

# **Proceedings and Officers' Reports**

**Fifty-Third Convention  
San Diego, August 15-19, 1955**

**CALIFORNIA STATE FEDERATION  
OF LABOR**

*C. J. Haggerty, Secretary-Treasurer*

810 David Hewes Building  
995 Market Street, San Francisco



# Roster of State Federation Officials

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**THOMAS L. PITTS**  
846 South Union Avenue, Room 7  
Los Angeles 17

## SECRETARY-TREASURER

**C. J. HAGGERTY**  
810 David Hewes Building, 995 Market Street  
San Francisco 3

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(San Diego and Imperial counties)  
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**JACK T. ARNOLD**  
324 E. Fourth Street, Long Beach 13

District No. 3  
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Hollywood, Burbank, San Fernando, Glendale,  
Pasadena, Pomona, Whittier, and San Ber-  
nardino and Riverside counties)  
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**JOHN T. GARDNER**  
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**C. T. LEHMANN**  
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**PAT SOMERSET**  
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2439 Santa Monica Blvd., Santa Monica

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**WILLIAM A. DEAN**  
25 East Ortega Street, Santa Barbara

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**PAUL REEVES**  
621 Kearney Boulevard, Fresno 1

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**C. A. GREEN**  
P. O. Box 1399, Modesto

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**THOMAS A. SMALL**  
114 So. "B" Street, San Mateo

District No. 9  
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1623 1/2 Market Street, San Francisco 1

**JACK GOLDBERGER**  
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**HARRY LUNDEBERG**  
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**PAUL L. JONES**  
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District No. 11  
(Contra Costa county)  
**HOWARD REED**  
729 Castro Street, Martinez

District No. 12  
(Marin, Sonoma, Napa and Solano counties)  
**LOWELL NELSON**  
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District No. 13  
(Sacramento and northern counties)  
**HARRY FINKS**  
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District No. 14  
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Mendocino and Lake counties)  
**ALBIN J. GRUHN**  
Labor Temple, 9th and "E" Streets, Eureka

District No. 15  
(Siskiyou, Modoc, Lassen, Plumas, Shasta  
and Sierra counties)  
**ROBERT GIESICK**  
1326 South Street, Redding

The Executive Council of the Federation is composed of the  
President, the Vice Presidents and the Secretary-Treasurer

Rt. Rev. Msgr. MARTIN C. KEATING, Chaplain  
737 East Olive Avenue, Burbank



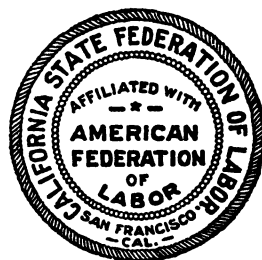
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# IN MEMORIAM

*Roy W. Brewer*

Whereas, Brother Roy W. Brewer, Vice President of District No. 4 of the California State Federation of Labor since 1953, was taken by death on February 18, 1955; and

Whereas, The years of his life were shaped by his devotion to the principles of organized labor, together with his deep understanding of the hopes and aspirations of working people everywhere; and

Whereas, The cause of labor was greatly strengthened by his gifted leadership and tireless activity; and

Whereas, His loss is keenly felt by all who knew him as friend and brother, and by all who benefited through the years by his achievements on their behalf; now, therefore, be it

Resolved, That when this 53d Convention of the California State Federation of Labor adjourns, it mark with a moment of silence the passing of Brother Roy Brewer, and so express our sorrow and regret, as well as our appreciation and gratitude for his great services to the labor movement.

# IN MEMORIAM

## *Charles E. Sutphen*

Whereas, Brother Charles E. Sutphen, from 1911 to 1912 vice president of what was then known as the California State Federation of Labor's District No. 5 (Sacramento County north), passed away on July 29, 1954; and

Whereas, Brother Sutphen was active in the organized labor movement for more than half a century, during which he served the International Typographical Union in various offices for forty-one years; and

Whereas, Throughout his life, his character and the services he rendered the labor movement embodied the highest principles of the American Federation of Labor; now, therefore, be it

Resolved, That when this 53d convention of the California State Federation of Labor adjourns, we shall express, by a moment of silence, our regret at the loss of this brother, and our gratitude for the loyalty and devotion he gave to the labor movement for so many years.

# IN MEMORIAM

*George H. Kelly*

Whereas, On August 8, 1955, death came to Brother George H. Kelly, since 1941 a vice president of District No. 9 (San Francisco) of the California State Federation of Labor; and

Whereas, Brother Kelly will be long remembered as one of California's most stalwart and devoted trade unionists, who served the organized labor movement in his city and in his state loyally and well for many years; and

Whereas, His passing is mourned by the many who knew him and worked with him over the years to advance the cause of labor in our great state; now, therefore, be it

Resolved, That, upon adjournment, this 53d convention of the California State Federation of Labor express, by a moment of silence, our sadness and regret at the loss of Brother George Kelly, and our gratitude for his accomplishments on behalf of the labor movement.

# REPORTS OF OFFICERS

## REPORT OF PRESIDENT THOMAS L. PITTS

Los Angeles, July 15.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

While employment in California continues to soar, our population likewise continues to rise to new heights as a result of the migration to our state. Thus, we are constantly facing the problem of developing industries and business opportunities to provide the additional necessary jobs.

One of the great problems facing all of us in California is the water and power situation. If we are to keep abreast of the demands of this ever expanding economy, we must be able to provide the necessities for industrial and agricultural growth. Unfortunately, in the recent session of the legislature, the water problems were left without decision by the legislators.

Our State Federation of Labor will, of course, have to extend itself to greater efforts on the water and power problems to properly represent the workers' interest in this question in the near future.

### Organization

The many legal problems tending to retard somewhat the progress of some of our organizations appear to be yet with us. Since the last session of the legislature, however, it appears possible that some fears may diminish and that further progress can be made.

I must point out that, according to the Division of Labor Statistics and Research of California, the record high of union membership in California, established in 1953, had declined one percent in 1954. Figures for 1955 are not yet available. This should stimulate activity on the part of leaders throughout the state. Wage and salary workers employed in non-agricultural establishments in California, as of July 1954, totaled 3,860,300. Union membership at the same time totaled 1,566,100, representing organization of 41 percent.

This total employment figure includes executives, foremen and administrative employees who ordinarily do not belong to labor unions. If these were excluded, the ratio would be somewhat higher. Although this percentage represents a material growth through the years, it is evident that organizing must be stepped up. In spite of all attacks by reactionary forces and the problems arising from

various law and interpretations thereof, our organizations must continue with great effort to organize all workers.

It appears at this moment that this year will bring a major step towards unification of the American labor movement. As this is accomplished by the AF of L and the CIO, it will, of course, take some additional time to merge local councils and state federations. There will be many problems develop therefrom, but in the end, great good should come to the American worker and great organizing campaigns should result.

### Legislation

I have mentioned earlier the lack of solution of the water and power problems of our state by the legislature. Some progress was made in other fields, however, during the 1955 session through the enactment of Federation-sponsored bills:

**Assembly Bill 510** by Assemblyman Maloney, increased benefits in the Workmen's Compensation Act.

**Assembly Bill 602** by McCollister, increased benefits in unemployment disability insurance.

**Assembly Bill 1370** by Donald Doyle, provided increased benefits in unemployment insurance.

**Assembly Bill 2121** by Munnell, amended the Jurisdictional Strike Act to correct some of the inequities therein.

Many bills had been introduced that were detrimental to the welfare of the worker in the fields where the aforementioned bills were involved, but these went down to defeat.

On this matter, I will not dwell because Secretary Haggerty's report will be fully detailed, and THE SACRAMENTO STORY, 1955, will provide the record for all to read.

It will suffice to say that the experience gained at Sacramento during these sessions of the legislature is very enlightening and educational.

### National Conference on Labor Legislation

Again this year I received an appointment by Governor Knight, along with Ernest Webb, Director of the Department of Industrial Relations, to attend the National Conference on Labor Legislation

called by the Honorable James Mitchell, Secretary of Labor.

At this conference, the program appeared to be one of delegating all responsibility for the solution of all problems dealing with industrial relations to the states, thereby unloading the responsibility of the federal government.

Apparently, the plan of the conference had not been completely thought out, because it was soon made evident by the writer and others that many of the problems surrounding the items set forth on the agenda so involved the federal government that it was impossible for the government to duck its responsibility.

Resolutions were adopted seeking support for a federal minimum wage of \$1.25 per hour, and many other items of importance.

One resolution in particular dealt with the serious question of foreign labor, requesting support for the protection of American workers in the form of penalties for those unscrupulous employers illegally employing Mexican workers, and further supporting confiscation of vehicles used in transporting illegal entrants. It also called upon the federal government for additional funds to provide sufficient personnel to the Bureau of Immigration and the Border Patrol.

This resolution, introduced by your President, was unanimously adopted by the section of the Conference of Migratory Labor, was acted upon favorably by the Committee on Resolutions, and was adopted by the Conference as a whole. Some concern was aroused by this resolution in certain agricultural centers in California, but those who were disturbed by it must have been worried if they were guilty of wrongdoing.

The conference dealt with 1) standards for state labor departments; 2) state industrial safety and health; 3) state wage and hour standards; 4) state industrial relations; 5) state migrant labor programs.

The five committee sessions above, by their titles, evidence the intent to remove responsibility from the U. S. Department of Labor, as outlined early in this section by the writer.

By the list of committee sessions, you may readily see the importance of this conference to our people.

### Political Activity

On the political front, there has been a large and, I believe, sufficient amount of evidence to warrant all past support, and even greater support in the future of the programs emanating from this Federation and from Labor's League for Political Education.

The moves of the reactionaries have been soundly defeated by the efforts of your representatives, aided by local councils, unions and their officers.

This, of course, can only be done with increased education and information to the members. It is there that success or failure lies regarding our efforts in the political field. Let us never lose sight of that fact.

There are many other matters that might be included in this report, but they undoubtedly would be repetitions of the Secretary's report. I shall conclude, therefore, by expressing my appreciation to all of my colleagues for their loyal support and whole-hearted cooperation throughout the year.

To all committees, I extend many thanks, and further, to Secretary Neil Haggerty and the entire staff of the Federation goes my appreciation for the opportunity and privilege of working with them and receiving their wonderful cooperation during this past year.

Fraternally submitted,

THOMAS L. PITTS.

## REPORT OF VICE PRESIDENT MAX J. OSSLO FOR DISTRICT No. 1

(San Diego and Imperial Counties)

San Diego, July 1.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

Since the beginning of economic recovery late last summer, the nation has moved rapidly in the direction of prosperity and high-level employment. Production and sales continue strong, in approximately equal volume. The basic factors underlying the business advance are based on the expansion of personal income and the associated growth of consumer expenditures. A significant factor has been the reinforcement of consumer demand by the upturn in business purchases of plant and equipment. This programs the business-

men's objective to increase productive capacity and modernize their plants. While these developments have been accompanied by a favorable trend in employment, "full" employment has not yet been reached. In April, 1955, unemployment was lower than twelve months before, but at a rate still above what the overwhelming majority of economists consider the irreducible minimum in peacetime. In actual figures, the May total civilian employment expanded more than seasonally to 62.7-million, while unemployment declined only to 2½-million from 3-million in April.

### More Production But Also— More Time for Consumption

The pace of our technical progress continues to accelerate and this potential be-

comes nearly inestimable in view of our now standing at the threshold of the Atomic Age with unforeseeable possibilities. That is why it is so important to consider the necessity of having more time for consumption and less time for production, and not think in terms only of how to consume the maximum of our potential production.

Barring global war, it is ridiculous for business to count on the continuous absorption of an ever-increasing potential product on a full-employment level at present working hours. Instead of the productive power of our economy being a menace to the well-being of the citizens, it can be transformed into being a great help. As a nation we have reached a point where we can afford to work less, so that it will not be necessary to maintain the forty-hour week, plus the many hours of uncomfortable commuting that our fabulous, rich country offers to the producers of its wealth.

That is why it is important for the labor movement to stress as strongly as it can, that the answer to our ever-increasing productivity is not only more consumption but also more time for consumption.

### Shorter Working Time

The Joint Committee of the Conference on Economic Progress concedes by projecting a 7 percent decrease in our working time by 1965. From this the implication is that we can achieve ever-increasing production and consumption with ever-increasing leisure. But this estimate is extremely conservative in view of the fact that in peacetime we do not necessarily need the full use of our economic capacity. In view of the international situation, we have to prepare ourselves to cover the needs of both defense and civilian consumption, but defense must not be the pillar of our economy. In simple words, our economy should be organized so that we can enjoy a raise in our living standard and at the same time deliver the men and goods needed to win a war. It is the considered opinion of some of the most competent authorities in economics that this can be achieved by reduced labor in peacetime, and it is also the same considered opinion that under such circumstances our economy could switch from a peace to a war status and vice versa.

More important still, if the United States can show the world that we do not need large-scale defense industries to maintain our prosperity, it would demonstrate more than anything else in the present "psychological warfare," our ability and sincere will to peace.

### The Productivity Reserve

The difference between the potential national production at full employment and the actual production of our economy should be regarded as our **productivity reserve**, a very important factor in our de-

fense in case of war, but it should not be considered a "production deficit" which it is so often referred to.

