



California AFL-CIO News

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More Join Drive To Save Workers' Protective Laws

Appeals to California State Senators to work for enactment of AB 1710, a state AFL-CIO-sponsored bill to extend existing protective laws for women to all workers, before acting on legislation to ratify the women's Equal Rights Amendment to the Constitution were mounting this week.

In Southern California, Sigmund Arywitz, Executive Secretary of the Los Angeles County Federation of Labor and a State AFL-CIO Vice President, urged all union members last week to write to members of the Senate Finance Committee to urge approval of AB 1710.

Committee members are: Senators Randolph Collier, Chairman; Alfred E. Alquist, Anthony Beilenson, Lou Cusanovich, Donald L. Grunsky, John W. Holm-

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Jobless Pay Skits Lauded at Fed's U.I.-D.I. Parley

"They should all get Academy Awards."

That was the response of scores of union officials attending the California Labor Federation's annual Educational Conference on Unemployment Insurance and Disability Insurance in Long Beach last week to the "stars" in two unique dramatizations of problems that arise when union representatives seek to assure that workers they represent get the unemployment insurance and disability insurance benefits due them.

John F. Henning, executive officer of the State AFL-CIO who addressed the opening session of the conference, noted that California recently improved its social insurance programs in both of these fields.

But he emphasized that the

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Catholic Bishops Urge All To Vote Against Prop. 22

California's 14 Roman Catholic Bishops this week urged all California voters to reject Proposition 22, the anti-worker Farm Labor Initiative.

After careful study of the initiative, which is deceptively labeled as the "Agricultural Labor Relations Act of 1972," the bishops said that the measure "deviates so widely from a just and equitable approach to set-

ting agricultural labor problems that, if adopted, it will undoubtedly create far more serious tension and difficulties than it attempts to solve."

While recognizing what they termed "the many pressing problems facing the growers, particularly labor relations," the bishops said their unanimous conclusion was based on the "bedrock social doctrine" of the

church.

"In our attempt to be a servant of justice, the church in California must address itself to those issues which threaten the rights of our fellow citizens. We are bound in conscience to respond to those attempts to deny those basic rights," the bishops declared.

Proposition 22 was placed on (Continued on Page 4)

Are You Registered To Vote? October 8 Is Your Last Chance

County offices will be closed Oct. 7 and 8 but Deputy Registrars in the field may sign up voters till midnight Sun., Oct. 8.

Don't Lose It

State AFL-CIO Asks Probe Of Use of Aliens as Scabs

The California AFL-CIO called on the U. S. Immigration Service this week for an immediate investigation of the use of illegal aliens as strikebreakers at White River Farms ranches near Delano where scores of United Farm Worker pickets have been arrested for protesting their use.

In a wire sent to Raymond F. Farrell, Commissioner of the Immigration and Naturalization

Service in Washington, D.C., yesterday, John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, said:

"Request you initiate an immediate investigation of the use of imported illegal Mexican immigrants as strikebreakers by employers at White River Farms in Delano, California, area and

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IWC Names 10 of 15 Wage Boards to Update State Standards

Appointment of nine Wage Boards to consider improvements in California's \$1.65 minimum wage and revise work standards for the 14 Wage Orders already established by the State Industrial Welfare Com-

mission were announced this week by the IWC.

The five-member commission also appointed a new Wage Board to consider adoption of work standards for household employees.

Reopening of the wage orders and creation of a new wage order covering household domestic workers was formally requested by the California Labor Federation, AFL-CIO, nearly two years ago in January 1971.

The state's current \$1.65 pay floor for women was established five years ago this week. The cost of living has increased nearly 25 percent since then.

Just last month, delegates to (Continued on Page 2)

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Jobless Pay Dramas Win Praise at Fed's U.I.-D.I. Parley

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state could and should become much more involved in preventing unemployment by initiating state programs to create jobs for California's half million jobless workers.

"Although the United States may be the richest country in the world," he noted, "most of the European countries had social insurance programs long before we did and in many areas, such as national health care, they are still far ahead of us."

