environment is a real tribute to the vitality of organized labor in Southern California."

The organizing committee's program originated as a pilot project of the National AFL-CIO in 1963 and has spread throughout the nation.

In Southern California, similar organizing committees have been set up in San Diego County and in Riverside-San Bernardino Counties under the sponsorship of the central labor bodies in those jurisdictions.

## California Housing Council Urges End to Barrier to Public Projects

The California Housing Council has joined the AFL-CIO and the National Urban Coalition in urging the U.S. Supreme Court to overturn a section of the California State Constitution that requires referendum approval by the voters before a low-income public housing project can be built in a community.

Some political observers recall that Richard M. Nixon supported the referendum requirement when it was presented to the voters as a statewide ballot proposition in Nov. 1950 when Nixon was elected to the Senate.

The AFL State Federation of Labor opposed the ballot proposition in 1950.

The action by the CHC, which is comprised of representatives of local housing and redevelopment agencies throughout the state, was taken at a two-day meeting last weekend at the Los Angeles Airport Marina on a motion made by CHC President Harry Finks, who is also a vice president of the California Labor Federation, AFL-CIO.

Finks' motion was adopted unanimously.

The Pacific Southwest Housing Authority, which represents five Pacific Southwest states, took similar action November 16 in response to a request from CHC.

The case before the nation's highest court involves a decision

rendered earlier by a three-judge federal district court which unanimously found the state requirement to be discriminatory.

The AFL-CIO, the National Urban Coalition and 14 other organizations have submitted a brief terming the referendum requirement "loaded dice" since it applies only to housing for the poor and has the effect of fencing them out of areas where employment is expanding and segregating them in depressed inner city areas.

Cities and counties, through equitably-applied zoning laws and building codes, can set appropriate standards for housing, the brief noted. But to require that only housing developments for low-income families pass the additional hurdle of voter ratification is clearly discriminatory, the organizations stressed.

The brief said the requirement is "precisely analogous" to a law that would allow an unlimited number of preemptory challenges against Black or poor jurors, while providing that other prospective jurors could be challenged only for cause.

Also stressed in the brief was the inequity of a situation wherein one type of federal subsidy—to help provide adequate housing for people with

low incomes—is made subject to local referendum approval, "while subsidies for those with higher incomes flow unhindered by the need to obtain public approval of the subsidy."

Among the organizations joining in the brief were civil rights groups such as the NAACP, the National Urban League and the National Committee Against Discrimination in Housing; the Alliance for Labor Action, and industry groups including the National Association of Home Builders.

## Voter Turnout Less Than in '66

Voter turnout for the November 1970 General Election was 74.5 percent, nearly five percent below the 79.19 percent turnout in 1966, semi-official returns reported by the Secretary of State's office have disclosed.

The report said that only 6,390,232 of the state's record 8,706,347 registered voters cast ballots. In 1966 a total of 6,805,866 of the 8,340,866 registered voters cast ballots.

These figures indicate that although California had about 365,000 more registered voters this year than in 1966, the total voter turnout this year was 215,634 less than in 1966.

## 'Let Us Have UFWOC Lettuce!'

Lettuce served "down on the farm" (at Stanford University) will be lettuce picked by AFL-CIO United Farm Workers Organizing Committee workers, thanks to the efforts of Jamie Enrique of MECHA, a Chicano student group.

MECHA worked out an informal agreement with university food suppliers which furnish \$3000 worth of lettuce a month to the Stanford campus, where by they agreed to buy only UFWOC-picked lettuce.

Viva MECHA!

## Regional Meeting In S.F. To Air Legislative Needs

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national health insurance.

The meeting will begin at 9:30 a.m., December 11 and continue through 4:00 p.m., December 12. Registration fee for the meeting, which covers a noon meal each day, will be \$10.

Bert Seidman, Director of the AFL-CIO Department of Social Security, has requested that advance registration forms sent out earlier be returned to him as soon as possible. Checks to cover registration should be made payable to the AFL-CIO and sent to him at 815-16th St., N.W., Washington, D.C., 20006.

## Politics of Revulsion

During the recent general election campaign Vice President Spiro Agnew referred to his campaign tactic as one of "positive polarization" but Republican Senator Mark Hatfield of Oregon, a fellow Republican, described it as a "divide and conquer" tactic and added:

"I think positive polarization was the politics of revulsion. I don't accept win at any cost when it means dividing the nation." Besides, he added: "It didn't work."

## A Point of Fact

"You can't shake hands with a clenched fist."—Sign on a church bulletin board in Los Angeles.

## Alameda Co. B&CTC OKs Big Minority Hiring Pact

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the Oakland Black Caucus, and the Spanish Speaking Community.

The declared object of the pact "is to increase minority employment in all phases and levels of the construction industry within Alameda County in accordance with the goals of this agreement."