Unused production equipment and unused labor comprise the unused productivity reserve, but unused labor must not mean unemployed labor as is now the case whenever consumption falls short of production.

Our labor force now grows less quickly than the population (there were less births during the depression years than now). The needed reduction of unemployment can be roughly put at about 5 percent of the labor force. A switch from a 40-hour to a 38-hour week would solve the problem. Even *Fortune Magazine* recently appealed to businessmen to consider a four-day-week of nine hours per day as a means of cutting unemployment and boosting consumption.

### Consumer Purchasing Power Must Grow

While our economy is continuing to expand and the basis still exists for future expansion, we must not overlook the ominous possibility of a cyclical reversal of business. To date the cyclical curves generated by our economy have not been eliminated, as was evidenced by the rises and falls during, in between, and following the second World and Korean Wars. It cannot be stressed too strongly that consumer purchasing power must grow in proportion to the ability to produce, and that is something that is not being given the attention it deserves by the present Administration. So far, it seems the concern of the Administration has been to assure more and larger profits to the employers. Taxes on businessmen have been cut, while relief for the 33-million American families with incomes below \$5,000 a year received very, very little, and in the overwhelming majority of cases, no tax saving. Expansion of public projects has been discouraged; in fact, private business has been encouraged to take over developments operated under government control. Construction of low-cost homes has received a serious set-back as a result of the influence of powerful real estate lobbies which even former conservative Senator Taft was able to resist in the housing legislation he helped to get adopted providing for the construction of 135,000 home units a year.

Nothing comprehensive has been accomplished for the protection of the health of the American people as well as providing for their old age security. The wage minimum has been set as a pitiful low-level of \$.90 to \$1.00 per hour, as opposed to the \$1.25 demanded by the American Federation of Labor and liberals in the Congress. While it is true that the average hours work per week has increased in wages, nevertheless the buying-power of the wage paid to the worker per unit of output is lower today than it was five or six years ago.

Our main concern with the period fac-

ing us must be in the transition from a war to peace economy while maintaining our flexibility to meet any emergency and the ever-increasing productivity which surpasses the normal increase in consumption. Automation will and is creating changes in the scales of the different categories of craftsmen and workers and considerable adjustments will be necessary before a stable equilibrium can be attained.

In the period lying ahead, it is my conviction that the immediate items on the agenda of labor negotiations will be the reduction in the work-week, the guaranteed wage, the refinement of our health and welfare plans, the inauguration of adequate pension plans, and other fringe issues which will be of more permanent value to the worker than mere nominal wage increases. It is my honest hope that some of these ideas will be kept in mind and will be given consideration by the delegates in this important convention.

### **Organization and Negotiations**

#### **Culinary Workers**

It should be noted that during the past three years the Culinary Workers have faced a most difficult and trying situation in District No. 1 from anti-union employer groups. The battle has not only been waged on the picket line, but they have been faced with a series of court cases. Repeated attempts have been made by recalcitrant elements to undermine the membership through attempts to establish company unions and the utilization of all anti-labor techniques. Despite these trying circumstances, I am happy to report that this group of loyal trade unionists has been successful in making considerable progress and a few weeks ago were able to break the backbone of this anti-union group when contracts were signed covering the employees. It is anticipated and generally conceded that this victory will eliminate these obstacles in the future.

#### **Carpenters**

Other negotiations on the local level have been carried along lines of the state pattern and 6,000 carpenters were successful in receiving a \$.05 increase throughout the county during the latter part of 1954. The Carpenters' contract also included a \$.10 an hour welfare provision. The contract runs for three years with a reopening clause on May 1, 1955. In June of this year the officers of this group were again successful in negotiating an increase of \$.085 an hour, with an additional \$.065 an hour to go into effect October 1, 1955, and another \$.10 an hour to go into effect May 1, 1956.

#### **Carpet and Linoleum Workers**

Appreciable adjustments took place with the Carpet and Linoleum Workers No. 1711 when a \$.10 an hour increase was

obtained, as well as two weeks' vacation with pay and \$.075 an hour for a health and welfare trust fund.

#### **Operating Engineers**

Operating Engineers No. 526 was successful in taking members into their union which formerly belonged to the ILWU and it is important to note that Local 526 won an NLRB election which took the stationary and operating engineers away from the Food Canners and Processors No. 20 of the ILWU.

#### **Electrical Workers**

Electrical Workers have been most active in an organizational campaign covering work in new fields. Local 569 was successful in organizing the television technicians and qualified repairmen and have placed them under contracts providing adequate security and increased wages.

#### **Teamsters**

Teamster Unions, in all fields of their jurisdiction, have been successful in increasing wage rates in their various contracts, and all of their members enjoy adequate coverage under health and welfare provisions.

It is significant to point out that Sales Drivers No. 683 signed an agreement with the San Diego Creamery after seven years of organizational activity. This firm was on the "We Do Not Patronize" list for this entire period. In addition, they were successful in signing a new contract for drivers, warehousemen, and salesmen employed by breweries, brewery branches, and beer distributors. Wage increases were obtained and a 35-hour week established, plus an improved health and welfare plan. Provisions for a guaranteed work week and improved vacation conditions were included in the terms of the contract.

#### **Building Trades**

The Building Trades Unions were involved in a problem, as were the Culinary Workers, through the efforts of a recalcitrant anti-union group. Although they were engaged in considerable litigation, they were successful in defeating these vicious elements and have been able to place all of their members under contract with appreciable wage increases, health and welfare coverage, etc.

#### **Laborers**

Laborers No. 89 negotiated a \$.10 an hour increase with the Masonry Contractors Association of San Diego County. Of this increase, \$.075 an hour will be applied to a health and welfare plan. With the Associated General Contractors' Association, wage increases of \$.085 an hour were established for laborers, with an additional \$.04 forthcoming on September 15, 1955, and \$.10 effective May 1, 1956. Cement masons received an \$.085 increase



on June 15th of this year, with an additional \$.04 forthcoming on September 15 and \$.10 an hour to be effective May 1 of next year. The Laborers' Union was also successful in negotiating a subsistence for members of their craft working in remote areas, which entitles them to \$5.00 a day.

### **Building Material Drivers**

Building Material and Dump Truck Drivers No. 36 negotiated agreements with two new firms. These firms were on the "We Do Not Patronize" list of the Central Labor Council for a long period of time and the signing of these firms will be most helpful to Local 36 in pursuing other worthy objectives of interest to their membership.

### **Office Employees**

Office Employees' International Union No. 139 has made outstanding progress during the past year. They have selected a most responsible and efficient representative to carry on their organizational activities and were successful in establishing a 35-hour week in their new contract covering members of their union. They have in turn established an organizational drive to organize white collar workers in the textiles and heavy industry field. It is significant to point out that they were successful in signing a contract for the first time with the American News Company, and a \$.05 hourly increase was received, as well as establishing union shop, sick leave and overtime provisions.

### **Bus Drivers**

The San Diego Bus Drivers Union, after long, protracted negotiations, were able to submit their issues to arbitration in Washington, D.C., where the matter was successfully concluded by their receiving a wage increase of \$.14 an hour. Other benefits established in the agreement were the elimination of a waiting period for sick leave; a three weeks' vacation after twelve years and four weeks after 20 years. Considerable improvement was made in operations governing their runs.

### **Inland Boatmen**

The Inland Boatmen's Union received an \$.08 an hour increase for shore collectors and \$.06 an hour for other workers. An additional holiday, Washington's Birthday, was established at time and one-half. Improvements in miscellaneous operating rules were made. These conditions were established after a two weeks strike against the Coronado Ferry Company.

### **Teamsters and Butchers**

Teamsters No. 542 and Butchers No. 229 engaged in a long fight with Swift and Company covering their San Diego operations, over refusal of the company to accept the Teamsters' and Butchers' health and welfare plans. While the company was insistent in establishing their company plan, at the conclusion of activi-

ties, which lasted nine months, the company conceded when they accepted the two local unions' health and welfare plans. This action went so far as to receive the effective support of our California State Federation of Labor. It proved to be a successful challenge of the company's policy to impose its own health and welfare plan.

Members of Butchers No. 229 were successful in following the state pattern to secure a \$6.00 per week increase for all members in the retail distribution and wholesale meat purveyors' field.

### **Problems of Mutual Interest and Concern**

#### **Fish Cannery Workers**

The Fish Cannery Workers local union has been confronted with a most devastating problem in the importation of Japanese tuna. These imports have practically destroyed our local tuna industry, which is one of the three most important industries in our community. The entire labor movement has concerned itself to give every ounce of support to this organization in the hope of eliminating the problems presently faced.

#### **Sales Drivers**

Sales Drivers No. 683, for several years now, has had a very trying problem as it pertains to Dairy Mart Farms, Inc., a non-union dairy. In this behalf, the organization has been subjected to considerable litigation. At one period a superior court decision declared the company union to be a "bona fide" labor organization, and the judge made permanent an injunction prohibiting Local 683 from picketing places where Dairy Mart milk was on sale. The local then embarked on a "public education" policy designed to acquaint the men and women of the area with the true facts concerning the union's long, drawn-out battle with Dairy Mart Farms. They have been most ably assisted by the Western States Teamsters' Dairy Council.

#### **Building Service Employees**

Building Service Employees No. 102 continues to picket the San Diego Trust and Savings Bank Building. It must be pointed out that a constant picket line has been maintained by this local union since May 26, 1953. Many of the local unions in our movement are cooperating with this staunch group of loyal trade unionists, and while this looks like a long, drawn-out battle, a review of the situation reveals that it will only be a matter of time until this large operation will again be 100 percent union under proper terms guaranteeing good working conditions and wages for members of the Building Service Employees Union.

#### **Building Trades Council**

An outstanding fight during the past year was that put on by the six basic crafts of the Building Trades Council,

when they were faced with the threat of a so-called independent roofers' union. This union attempted to represent itself as a bona fide union in a manner which would prove destructive to the building trades workers in the state if it had been successful. This fight was successfully prosecuted through the courts as well as on the job, and it is a happy occasion to report that all building trades workers in the area are members of their respective AF of L crafts.

#### **Retail Clerks and Butchers**

Another fight continues in San Diego County with Nelson Market of Escondido. In this case, Retail Clerks No. 1222 and Butchers No. 229 engaged in joint activity in an attempt to organize non-union retail clerks with this firm. Members of the Butchers' Union at the present time are still continuing this fight.

#### **Miscellaneous Local Activity**

During the past year our Central Labor Council and its affiliated unions have been successful in establishing a Union Label Council and activity in the use and display of the Union Label has been intensified greatly.

Every year on Labor Day we have an Annual Labor Day Ball. The second of these affairs was held last year and proved again to be most successful.

For several years all local unions have been active participants in an annual Christmas Party. The party was held again last year on December 21, and the Central Labor Council played Santa Claus to over 2,000 under-privileged children.

Painters No. 333 was outstanding during the past year when apprentice members of the union won prizes and recognition in a statewide contest in a panel-staining competition. Certificates of recognition were awarded for this accomplishment.

The Fourteenth Annual Apprenticeship graduation exercises and dinner was held in San Diego on March 20, 1955. We were favored by an outstanding address given by President Thomas Pitts of our Federation and over 150 apprentices were graduated.

#### **Additional Civic Activities**

The labor movement in San Diego, which has always been most active in all fields of civic activity and public relations, was honored during this past year when John Quimby, Secretary of our Central Labor Council, was selected as the director of this year's United Success Drive. John, who has been active on numerous groups and boards, has the organization well under way and it is hoped that this year, for the third time, we can exceed the goal which will be established.

In connection with community activity, it is well to point out that Robert Eagles,

Labor Liaison Representative with the Community Welfare Council, has been quite effective in his work. Citizens in all levels of our society have been made aware of the importance of the cooperative efforts of organized labor in this field. At the present time tabulations are being made on the tremendous amount of funds that have been paid to doctors, hospitals, and the members of our unions as a result of our health and welfare coverage.

Speakers of our labor movement have appeared before many business and professional groups, making them further acquainted with labor's part and importance on the community level.

Recognition has been given to many of the members of our labor movement who serve on important commissions, juries, and assist in the functioning of city and county government.

May I take this opportunity to state that it has again been a privilege to serve as vice president of District No. 1. In this behalf, I have cooperated with the President and Secretary of this Federation in carrying out all assignments given me.

I have been quite active, along with my colleague, Brother Thomas A. Small, in the field of education. We are serving our second year as members of the California Education Study Council, which deals specifically with problems on education, as well as doing what is possible to solve these problems.

I have taken all assignments given me by the Federation, and in addition to my work as a member of the Committee on Education of our State Federation of Labor, I am presently serving as a member of the Governor's Committee for the Physically Handicapped, with the President and general counsel of this Federation.

I have also been serving as a member of the Governor's Committee on Education, working out a program for a statewide Educational Conference, which will be held on September 30 and October 1, 1955, in Sacramento.

In this field of education, I have tried to portray to the Secretary and President of our Federation, through specific reports submitted, the problems which exist, as well as the important role which our Federation can play in cooperation with other groups in this important field.

In conclusion, may I state that I am most appreciative of the splendid cooperation I have received from the President and Secretary of this Federation, the Federation's attorney, and all my fellow officers. I join with the host of my colleagues in the San Diego labor movement in well wishes for a successful convention and a good time in our friendly city of San Diego.

