



# California AFL-CIO News

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## Labor Urges End To All Controls

The United States faces "economic disaster" under President Nixon's Phase Four program, AFL-CIO President George Meany charged this week in the course of calling for an immediate end to all controls.

Speaking at a news conference in Chicago during a break in a meeting of the AFL-CIO's 35-member Executive Council, Meany said that unless the Nixon Administration's controls are ended in favor of a free economy, the nation is likely to face a recession by the end of the year, continued inflation and a complete halt to homebuilding.

He conceded that ending economic controls is a long process.

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## Engineers Laud Alioto's Stand On Pay Issue

For the past several months a furor has been raging in San Francisco over the right of skilled union workers in public employment to receive the prevailing wages paid to workers in private industry for comparable work.

Just last week, thanks to strong support from San Francisco Mayor Joseph Alioto and members of his Administration, the San Francisco Board of Supervisors adopted a 1973-74 "crafts pay" ordinance changing the classification of some 335 union stationary engineers from

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## Meany-Chavez OK Plan To Settle Farm Pact Rows

AFL-CIO President George Meany announced this week that the AFL-CIO will guarantee adherence of the United Farm Workers Union to contract terms negotiated with California growers.

Meany said that a dispute settlement plan had been agreed to by Cesar Chavez, while the AFL-CIO Executive Council was holding its quarterly meeting at Oakbrook, Ill.

At a press conference, Meany noted that the Teamsters Union has tried to justify its take-over

of grape contracts previously held by the UFWU by citing grower charges that the UFW has been "irresponsible" and ignored some of the terms of previous contracts.

"This undercuts those Teamsters' position."

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## Urge Nixon Now to Sign Bill Hiking Pay Floor to \$2.20

All affiliates of the California Labor Federation were asked this week to write to President Nixon immediately to urge him to sign legislation due for final

approval by Congress today to hike the U. S. minimum hourly wage to \$2.20 on July 1, 1974.

The compromise bill, which won the agreement of House and Senate conferees July 26, would extend coverage to an estimated seven million more U. S. workers and boost the current \$1.60 federal pay floor by 37.5 percent. That's little more than the increase in the cost of living since the last increase in the federal minimum wage was approved more than seven years ago.

In a letter sent out this week, John F. Henning, the Federation's executive secretary-treasurer, urged each affiliate to call on President Nixon immediately to sign the bill, H. R. 7935, pointing out that "it will help lift millions of U. S. citizens out of poverty."

U. S. Senate approval of the measure came after two major Republican attempts to narrow and weaken the bill had been defeated.

One of these was a substitute

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## Tentative Pact Averts Telegraph Workers' Strike

Tentative agreement on a three-year contract between Western Union Telegraph Company and the AFL-CIO United Telegraph Workers Union was reached this week.

The agreement still subject to ratification by the union's 11,000 members, calls for increases in wages and fringe benefits totaling 18.5 percent over its three-year term plus a cost of living increase in the third year, James W. Cross, president and business manager of the UTW Local 34 in San Francisco, said.

Specifically, the new contract, which is retroactive to July 27,

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## Lockheed Guilty in Sylmar Case

The Lockheed Shipbuilding and Construction Company has been found guilty of 16 counts of gross negligence and 10 safety code violations in connection with the Sylmar Tunnel explosion on June 24, 1971, which killed 17 construction workers.

The seven-woman, five-man jury brought back 76 verdicts last Friday, July 27, but indicated they had reached an impasse on gross negligence charges brought against Lockheed safety engineer Otha G. Ree.

The jury found tunnel project manager Loren G. Savage guilty on 16 counts of gross negligence and nine safety code violations. It also convicted Ree of three safety code violations.

Municipal Judge George W. Trammel III sent the jurors out again last Monday to resume deliberations on the 16 gross negligence counts still pending against Ree.

In the course of the trial, a

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## Make Farm Workers' Safety Sole Test for U. S. Pesticide Standard, Gruhn Urges OSHA

"Short range economic interests must not be allowed to jeopardize the fundamental right of farm workers to have a safe place in which to work."

That was the basic thrust of testimony presented by Albin J. Gruhn, president of the California Labor Federation, AFL-CIO, to a public hearing conducted by

the Occupational Safety and Health Administration on the Development of a Permanent Standard for Pesticides at the

Airport Holiday Inn in Phoenix, Ariz., yesterday.