It applies to all public or private construction within the jurisdiction of the Building Trades Council.

The contract calls for the creation of an 18-member board comprised of six representatives of labor, six of management and six from minority groups to develop recruitment and training programs for minority members.

It also calls for similar tripartite committees to be set up in local unions presently lacking adequate minority group representation to help solve problems at the ground level.

While hailing the contract as "one of the best affirmative action programs yet devised,"

Childers said that it could be "very successful" only if it is adequately funded and only if jobs are available to permit the recruitment to move forward.

Childers cautionary remarks were clearly prompted by the fact that California's 7.2 percent jobless rate is 28 percent higher than the 5.6 percent national average and that the building trades and housing industry in particular have been hard hit by the current recession. Statewide unemployment as of last month totalled 508,000.

Childers emphasized, however, that he was confident that the overseeing committee could serve "a continuing bridge" to surmount whatever problems might develop.

Childers said that he expected that all of the unions that will be affected will sign the agreement within the next month following approval by their governing boards.

Morse termed the agreement a "milestone" and said that a similar contract was being considered in Contra Costa County.

## High Court Won't Hear Case on Strike Rights of Municipal Workers

The California State Supreme Court has refused to hear a case involving an appellate court ruling on the right of public employees to strike.

The court's action, taken in Sacramento recently without comment, lets stand a Fourth District Court of Appeals ruling that held that San Diego Public Employees could not strike because the issue involved the question of whether the system of government itself can survive when faced by public employee strikes.

The appellate court ruling had reversed an earlier decision by San Diego Superior Court Judge Hugo Fisher.

Last year Judge Fisher had rejected a petition by the city of San Diego for an injunction to bar a strike threatened by 800 municipal employees.

Judge Fisher pointed out that the state legislature has not specifically ruled that public employees do not have the

right to strike and contended that unless such legislation is adopted public employees do have such rights.

An attorney for the AFL-CIO American Federation of State, County and Municipal Employees expressed disappointment at the high court's refusal to hear the case, saying that it is "unfortunate because we would like to have established the principle that public employees have, under the constitution, the same rights as other workers."

The attorney, Stephen Reinhardt, pointed out that "it must be remembered that the court did not rule on the merits of the case by refusing to hear it and we are hopeful in time that this will be done and the courts will make it clear the public employees are not second-class citizens."

The union attorney said that the issue may still be appealed to the U. S. Supreme Court.

## Study Finds Link In Recessions & Heart Deaths

Can an economic recession kill you?

It just might, according to Dr. M. Harvey Brenner, a Yale researcher who has found strong statistical evidence that there's a direct correlation between the country's economic recessions and an increase in the incidence of heart attack deaths.

The study, which might have some relevance to workmen's compensation cases, involved a review of heart attack deaths and unemployment figures from 1900 to the present time. On concluding the study, Dr. Brenner said:

"Economic downturns are associated with increased mortality from heart disease, and conversely, heart disease mortality decreases during economic upturns."

He attributed the increase in heart attack deaths during recessions to the stresses created by the economic uncertainties of the times—unemployment, loss of a second income and less overtime.

Brenner is a specialist in public health research and sociology at the Yale University School of Medicine. He reported his findings to the annual convention of the American Heart Association in Atlantic City.

## Workmen's Comp. Course Offered

A 30-hour course on California's Workmen's Compensation Act will be given at the University of California's Extension Center at 55 Laguna Street, near Market, in San Francisco from January 4, through March 15, 1971.

The course, taught by Sheldon C. St. Clair, a Deputy Commissioner of the Workmen's Compensation Appeals Board, is designed to keep interested persons abreast of recent judicial and legislative developments in the workmen's compensation field. The fee of the course, which will be held Monday evenings from 7 to 10 p.m., is \$60.

Application forms and further information may be obtained from the University Extension in San Francisco or Berkeley.

## Office Workers OK Pact With Lucky Stores

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another cent for the next four-tenths increase, etc., with the trigger alternating regularly between four-tenths and five-tenths of a point as the CPI climbs.

The new three-year contract also calls for wage increases of 30 cents an hour the first year and 25 cents an hour in both the second and third years; a prescription drug plan; allows unused sick leave to accumulate for 40 instead of 20 days; and boosts life insurance coverage from \$2,500 to \$5,000.

Jean Maddox, Local 29's president, expressed thanks for the solid support Local 29 received from 15 other unions, including the Butchers, Retail Clerks Local 870 and the independent Teamsters Union, during the strike and commended her own membership for "displaying the unity so essential to resolving the issues in dispute."

The union has since signed similar contracts with Consumers Co-op, Associated Co-op, Piedmont Groceries and Park and Shop. Negotiations are still in progress with a number of other food chains, Nedham said.