Fraternally submitted,

MAX J. OSSLO.

## REPORT OF VICE PRESIDENT JACK T. ARNOLD FOR DISTRICT No. 2 (Long Beach and Orange Counties)

Long Beach, June 6.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

Throughout the past year all local unions and the American Federation of Labor as a whole have forged steadily ahead in the Long Beach area and Orange County.

### Long Beach Area

#### Construction Industry

Although construction fell off somewhat in 1954, it still ranked third in the all-time high in dollar value of permits issued. The year 1955 started off very well indeed, with the city of Long Beach planing an intensive construction program, particularly around the waterfront. With housing scheduled to continue in a greater degree and with the planned construction of public schools, the building crafts can look for a good year ahead.

Some of the local unions have suffered a slight loss in membership, members having transferred over into Orange County, which is one of the hot spots in construction at present. The basic crafts were successful in negotiating health and welfare plans which are now general throughout the industry. Some locals among the sub-trades have negotiated vacation plans along with the wage increases. The outlook for the construction trades is bright indeed.

#### Service Trades

With the new districts being built up, the necessity for shopping centers, restaurants and other industries has become a must and the service trades have been kept busy organizing these new establishments. Some of the service workers, such as the Retail Clerks, Butchers, Culinary Workers and Bartenders, whose jurisdiction includes Orange County have indeed been kept on the alert at all times.

The influx of operators from areas which have not operated union in the past has presented somewhat of a problem, but the wholehearted cooperation of the central labor councils, building trades councils and the Teamsters' locals has kept picket lines at a minimum, and in most instances where lines have been established, they have been of short duration.

The Typographical Unions, with the dogged determination which characterizes them, are continuing their fight against the Bellflower-Herald Enterprise and despite the many setbacks, final and conclusive victory is inevitable.

#### Councils

The Central Labor Council under the able supervision of Secretary E. L. Brown, and the Building Trades Council headed by Bryan P. Deavers have functioned in close harmony and have tendered prompt and wholehearted cooperation to the service trades.

### Orange County

The eyes of all have been focused on Orange County the past year and the phenomenal growth of this district has amazed everyone. From all indications, the surface has barely been scratched.

#### Disneyland

Disneyland, of course, has been the central project. Unfortunately, this report has to be in before Disneyland is opened, so it can be only a partial report on this enterprise. To date, several meetings have been held by representatives of all crafts, the Building Trades Council, the Central Labor Council and representatives of Disneyland; however, there is much to be ironed out before the opening date. A great many concessions have been leased, which will involve negotiations between the service trades and the lessees, but the complete unity of all crafts presents a solid front and it is the belief that the obstacles will be overcome and Disneyland will open one hundred per cent union.

#### New Construction

Under construction, and scheduled to open simultaneously with Disneyland, is an ultra-modern motel, with dining areas and cocktail lounges to seat 2500. Plans for another motel with similar accommodations have been approved. A number of other eating establishments are either under construction or planned.

Plans for a huge shopping center have been approved for nearby Garden Grove, so the building trades will be kept busy for some time to come, which will keep the very efficient secretary of the Building Trades Council, Ralph Conzelman, indeed busy.

The service trades are constantly on the alert and busily engaged in organizing the new establishments. The coast line of Orange County continues to forge steadily ahead.

#### Central Labor Council

Brother C. E. Devine, the dynamic Secretary of the Central Labor Council tendered his resignation in the early spring and Brother William Fountain was elected to fill the unexpired term. Brother Fountain is to be commended highly for the masterly manner in which he has con-

ducted the affairs of the council since assuming the position of secretary.

With the complete cooperation of the building trades, the service trades, the Teamsters and the Central Labor Council, the unions in Orange County can look for an unprecedented era of prosperity and organization should be at an all time high.

Unemployment has not been a problem in either Long Beach or Orange County, and it is anticipated that there could be a shortage of workers in some of the crafts.

In closing this report, I feel that I can,

with complete confidence, look ahead to a year of almost full employment and prosperity for the district.

It has been a pleasure indeed to have served as a member of the Executive Council and I wish to express my sincere appreciation to the unions and the officers of the Federation for their cooperation and it has been indeed a privilege to have served as vice president.

Fraternally submitted,

JACK ARNOLD.

### REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 3

(Los Angeles City Proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside Counties)

#### REPORT OF VICE PRESIDENTS C. T. LEHMANN, HARVEY LUNDSCHEN, ELMER J. DORAN, PAT SOMERSET, WILLIAM C. CARROLL, AND JOHN T. GARDNER

Los Angeles, July 6.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

##### Building Trades

During the 1954-55 period the local unions affiliated with the Los Angeles Building and Construction Trades Council have been increased in members by the addition particularly of charters issued to units for several crafts established to service the Palmdale-Lancaster area. The Council staff in that area is also actively engaged in a general public relations program with the businessmen and residents of that fast-growing community which is of considerable benefit to all labor.

All of the local unions of each of the crafts affiliated with the Council have made substantial gains as a result of collective bargaining with their employers which have benefitted their respective membership in various ways. Wage increases were gained for all of the membership. Many local unions having health and welfare plans in effect, this year broadened the provisions of their coverage. All of the basic trades crafts, not previously covered by any of these benefits, were able to reach agreements with the contractors providing for full employer contribution and coverage for all of the employees' dependents in addition to themselves.

Some of the basic trades not generally provided with arrangements for subsistence in their field labor agreements, this year have been successful in concluding such an arrangement, and those trades not now covered are expecting to accom-

lish similar arrangements during annual negotiating now proceeding.

Several of the specialty crafts have been successful in the establishment of paid holidays and vacations with pay in their agreements.

The Southern California master labor agreement for the construction industry has had its employer coverage extended by the inclusion of two large general contractor associations.

Work in the industry has continued at a steady pace. One or two of the crafts have had some unemployment for a small percentage of their membership, and in several others the work load has been and is continuing at far better than normal. The dollar volume of construction permits seems to be holding up well in both the residential and industrial field. From a recent analysis of organizational levels in the construction industry throughout the nation, the Los Angeles Council is convinced that the cooperation between local unions, craft and departmental councils in this area is responsible for the high degree of construction work performed by union building tradesmen in this area.

##### Operating Engineers

A survey of the last twelve months reveals that once again Operating Engineers No. 12 has continued its progress in bettering the wages, conditions, and welfare of the local union members. The unity of the membership has been to a great extent responsible for this continued progress, and while it is not possible to enumerate the large number of forward steps which have been taken, a few of the highlights can be included in the report.

With the membership standing solidly

behind the negotiating committee, the Operating Engineers achieved, in 1954, a separate agreement wherein they were no longer tied to other crafts in the matter of negotiations with the employer associations in Southern California. With a separate Engineers' agreement established for the first time came the additional benefits of regrouping of classifications, a health and welfare plan, improved working rules, subsistence on jobs in remote areas, and a wage increase.

Aside from the establishment of a separate agreement, perhaps the greatest step ahead was the instituting of a health and welfare fund, paid for entirely by the employer, and offering to the members not only medical and hospital coverage for themselves and their families, but also a substantial insurance policy. This historic development established for the first time a sense of security for the construction workman, and the benefits expected to be derived from the fund will unquestionably raise the standard of living among members of the local union.

In August of 1954, Local No. 12 dedicated its new home in Las Vegas, Nevada, filling a long-felt need for an adequate building for labor in that city. At the dedication ceremony, the union also presented to the Southern Nevada Memorial Hospital in Las Vegas an iron lung, thus providing added benefits to the city and also to the members of the organization.

Along with the conclusion of the new contract with the various contractor associations, Local No. 12 successfully concluded its agreements covering the rock, sand, and gravel industry and other allied fields, including a supplement to the master agreement covering field survey crews for the first time. Thus, the organization has become during the past year a more tightly knit unit in which the various benefits of contract coverage have been extended to a greater number of the members than ever before.

While at the time of this writing the contract negotiations covering the construction industry have not yet been completed, it is again anticipated that favorable settlement will be reached, with benefits of improved working rules, a substantial wage increase, and other beneficial achievements. As in the past several years, therefore, Local No. 12 continues its progress as one of the outstanding labor organizations in Southern California.

### Teamsters

With the general business upswing, the Los Angeles Joint Council of Teamsters, in conjunction with the Western Conference of Teamsters, has been carrying out an intensive campaign of organization. Realizing that the unorganized drivers and others within the Teamsters' jurisdiction constitute a threat to the wages, hours and working conditions of union members, the major efforts from a local union level on up through the conference level have been on organization.

As a result, union wages, hours and conditions have been brought to literally thousands of workers throughout Los Angeles County. Special organizing committees have been established and are functioning very well.

The biggest news of the year was the strike and lockout that affected local and line drivers and dock workers throughout the eleven western states. This is the first major strike in these jurisdictions in 17 years and was both a showdown and test of strength.

Unable to get a satisfactory offer from the associations after weeks of negotiations, a concerted strike against three major operators was called. The trucking associations shut down en masse, and for three weeks Teamster members not on strike were an object of censure. Recognizing the fact that the union meant business, the operators came back with an exceptionally fine offer that was accepted overwhelmingly by the membership. In addition to a three-year contract that included wage gains averaging 8 cents yearly, a pension plan, freezing of health and welfare benefits, and some important fringe issues were won.

The Joint Council of Teamsters participated wholeheartedly in the AFL Union Label Trades Show at the Pan-Pacific, firmly believing that public acceptance and patronage of the union label will go a long way toward eliminating sweatshops and providing more work for union members.

In addition to the major contract with the trucking association, contracts negotiated throughout the year have reflected some fine increases in wages, as well as protection through the health and welfare plan, vacation improvements and an increase in paid holidays.

The railroads have stepped up their incessant campaign to drive the trucking industry off the highways through legislation on city, state, and national levels, in addition to a public campaign of vilification. The Teamsters' Union is solidly behind the counter-offensive being waged by the industry to educate the public about the value of trucking to the national economy and the role it plays in everyone's life. This campaign has reached the stage of becoming an all-out war, with both sides marshalling their full forces for the eventual showdown.

Legislatively, the Teamsters have joined with the State Federation and other AFL units, and on a state level have won some very important battles for the industry and for the membership.

The Teamsters are continuing to support the preparedness campaign of the Civil Defense Administration and thousands of drivers have signed up and taken lessons for any kind of civilian disaster.

The gains of the past year have been brought about only because of the excellent cooperation among local unions and the splendid support on a state level.

### Culinary Workers

The Joint Board of Culinary Workers, Bartenders, and Hotel Service Employees' Unions has recently concluded contract negotiations with the Hotel and Restaurant Employees' Council which resulted in outstanding gains for members in all of these crafts. Among the major benefits negotiated were a five-year extension of all existing contracts and an increase in the contributions to the welfare fund. As a result of this latter increase in health and welfare contributions, members will receive a pension plan, a 50 percent increase in dental facilities, and continued health, welfare and dental benefits for retired members and their dependents.

The 1955 nationwide organizing drive initiated by the International Union gave emphasis to the Los Angeles organizing campaign. Sixty-five hotels and restaurants were organized in the past year and the membership gains amounted to over 1,000 new members in the Los Angeles Joint Board Unions. Among the major restaurant operators organized as a result of this drive were Albert Sheetz Company, Greenwood's and Aldo's of Hollywood. This campaign is continuing in full force, and at the present time there are several picket lines throughout Los Angeles County.

The Los Angeles Joint Board is deeply grateful to the many members and friends of organized labor who have helped make this organizing drive a success by their observance of our picket lines. Like many other unions in California, we are being legally harassed through the use of the California Jurisdictional Strike Act. One typical instance of the injustices being faced by workers attempting to organize for collective bargaining purposes is the present court fight with Botwin's Restaurant. Here, as in many other cases, a company union was formed after we had a picket line at the firm for over one year, and the courts issued an injunction compelling us to remove our picket line.

All unions affiliated with the Joint Board have taken an active interest in and given complete support to the political issues. Our experience at Botwin's has shown clearly that AFL unions in California must make the amending or abolition of the California Jurisdictional Strike Act their primary goal.

### Motion Picture Studios

During the year, employment has continued high in the Southern California motion picture studios, largely because of the continuing increase in the production of television films.

Greater security for workers in the industry has been achieved through AFL union contract negotiations providing for health and welfare and pension fund benefits.

The Motion Picture Health and Welfare Fund was first negotiated in 1951, but because of many problems caused by

the diversified groups in the industry, the plan was not put into effect until the end of 1952. Since that time more than two million dollars has been paid out in hospital, surgical, medical, accident and life insurance benefits.

The fund is administered by Ted Ellsworth, formerly business representative of Motion Picture Costumers No. 705 of the International Alliance of Theatrical Stage Employees.

Ellsworth reports that benefits paid average about 80 percent of the bills submitted to his office. About 90 percent of the total hospital bill is paid, the amount not paid consisting mainly of personal items, extra charges for private rooms, etc. A little over 70 percent of the medical and surgical bills are paid.

Among unusual features of this particular plan are liberal eligibility requirements, designed to take care of long periods of unemployment caused by fluctuations in the production of motion pictures. In some cases it is possible for a worker to retain coverage at no expense to himself, even though he may be totally unemployed for a period ranging from 12 to 14 months. If he is disabled, his insurance may be continued at no cost for an even longer period. Provision also has been made for union members to continue their coverage by self-payment, even though they may temporarily leave the industry.