Just last year, the Federation won enactment of legislation boosting benefits to workers suf-

fering off-the-job injuries or illnesses by \$18 million and also succeeded in winning a boost in the state's maximum weekly unemployment insurance benefit from \$65 to \$75, increasing total jobless benefits to California workers by about \$64 million a year.

The cast for the two skits — The Claim for Unemployment Insurance Benefits of Shag E. Swamper, which depicted procedures involved in obtaining benefits, and "Somebody Wins, Somebody Loses," which demonstrated procedures before the Unemployment Insurance Ap-

peals Board — was composed of referees and staff personnel of the U. I. Appeals Board and one union representative, Max Wolf of the International Ladies Garment Workers Union who is chairman of the Standing Committee on U.I.-D.I. of the Los Angeles County Federation of Labor.

Success of the conference, which was chaired by State AFL-CIO President Albin J. Gruhn, was attested by the fact that the question and answer period extended more than a half an hour beyond the time scheduled for the conference's adjourn-

ment.

In closing remarks, Gruhn observed:

"This conference helps union representatives to obtain the talents needed to protect their members' rights in the area of assuring them the U.I.-D.I. benefits they're entitled to. This gives additional direct assistance to the members and strength and vitality to the trade union movement.

"This kind of a program also helps highlight the need for all affiliates and all union members to support the Federation's legislative program," he added.

The one-day conference, which attracted more than 150 union representatives, was held at the Edgewater Hyatt House in Long Beach September 21.

It was followed September 22-23 by the Southern California Chapter of the Administrative Referees Association's Forum at the same location.

Hearings Set on Safety Orders

Two public hearings will be held next month by the State Division of Industrial Safety on proposed revisions to Construction Safety Order 1763 dealing with plug and receptacle configurations.

A part of each hearing will be devoted to a rehearing of General Industry Safety Orders 4961 and 5005 and Construction Safety Order 1581 (b), 1581.2, and 1612 which deal with safety standards and safety devices applicable to derricks, cranes, boom-type excavators and hoisting equipment.

The first hearing will be held in the auditorium on the first floor of the State Building at 1111 Jackson Street in Oakland, Thursday, October 19 at 10:00 a.m.

The second hearing will be held in Room 1138 of the State Building at 107 South Broadway in Los Angeles on Friday, October 20 at 10:00 a.m.

Publisher's Notice

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IWC Names 10 of 15 Wage Boards to Update State Standards

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the California Labor Federation's biennial convention in Los Angeles adopted a policy statement on labor legislation calling for an increase in the state minimum wage to at least \$2.50.

A major revamping of the state's Wage Orders was mandated earlier this year when Governor Reagan signed State AFL-CIO-backed legislation extending California's minimum wage law to men, a victory which John F. Henning, executive secretary-treasurer of the State AFL-CIO, hailed as correcting "an historic injustice" in the state's minimum wage law which for the past half century has applied only to women and minors.

Under the new law, which was embodied in AB 256 introduced by Assemblyman Charles Warren (D-Los Angeles), the IWC is charged with establishing a minimum wage for all employees in the state "which shall not be less than a wage adequate to supply the necessary costs of proper living to, and maintain the health and welfare of, such employees."

The State AFL-CIO is currently pressing a campaign to win enactment of AB 1710-Brown to extend working conditions protections to men to prevent them from being invalidated for all workers when the women's Equal Rights Amendment is ratified.

Merger in Effect

The merger of District 50 and the United Steelworkers became effective September 1, 1972.

In a press release issued Wednesday, the commission announced that Wage Boards for the five other existing Wage Orders would be appointed at the commission's next meeting scheduled for 3:00 p.m. in Room 2198 of the State Building at 455 Golden Gate Avenue in San Francisco on October 11.

The commission pointed out that a single Wage Board was named for Wage Order 8 which deals with Industries Handling Products After Harvest and Wage Order 13 which deals with Industries Preparing Agricultural Products for Market on the Farm.

