



California AFL-CIO News

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JOHN F. HENNING 151
Executive Secretary-Treasurer

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A CHRISTMAS MESSAGE

From JOHN F. HENNING, Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

At Christmas we honor the Carpenter whose life has so influenced history over the past 2,000 years.

It is mankind's apparent destiny to betray and distort the most idealistic of teachings. Indeed, the popular argument against all religions is that their followers rarely live by the doctrines of peace and brotherhood.

The Carpenter at Nazareth never abandoned faith in humanity. He kept preaching a gospel of confidence in the promise of man.

We must never scorn the poor. We must never deny the hungry. We must never renounce those who have been twisted and broken by life. That is what the Carpenter preached in a civilization that

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I-J Strikers OK Arbitration By Clergymen

Typographical Union Local 21 has made a dramatic proposal for finding a solution to the prolonged San Rafael Independent-Journal strike. The dispute is over work rules and conditions. It began last January 7, after the union had worked without a contract for about 15 months.

The union offered to submit all unresolved issues in the dispute to binding arbitration by a panel of eminent Bay Area leaders from religious, industry and political life. It was proposed the panel could include people such as:

Most Rev. Mark J. Hurley, Catholic Bishop of Santa Rosa; Rt. Rev. C. Kilmer Myers, Episcopal Bishop; Rabbi Joseph B. Glasner, Director, Northern California Council, Union of Hebrew Congregations; J. Hart Clinton, president of the California Press Association, and publisher of the San Mateo Times; Cyril Magnin, San Francisco businessman; Mayor Joseph Alioto of San Francisco, and Sam Kagel, attorney and arbitrator who recently assisted in settling newspaper contracts for 16 unions in San Francisco, Oakland and San Jose.

The Union suggested that any one or any group of the above be utilized to determine a just

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Asks Solons To Vote for SST Funds

Continuing California Labor Federation's support of the American program to develop a supersonic transport aircraft, Secretary-Treasurer John F. Henning this week sent wires to California's two U.S. Senators urging they vote to approve the conferees' report to appropriate \$210 million for the program.

"The environment cannot be endangered by the construction of two SST prototypes," Henning declared.

The report was approved by a 205 to 185 vote in the House of Representatives Tuesday and is pending in the Senate.

Henning also wired all AFL-CIO central labor councils urging that they send similar SST messages to Senators Cranston and Murphy.

The wire to the central councils protested Senator William Proxmire's (D-Wis.) filibustering tactics which have delayed a Senate floor test. Henning said Proxmire was using an anti-democratic debate technique long protested by Labor.

OPEU Bank Drive Given Fed Backing

All affiliates of the California Labor Federation, AFL-CIO, are being urged to support the Office and Professional Employees Union campaign to organize the banking industry throughout the United States and Canada.

In a letter this week, John F. Henning, Executive Secretary-Treasurer of the Federation, urged all affiliated councils and locals to "cooperate in this endeavor by transacting their banking business, including pension and welfare funds, with unionized banks."

Henning Meets Chavez

John F. Henning, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO, visited Cesar Chavez in his Salinas jail cell December 12.

Henning made no statement on his discussion with Chavez but did call for the immediate release of the AFL-CIO official.

Henning said "the jailing of Cesar Chavez will not solve California's farm labor crisis."

Chavez has been jailed for urging a boycott of lettuce marketed by the Bud Antle corporation.

The state AFL-CIO head said the conflict between the United

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At its recent statewide convention, the Federation adopted a resolution of support for the organizing effort of the OPEU. The delegates noted that the national AFL-CIO Executive Council has urged "our 14 million individual members to patronize unionized banks with their personal checking and deposit accounts."

"California is a prime target of this OPEU campaign," Henning declared. "Mergers, consolidations and take-overs have made it increasingly important that workers in this field be given the protection of strong organization. The paternalism which once characterized the small, independent bank in its labor relations was never a satisfactory technique; in this era of bigger business combinations it is clearly outmoded, a relic of the early nineteenth century."

Henning called attention to the convention resolution which noted that locals and members

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INSTITUTE OF INDUSTRIAL
LIBRARY
UNIV OF CALIF
2521 CHANNING RM-110
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Fed Asks \$2.25 Hourly in Beet Fields

"We believe that the time has long since arrived for obliteration of ghetto wage levels in agriculture."