Approximately 14,000 persons are participating in the motion picture industry pension plan, which became effective in October, 1954.

During the year, the independent Screen Story Analysts Guild joined the AF of L, becoming Local No. 854 of the IATSE. In June 1955, the independent Publicists Guild also voted to affiliate with the IATSE.

The Hollywood AFL Film Council is continuing its fight against "runaway" foreign production of American motion pictures. Ralph Clare, business agent of Studio Transportation Drivers No. 399, was elected President of the Council, succeeding Carl Cooper of the IATSE.

Most of the unions in the Hollywood AFL Film Council will open contract negotiations with the major motion picture producers in the fall of 1955. The Screen Actors Guild was in the midst of negotiations with the television film producers as this report was written.

### Riverside-San Bernardino

The past year has been more than average in San Bernardino and Riverside counties. Employment in the spring has taken quite a decided up-turn insofar as the building trades are concerned, with several large jobs on the various military installations in the two counties. Housing has continued at a rapid pace throughout the past year in all sections. Negotiations in the building trades groups have been carried on very successfully, with

wage increases and health and welfare programs well established.

Negotiations with the Associated General Contractors, the Building Contractors Association of California, Inc., the Home Builders Institute, Inc., the Excavating and Grading Contractors Association, Inc., of California, have been completed with the three trades, namely: the Teamsters, Laborers and Cement Masons, negotiating as a unit. These negotiations were quite successful insofar as wages are concerned. The health and welfare programs were continued and the contract will carry on for a term of two years.

One of the outstanding features of the new agreement is the establishment of the subsistence clause to take care of those workers who have excessive distances to travel and must be away from home in order to be gainfully employed. I am certain this new clause will be most welcomed by our members in the outlying areas.

The building and construction trades unions of San Bernardino and Riverside counties have had almost a continuous fight in the past year as a result of the encroachment of company unions in the industry sponsored by the notorious owners of the infamous Bette and Bert's market.

In the first case, the building trades unions were forced to go to court to protect their collective bargaining agreements. In this instance, picket lines were established on the project and after several days picketing, a restraining order was obtained against the Building Trades Council and several of its affiliated unions to show cause. It appears that during the process of picketing, the contractor entered into an agreement with the Employees Collective Bargaining Association sponsored by Bert Millage. At the time of the hearing in the courts at San Bernardino, enough evidence was presented so that the court ruled the Employees Collective Bargaining Agreement void, due to the fact that it was employer-dominated, and the injunction was denied. Picketing continued on this firm for several months. We are happy to report at this time, however, that all their operations are working under building trades conditions.

Even though the unions were successful in the above-mentioned case, two other cases are now pending, one of which involves a contractor who had formerly operated on the master labor agreement in Southern California but is now signatory

to the Employees Collective Bargaining Association contract. He is being picketed, and at this report the courts appear to be reluctant to issue a restraining order to stop picketing. The unions of this area are to be complimented on the splendid fight they have carried on.

The Culinary Workers continue to show progress. Outstanding is the fact they have been able to secure several contracts in Palm Springs, which is real progress. The Desert Inn, one of the oldest show places of the resort, has recently changed hands and it is expected that this will materially weaken the position of the Employers' Association there which has fought the organization of the service trades in that area, as well as the building trades, for many years.

The active organization campaign carried on in the past season has caused great consternation amongst members of the Employers' Association, to the end that they have carried large paid ads in the local papers attempting to justify their position against the unions. There seems to be considerable reluctance on the part of the city to enforce one of the very bad anti-picketing ordinances. It is believed that should the labor movement in Riverside put forth the same efforts at the beginning of the next season, Palm Springs will be well organized for the coming year.

The beautiful new Labor Temple in Riverside was dedicated in the early part of the year by President Pitts of the California State Federation of Labor.

The Labor League for Political Education activities, through the Central Labor Councils of both Riverside and San Bernardino, were quite successful. The past year shows that labor in this district has made considerable gains and was able to fight the activities of certain anti-labor groups.

The six vice presidents of District No. 3 wish to express their appreciation to the AFL leaders in the area and to the officers of the California State Federation of Labor for the fine cooperation received the past year.

It has been a privilege to serve the California State Federation of Labor.

Fraternally submitted,

C. T. LEHMANN,  
WILLIAM C. CARROLL,  
JOHN T. GARDNER,  
HARVEY LUNDSCHEIN,  
PAT SOMERSET,  
ELMER J. DORAN.

#### **REPORT OF VICE PRESIDENT FOR DISTRICT No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)**

The labor movement in District No. 4 suffered a great loss with the sudden passing of Vice President Roy Brewer on February 18, 1955.

At its June meeting, the Executive Council of the California State Federation of Labor filled the vacancy created by

Brother Brewer's death with the election of Robert J. O'Hare, president of the Los Angeles District Council of Carpenters and business agent of Carpenters No. 1400 of Santa Monica.

Due to these circumstances, no report was requested for this district.

## REPORT OF VICE PRESIDENT WILLIAM A. DEAN FOR DISTRICT No. 5 (Ventura, Santa Barbara and San Luis Obispo Counties)

Santa Barbara, May 25.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

The past year since the last convention has been very successful for all of the locals in the three counties, in conditions and employment. I do not mean we have not had unemployment, but that the situation was much better than last year.

### Construction Activity

In the Ventura area, there has been a large influx of new people and they have built new homes in several large tracts in Ventura, Oxnard, Ojai and Santa Paula. Industry as well has spent millions of dollars in that area, and are spending more, and you can well see that this means increasing work for all of our people.

In the Santa Barbara area, many housing projects are in the making and under construction. In Lompoc the Johns-Mansville plant has had, for some time, a large building project underway. Santa Maria has also prospered in the building of new county buildings and homes.

In the San Luis Obispo area, there has been a large amount of building for industry as well as a new state hospital near Atascadero. New schools have been built in all three counties, which were badly needed.

All of this work in the area and a steady increase in population has given work for the members of all of our unions, which makes for good conditions.

### Tri-County LLPE

The Tri-County LLPE is really a going concern now, with meetings each month all year. The delegates are to be highly commended for their attendance each month. We were not too successful in the election, but with continued effort we hope to be able to overcome the few hundred votes we seem to lose by.

The state senator from Santa Barbara passed away in Sacramento, and as of this writing we do not know if a special election to fill the vacancy will be called or not.

### Death of Brother McDonald

We were all shocked at the untimely death of Brother Dick McDonald, secretary for many years of the Retail Clerks in this area. He will be missed by his many friends and associates in the labor movement as Dick, as well as taking excellent care of his local, was always available to assist any local union that needed help.

In closing, I wish to thank the officers and members of District No. 5 for their kind help and advice, and to thank the officers of the Federation for their able assistance to me. It has been a privilege to serve as vice president of this great Federation, and I wish to thank all those who have made it possible.

Faternally submitted

WILLIAM A. DEAN.

## REPORT OF VICE PRESIDENT PAUL L. REEVES FOR DISTRICT No. 6 (Bakersfield to Merced)

Fresno, June 14.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

### Employment Conditions

During the past year all affiliated local unions contacted report continued gains in their respective fields. Unemployment has not plagued members during the past year, the percentage having been less than usual. Of crafts reporting members out of work earlier in the year, many now report full employment and in some cases a shortage of available mechanics. This is particularly true in the construction industry.

### Housing Projects

Residential construction is extremely heavy in the Fresno area. Over three

thousand homes are now being constructed, and it is assured that the dollar volume in new homes will set an all-time record. Motel construction continues, with over six hundred additional units assured this year. This is also a new record for this type of building. In the Bakersfield area, home construction has subsided some but will equal the 1954 level. In Tulare County, home building will surpass last year's mark.

### State Projects

New contracts awarded by the Division of Architects and the Division of Highways, and projects which will be awarded soon have and will assist construction workers greatly.

Some of these include the freeway in Madera and Tulare Counties and a new freeway through Fresno, a new state building in Fresno, additional facilities at Fresno State College, and additions at the



State Hospital at Porterville, California.

All of these projects will guarantee employment to the basic as well as sub-crafts.

### Heavy Construction

The Pacific Gas and Electric Company has received its permit to add to its facilities on the Kings River, and actual construction of a \$90 million project is now assured. Assurance has been given that the dams and power houses will be let to contract. This is good news to the building trades crafts for PG&E has used its own construction crews on some of its projects and construction wage rates and conditions did not prevail on those jobs.

The Southern California Edison Company will add employment opportunity on its repair work at Huntington Lake. This company's Mammoth Pool project is still under consideration and its approval will be welcome news.

A new court house in Tulare County at a cost of \$3 million will start this year. Bids will open June 28. Previous bids were thrown out. Three new hospitals in Kern County are under construction at present, in addition to many other buildings necessary because of the earthquake a couple of years ago.

In Fresno, Sears & Roebuck are expanding and a new building on a ten-acre site is now under construction. Additions to the California Hotel will be started in August and will add many new rooms for Fresno visitors.

### Organizing

Organizing activities in the Tulare County area are met with resistance from the California Association of Employers. A great deal of effort and many dollars have been spent during the past year. Results have not been as good as expected, but certainly, while gains have not been great, losses have been prevented.

State Federation support, in addition to financial support from many affiliated

organizations, has kept the constant pressure on. The labor organizations and labor representatives who have given of their time, advice and dollars have been an inspiration to the local people who have a tremendous burden to carry.

The Retail Clerks continue their organizing activities. This is noticeably true against the Pep Boy Stores as well as other retail establishments.

The Madera County area remains a threat to organized labor. Several attempts have been made to bring this area into the ranks of labor. A concerted effort by the building trades crafts is bearing a little fruit, and this may be the additional help needed to make all organizations conscious of the necessity of adding their wholehearted support to the organizing program on that area.

### Labor League for Political Education

The State Federation of Labor, through the California Labor League for Political Education continues to do an outstanding job, considering the financial support it receives. Many organizations continue to take a free ride. I am sure if they realized how important their three cents per member really is, that they would add their financial support to this worthy cause.

We have the qualified personnel to do an outstanding job, but qualification needs financial support where politics is concerned. I am sure a few pennies per month could not be spent for a better purpose.

It has been a pleasure to work with the officials of the Federation. They have always given their best when called upon and the membership can be proud of their achievements in their behalf.

I wish to thank the many labor representatives and members I have had the pleasure of working with for their assistance during the past year.

Fraternally yours,  
PAUL L. REEVES.

## REPORT OF VICE PRESIDENT C. AL. GREEN FOR DISTRICT No. 7 (Stanislaus, San Joaquin and Adjacent Counties)

Modesto, June 21.

To the Fifty-Third Convention of the California State Federation of Labor—  
Greetings:

During the past year there has been considerable action in the labor movement in District No. 7. Contract negotiations have been completed with very few stoppages of work. Most members of organized labor received pay increases and improvements in their health and welfare benefits, but the employers' associations are still active in endeavoring to organize the employers to fight organized labor, rather than to work out a labor-management program which would be beneficial to all concerned.

### Anti-Union Activity

The Building and Construction Trades Council of Stanislaus, Merced, Tuolumne and Mariposa Counties is still having its difficulties with the open shop and non-union operators in this area, but through the assistance of the State Federation of Labor they are making progress.

Most of the organizations have shown an increase in their membership in spite of all the opposition from the employer associations.

Cannery Workers No. 748, through statewide negotiations, has been able to sign contracts which have stabilized the frozen food industry. This union has adopted the Teamsters' health and welfare Plan.

### Teamsters

Teamsters No. 386 in Modesto has been carrying on an extensive organizing program and has signed many new contracts. This local has set up an office space in their new building for the convenience of blood donors. This was started about a year ago and is still continuing every Thursday afternoon and evening for the members as well as the general public desirous of donating blood for the Delta Blood Bank. The response has been very good.

### Death of George E. Nelson

We have had an unfortunate happening this month of June and the loss of a very good friend of labor in the passing of George E. Nelson, capable representative of Packing House Employees No. 698 at Modesto and of the State Council of Packing House Employees. He was a pioneer in the organizing of the dried fruit industry in the northern part of California. He had been in this area for almost fifteen years. He will be greatly missed by his membership and friends in California.

### Stanislaus Labor Council

The Stanislaus County Central Labor Council has been very active in the past year in participating in the United Crusade campaign. They have carried on the campaign with the civic bodies and were very active in promoting Modesto as the "All America City". They also took a very active part in the 1954 election campaign.

### Political Activity

#### Stanislaus County

The Council has revised its LLPE and is doing a very fine job. They have set up a fifteen-minute program following the Edward Morgan AFL news program Mondays through Fridays on the radio and are getting very good response from their local program. They are at the present working on setting up a women's division of the LLPE. They hope to set up an effective congressional Labor League working with the San Joaquin County Central Labor Council so that they may be able to put on an effective campaign in the 1956 elections in this congressional district.

### San Joaquin Labor Council

The San Joaquin County Central La-

bor Council in the past year has also been very active. They have picked up numerous new affiliations of unions in that area and the future looks very good. They have been continually organizing the unorganized with excellent cooperation from all of the local unions. Most of the organizations were very successful in their contract negotiations and strikes were held to a minimum. The Council has become very active and is participating in many of the city's civic programs and the future outlook is very promising for San Joaquin County.