The Wage Boards vary in size but are composed of an equal number of employee and employer representatives with a public member appointed as chairman of each board.

The following is a list of the chairmen and employee representatives appointed to the Wage Boards at the commission's September 19 meeting in San Francisco:

No. 1—Manufacturing Industry: Wayne V. Kenaston, Redwood City, Chairman; Clinton G. Brame, Santa Ana; Charles Bruno, San Francisco; Roger Frommer, Esq., Los Angeles; Mattie Jackson, San Francisco; James Lindsay, Los Angeles; and Ruth Miller, Los Angeles. Alternate John T. Dudley, Long Beach.

No. 2—Personal Service Industry: Mrs. Florence Linsley, Long Beach, Chairman; Dr. Max Kossoris, Palo Alto, Alternate Chairman; Alfred A. Bligh, Los Angeles; Mrs. Esther Bills, South Gate; and Mrs. Genevieve McEwen, Long Beach. Alternate James A. Cramp, San Francisco.

No. 3 — Canning, Freezing and Preserving Industry: Adolph M. Koven, San Francisco, Chairman; David B. Castro, Hayward; Joseph J. LaBarbera, San Jose; George V.

Moffatt, Stockton; Freddy F. Sanchez, Oakland; and Glen Weidenhamer, Huntington Park. Alternate Alex Luscutoff, Sacramento.

No. 4 — Professional, Technical, Clerical, Mechanical and Similar Occupations: Robert D. Gray, Pasadena, Chairman; Vincent Davis, San Francisco; Marc Earls, San Francisco; Phyllis Mitchell, San Francisco; Robert Rivers, San Francisco; Larry Spasbo, Los Angeles; and M. A. Walters, Walnut Creek. (No Alternate.)

No. 5—Public Housekeeping Industry: Dr. Maurice Mathisen, Loma Linda, Chairman; Dr. Philip Overmeyer, Morro Bay, Alternate Chairman; Thomas Coleman, Sacramento; Mrs. Ruth Compagnon, Los Angeles; Ms. Loralee Gabel, Los Angeles; Mrs. Ruth Harmon, Santa Ana; Tom Jones, Riverside; Mike McDermott, Los Angeles; Ms. Loretta Riley, Santa Rosa; John Ring, San Francisco; and Timothy J. Twomey, San Francisco. Alternates Ms. Phyllis Foley, San Francisco; and Ms. Clarice Rabe, Redding.

No. 6 — Laundry, Linen Supply, Dry Cleaning and Dyeing Industry: Paul Sultan, Claremont, Chairman; Millie Rogers, Oakland; Henry Romiguere, San Francisco; and Richard Vasquez, Los Angeles. Alternates Rex Kennedy, San Francisco.

No. 7—Mercantile Industry: Morley Walker, Berkeley, Chairman; Art Berland, Buena Park; Marvin Brown, San Diego; Joseph DeSilva, Hollywood; James McLoughlin, San Jose; Arthur Meyer, San Diego; and Ralph D. Williams, Sacramento. (No alternates.)

No. 8—Industries Handling Products After Harvest, and

No. 13—Industries Preparing Agricultural Products for Market, on the Farm: Guy F. McLeod, Berkeley, Chairman; John K. Hislop, Berkeley, Alternate Chairman; Jerry Breshears, El Centro; Jose Charles, Salinas; Bart J. Curto, Santa Maria; Joseph Diperno, Santa Rosa; Ms. Irene Johnston, Salinas; Alexander Karle, Fresno; Ed Maples, Salinas; and Louis Uribe, Salinas. (No alternates.)

Proposed Wage Order for Household Workers—A chairman for the proposed wage order for household workers, which will presumably be Wage Order 15, will be appointed at the commission's October 11 meeting. Employee representatives appointed September 19 are: Mrs. Mabel Batchelor, Los Angeles; Mary Lee Griffin, Oakland; Delores Kennedy, Oakland; Mrs. Bernice Newton, Long Beach; and Willie Thompson, Oakland. Alternate: Mrs. Berta Hives, Oakland.