Gruhn told the meeting, which was packed with growers, farm

workers and representatives from consumer and other groups, that OSHA must "give top priority consideration to the health and lives of farm workers in its development of a permanent pesticide standard."

In this connection he urged that the development of a permanent standard be

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# S.F. Engineers Laud Alioto for Stand on Pay Issue

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"miscellaneous" employees to "crafts pay" status by a 9 to 0 margin.

The key vote on the matter, however, came just before the final vote, when the Board rejected a motion to hold the stationary engineers — members of AFL-CIO Operating Engineers Local 39—to a four percent increase by a vote of 6 to 3.

In the course of the controversy, Alioto had pointed out that the inequity of having stationary engineers classified as "miscellaneous" employees had been recognized as "a long festering sore" by city officials for a number of years and said that city and county officials knew that they had to have the engineers reclassified under the crafts charter.

But some press reports and editorials, apparently goaded by downtown merchants and other private employer interests, polarized the issue by charging that public funds were being "politicized" and suggesting that the "crafts pay" provision—the city charter Section 8.403—is eminently corruptible because its mechanism works in virtual secrecy."

One paper editorialized on the issue, referring to Section 8.403 as "the gold-plated 'crafts-pay' section of the charter" and claiming "it is time to reexamine all procedures involved in an absurd way of setting pay scales." It suggested that the "worthy goal" of assuring city craftsmen pay parity with their fellow works in the private sector has been "warped out of all recognition."

This is hardly the case, union officials said.

Union jurisdictions often extend over several counties and collective bargaining agreements negotiated in the private sector apply to workers in a number of San Francisco Bay Area Counties.

But three conservative members of the San Francisco Board of Supervisors who voted for the motion to hold stationary engineers to a four percent wage increase—Supervisors John Barbagelata, Quinton Kopp and John Molinari—who had all initially approved the new classification of stationary engineers to "crafts" status last April sought to limit the consideration of col-

lective bargaining contracts to those prevailing in San Francisco despite the fact that large numbers of San Francisco workers work outside of their own county and enjoy the benefits of

the multi-county agreements.

San Francisco Supervisors supporting the "prevailing wage" concept on the critical 6 to 3 vote last week were: Supervisors George Chinn, Dianne

Feinstein, Terry Francois, Robert Gonzales, Robert Pelosi, and Peter Tamaras.

Kopp and Barbagelata contended that the rates selected by civil service manager Bernard Orsi—the Bakery contract for stationary engineers—could not be declared the "generally prevailing rate" because it covers only 62 of the 625 stationary engineers in private industry in San Francisco.

But Orsi pointed out that the 62 bakery engineers are the largest group among the 205 "production engineers" in private industry in the city and that the bakery contract is, therefore, the fair and logical contract to serve as a guide for prevailing private industry rates.

Art Viat, business manager-secretary of Operating Stationary Engineers Local 39, praised Mayor Alioto for his "courageous support" of the workers on this complicated issue and said:

"We have corrected an inequity that's existed for 20 years."

Viat pointed out that press reports failed to bring out the fact that in private industry contracts, the employer pays the health and welfare benefits for the worker's entire family, including dental, drug and pension coverage in addition to the basic hourly rate in private industry.

In contrast, he said, in city and county employment the worker is allowed little more than \$3 for life insurance while the other fringe benefits are deducted from the city engineers' pay checks.

They have no drug or dental plan and health and welfare benefits, such as hospitalization coverage, are deducted from their pay check. In private industry it's paid for by the employer. The city also deducts a varying amount, dependent on the workers' age, for the pension plan but in private industry the pension program is all financed by the employees, he said.

Viat also noted that the stationary engineers gave up a six percent per hour shift differential and now receive only 19 cents an hour on the swing shift and 27 cents an hour on the graveyard shift. This "is a lot less," he said.

## "WE DON'T PATRONIZE"

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates upon approval of the Federation's Executive Council.

All trade unionists and friends of organized labor are urged not to patronize any of the firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the Federation's list.

Unfair firms are:

Coors Beer

Farah Manufacturing Co.  
Gaffers & Sattler products.