This was the theme of testimony offered by the California Labor Federation, AFL-CIO, before a hearing of the USDA's Agricultural Stabilization and Conservation Service, held in San Francisco on December 14. The Federation declared, "On moral and legal grounds alike, we ask that the wage rate of sugar beet workers for 1971 be set at \$2.25 per hour as 'fair and reasonable.'"

The hearing was one of a series being held throughout the nation on wage rates and prices for the 1971 crop of sugar beets.

Reviewing the history of the official wage-price dialogue, the Federation noted the beet sugar industry had pleaded with Congress to establish a subsidy for

the crop to "bail it out" of a sub-standard labor situation because of foreign competition. Industry spokesmen then declared there would be no difficulty in obtaining domestic labor "if Congress would give us a reasonable price" for sugar so the farmer could get more for his beets, and thus be able to pay his laborers more.

In 1969, the wholesale gross price of refined beet sugar on the Pacific Coast was 10.14 cents per pound, almost three times the "world" sugar price of 3.37 cents per pound, according to USDA figures.

It is the Federation's position that if the industry is so strongly subsidized, it is not only able but required to "break out from the agricultural labor market and to offer conditions acceptable to laborers in American

'congested centers.' But it appears this has not occurred."

The recent achievement of the United Farm Workers Organizing Committee, AFL-CIO, by collective bargaining in the unsubsidized lettuce industry in far exceeding the latest rate established in subsidized sugar beets was cited.

"Compared to last year's established rate of \$1.75 per hour in sugar beets, a struggling union in unsubsidized lettuce is able this year to gain an hourly rate of wages for field workers of \$2.10, plus fringe benefits and a guarantee of a little higher rate next year," the state labor organization testified. This was seen as demonstration of the "feasibility and practicality" of setting the wage rates at the figure suggested in the presentation.

The Federation holds that the present national Administration has committed itself to obliteration of the historic separation between agricultural and urban labor markets. President Nixon, speaking of the Family Assistance Plan now before Congress, said: "I propose a new approach that will make it more attractive to go to work than to go on welfare, and will establish a nationwide minimum payment to dependent families with children."

The Federation contended this makes no distinction between those in agricultural labor and those in "congested centers." Therefore, "There is no distinction in the proposed legal entitlement to income. This affirms the principle of the Sugar Act."

Muskie to Speak At Meeting of Health Plan Council

United States Senator Edmund Muskie will outline proposals for national health insurance as the main dinner speaker at next month's annual delegates meeting of the California Council on Health Plan Alternatives in San Mateo.

The two-day session will be held January 26 and 27 at the Villa Hotel.

Muskie is expected to touch on anticipated proposals from labor on national health insurance as well as existing bills in Congress.

Another speaker during the meeting will be University of California Medical School Chancellor Philip Lee. Dr. Lee will participate in a workshop January 26 on evaluation of health plans and grading of health plan alternatives.

A workshop on January 27 will study national health insurance.

CCHPA is sponsored by AFL-CIO and other labor groups in a search for health care programs giving a better return in service for unionists' health and welfare dollars.

• SHOP UNION LABEL!

PUC Ruling for PT&T Is Called 'Outrageous'

The state Public Utilities Commission has handed the Pacific Telephone & Telegraph Company a sixty million dollars a year rate increase, over the opposition of consumer organizations and the PUC's own staff. By a 3-2 vote the commission made a declaratory ruling, committing the PUC to include the \$60,000,000 when it decides the company's current rate increase request, now pending.

The raise is expected to increase the average phone bill by 60 cents a month.

A technical issue of federal tax law is at the heart of the decision. The law requires that public utilities taking faster "accelerated" tax depreciation on equipment must keep the savings in special funds against future taxes. They cannot pass the savings on to ratepayers.

PT&T, however, plans to use the fund as interest-free investment capital until time to pay taxes.

The PUC's majority said it would estimate PT&T taxes at rates prior to the company's taking accelerated depreciation with a resulting extra increase.

The majority consisted of Commissioners J. P. Vukasin

Jr., Vernon Sturgeon and William Symons. Dissenting were Commissioners Thomas Moran and A. W. Gatov.