Two Classes for Unionists Open At UCLA Center

Two courses designed to help trade union officials to broaden their skills are being offered this Fall at the Center for Labor Research and Education at the Institute of Industrial Relations of the University of California at Los Angeles.

The first course, **Grievances and Arbitration**, will be held for six Saturdays, excluding Thanksgiving week, starting Sept. 30.

The second course, **Government Insurance Programs and the Labor Union**, will be held from 7:00 to 9:30 p.m. on Wednesdays. It will start October 11 and will include eight meetings with no meeting scheduled during Thanksgiving week.

Registration for either class is \$25 plus the cost of text and materials. Further information may be obtained from the UCLA Downtown Extension Center Room 305, 1100 South Grand Avenue, Los Angeles (phone 213-825-3180).

Are You Registered To Vote?

More Join Drive to Save Workers' Protective Laws

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dahl, Robert Lagomarsino, Fred W. Marler, Jr., Albert S. Rodda, Alan Short, Walter W. Stiern, Stephen P. Teale and Howard Way.

All communications should be addressed to the individual Senators and sent to the State Capitol, Sacramento, Calif. 95814.

The Alameda Co. Central Labor Council overwhelmingly adopted a motion last Monday calling on Senators Nicholas Petris and John Holmdahl to fight for passage of AB 1710 before taking up AJR 17, the ERA ratification measure.

And Local 29 of the Office and Professional Employees International Union in Oakland adopted a motion at its last membership meeting to send letters to all State Senators to ask them to go on record in support of action on AB 1710 before taking up the ERA ratification issue.

Earlier the University Council of the AFT wrote to Senate President pro tem James R. Mills last week to protest the reported reversal of his position regarding ratification of the

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take all steps necessary to bar such use hereafter."

The month-long dispute began August 28 when contract renewal negotiations between the United Farm Workers National Union and White River Farms broke down. The firm operates four ranches in Poplar, in Tulare County, and in Delano in Kern County.

Last weekend, UFW Director Cesar Chavez charged that labor contractors were advertising for workers at the struck vineyards without informing them a strike was in progress, an action which violates the state labor code.

Chavez also charged that South Fresno County farmers were forcing their own workers to work in the struck firm's vineyards.

"It's a conspiracy to break our union," Chavez said.

He also charged Tulare and Kern County law enforcement agencies of using "an excessive number" of officers to break the strike.

Neil L. Henry of the U. S. Border Patrol Office in Bakersfield said Monday that his agents had set up a traffic check at White River Farms in Tulare County and picked up 69 persons suspected of being in the country illegally. The union has been protesting the Immigration Service's refusal to enter the vineyards to check reports that there are some 225 illegal Mexican nationals working there as strike-breakers.

An Immigration Service spokesman said he didn't know of any request for an inspection of the struck vineyards themselves and added:

"Experience has shown it is much more effective to catch these people before they get to work than to chase them on foot through the vineyards. They are young and they can run like jackrabbits," he said.

Since the strike began, more than 130 union pickets, including Union Vice President Dolores Huerta and Richard Chavez, Cesar's brother, have been arrested.

ERA, according to Anne Lipow of the American Federation of Teachers, Local 1795 at the University of California at Berkeley who is President of the Union Women's Alliance to Gain Equality (UNION WAGE).

In its letter, the University Council, which represents more than 1,000 faculty and academic staff members on all nine campuses of the University of California, said:

"As part of the California Labor Federation, the AFT has been actively concerned that ratification of the ERA be contingent upon passage of legislation extending to men the body of protective laws now pertaining only to women. Your previous stance on the ERA was consistent with that position.

"These protective laws now pertaining to three million working women in California include such provisions as rest periods, meal periods, safety and comfort facilities and stipulations for overtime pay.

"We now urge that in your position as President pro tem of the Senate you strenuously

and publicly work toward the passage of AB 1710, which would extend to all workers the existing protective laws, before ratification of the ERA."