The Building and Construction Trades Council in San Joaquin County also has had a very active year with not too much unemployment. Almost all of the organizations received an increase of wages, as well as improvements in their health and welfare plans.

### Political Activity

#### San Joaquin County

The San Joaquin Central Labor Council's LLPE was very active in the 1954 campaign and did a wonderful job in electing a state senator in that area who will at least give labor problems consideration. By electing this state senator, they eliminated one of the most reactionary opponents of labor. They were also successful in electing other labor-endorsed candidates in the San Joaquin area, and are building their LLPE so that they will be able to continue their fight in the political field by "rewarding their friends and defeating their enemies." Also, they are working with the Stanislaus County Central Labor Council in setting up a congressional LLPE for this district so that they will be able to take an active part in our 1956 campaign.

I want to say that I enjoyed having the privilege of representing District No. 7 as vice president of the State Federation of Labor, and I want to thank all of the officers and members of the locals in District No. 7 for the fine cooperation which they have given me in the past year.

I also want to thank the officers of the State Federation of Labor, and especially the secretary, Brother C. J. Haggerty, for the generous cooperation given this district in helping to organize the non-union contractors in this area.

Yours in UNION,

C. AL GREEN.

## REPORT OF VICE PRESIDENT THOMAS A. SMALL FOR DISTRICT No. 8 (San Mateo and Adjacent Counties)

San Mateo, May 23.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

The past year has been one of very good progress throughout the Eighth Dis-

trict, I am happy to report. At the time of this writing, employment is at a higher mark than usual for this time of year and things look very rosy for the future. Economic gains and greatly improved public relations are also recorded for the past year.

Construction work shows great im-

provement in Monterey, Santa Clara and San Mateo counties and, despite some lag recently in building in Santa Cruz and San Benito counties, there is little unemployment at this time in this industry. And the unions in the Santa Cruz area have launched a campaign to try to build a better labor-management relationship and perhaps attract industry.

The big Wrigley plant in Santa Cruz opened — without a union contract. At this time, committees and union officials are striving to clear the anti-union status of Santa Cruz interests, hoping for an industry contract covering hotels, restaurants and bars. I have met with culinary workers and with building trades officials on their problems and can see prospects for an improved situation in Santa Cruz.

Monterey County has joined the trend of Santa Clara and San Mateo counties and now has an active industrial committee to try to bring new firms to the area. Labor is widely active on the Monterey County Industrial Development Committee. In Monterey, labor also has given full support to the effort to attract conventions. With restaurants, bars and hotels nearly all union in the Monterey area, conventions which have sidetracked Santa Cruz due to its non-union status may be attracted across the bay.

Generally speaking, unions are strong and growing stronger throughout the district, in some instances with new leadership, but more often with oldtimers holding the reins and leading their organizations to new heights.

San Jose's two veterans, Earl A. Moorhead (Butchers and Labor Council) and Ed A. Stock (Electricians), are still active, despite illnesses during the year. Each has more than 30 years of labor activity. San Jose Clerks' Secretary Jim McLoughlin had a major operation but is back strong, both with his union and with the LLPE. In San Mateo, Charlie Benton, Laborers' veteran secretary, suffered a broken back but donned a steel harness and kept right on at his union job. Watsonville's G. L. DeWald, veteran ex-president of the labor council, was active on the Board of Freeholders drawing a new city charter.

Perhaps this would be a good place, since we have mentioned a few names, to remind you that it is impossible to name every active person in this large district with its 200 unions and 90,000 members. Every year we are told that we "might have mentioned" someone not listed in this report. We want to apologize to anyone who thinks he or she "might have been mentioned," but space prevents reporting anything other than the highlights of the year as we see them.

In the field of public relation, this district continues to shine. San Jose has 14 different radio programs a week on the air now, under direction of AFL Editor Bill Pedigo. Watsonville has also used the radio with good success.

Labor councils now award scholarships

to high school seniors in Salinas, San Jose and San Mateo county, augmenting the fine State Federation of Labor scholarship program.

All labor councils have opened meetings to speakers on community projects, such as discussions of pressing city or school problems, charity campaigns, and the like. Salinas, San Jose and San Mateo labor councils have had regular showings of educational films at council meetings. In turn, labor has provided speakers on labor problems before civic groups of the district on occasion.

Public functions were held by labor councils at Salinas, San Mateo, San Jose and Santa Cruz, to hear prominent people in the labor field, such as Harry Morton, attorney for Permanente; William Birthright, international president of Barbers; Edward Park, state labor commissioner; city, county and state officials, and others.

Labor lost a few leaders in the district, one in a tragic accident. The bell tolled for Jim Mandt, of San Mateo Painters; Charles Ernst, former secretary of Monterey Laborers; Bill Booker, past president of Monterey Carpenters; Dick Clewett, business agent of San Jose Plumbers; Bill Robertson, former business agent for Building Trades at Palo Alto; Henry Musser, former secretary of San Jose Carpenters; Claude Maingueneau, organizer and past president of San Jose Musicians; and others.

Attention was focussed on the Eighth District when the Western Federation of Butchers of California had its convention in Monterey; when Frank Kelnhofer, Watsonville electrician, devised a parking meter collection box for the March of Dimes; when Jack Del Nore, San Jose pressman, was elected president of the Western States Web Pressmen's Council; when the San Mateo County LLPE launched a campaign for an 8 p.m. closing hour for election polls; when Roger Brennan, San Jose Building Trades Council agent, conducted a successful safety campaign against use of termite poison in lumber to be used to erect a school.

Let's look at the area a little more in detail:

### **Santa Clara County**

With nearly all city and county workers now in AFL unions, a Public Employees Council was formed with a full-time executive. AFL President George Meany issued a Labor Day address over the San Jose labor radio program, the program showing variety by presenting Christmas and Easter concerts by a high school choir.

San Jose was assured the 1956 State Carpenters' Convention, and promised to bid for the 1956 convention of the State Federation. A new Hardwood Floor Layers union was formed. The Musicians' Union conducted a campaign for repeal of the cabaret tax. The Painters' Union

softball team won the championship in its division. The Carpenters' Ladies Auxiliary celebrated its 25th birthday. Earl Moorhead was named president of the San Jose Board of Education for the third time during 12 years of membership. Most unions had Christmas parties or summer outings for members. All unions reported fair to excellent success in contract and health plan negotiations.

#### **San Mateo County**

Building trades leaders led a statewide campaign for legislation to outlaw the homebuilder who builds only for re-sale or for speculation and has no formal contracting license. Business agents and secretaries held monthly luncheons with prominent speakers. The LLPE was active in the off-year elections with endorsements for school board as a highlight. Thirty Thousand "Pledge of Allegiance" cards printed with the American Flag were distributed by the labor council to school children up to the fourth grade.

The Labor Council set up an educational program featuring films and speakers at council sessions. The Building Trades Council opened its installation meeting and party to all county and city officials with marked success. Automobile salesmen voted themselves out of the Retail Clerks Union, preferring to go it alone. Most unions gained substantially in contracts and welfare programs. All unions substantially stronger in membership and security.

#### **Monterey County**

This county has two labor councils, one at Salinas and one in Monterey, and steps were taken to exchange delegates and ideas in hope of more coordination of effort. Teamsters in Salinas opened a new campaign to gain jurisdiction over lettuce shed workers. Monterey labor donated substantially in labor and cash to the new Youth Center and also to sponsor a baseball team for teen-age boys. Salinas labor studied possibility of building a new Labor Temple, if all crafts will agree to move in. Monterey building craftsmen joined to build a swim pool for a polio victim in need. The annual Salinas Christmas Party for children drew a record crowd and won a "best yet" acclamation.

Monterey Fishermen and Fish Cannery Workers hailed partial return of sardines and held hope for a big season next year with revival of "Cannery Row." Mrs. Johnnie Mattos, wife of the Salinas Laborers' Union Secretary, won new championships with her show dogs and interested many union people in dog breeding and shows. Monterey's Culinary-Bartender Union got the area's first local health and welfare plan, and it's a dandy.

The AFL political cause in this area registered an encouraging victory in early May when Fred Farr was elected to the State Senate to represent Monterey Coun-

ty, succeeding the late Fred Weybret. Farr was endorsed by the California Labor League for Political Education and heavily supported by AFL unions in Monterey County. I was assigned to Monterey County by C. J. Haggerty, Secretary-Treasurer of the CLLPE, to give aid and assistance to Farr during his campaign.

#### **Santa Cruz County**

Biggest progress of the year was a meeting with building trades union officials and the Santa Cruz city manager in an effort to work out a formula for labor-management accord in Santa Cruz. This county also has two labor councils, one in Watsonville and the other in Santa Cruz, but as yet there is no exchange of delegates and no intense program for unity. Watsonville is studying the idea of creating a Labor League for Political Education, which would be the first in the entire Monterey Bay District.

Both councils held dinner parties and public functions on occasion, with the annual Labor Day celebration in Santa Cruz this year attracting many top state officials. Activity in blood donation programs and community service programs was high throughout the county. Union organizing problems were heavy but Santa Cruz established a city policeman's union which may break the ice in the union program. Wage scales weren't brought up very much except where there are statewide or areawide contracts, although gains are reported.

#### **San Benito County**

Construction activity in this growing county was fairly high, with a lot of new highways and bridges, some subdivisions and a number of new store buildings. Union activity is not so good, however, although the building crafts are making every effort possible, it appears. Picket lines are frequent and sometimes of long duration, such as the Projectionists' Union line at the Moonlite Drive-In Theatre. There are no unions entirely within San Benito county, although the Painters, Carpenters and Butchers have unions serving the area with local officers. Progress is being made, but slowly.

#### **1954 Election**

Thus far I haven't mentioned one important topic — the elections last year. All the vice presidents will point with pride to the success of the State Federation's campaign for Governor Knight. This district is no exception — we voted for Mr. Knight. Otherwise, we weren't too successful politically, although fortunately, with one exception, none of the state legislators elected from our counties are too much anti-labor in their voting records this year thus far. We have hopes for greater political success next year.

During the past year I have made frequent trips to various parts of the dis-

trict, whenever called upon. I have spoken in the name of the State Federation at several meetings and have assisted in union organization and negotiation problems, and what success has been achieved is a great personal pleasure to me.

This district has had a bright year and the future looks bright. If the cooperation between unions and union officials of the district continues, and the assistance of the Federation can be as great,

the future should be successful for all our union people.

Thanks to my friends and supporters for letting me serve the district, and my very good and sincere wishes for success and achievement to all delegates and officers of the California State Federation of Labor.

Fraternally submitted,

THOMAS A. SMALL.

## REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 9

(San Francisco)

### REPORT OF VICE PRESIDENT ARTHUR F. DOUGHERTY

San Francisco, June 1.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

As reported in 1954, the San Francisco Local Joint Executive Board and its affiliated unions, namely, Waiters No. 30, Bartenders No. 41, Cooks No. 44, Waitresses No. 48, Miscellaneous Employees No. 110 and Hotel and Club Service Workers No. 283, had completed all contract negotiations for the year with the exception of the San Francisco Club Institute, representing the private and residential membership clubs.

#### S.F. Club Institute Negotiations

After many months of negotiations, an agreement was reached with the Institute on December 6, 1954, to become effective August 1, 1954 and to run until July 31, 1960, providing for annual reopenings for wages, general rules and crafts rules on alternate years. The agreement, in effect, provided for increased employer contributions to the health and welfare fund and for major improvements to the employees' medical and hospitalization benefits.

#### 1955 Negotiations

The first 1955 negotiations were opened with the San Francisco Hotel Owners Association prior to January 1, 1955. After some three weeks of discussion, an agreement was reached commencing with January 1, 1955 and ending January 1, 1960.

In addition to the improvement in the health and welfare fund, the unions were successful in improving exempt classifications for the first time in many years. Hotel and Club Service Workers No. 283 and Apartment and Hotel Employees No. 14 were signators to this long-term agreement, providing annual reopenings for wages and general rules and craft rules on alternate years.

#### Health and Welfare

Having completed all contracts in effect with their employers for long terms, the unions turned to the technical job to be completed relative to medical, surgical and hospital benefits to some 22,000 members of the unions under the following program adopted through collective bargaining:

There presently is in effect pursuant to the Agreement between the parties, a Group Medical, Surgical and Hospital Plan involving a Trust Fund and a Trust Agreement. Effective as of January 1, 1955, the Employers shall make the following contribution to said Trust Fund:

The sum of \$8.85 per month per eligible employee as heretofore defined in said Trust Agreement.

Said increased contributions shall be used to finance two alternative plans of benefits, the cost of administration thereof, and such other expenses as are authorized by the aforesaid Trust Agreement. The alternative plans referred to shall be effective April 1, 1955, and shall consist of:

(a) An indemnity plan of benefits underwritten by an insurance company, C.P.S. or Blue Cross or the like covering eligible employees but not their dependents.

(b) A plan of benefits through the Kaiser Foundation or other service organization, said plan to include dependent coverage. Single employees may select the service plan with no dependency coverage if desired.

All eligible employees within ninety (90) days prior to April 1, 1955, or within ninety (90) days following date of employment, whichever is later, shall select either Plan (a) or Plan (b) above, and such selection may not be changed before the next anniversary of the Plan.