# Action Nears on Safety Bill —Wire Congressmen Now

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The Nixon Administration and big business interests have been attempting to weaken the Daniels' bill by pushing for the creation of an independent, presidentially appointed board to set safety standards and the creation of another quasi judicial commission to review the Labor Department's enforcement of the standards.

The AFL-CIO is opposed to the creation of this quasi judicial commission, because it would, as AFL-CIO President George Meany said at a press conference last week, "undoubtedly be dominated by the employing interests."

Just this week the U.S. Senate passed an occupational health and safety bill by an 82 to 3 vote after adopting an amendment sponsored by Senator Jacob K. Javits (R-N.Y.) by a 43-38 vote which places authority to set the standards with the Secretary of Labor but creates an autonomous three-member commission to adjudicate en-

forcement of the standards.

The Nixon Administration refused to abandon its efforts to force a vote on creation of a board to set the standards until it became obvious that Javits had sufficient support among liberal Republicans to win adoption of his amendment.

The House Education and Labor Committee reported out the Daniels, bill on July 9. It is expected to be taken up within the next few weeks.

At his news conference October 9, Meany expressed disappointment in U.S. Secretary of Labor James D. Hodgson's position on the measure saying:

"We're very, very much upset by the Secretary of Labor's position, which is that he is against the bill completely if it gives him the authority to set up the standards and to enforce them.

"That leads us to believe that he is merely echoing the position of people who do not want enforcement of these standards. That is rather rare—for a de-

partment of the Executive Branch of the government to say that they do not want to handle the enforcement of a matter that comes definitely within their department."

Meany said that the enforcement of occupational health and safety standards is "definitely" within the Department of Labor and that the Department was "set up to sponsor the things that would contribute to the welfare of the workers of this country. . . .

### DISTURBING STAND

"We're very, very much disturbed that a Secretary of Labor would publicly take a position that we either get a bill with weak enforcement standards or no enforcement standards or we don't get any bill at all," Meany said.

To justify organized labor's apprehension that the autonomous board and commission sought by the Nixon Administration and big business interests would be dominated by employer interests, Meany pointed out that Nixon just recently appointed a five-member policy board to protect the people in the mining industry under the Safety Act for Metallic and Non-Metallic Mines.

### EMPLOYERS CONTROL IT

Meany said the five appointments chosen by the President included the vice president of the Homestake Mining Co. in South Dakota; the president of a company union at the Bunker Hill Mining Co. in Idaho; a member of the faculty of a school of engineering; a representative of the Climax Molybdenum Co.; and an owner of five limestone companies in Indiana who was a former state chairman of the Indiana Republican State Central Committee.

"These are the people that are given the job by the President of the United States to protect the workers in the mines. This is one of the reasons why we want the Department of Labor to set up the standards and enforce the standards—not have some outside committee which would undoubtedly be dominated by employing interests (do it)," Meany said.

## State AFL-CIO Attacks Perpetuation of Poverty in U.S.

"For the wealthiest nation on earth to countenance the perpetuation of poverty among 25 million of its citizens—12.5 percent of this nation's population—is both a disgrace and an indictment of our present system."

That was the declaration leading off a policy statement on Social Welfare adopted by more than 1,200 delegates who took part in the State AFL-CIO Convention in San Francisco earlier this year.

Pointing out that "two-thirds of all poor families are White, one-half live in the South, two-fifths are children under 18 and one-fifth are over 65," the delegates reaffirmed their support of programs "to alleviate poverty and human misery by bringing welfare services up to a level that will assure that no family or individual is required to live below the level of poverty and that their needs will be met in a dignified and humane manner."

More specifically, the delegates' statement calls for:

- Expansion of the Food Stamp Program;

- Simplification of the determination of eligibility for public assistance;

- Provision of day care centers to enable women with children to work;

- And prompt congressional approval of the income maintenance program now pending before Congress under the title "Family Assistance Act of 1970" provided this act is "amended to include the proposals of the National AFL-CIO that will guarantee suitable conditions of employment for those this legislation is meant to serve."

The delegates pointed out that the Family Assistance Act includes a number of provisions long supported by organized labor.

The labor-supported provisions are designed to assure all dependent families with chil-

dren regardless of residence of minimum standard payments based on uniform and single eligibility standards.

The policy statement pointed out that the act would provide "badly needed federal financial aid to states." It also said that federal standards would establish a floor for payments, guide the program's administration, encourage rather than discourage family solidarity, assure opportunity for training for employment, and preserve incentives for the poor to work.

It also noted that establishment of adequate day care centers for children could serve working women outside of the income maintenance program, including members of families of organized labor.

### A Good Question

"When a man tells you that he got rich through hard work, ask him: 'Whose?'"—Don Marquis.