To assure enactment of AB 1710, the Council called for its passage by a greater than two-thirds vote and pledged:

"Once passed, the University of California locals of the AFT will most energetically and enthusiastically join in the effort to ratify the ERA."

The State AFL-CIO has repeatedly emphasized that it is not opposed to eventual ratification of the women's Equal Rights Amendment but it does oppose use of the ERA as a means of wiping out long-standing laws presently applying only to women which provide basic standards of working conditions.

Since the ERA would ban discrimination based on sex, courts would be forced to void existing protective laws for women on grounds that they discriminate on the basis of sex.

The State AFL-CIO is fighting simply for the extension of these protective laws to all workers.

'No Fault' Auto Law Heads Fed's Consumer Goals

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on revolving charge accounts by imposing a "12 percent true interest per annum" ceiling.

- Opposition to retailers charging interest on any portion of an outstanding debt paid within the billing period.

- Creation of an Office of Utility Consumers' Counsel at both the federal and state levels to represent the public before rate-making bodies like the California Public Utilities Commission.

- Legislation to require firms that advertise in Spanish to provide sales contracts in Spanish as well as English.

- Opposition to the Uniform Consumer Credit Code on grounds it would allow increases in the cost of consumer credit and adversely affect existing consumer protections in the state.

- Support for legislation to require informational product labeling, including ingredients, nutritional values, expiration dates, durability and unit pricing.

- Enactment of consumer class action legislation to let cheated customers sue for redress as a group.

- Legislation to ban the use of auto "deficiency judgments."

- Support for legislation to require that sales promotion advertising by public utilities come from corporate profits instead of being at the expense of the ratepayer.

- Better regulation of the household moving industry.

- Opposition to the registration and certification of automobile mechanics on grounds that the responsibility for adequate auto repairs is the dealers'.

- Support for legislation to expand the generation and transmission of public power as a means of lowering utility rates and to permit small municipally owned utilities to jointly finance such efforts.

- Expansion of consumer education programs.

The statement also pledged the California Labor Federation's continuing assistance to Consumer Federation of California.

• Victory at the polls begins with registration.

Labor Urges Full U.S. Takeover of Welfare Setup

Full federal financing and administration of the nation's present "inefficient, cumbersome and inequitable" welfare system coupled with a minimum annual income guarantee of a sum at least equal to the present U. S. poverty level figure has been urged by AFL-CIO trade unionists in California.

Describing the present system, which is financed by federal, state and local government, as a "patchwork program" which "robs many recipients of dignity and self-respect" without actually helping those in need, delegates to the State AFL-CIO convention in Los Angeles last month approved a policy statement on "Welfare" which observed:

"It is a sad fact that many families are on welfare for two or three generations. This 'welfare dependency' cycle must be broken. The old welfare approach has failed the recipients, taxpayers and society. Empty rhetoric about moving people 'off the welfare rolls onto payrolls' is not the answer, however, despite its political appeal."

The statement said that the minimum basic family assistance payment of \$2,400 contained in H.R. 1, a House-passed bill now before the U. S. Senate, should be raised "to at least the present poverty level figure."

"Any lesser amount would mock the nation's supposed commitment to move its low income citizens out of abject poverty," it said.

The statement also:

- Called for major expansion of federally financed childcare facilities.
- Urged expansion of job training programs for welfare recipients.
- Opposed referral of welfare recipients to any job, public or private, paying less than the federal minimum wage.
- Voiced support for the food stamp program and opposition to all efforts to ban union members on strike from eligibility.
- Called for protection of the jobs of state and local government employees now administering welfare when the federal government takes over.

Catholic Bishops Urge All To Vote Against Prop. 22

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the November 7 ballot by corporate agribusiness interests, not workers.

The bishops said it would "deny the vast majority of workers the right to vote" because of its "criteria for worker eligibility."

They pointed out that the initiative provides that no election can be held except "at a time when the number of temporary agricultural employees entitled to vote does not exceed the number of permanent agricultural employees entitled to vote."