In his dissent, Moran said:

"The majority decision herein is outrageous. Its interpretation of the law applicable would discredit a first-year law student. Its summary of the alleged 'facts' and the effect of this decision is no more than a collection of falsehoods."

In action this week, the PUC denied all requests to reconsider its recent decision on the rate increase. This opens the way for appeal to the State Supreme Court. Following the latest PUC action, Commissioner Gatov said that the commission appeared to be acting as "a wholly owned subsidiary of AT&T" in making the decision and said, "It is hoped that this grotesque decision will be corrected by the court."

The decision has attracted legislative attention.

Assemblyman John Vasconcellos, D-San Jose, has said, "I plan to explore legislative remedies for this problem during the 1971 session." The legislator declared, "It makes no sense to allow one form of depreciation

OPEU Effort To Organize Banks Backed

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of the OPEU in California are "dedicated to the task of organizing the presently unorganized banks in the state."

It also stated: "These non-union bank employees need the protection . . . to uplift the wages and conditions of employment as well as to protect their interests in the event of mergers, consolidations and takeovers."

The convention urged the individual delegates as well as the organizations they represent implement and complement the resolution by patronizing union banks, and by "withholding their moneys, funds and business" from banks that unfairly resist the organizational efforts.

Meanwhile, elsewhere in the nation, the Office Employees have been scoring successes in their efforts. The first bank organized in Louisiana results from a 16 to 1 NLRB election recently, which followed similar victories in Illinois and Missouri.

for one purpose, and a different form for another purpose—especially when the public gets cheated in between."

Meany Answers Questions on Trade Unions Abroad

Question 4: President Nixon initiated his term of office with the comment that the age of confrontation must give way to a time of negotiation. He has himself practiced this as evidenced by the disarmament talks with the Russians. Couldn't also negotiations between the trade unions of the West and East serve to promote a certain détente?

Mr. Meany: "Long before Mr. Nixon was elected President, the AFL-CIO persistently favored negotiations between the democratic governments of the West and the Soviet Government in order to secure a just and sound foundation for world peace and genuine disarmament assured by adequate international inspection and supervi-

Der Spiegel, a weekly news magazine similar to NEWSWEEK published in West Germany, recently put a series of questions to AFL-CIO President George Meany dealing with the Federation's position regarding trade unions and organized labor in Germany, the Soviet Union, and Spain. Since the questions are involved and the answers necessarily lengthy, the California AFL-CIO News is carrying one question and one answer over a period of several weeks. This is the fourth in the series.

sion. In such negotiations, we have always maintained that these aims can be best furthered when the democracies negotiate from strength.

"At the same time, we must not engage in self-deception. The history of the post-war world is a history of Soviet contempt for treaties and the breaking of agreements it has entered into with other powers.

There is no reason why any German or American political or trade union leaders should forget how the Soviet rulers have gone back on the pledge they made at the 1955 Geneva Conference to support German national unification in freedom or the way the Soviet Government lied to President Kennedy in the Caribbean missile crisis.

"When the government of the

Federal Republic of Germany or the United States enters into negotiations with the government of the USSR, it enters into negotiations with its counterpart—government to government. But the situation for the DGB or the AFL-CIO entering into negotiations with Shelepin's Labor Front is totally different. The DGB and the AFL-CIO are bona fide free trade unions; the 'unions' of Soviet Russia and other Communist countries are not unions, but arms of the totalitarian governments with which the democratic governments are already negotiating. On the trade union field, there is no comparable situation. Here the DGB and AFL-CIO, unlike their respective governments, do not have counterparts with which to negotiate."

This Christmas Write to Hanoi

AFL-CIO President George Meany has urged every American union member to observe the coming holidays by appealing personally to the government of North Viet Nam for more humane treatment of American servicemen held as prisoners of war.

"All Americans who believe in basic human decency are revolted at the treatment endured by the American prisoners of war," Meany declared. He cited the North Vietnamese refusal to reveal the names of its captives and its failure to keep its promise to honor the provisions of the 1949 Geneva Convention relating to basic diet and medical care and communications between prisoners and their families.

Meany advised that letters to Hanoi, which require 25 cents postage per half ounce, should be addressed to the President of the Democratic Republic of Viet Nam, Hanoi, North Viet Nam.