Hertzka and Knowles, San Francisco architects.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;  
Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;  
Cinema Theater in Soquel;  
and,

Twin I & II in Aptos.

Montgomery Ward in Redding.  
Newporter Inn, Newport Beach.

Tennessee Plastics of Johnson City, Tennessee.

The Nut Tree and the Coffee Tree Restaurant, on Highway 40 between San Francisco and Sacramento.

San Rafael Independent-Journal.

Sea World, San Diego.

The following San Diego area motels:

Bahia Motel and Motor Lodge,  
Catamaran Motor Hotel and Restaurant.

The following Queen Mary—Specialty Restaurants in Long Beach:

The Lord Nelson Room  
The Lady Hamilton  
Sir Winston Churchill's  
The Verandah Grill  
All banquets and fast food stands.

The following restaurants on Union Street in San Francisco:

Thomas Lords  
Mother Lode  
Cooperage  
Coffee Cantata  
Vintners ~  
Hudson Bay West  
Perry's  
Victoria Station  
The Deli  
The Godfather  
Mingai-Ya  
Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan  
The Mandarin  
Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all)  
Colonel Sanders Kentucky Fried Chicken (all)

H. Salt Esquire Fish & Chips (all)

Jack In The Box (all)

Benihana of Tokyo

Head Hunter Amusement Park of San Francisco

Kau Kau Gardens

Carol Doda's

Mabuhay Restaurant

The Casbah

In addition the Federation is supporting such national AFL-CIO consumer boycotts as those in progress against the Los Angeles Herald-Examiner and the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

## Oakland Office Workers Fight Curb on Picketing

Court action to appeal a stringent injunction issued by an Alameda County Superior Court judge against office workers who have been engaged in a month-long dispute with the Oakland Housing Authority was initiated this week.

Louis Celaya, senior union representative of Local 29 of the AFL-CIO Office and Professional Employees International Union, said that the union was appealing the injunction handed down by Judge Robert L. Bostick which bars pickets from the declaring or giving notice that a work stoppage exists at the Oakland Housing Authority.

The Injunction also bars pickets from within 50 feet of entrances to OHA facilities and enjoins the workers from reporting for work and then engaging in a sit in. It also limits the number of pickets to no more than two.

Celaya said that the major unresolved issue at the time the dispute started on July 1 was the right of seniority on promotions. He said all other major issues had been resolved.

But since the strike started, OHA management has sought to reopen previously resolved issues and some union members said they view this as an attempt by OHA to "break the union."

Celaya said that the picket lines set up by some 60 OPEIU members involved are being honored by other affected unions, including the Plumbers, Painters, Carpenters and Service Employees Unions.

The OPEIU has the full support and sanction of the Alameda County Central Labor Council in this dispute, Council officials said.

## Meany Urges End To All Controls

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nomic controls and the return to free market would cause some disruption but maintained that this would be only temporary until the free play of the marketplace brought wages and prices in line.

Phase Four not only "continues the Administration's inequitable policies, but creates a framework of recession-breeding

## 'GROSS NEGLIGENCE'

# Lockheed Shipbuilding Co. Guilty in Sylmar Tragedy

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digging machine operator, Henry McIntire, testified that he had smelled gas more than a full day before the tragic explosion and brought this to his supervisor's attention but said that his complaint was brushed aside.

Following the Sylmar tragedy, John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, and John Cinquemani, executive secretary of the Los Angeles Building and Construction Trades Council, who is also a state AFL-CIO vice president, demanded a legislative investigation of the adequacy of the State Division of Industrial Safety's enforcement program.

Subsequently Assembly Speaker Bob Moretti appointed a Special Select Committee on Industrial Safety headed by Assemblyman Jack R. Fenton (D-Los Angeles) which uncovered the fact that safety engineers

themselves had protested the reluctance of their superiors to crack down on employer safety violations.

A separate Labor Management Fact-Finding Committee appointed by Governor Reagan subsequently concluded that "the percentage of employees (of the State Division of Industrial Safety) who felt support from their superiors was unsatisfactory is, in our opinion, indicative of major problems."

The latter report stated that field inspectors "believed that favoritism is shown to major employers" and called attention to the fact that due to staff shortages a backlog of 5,000 inspections had been built up.