The details of Plan (a) and (b) above shall be worked out by the Trustees under the terms of the trust agreement. Plan (b) shall be the standard group service plan made available by the Kaiser Foundation or other service organization, subject to suitable contractual terms between the Trustees and the Kaiser Foundation or other service organization.

### Service and Indemnity Plans

After many weeks of negotiations, the Trustees arrived at a meeting of the minds on an insurance company and a service group plan. Two plans of benefits were agreed to, commencing with January 1, 1955 and April 1, 1955, which give each employee an opportunity to select a Plan of his choice. The service plan is with the Kaiser Foundation, and the indemnity plan is underwritten by the Continental Casualty Company. The indemnity plan has the blessings of the San Francisco Medical Society, as demonstrated by the following communication received by the Trustees:

"The Board of Directors of the San Francisco Medical Society recommends that its members cooperate with this plan and its fee schedule on an indemnity basis, believing that this is a fair indemnity schedule for the income level of the Hotel Employees Union membership, and recommends that any fee in excess of the schedule only be charged after prior discussion between the patient and his physician. The Society's Mediation Committee stands ready to cooperate with the trustees and the insurance carrier in order to resolve any differences that may arise and to help eliminate sources of waste in the operation of the plan."

(Signed)

Samuel R. Sherman, M.D.  
President

SAN FRANCISCO  
MEDICAL SOCIETY

Although the practice of providing alternate plans for members of our unions to select from is rapidly becoming more common in this area, there still is a reluctance on the part of major insurance companies to bid on choice programs. Out of twenty-seven major carriers in this area, only two bid on the program.

The welfare plans covering the hotel and restaurant industry in San Francisco are the result of collective bargaining and are divided into four separate trust agreements. Each trust agreement establishes labor and management as equal co-partners in the administration of the plan. Our collective bargaining provides master agreements with four separate associations: Hotel Employers Association of

San Francisco; Golden Gate Restaurant Association; San Francisco Club Institute; and Hotel Owners Association of San Francisco.

The plans give coverage to some 22,000 members of our unions, the greatest number covered with the Golden Gate Restaurant Association.

### Trend of Choice

Under the alternate choice program, our members are afforded the selection of a program they personally feel is to their best advantage and, in their opinion, provides the best comprehensive coverage. Their selection was made voluntarily with no influence from the carrier, Kaiser Foundation, trustees, employers or the unions.

The selection is about 90 percent completed today, and, projected to full registration, the following will give you some idea as to the trend:

**Group A**, who have never been covered by a service organization and have continuously been covered by an indemnity program, made the following selection:

Kaiser Foundation.....	35%
Continental Casualty.....	65%
(approximately 6,000 members)	

**Group B**, who have never been covered by a service organization but have been covered by an indemnity program continuously, made the following selection:

Kaiser Foundation.....	36%
Continental Casualty.....	64%
(approximately 1,500 members)	

**Group C**, who have been covered for one year prior to the selection program in the Kaiser Foundation and the indemnity program prior to the Kaiser Foundation, made the following selection:

Kaiser Foundation.....	68%
Continental Casualty.....	32%
(approximately 13,500 members)	

**Group D**, who have been covered for two years prior to the selection program in the Kaiser Foundation, made the following selection:

Kaiser Foundation.....	75%
Continental Casualty.....	25%
(approximately 2,000 members)	

It is too early to predict or anticipate that a major portion of the membership will shift either way, inasmuch as they will be required to remain in the plan of their choice until January 1, 1956 and April 1, 1956, in accordance with the trust agreement.

### Private Golf Clubs

For many years, organization in the private membership golf clubs was at a standstill. In March of this year, the unions embarked on a program to sign con-

tracts covering private golf clubs. An agreement was reached within two weeks with the Lakeside operation of the Olympic Club, extending the agreement with the San Francisco Club Institute to said operation.

In the San Francisco and Presidio Golf Clubs, the unions were met with some strong opposition and it was necessary to conduct a month-long strike before agreements were reached with the two clubs. The result is that all private golf clubs in the city and county of San Francisco are covered by the industry agreement applicable to private membership clubs.

### Pensions and Life Insurance

On April 1, 1955, the union negotiating committees of the hotel and restaurant industry of San Francisco commenced negotiations with their two largest employer associations, the Golden Gate Restaurant Association, employing some 10,000 of our members, and the Hotel Employers Association of San Francisco, employing some 4,500 of our members. After some 10 weeks of continuous negotiations with the Golden Gate Restaurant Association an agreement was reached which provided innovations in our collective bargaining agreement, specifically, an agreement that will provide pensions and \$1000 life insurance policy for all eligible employees. Needless to say, the details are far from worked out; however, the agreement provides:

(a) A pension program, which the employers agree to make every effort to participate in as an industry-wide program.

(b) Commencing January 1, 1956, the employers shall make a monthly contribution in the amount of \$5.25 for all employees eligible under the eligibility rules of the medical, surgical and hospital plan.

(c) Length of continuous membership in the union shall be the determining factor for eligibility for benefits for persons coming under the jurisdiction of the local union.

(d) The employers shall make available, commencing September 1, 1955, a \$1000 life policy to all persons eligible under the medical, surgical and hospital plan.

In addition, the unions were instrumental in improving some of the fringe wage compensations, particularly vacation pay and holidays.

The innovation of pensions and life insurance was granted in lieu of wage increases for this year, it being the opinion of the unions that it is necessary at times to sacrifice a wage increase in order to give the members and their families freedom from worry in the event of accidental death and some security in their old age to supplement their social security.

The union negotiating committees are continuing their efforts in the hotel industry to reach an agreement before the effective date of July 1, 1955. As this report goes to press, agreement has been reached with the Hotel Employers of San Francisco.

I would like especially to commend Secretary-Treasurer C. J. Haggerty for his magnificent job during the 1955 session, and also to congratulate our attorney, Charles Scully, Vice President Harry Finks of Sacramento and President Thomas L. Pitts. They spent long and tiring hours in Sacramento in defense of the fundamental rights of the working people of this state, and that story should be known to every AFL union in California.

I wish again to thank the membership of the State Federation for the privilege of serving another term as vice president, and to acknowledge with appreciation the cooperation I have received at all times from my fellow members of the Executive Council and from President Pitts and Secretary Haggerty.

Fraternally submitted,

ARTHUR DOUGHERTY.

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## REPORT OF VICE PRESIDENT GEORGE KELLY FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

### Christmas Party

The San Francisco Labor Council's Union Label Section held its 7th annual Christmas Tree Party for teenagers, December 21, in the Labor Temple.

One hundred fifty teenagers from Edgewood, Homewood and Mt. St. Joseph's were entertained by a bevy of the city's top entertainers enlisted by a committee

headed by Phil Downing, representative of the American Guild of Variety Artists, and Art Neergard of Bartenders No. 41.

The three institutions are Protestant, Jewish and Catholic orphanages respectively.

Music for the entertainment was supplied by Musicians No. 6 through the help of the Music Performance Trust Fund set up by the American Federation of Musicians.

Prior to the party, each youngster was asked to supply a list of items he or she would be most interested in. The Labor Shopping Committee managed to meet every personal request.

The party also featured an excellent Christmas dinner with squab chicken as the highlight, accompanied by all the usual holiday trimmings.

Chauffeurs No. 265 transported youngsters to and from the party.

The annual party, promoted by the Union Label Section, is financed through donations from all AFL unions.

### **Hetch Hetchy**

San Francisco labor's opposition to the Engle bill—which would turn over the city's important Hetch Hetchy power sites to a small, mountain district—was made known to Congress this April by a three-man delegation from the San Francisco Labor Council.

The Council's resolution opposing the Engle bill and calling for maximum development of the Hetch Hetchy program was presented to the House Interior Committee by President Jack Goldberger, Secretary George W. Johns, and former Congressman, Frank Havenner.

Testimony of the Labor Council delegation focused on two important aspects of the Hetch Hetchy situation:

One, what will the people of San Francisco get out of proposed development of new power sites? And two, development of the water and power resources of Hetch Hetchy in the interests of the people who own them.

Congressman Clair Engle, chairman of the Interior Committee and representative of a string of California mountain counties, asked the Council group whether it would support his bill if a proposed bond issue to build on two power sites were turned down by San Francisco voters.

He was told that the Council's position was identical with that of the national AFL, which calls for full development of the nation's natural resources in the interests of the people.

Any proposals, whether for bond issues by San Francisco or Engle's proposal to take over one of the sites for a small irrigation district, would be examined in the light of that policy.

The Council's resolution noted that the Labor Council "has always stood in the forefront of the fight for full development of the water and power resources of Hetch Hetchy in the interests of eventually guaranteeing water and power at fair and reasonable costs to the people of San Francisco."

The Council has always felt, too, that the city should live up to its commitments under the 1913 Raker Act "without equivocation" and has supported investment of some \$335,000,000 which the city already has spent in developing water and power for the people of San Francisco.

At the same time, the Council said that "certain elements in our community governed by motives of special interest have

often been successful in buying enough confusion to delay this vital and important program."

The Labor Council opposes the Engle plans for taking over one of the major power sites in the Hetch Hetchy development "as a threat to the further development of the Hetch Hetchy project and as detrimental to the interests of the people of San Francisco and its adjoining communities."

The Council called for a united effort, bringing together the press, Chamber of Commerce, Pacific Gas & Electric Co., labor and other interested groups, to press for the maximum development of the Hetch Hetchy program and to organize a militant fight to protect the city's interests.

Havenner described the Engle proposal as "weird" and expressed his personal view that no utility regulating body would seriously consider the utilization of enormous and valuable power resources for such limited uses as the Engle proposal contemplates.

In effect, Engle has asked Congress in his bill to turn over one of the Hetch Hetchy sites to Tuolumne Water District No. 2. The water district would sell the power it produced and use the revenues to finance irrigation projects on still another watershed.

The water district neither wants the power nor the water involved in San Francisco's Hetch Hetchy, but, as critics quickly noted, only the revenue.

The Council held public debates on the Hetch Hetchy question in which Congressman John F. Shelley, Congressman Clair Engle, and San Francisco City Attorney Dion Holm presented their views.

### **Labor Day Television Show**

The San Francisco Labor Council was awarded a citation by the Northern California Academy of Television for its special television observance of Labor Day shown over KGO-TV.

The program explored the pages of the city's history to underscore the role of working men and women in its building. Vic Paulsen, well-known local radio and TV figure, handled the narration with the assistance of Hartley Sater. The script was written by Gordon Waldear. The program was especially pleasing to oldtimers in the San Francisco labor movement, who enjoyed seeing many of the scenes and personalities of the past flashed across the TV screen.

### **United Nations**

Former President Harry Truman was the surprise speaker at the United Nations Banquet given by the San Francisco Labor Council on June 24 during the UN Charter Anniversary week.

The former President told a cheering



capacity crowd of AFL men and women in the Fairmont Hotel that labor should continue to support the United Nations as mankind's "best hope" for world peace.

Other speakers were Belgian Foreign Minister Paul Henri Spaak, Democratic Senator Hubert Humphrey of Minnesota, and C. J. Haggerty, Secretary-Treasurer of the California State Federation of Labor.

The AFL program was sponsored by the Council, with Helen Wheeler and John Robinson serving as co-chairmen. Jack Goldberger, Council President, presided at the banquet.

### Political Action

The Union Labor Party, official political arm of the San Francisco Labor Council, participated actively in the November, 1954, general elections.

In the Congressional field, the Union Labor Party backed one of two winners; in the state legislative area, three of six winners; in the matter of state propositions, supported twelve out of sixteen proposals adopted by the people; in city propositions, supported nine out of ten proposals adopted by the people; and in campaigns for city and county offices, it supported one of two winners for public office.

In closing, I wish to express my appreciation for the opportunity of serving the American Federation of Labor in California as a vice president of District No. 9, and to thank the officers of the Federation for their friendly cooperation throughout the year.

Fraternally submitted,

GEORGE KELLY.

## REPORT OF VICE PRESIDENT HARRY LUNDEBERG FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

Shipping has shrunk considerably on a nationwide basis, which naturally has affected the seamen on the Pacific Coast. In the Sailors' Union of the Pacific, we have felt the unemployment situation quite severely in the past year. This has been largely due to the curtailment of quite a lot of foreign shipping in American bottoms. At the present time there is very little cargo going in American bottoms unless it is military cargo or foreign-aid cargo. Most of this goes in regular subsidized liners or ships operating in regular runs. As a matter of fact, had it not been for the economic aid cargo and military cargo sent by the United States to foreign countries, shipping would be very bad indeed.

### Foreign-Flag Ships

One of the main reasons for the curtailment of shipping in American bottoms is the great influx in the last few years—particularly the last couple of years—of foreign-flag ships that have moved in and taken work that normally should and could have been handled by American ships. The short-sighted policy of the Federal Maritime Board in allowing so many American ships to be transferred to Panamanian and Liberian flags to compete with American ships for American cargo has certainly created a very serious problem in the industry as far as the employment situation is concerned.

Besides the cheap foreign-flag competition, there is also quite a lot of American capital being invested in ships being built

in foreign yards, such as English, German and Japanese yards. A very heavy program is going on at the present time by American interests in building more carriers and tankers to carry bulk commodities in and out of United States ports and to carry petroleum products in and out of American ports. Most of these will fly the Liberian flag and carry foreign crews with scab wages and conditions.