Meets Chavez

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Farm Workers Organizing Committee, AFL-CIO, and the Teamsters regarding Antle operations could best be settled by a conference involving the UFWOC, the Teamsters, the AFL-CIO and Antle.

I-J Strikers Approve Arbitration by Clergymen

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settlement for the dispute. In so doing, the Union was replying affirmatively to the pleas of 31 Marin County clergymen contained in a statement issued earlier this week: "We call upon the San Francisco Typographical Union No. 21 and the Independent-Journal to re-examine their responsibilities to our community."

The I-J's repetitious utterances that they are willing to meet at any time have been stripped bare by the clergymen's conclusion that "The I-J has been willing only to follow the required technical formality of meeting for negotiation sessions, without evidencing a willingness to enter into the spirit of negotiations or submit the issues to the orderly and peaceful process of serious mediation or arbitration."

Union President Leon Olson said: "While taking exception to some of the formulations and conclusions, we commend the clergymen for what is the first comprehensive, objective and unbiased report to the Bay Area on the background, issues and present status of the strike.

"After painstakingly patient and thorough investigation, including lengthy conferences with both management and the Union, the clergy's conclusion

bears out what we have been saying for the past year: That management has not seriously bargained, nor did they desire to settle the strike.

"We hope the I-J will now respond seriously and positively in seeking a settlement.

"Similarly, the citizens and responsible Marin County officials should respond to the call of the clergy for involvement and leadership in this situation.

"This should include the economic pressure of boycott against the I-J so long as they continue to refuse all pleas for

an end of this long and bitter dispute by mediation or arbitration."

In the past, the I-J management has rejected arbitration and the publisher recently said he feels third parties "muddy the issues." The clergymen note that previous editorials in the paper have told them to stay out of the dispute. They have been told that the paper's executives "do not welcome outside interference in their internal affairs, of which the strike is one."

This week the San Francisco Labor Council sent a protest to the President and California's congressional delegation against alleged bias in the government handling of the I-J strike, requesting official investigation. Leon Olson, president of Local 21, charged the NLRB "slept" on union charges of unfair labor practices against the management while prosecuting with unprecedented swiftness charges made by the I-J against the union and its supporters.

Favor Unions

The labor unions deserve to be favored, because they are the most effective machinery which has as yet been forged for the economic and social amelioration of the laboring class.—Herbert Croly, 1909.



MIKE PEEVEY will return to work for the Federation in January as research director and legislative assistant to the Executive Secretary.

Reagan Slashes Construction, Care

Governor Reagan's retreat all along the economic and fiscal front in the face of a pending budget deficit could mean a reduction of from \$25 to \$30 million in construction projects, the California Labor Federation learns from analysis of his "cut, squeeze and trim" edict of a few days ago.

While projects financed with bonds and special funds may not be directly affected, those based on general treasury revenues will be. The current year's budget only would indicate a somewhat lower figure. However, the legislature often provides capital outlay appropriations years in advance.

Considerable amounts in the later category are not yet committed and expert observers in Sacramento believe the "hold back" total could reach or exceed \$30 million, including current and carry over budgets.

U. C. IN JEOPARDY

Another vital area expecting to sustain crippling blows under Reagan's policy that "increased taxes are not an acceptable alternative" to the problem is the University of California.

Loren Furtado, UC's budget director, said the school's \$375 million budget request for 1971-72 is in "great jeopardy."

"We hoped the Governor would decide to push for a modest tax increase to eliminate the expected deficit," Furtado said, "but now that's out the window and we're in real trouble."

Medical care for the state's destitute and needy will feel the heaviest cut of the Reagan axe; somewhere near \$70 million. A ten per cent cut across the board in payments to doctors, hospitals, pharmacies and nursing homes was only one step in this area.

QUICK REACTION

Quick reaction came from those providing professional services under Medi-Cal. The State Nursing Homes Association voted overwhelmingly to drop out of the program, effective November 1. Yale Freed, the association's new president, declared: "I defy anyone in government to show me how they can run any home at this lower figure and provide any quality care. It's the most ridiculous thing I've ever heard of."