During the course of these investigations, Jack F. Hatton, chief of the Division of Industrial Safety, resigned in January of 1972. Four months later William C. Hern, director of the State Department of Industrial Relations, also resigned.

## Urge Nixon Now to Sign Bill Hiking Pay Floor to \$2.20

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measure sponsored by Republican Senator Robert A. Taft, Jr., (Ohio) and Peter H. Dominick (Colorado) which called for a lower initial pay floor, limited coverage and denial of overtime protection to large groups of workers as well as a subminimum for youth.

This was rejected by a Senate vote of 57 to 40. Last year a similar Republican amendment was defeated by only one vote.

An ultra-conservative bid to scuttle the AFL-CIO-backed Williams-Javits minimum wage bill was contained in a measure proposed by Republican Senators John Tower (Tex.) and Paul Fannin (Ariz.). This bill would have severely limited pay floor increases and coverage. It was

and job-destroying tight money, soaring interest rates and additional cuts in essential federal programs," a statement adopted by the AFL-CIO Executive Council and released by Meany said.

defeated by a vote of 78 to 19.

The Nixon Administration had supported efforts to exempt persons under age 18 from the federal minimum wage law for the first six months of their employment. It had also pushed Republican-led efforts to impose a subminimum wage for young workers, a move strongly opposed by the AFL-CIO.

As approved by Congress and sent to Nixon, the legislation would bring nearly five million federal, state and local government employees and more than one million household domestics under coverage of the U. S. wage law for the first time.

It would, however, exempt maids and butlers who reside at their place of employment as well as babysitters from the law's overtime provisions.

Among other things, the legislation would guarantee farm workers the same minimum wage traditionally set for other U. S. workers.

## Oneita Signs TWUA Pact; Boycott Ends

A long and bitter strike of nearly 1,000 members of the Textile Workers Union of America came to an end with the signing of a first contract at Oneita Knitting Mills in South Carolina.

As soon as the contract settlement was ratified, TWUA President Sol Stetin announced that the boycott that the union had initiated against Oneita Products sold at K-Mart (Kresge), J. C. Penney, Sears and Montgomery Ward was ended.

Stetin expressed his union's "deepest appreciation" for the "outstanding support and cooperation" given to Oneita workers and to the TWUA by the California Labor Federation, California Local Central Bodies and other progressive organizations in publicizing and supporting the boycott.

The six-month walkout began last January 15 when Oneita's management refused to bargain in good faith after a year's effort by TWUA to negotiate a union contract. The strike had strong support from the nation's labor movement.

About 85 percent of the workers are women and 75 percent of them are black.

Under the new three-year settlement, ratified unanimously by over 600 workers, wages will be increased 65 cents an hour over the life of the contract. The first-year increase, which will be granted immediately, is 20 cents in piece rates and hourly rates. Another 20-cent raise becomes effective in 1974, and a third increase of 25 cents is added the following year.

The agreement also provides many fringe benefits, including a company-paid pension plan which will credit all workers with their full service. The company agreed to put the program into effect this year.

The pact stipulates that all strikers will return to work with full seniority.

The contract includes voluntary checkoff of union dues, which management had strongly resisted.

TWUA won a representation election at Oneita on November 19, 1971, and was certified by the National Labor Relations Board as collective bargaining agent on December 23, 1971.

# Meany-Chavez OK Plan To Settle Farm Pact Rows

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ster arguments," Meany said.  
Under the plan, if the grower raises charges of contract violations, an arbitrator selected by the AFL-CIO would make a final and binding decision.

Meany presented a letter signed by Chavez which read as follows:

"In appreciation of the strong support the United Farm Workers National Union has consistently received from the AFL-CIO and believing that it will greatly assist the UFW in negotiating a collective bargaining agreement with the growers, it has requested that in the event it is successful in reaching an agreement with the growers that the Federation settle all disputes

thereafter arising thereunder by the process of final and binding arbitration conducted by an arbitrator selected by the AFL-CIO.

"If such request is granted, the UFW will seek to incorporate such an arbitration clause in any contract reached with the growers and the UFWU pledges itself to adhere to such a clause in good faith."

Many said that the UFWU would offer the dispute settlement plan as one of its inducements to 29 Kern County table grape growers whose contracts with the United Farm Workers Union expired July 29.