It is very evident that this condition that prevails today, and will prevail in the future, does not look good for the American seamen as far as employment is concerned, unless some radical progressive steps are taken to inaugurate a policy that will maintain American ships and increase the number of American ships sailing, which will in turn reduce the unemployment situation.

It is apparent that up to now the American seamen have had to depend on war or a near war for prosperity, and that is not a good situation. When the Merchant Marine Act of 1936 became law, it was for the very specific purpose of creating a stable American Merchant Marine, which could be used immediately in case of war as the fourth arm of defense, and which in peacetime should be able to carry American cargos to and from this country. However, in spite of the Act, which has now been in existence for the past 20 years, no stable Merchant Marine policy has been established.

Together with the rest of our affiliates, we have endeavored to put these problems from time to time before Congress and various administrative bodies in Washington, D. C., but evidently without too much success. We have also tried to picket and tie up foreign-flag ships, such as the Panamanian and Liberian ships. In a couple of cases we have been successful in handling individual ships at tremendous costs and

efforts by the organizations, but, in a couple of cases, we have also been unsuccessful, which has put us in the position of having to be more careful in our attempts to use this method to stop foreign-flag ships from competing with American ships.

### **Bulk Carriers - Aid to Shipping**

After trying the Washington angle and the picketing angle, we then tried to develop other ideas on how to move in and get American ships to carry some of the bulk cargo, a great part of which is now being carried in Liberian and Panamanian flag ships. We know there is a terrific amount of this cargo available. The 50-50 law passed by Congress, which in effect states that 50 percent of all government cargos (economic aid, military, etc., including stock pilings brought in by the United States government) must be carried in American bottoms, provides for a lot of bulk cargo.

However, there is a gimmick in the law, which is that American vessels can get this cargo under **reasonable** rates. In other words, if an American operator bids for this, he cannot go hog wild and get the top rates, but on the other hand, the law does not say he must go down to the level of the foreign operators to get this cargo. It is evident that very few American ship-owners have availed themselves of this particular law, so we have been shopping around trying to get some American companies interested. We were finally successful in getting the International Shipping Company, Inc. interested in trying to operate ships with American crews in the bulk cargo trade. The company only wanted to deal with us under the conditions that we would pare down the manning scale, and that the organization would handle everybody on the ship from the skipper down to the mess boys. They told us they were willing to go along with us on this, providing they could get a guarantee that there would be no hold-ups, no delays, no tie-ups, and they stated emphatically that they did not want to deal with more than one organization because they would not be part of a blackmail deal with one organization coming in for one agreement and another one coming in for a little more, for under those conditions they could not figure any bids on that type of cargo.

This was in the month of February. Inasmuch as we had worked these people up to the point that they were ready to go, it was of course impossible for us to notify every union on the West Coast what we were doing. The membership of the Sailors' Union was presented an agreement which we had thought we could work under, and which they accepted, and in the span of 24 hours this ship was manned entirely from the Sailors' Union. The SUP membership accepted the agreement on a coastwise scale.

Briefly, the setup was as follows: We cut out all the penalty time payment for Saturdays and Sundays at sea. We cut out a man on deck, two men in the black gang and two men in the stewards' department. This, of course, is still within the minimum manning scale requirements of the Coast Guard. We felt that we could easily do this because the ship was going to carry bulk cargo and it would load in one port and discharge in another. There wouldn't be any moving around in the harbor from one point to another, and the cargo would be loaded by shore equipment and discharged in most cases by shore equipment. In other words, there would be very little use of the conventional cargo gear.

However, there was no increase in the hours. The daymen worked their 40-hour week. At sea, the watchstanders put in their 56 hours a week, as they do in every ship, and in port their regular 40 hours a week, except in American ports (if possible) a skeleton crew would be maintained and all other hands go ashore; and, if that was not possible, then the men would get paid on the basis of their regular 40-hour week, plus overtime on Saturdays, Sundays and holidays.

The wages were raised to \$400 a month. That was to take care of the penalty time that is normally paid for Saturday and Sunday watchstanding under the standard agreement. In the case of the West Coast seamen, that was a raise for the Sailors and Firemen from \$302 to \$400, or a raise of \$98 per month, which proved to take ample care of the penalty time.

The action of the Sailors' Union in trying to develop more jobs for our members and eventually for other American union seamen met with terrific opposition from certain sources who tried their damndest to block this operation and who had nothing to offer but criticism of the worst kind. Nevertheless, the ship came back. She paid off clean and everybody's payday proved that no one suffered and that the crew's earning power was as high as that on any other ship. Furthermore, every man on the ship shipped out of a union hall, namely the SUP hall.

### **Progress Made**

Normal progress has prevailed in the regular day by day activities of the organization, the start of which has been reported to earlier conventions of the State Federation of Labor.

**Pensions:** We negotiated with the ship-owners in 1953 a pension plan which provides \$100 a month pension for our members after they reach age 65, with 20 years in the industry in a span of 30, based on 200 working days a year.

This has been very beneficial to the members of the organization, because the Sailors' Union, probably more than any organization of unlicensed seamen in the

industry, has more old-timers. We are happy to report that the pension has been successful, and at the present time we have close to 200 members pensioned off.

**Vacation:** We have also adopted a vacation plan which works very well and the boys are very happy about it.

**Welfare Benefits:** We have improved as we have gone along on the various welfare activities for our members. Although it is not perfect, we can report that from the Sailors' Union's standpoint we have made progress.

**Apartments for Old-Timers:** Along with the welfare plan, we have established apartments for the old-timers in the ports of Seattle and Wilmington, and we are now doing the same in Portland, Oregon, where the old-timers can spend their last days living in comfortable quarters, not in the atmosphere of an institution but as free men, the same as any other citizen. Although the initial cost of this was quite expensive, nevertheless when it is built it is only a matter of maintenance to keep it going and everybody who lives in the apartments—all the old-timers and disabled—have nothing but praise for it. We intend some day to do the same thing in San Francisco.

### Foreign-flag Ships

We were successful, together with our Canadian brothers, in catching another Liberian vessel—the SS MAZATLAN, formerly an American ship transferred to the Liberian flag. This ship was originally scheduled to operate between Long Beach and Acapulco, which is strictly a coast-wise run, and the Sailors' Union of the Pacific went to work and put heat on this ship and was able finally to force the company to sign an agreement with our Canadian affiliates after the ship had had scab crews on her.

### PACIFICUS Beef

As usual, we have had our fights with the Commies and their allies, the Pacific Maritime Association, on the Pacific Coast.

The most recent was the flagrant attempt by the Commies, with the aid of the PMA, to move in on SUP jurisdiction on the steamer PACIFICUS. The ship was a steamship operating out of Pacific Coast ports under an SUP agreement, giving the Sailors the first right to work cargo in any hatch. This was challenged in the port of Wilmington by the Commie-controlled International Longshoremen's & Warehousemen's Union where they refused to furnish dock men for the Sailors' hatch on October 27, 1954.

There was quite a rumpus over this dispute on a nationwide scale. The PMA, as usual, led by St. Sure and his ally, Matson Navigation Company, tried to fix the blame on the Sailors' Union and did everything they could to protect the Longshore-

men, who were in direct violation of their agreement. Attempts were made by the PMA to get the Secretary of Labor, James Mitchell, to intervene, which were unsuccessful. Also attempts were made to get the Federal Maritime Board to intervene. Also the head of the Federal Mediation and Conciliation Service was contacted by the PMA to move in, as well as various Senators and Congressmen. All of this was unsuccessful because nobody wanted to do the dirty work for the PMA, having analyzed the case and having found that the SUP was definitely right and the PMA and Longshoremen were wrong.

They were finally able to prevail upon Mr. Herbert C. Bonner, Chairman, House Committee on Merchant Marine & Fisheries, to send out an investigator, one Ralph Casey, who came to the Pacific Coast with his mind already made up that the Sailors' Union was wrong. He was treated accordingly, and when we found out that he was the weekend guest of the shipowners, as far as we were concerned, we had nothing to do with him.

Meanwhile, the Sailors' Union, in order to protect itself from any further encroachment and the obvious attempt by the shipowners and the Commies to move in on us, refused to work overtime after 5 p.m. and before 8 a.m. This, of course, was within the scope of our agreement. We do not have to work overtime. Our agreement is very specific. We work overtime as a favor to the shipowners and the agreement states only how much overtime we are to receive; it does not state we have to work overtime.

This action proved very successful and the shipowners cried the blues. In spite of the statement made by them that they were losing millions of dollars through the refusal of the Sailors and Firemen to work overtime, it still took them up to April 16, 1955, before they finally had their pals, the Commie Longshoremen, live up to their agreement, which definitely proved that the SUP and its position was right all the way through.

### Labor Relations

Relations between the Pacific Maritime Association (PMA) and the Sailors' Union of the Pacific have reached an all-time low. The PMA is definitely in the camp of the Commies. They do everything they can to play with the Commies and are using them against seagoing organizations.

As a matter of fact, in the middle of a gross violation of contract of the Longshoremen, the PMA, headed by St. Sure, kindly gave the ILWU a 17 cents raise "package" deal on December 8. We want to point out further that the PMA has a secret understanding with the Commie Longshoremen on the Pacific Coast that they (the Longshoremen) cannot sue them (PMA).

The whole record of the non-productivity

of the Commie Longshoremen on the Pacific Coast and the appeasement of these Commies by the PMA stinks and certainly is detrimental to the American Merchant Marine. The productivity in the port of Los Angeles, for instance, is 25 percent of normal. But the shipowners are covering this up. They don't want anybody to know about it. On the other hand, they blame all the ills on what they claim are the high wages of seamen.

In line with this phony policy of the PMA and the Pacific Coast Shipowners, they have now been able to sell Congressman Herbert C. Bonner, Chairman, House Committee on Merchant Marine & Fisheries, a bill of goods that a maximum ceiling should be set by the Maritime Administration on wages for the seagoing personnel. This has been introduced by Mr. Bonner in a bill (HR 5734) that he is attempting to get through Congress. This is no doubt a piece of strategy of some of the West Coast shipowners who talk out of both sides of their mouths.

These same people and this same Bonner have done nothing to investigate the slow-down activities that have been going on for years and the non-productivity of the Longshoremen under the Communist regime, which has taken intercoastal ships away and also practically taken away all coastwise shipping.

Hearings are being held in Washington, D.C. by Mr. Bonner, but we are of the opinion, after looking at the actions taken so far, that this will be another white-washed affair for the shipowners and another attack against the union seamen. So it behooves all of our organizations to get ready for this fight.

### Marine Hospitals

We were successful, together with our affiliates, in blocking any attempts to do away with the Marine Hospitals, but we are again faced with the possibility of other attempts to take away that right from the Union seamen. In a recent Hoover report a recommendation has been made to take U.S. Public Health Service rights away from the merchant seamen.

We do believe, however, that the fight to successfully block that is a possibility with the united help and effort of all our people.

### Stewards' Department

We are happy to report that in the election to determine collective bargaining agents of the unlicensed departments on the Pacific Coast, the SIU Pacific District won a decisive victory. The election was conducted as a unit election: Sailors, Firemen and Cooks had the chance to vote for either the SIU Pacific District or the ILWU.

We won by a four to one vote in spite of tremendous handicaps. Commies flooded the ships with propaganda in a frantic attempt to sell the Sailors and Firemen on not voting for the Pacific District of the SIU, saying that if they did, they would lose their identity and would no longer exist as autonomous unions. In spite of all this bull, the men definitely paid no attention to same, which the vote proves.

### Negotiations

The SIU has all of its agreements open, and with the certification of the Marine Cooks and Stewards—AFL on June 22, 1955, as collective bargaining agent for the cooks and stewards, all three organizations, Sailors' Union, Marine Firemen's Union and Marine Cooks and Stewards' Union, are now in the process of negotiating a desirable agreement for all hands.

### Fishermen and Fish Cannery Workers

Heavy tuna imports, frozen and canned, have drastically reduced the employment and earning power of our affiliated tuna fishermen and cannery workers.

The answer to this problem is placing import quotas on frozen and canned tuna. With the valuable aid of the California State Federation of Labor legislative machinery in Sacramento during the last legislative session, our affiliated Fishermen and Fish Cannery Workers Unions were successful in defeating legislation that would have subjected our commercial fishing industry to the whims of state bureaucrats.

The Fish Cannery Workers are now in the process of negotiating new contracts.

Fraternally submitted,

HARRY LUNDEBERG.

## REPORT OF VICE PRESIDENT VICTOR S. SWANSON FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

### General Construction Outlook

In order to understand the employment situation in the construction industry in the northern California area, the experi-

ence of the whole western states should be considered.

Actually, construction is the major reason for the current rise in general economic picture. According to the U. S. Department of Labor, some declines have been noted in the authorization for new residence units during the month of June, and this may point to a slowing up in new home construction in the next several months.

Fortunately for workers in the San Francisco nine-county area, however, a slight increase was shown during this period in dwelling units.

California employment in the construction industry as a whole moved up to 275,000 in mid-June. This was a gain of 7,000 from May and a substantial 22,000 increase over June, 1954.

The June 1955 level of employment in the construction industry was actually the highest in the history of the state. Thus, it is not surprising that the actual job situation in most of the building trades unions is encouraging.