The Governor's announcement of the cuts in state services also carried a statement of the strategy involved when he said this was "an opportunity—not just a fiscal crisis." He sees this as leverage on the legislature to pass his tax shift proposals, defeated last session.

Meanwhile, spokesmen for the dental profession hit at both the cuts and the bureaucratic red tape imposed in the Governor's edict.

Dr. R. Neil Smithwick, president of the California Dental Association, said the cuts will mean practices of ghetto-area dentists "will eventually collapse if the fees he must utilize do not cover his necessary expenses." Dr. Karl Freden, president of the Southern California Dental Association, described the Governor's action as a "crippling blow."

EMASCULATION

Dr. Ralph W. Burnett, president of the California Medical Association, said the state "has chosen to further emasculate this once compassionate program." He sees the result as forcing the state's poor "back to

the welfare medicine of the county hospital," principally supported by local taxpayers.

Alameda County Health Officer Dr. James C. Malcolm, expressing regret at the state action, declared, "Good working relationships established with the providers of services such as physicians, dentists and hospitals will be sacrificed."

HITS LEAST ABLE

Even stronger criticism came from state officers of the National Medical Association. Dr. Arthur H. Coleman of the San Francisco chapter stated, "We question whether the Reagan administration has truly explored alternatives for balancing the budget other than continuing to use what are apparent punitive measures on those who are least able to defend themselves."

The president of the Northern California Dental and Pharmaceutical Association accused Reagan of "playing politics" with the poor and sick, since he withheld the cutback announcement based on a \$150 million budget deficit until after the general election November 3.

Supports ICWU In Drug Strike

President George Meany of the AFL-CIO this week reminded the American Labor movement that 2,000 members of the International Chemical Workers Union have been on strike since June against the Sterling Drug Company at its manufacturing facilities in Ohio.

Meany said ICWU President Thomas E. Boyle advises "the company has adamantly rejected" contract proposals of the union.

"In my opinion, the union is seeking wage and working conditions that are generally applicable in the industry. Their demands are legitimate and involve basic trade union issues," Meany declared.

"I believe the ICWU deserves and should have the complete support of the united labor movement in this strike. I urge you to lend whatever assistance you can to the ICWU in order to achieve a satisfactory settlement at the bargaining table," the AFL-CIO president concluded.

A Christmas Message

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knew both the power and poverty of the Roman Empire.

The social conscience of the labor movement is perhaps the one saving value that can keep trade unions from going the way of banks and corporations. It is well to remember this in a nation which knows very much

of jingle bells and very little of peace, brotherhood and love for all men.

It is also well that Labor should recall our union conscience at a time when the world notes the birthday of the Carpenter. We are Brothers and Sisters of one human family or we are nothing.

Joseph Lewis Passes

Joseph Lewis, secretary-treasurer of the Union Label and Service Trades Department, AFL-CIO, died Monday, Dec. 14, in Florida at the age of 64.

Underpayments

The Labor Department's wage and hour and public contracts divisions recently announced that more than \$17 million in underpayments have been found due 50,000 workers since the Equal Pay Act of 1963 went into effect.

Rosary was scheduled Friday in Fremont, Calif. Mass was scheduled Saturday morning at Holy Spirit Catholic Church in Fremont with interment at Holy Sepulcher Cemetery in Hayward.

Lewis was born at Centerville, California. He served three terms as vice president of Stove Mounters' International Union and in 1944 was elected its international president. He served in that position prior to becoming secretary of the Union Label and Service Trades Department.

Trade Training In State Prison

Charles F. Hanna, Chief, State Division of Apprenticeship Standards, reports that on December 15 a new apprenticeship program was inaugurated at San Quentin prison. This brings to six the number of rehabilitation training programs at San Quentin approved by the state administrator of apprenticeship.

The development of such programs at state penal institutions is a joint effort of labor, management and the state agencies involved. The Machinist apprenticeship program was begun at San Quentin in July 1944, the first inside a prison in California and probably in the nation. The latest program came into being through the cooperation of Laundry & Dry Cleaning International Union Local 3010, AFL-CIO, and the California Dry Cleaners Association.

If an inmate is released before completion of his apprenticeship, he may apply to an outside Labor-Management Committee for an opportunity to complete his apprenticeship.