"Since most farm workers are considered 'temporary', a very few would ever be eligible to exercise the right to vote," the bishops said.

In addition, they pointed out that a farm worker would only be able to vote one time during any 12 month period even if he works on several ranches during those 12 months.

Calling attention to the fact that Proposition 22 has been

"publicized as following closely the terms of the National Labor Relations Act," the bishops said that, on the contrary, the provisions of Proposition 22 "actually deprive or restrict the rights of the state's farm workers."

The bishops also said that "the proposed act grants to the employers management rights which make it virtually impossible for the farm workers to negotiate many issues affecting their basic working conditions."

For example, they said, "an employer holding a union contract would be free to subcontract his entire farm labor requirements to non-union workers, thus displacing all of his union employees."

Since union workers would have no recourse against such unilateral action, this could lead to the revival of the discredited farm labor contractor system that resulted in the total exploitation of farm workers for years.

In addition, the bishops noted that Proposition 22 would em-

power the employer to get a 60-day injunction against a strike even if the strike is only "threatened."

Coupled with the employers' ability to delay elections, the bishops said, "this provision enables the grower to insulate himself against any legitimate strikes during the periods when a strike would benefit the workers."

In calling for the rejection of Proposition 22, the Bishops' five-page statement said that it would "unjustly limit the rights of farm workers and it would not bring peace and harmony to the California agriculture scene. Legislation is needed, but it must respect the legitimate rights of the farm workers as well as the growers."

The statement was signed by the Most Revs. Joseph T. McGucken, Archbishop of San Francisco; Timothy Manning, Archbishop of Los Angeles; Floyd L. Begin, Bishop of Oakland; Hugh A. Donohoe, Bishop of Fresno; Merlin J. Guilfoyle, Bishop of Stockton; Alden J. Bell, Bishop of Sacramento; Harry A. Clinch, Bishop of Monterey; Leo T. Maher, Bishop of San Diego; John J. Ward, Auxiliary Bishop of Los Angeles; William J. McDonald, Auxiliary Bishop of San Francisco; Mark J. Hurley, Bishop of Santa Rosa; Norman F. McFarland, Auxiliary Bishop of San Francisco; Warren A. Arzube, Auxiliary of Los Angeles; and William R. Johnson, Auxiliary of Los Angeles.

Curt Hyans, Fed Retiree, Still Pushes Union Cause

Curtis J. (Curt) Hyans, who served as permanent representative of the California Federation of Labor from 1940 until his retirement in 1966, is still setting a pace in behalf of COPE-endorsed candidates that is tough for trade unionists half his age to match.

Just last week, Curt, who attended his first State Federation of Labor Convention in San Bernardino in 1927, wrote to John F. Henning, Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, saying:

"Please send me about 2,500 'slate cards' as I have some boys who do a good job of distributing them to union members and their families in the neighborhood the Saturday before election day."

In assuring Hyans the slate cards would be delivered, Henning said:

"With just a few thousand more trade unionists contribu-

tion the same energy and dedication that you so steadfastly have to the cause of electing candidates friendly to workers, we could be assured of some major upset victories in the forthcoming election on November 7."

Hyans, a veteran member of the Bill Posters Union, Local 32 in Los Angeles and Screen Extras Guild in Hollywood, served on the Federation Conventions' Credentials Committees from the mid 1930's to late 1950's. He recalled that in the early days the delegates often paid their own expenses to conventions because their local union lacked finances and added:

"We sometimes slept three in a bed."

Hyans, now four months into his 80th year, lives at 14102 East Anola in Whittier, where he continues to push the union cause and correspond with hundreds of friends made in the trade union movement over the years.

White Collar Jobs Rise

From 1960 to 1970, the number of white-collar workers increased from about 29 million to 38 million, the U. S. Department of Labor's Bureau of Labor Statistics reports. In comparison, all other workers—blue collar, service, farmers and farmworkers—increased at a much slower rate, from about 37 million to 41 million, and declined in relative terms from about 56 percent to 52 percent of total employment.

• The Union Label is your best buy.