Meany also disclosed that he would hold his third meeting

with Teamster leaders in Washington, D.C., Friday night to seek means of resolving the three way dispute involving the UFWU, the growers and the Teamsters.

In previous talks, Meany said, he had made it clear that the Teamsters must relinquish all grape industry contracts they have signed with growers previously under UFWU contracts since the three-way dispute got underway earlier this year.

Meany noted that the AFL-CIO has already paid \$1.6 million in strike benefits to farm workers since April and said that another \$500,000 has been committed by the AFL-CIO to assure farm workers the AFL-CIO is continuing support.

## Tentative Pact Averts Telegraph Workers' Strike

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calls for a first-year wage increase of six percent plus one-half percent in fringe benefits, including a pension vesting plan; a six percent wage increase the second year plus fringe benefits; and a five percent increase plus a cost of living provision for all workers in the third year.

Pending ratification of the new contract, Cross said, the terms of the old contract will remain in force.

The agreement apparently averts a potential strike for which Cross had sought strike sanction from central labor bodies throughout the state.

In 1971, the Western Union workers weathered a 57-day strike before winning a satisfactory contract.

## Make Farm Workers' Safety Sole Test for U. S. Pesticide Standard, Gruhn Urges OSHA

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anent standard be started from the base of existing California standards and attacked the weaker standards adopted as Emergency Temporary standards by OSHA on May 1, 1973.

Gruhn pointed out that under the California standards, the re-entry date after spraying parathion ranges up to 45 days compared with a range of only up to 14 days under the emergency standards.

Gruhn also deplored the fact that even the Emergency Temporary Standards had been amended since May 1 for certain other pesticides in a manner that indicates "a retreat from

the desired maximum protection of farm workers from the hazards and ill effects of highly harmful pesticides."

Calling on all OSHA to use only one criterion—maximum protection for the farm workers—Gruhn said:

"The criterion should provide for the widest margin of safety. The assumption of safety is not enough. Methods of predicting adverse effects must be continually re-evaluated. A procedure to stop and revise pesticide use when they are sus-

pected of producing undesirable effects is needed."

Gruhn emphasized that the concept "of waiting for proof beyond doubt today in man-made diseases is not tenable.

"Waiting for a sufficient number of dead or physically handicapped bodies to provide proof is morally indefensible," he declared.

"We believe that any other but the maximum protection approach is tantamount to playing roulette with the lives of farm workers under the guise of lack of knowledge about the persistence and the variables of pesticides and their long range adverse effects," Gruhn said.

He urges OSHA to take all actions necessary to get adequate personnel to enforce whatever permanent pesticide standard is developed.

"A standard without effective enforcement amounts to nothing but a fraud on the farm worker and the community as a whole," he declared.

## Senate Repels Move to Bar Food Stamps to Strikers

The U.S. Senate this week rejected a provision tacked onto the House Agricultural Authorization Bill which would have denied food stamps to the needy children and other dependents of striking workers and then passed the bill by a vote of 85 to 7.

Final action on the Senate side came after word was received that Secretary of Agriculture Earl L. Butz would urge President Nixon to sign it although the Nixon Administration had earlier supported efforts to bar strikers from eligibility for food stamps.

An amendment by Senator Jesse A. Helms (R-North Carolina) which would have banned food stamps for strikers was tabled in the senate (and thereby killed) by a vote of 58 to 34.

Late last June, the California Labor Federation called on Cali-

fornia's congressional delegation to oppose any attempt to deny food stamps to strikers.

In letters to California's congressional delegation, the Federation's executive officer, John F. Henning pointed out that such legislation would:

- Put the government on the side of employers in labor disputes.

- Deprive otherwise eligible taxpaying Americans of their basic right to assistance.

- Violate the spirit of the Supreme Court ruling against states that deny welfare based on "non-need" considerations.

### Women Paid

Sixty percent of adults getting monthly social security payments are women, reports the federal Social Security Administration.

## Short Hoe Ruling Against Workers By State Board

For California farm workers, Friday the 13th bore up its unlucky connotation when on that day the state Industrial Safety Board denied a petition calling for prohibition of the short handled hoe as an unsafe working tool.

The short hoe, with a handle from 10 to 14 inches long, is widely used as a cultivating tool in California argibusiness.

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