### Job Activity

As of printing time, the present work load in Operating Engineers No. 3's jurisdiction, ranging from the coast to the Rockies, is one of the heaviest in several years.

Some districts report it is the busiest year they have ever experienced.

The out-of-work list, as a result, looks pretty sick in every branch office of the union. Some districts are calling on others for men in different classifications.

Local 3 had about a two-day stoppage in July to emphasize its requests for a wage increase.

Here are samples of Local 3 reports:

San Jose: "Busiest season we have enjoyed in several years."

San Francisco: "Hitting bottom in some classifications."

Stockton: "Good season, with \$32 million Tri-Dam job under way."

Eureka: "Have never seen it so good; everything working, from Fordsons to 5-yards."

Utah, Nevada: "All districts experiencing heavy work load."

Oakland: "June best month in long time—581 men cleared."

Northbay: "Best year ever, hitting bottom of barrel."

Winter delays were not unusually bad this year, work having carried on pretty well, so the current boom can only be ascribed to the big population increase that has hit the West in recent months and years.

The present building program—in all departments, freeways, industrial, housing—is the inevitable result of basic needs in a greatly expanded population.

The rush is due to carry on in high gear through August and probably through September.

### Welfare Payments

Due largely to the activities of the San Francisco Building and Construction Trades Council, all bidders on public con-

tracts in San Francisco must pay welfare fund contributions for the crafts whose union agreements call for such payments.

The policy decision regarding the welfare payments was made by the San Francisco Board of Supervisors, which voted to include this requirement in the official listing of "Wage Scales—Private Employment on Public Contracts," which is issued as part of the specifications in every call for bids.

The listing, as originally submitted by the Civil Service Commission in 1954, did not include the welfare payment requirements.

For the third consecutive year, however, the Board of Supervisors overruled the Civil Service Commission action and included the provision.

Spokesmen for the Building and Construction Trades Council pointed out that (1) failure to require the welfare payments would be misleading to outside contractors who might bid without allowing for the welfare item, and then find the unions in the San Francisco area have such a provision in their contracts; (2) it would give an unfair competitive edge of 7½ cents to 10 cents an hour to city departments, which are able to bid on public contracts of over \$2,000 against private firms required by their contracts to make the welfare payments.

### Business Agents' "Police Force"

A program of air-tight policing of construction work in San Francisco was undertaken late in 1954 and carried out throughout 1955 by action of the San Francisco Building and Construction Trades Council.

The Council divided the entire city into 10 patrol districts. Maps of the district boundaries were prepared, and two building trades union business agents were assigned to each district to make tours of inspection and search out possible violation of union contracts and practices. Services of business agents were volunteered by their unions for one day a week.

Success of the program was immediate. By mid-July, the Inspection Committee was able to report that there was virtually no violations to be noted in the city.

The program has been under the supervision of the Council's Policy Committee, set up to find ways and means to locate and stop any non-union job.

In closing, I wish to express my most sincere personal thanks to Secretary C. J. Haggerty for the tremendous job he has done during the past year on behalf of the California labor movement, and to state that it has been gratifying to serve with him on the Executive Council of the California State Federation of Labor.

Fraternally submitted,

VICTOR S. SWANSON.

## REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 10 (Alameda County)

### REPORT OF VICE PRESIDENT ROBERT S. ASH

Oakland, July 1.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

#### Wages & Negotiations

Notable gains were made in Alameda County by affiliated unions in negotiations with their employers—wage increases in a number of instances ranging from 16 to 22 cents an hour, and in almost all instances, working conditions and fringe benefits were improved. With the exception of three or four unions, all AF of L members in the county are now covered by health and welfare plans, and at least half have dependent coverage. There was a minimum of work stoppages over contract negotiations.

At the time this report is being written, the Cleaning & Dye House Workers No. 23 are on strike against two of their employers and have been locked out by the balance of the big shops.

#### Organizing

Membership in Alameda County unions continued to increase again this year, particularly in the white collar field. The most notable gains are being made by the Office Employees No. 29, Gardeners No. 1206, Department and Specialty Store Employees No. 1265 and Warehousemen No. 853.

Probably the largest gains have been made by Department and Specialty Store Employees No. 1265 and Warehousemen No. 853. Local 1265 in the department store field has cracked open-shop walls of the Retail Merchants with the organizing of Kahn's Department Store and the signing of a union shop agreement with that organization, and the slow gains in membership at other department stores since Kahn's campaign.

Warehousemen No. 853 and Department and Specialty Store Employees No. 1265 have both met with organizing success at Montgomery-Ward operations in the district, securing hundreds of new members for the AF of L.

After years of hard work and many disappointments, Candy Workers No. 119-C has organized the employees of the Saylor Candy Company and signed a contract with this firm.

Chauffeurs No. 923, after several attempts, has been successful in organizing private ambulance services.

Office Employees No. 29 has again this past year gained in membership by bringing more and more office employees into the AF of L.

#### Political

Special mention should be made of local

gains in this field, especially that part played by union members who have become politically active.

In elections the past year, Francis Dunn, Jr., a member of Painters No. 127 and a former Assemblyman, was elected to the Alameda County Board of Supervisors.

Jeffery Cohelan, secretary of Milk Wagon Drivers No. 302, was elected to the Berkeley City Council.

Robert Taylor, business representative of Chauffeurs No. 923, won a seat on the Hayward High School District, School Trustees, and John King, international Representative, I.A.M., was a successful candidate for the Oakland School Board of Directors.

John Quinn, president of the Central Labor Council, entering politics for the first time, came within 1300 votes of being elected to the Oakland City Council, which, in face of a last minute vicious campaign by Oakland's only daily paper, was a notable showing.

#### Public Activities

##### Councils

The Central Labor Council and the Building Trades Council have jointly sponsored a number of activities and are participating jointly in many community affairs.

Both councils and their affiliated unions have for the past several months been working very closely with the local relocation office of the Bureau of Indian Affairs in securing employment opportunities for American Indians who are anxious to secure work and move from the various reservations in the West.

Representatives of the councils are working very closely with school authorities on another program of rehabilitating the school housing and facilities.

Your vice president and representative Childers of the Building Trades Council are serving on the Oakland Citizens Committee for Urban Renewal. Much progress has been made and Oakland will soon be well on its way toward eliminating slum areas.

Along with Vice President Paul L. Jones, I am serving on a committee appointed by the Board of Supervisors to investigate the County Coroner's office and have been made the chairman of the committee. The committee has already been instrumental in securing a change in the administration of the Coroner's office to the advantage of the citizens of the county.

#### Workers' Education

We had a successful conference on health and welfare in conjunction with the Institute of Industrial Relations, U.C.,

and are holding monthly seminars on various subjects important to the labor movement under sponsorship of the Institute.

We are planning a series of training classes for the fall, for union officers, in workmen's compensation, unemployment and disability insurance, and health and welfare.

We are also working with the University on a program to write material on the labor movement for use in Alameda County schools and hope to have it completed for high school classes in 1956. We have been assured that the school authorities here will welcome such material.

We have entertained and had before our councils a number of visiting foreign delegations and occasionally have had speakers from various segments of our population before us.

This year we instituted a program of inviting into our councils and unions small groups of university and high school students and have had good reaction from the students and teachers.

Angelo Bruzzone, a member of the Milk Wagon Drivers No. 302, was a successful candidate for a scholarship to Ruskin College, Great Britain, being chosen as one of seven labor people in the United States to attend.

#### United Crusade

Many of our union officers are serving as officers and board members of the United Crusade and its agencies. The AF of L has, on the staff of the United Fund, Ray Colliver, who has done a splendid job in assisting members of our unions who have been in need.

#### "Discount Houses"

This area has, for a number of years, had two or three so-called "discount houses" or "referral agencies," only one of which amounted to much and that one catered only to civil service employees. Late last year, apparently there was an awakening on the part of a few individuals that Barnum was right—that there were still a lot of suckers left in the world. It is a highly lucrative business, without much outlay of finances, and they cropped up all over the place.

After two known attempts in Alameda County to bribe union officials by offering them all the way from TV sets to partnerships, and the realization that such a busi-

ness could very well severely injure some trade unions, the matter was brought before the Labor Council. Upon investigation, it was found that in nearly every instance these places violated just about every principle of organized labor. They are open Sundays or holidays, or both. Income of salespersons, especially commission salespersons, was cut. They are like the prohibition day speakeasy, not open to the public and in some, non-selling personnel were affected. There are no deliveries, except for a fee, and no installation of appliances, which means that in these instances, the teamster, the plumber, the electrician and the radio and television technician does not get his share of the work. The official position of the council was declared to be in opposition to "discount houses" or "referral agencies," and that the practice of patronizing them was detrimental to trade unions and their members.

#### Summer Institute

It has been the practice of the Labor Council for several years to elect two delegates to the AF of L Summer Institute, from unions who may not be in a position to send someone.

This year again, the Labor Council elected two of its delegates to attend the Institute, and by their reports, this year's Institute was one of the best.

Your vice president and other AF of L officials have made a great many appearances in schools, conferences, public bodies and other groups on behalf of our movement.

#### Deaths

We are sorry to report that, since the last convention, our movement here has lost two of its officers:

Edwin Clancy, business representative, Newspaper Drivers No. 96, Labor Council Executive Committee member, and delegate to the Federation from the Council, passed away on January 1, 1955.

William A. Spooner, secretary of the Labor Council for 25 years until his retirement, passed away on March 8, 1955.

I wish to express my thanks to the many in the Federation who have helped make my job easier.

Faternally yours,

ROBERT S. ASH.

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### REPORT OF VICE PRESIDENT PAUL L. JONES FOR DISTRICT No. 10

Oakland, July 15.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

Since our last convention, elections have

been held in the Central Labor Council of Alameda County and the Alameda County Building Trades Council. All of the executive officers of both councils have been returned to office for the three-year term, this being a sign of complete faith in the officers of the Alameda Coun-

ty labor movement by the delegations from the local unions affiliated with both councils.

### **Carpenters' Locals**

It is with great pleasure that I report that all local unions affiliated with the Carpenter's International are now re-affiliated with the Alameda Building Trades Council, their delegates being seated at our election. Brother Fuller of Carpenters No. 1622 of Hayward was elected to the Board of Trustees of the Council, replacing Brother Bob Quinn, who has held this position for some twenty years, but who decided that someone else should have the experience of serving in this capacity.

All of the affiliated locals have completed their negotiations for their new contracts for the coming year and have received substantial raises for their membership. Carpenters No. 1622 has built a new building for its membership in Hayward. This is a very fine structure for an up and coming organization.

### **Central Labor Council**

Some of the affiliated unions are still in negotiations for wages for the coming year. Several of the local unions have completed their negotiations and have received substantial raises for their members.

Brother Ray Colliver, labor's representative on the United Crusade, has been doing an excellent job as a liaison man for labor in the United Crusade. Through his office he has taken very good care of those in the labor movement seeking assistance in time of need.

### **Hayward Area**

Local No. 768 of Cannery Workers and Warehousemen, Manuel Costa, secretary-treasurer, has built a fine building in Hayward.

Local No. 70 of the Teamsters has established a branch office in Hayward with William Cabral handling that district in Local No. 768's new building.

### **Political Activity**

Our Political Educational League is continuing as a factor in the politics of Alameda County. Most of the local unions of this area are members of this committee on a per capita basis similar to that of the state LLPE.

Jeffery Cohelan, secretary-treasurer of Milk Wagon Drivers No. 302, has been elected to the City Council of Berkeley.

Brother John J. King, Grand Lodge representative of the Machinists of Alameda County, has been elected a member of the Oakland School Board. He introduced a resolution, which has been passed by the board, giving the teachers a right to enter into politics, providing they keep it out of the schools.

Sister Edna Lalamont of Local No. 18 of the Building Service Employees is a member of the Oakland Welfare Commission. Brother Bill Fee, Central Labor Council, is a member of the Oakland Housing Commission. Brother Joe Chaudet of the Typographical Union and manager of the East Bay Labor Journal, is serving on the Alameda County Grand Jury.

Brother Bob Ash of the Central Labor Council is serving as chairman of the Alameda County Supervisors' committee which is looking into the duties and changing of the coroner's office of the county. Brother Cy Stulting of Teamsters No. 70 is chairman of the Oakland Civil Service Commission. Brother Hughie Rutledge, Painters No. 127, is serving on the Oakland Planning Commission.

The local labor movement is glad to see Gene de Christofaro of the Western Office of the AF of L, back on the job after his serious heart attack of last winter. We missed his assistance during the time that he was in the hospital.

In conclusion, my observation of the labor movement in the county is one of harmony, and the cooperation of all local unions in the movement is a very fine thing. It is a pleasure to be a part of it.

Fraternally submitted,

PAUL L. JONES.

## **REPORT OF VICE PRESIDENT HOWARD REED FOR DISTRICT No. 11 (Contra Costa County)**

Martinez, June 23.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

The twelve months just past shows the 11th District has made good gains for the membership in general and the over-all structure of the AF of L has been greatly improved.

Councils and unions continue to show a

militant interest in problems affecting the general welfare of the people living in this area. Controversies, community-wide and of a civic nature, have been given consideration and action. In many instances, labor groups were the spokesmen for constructive programs which were of distinct public service.

### **Central Labor Council**

The Contra Costa County Central Labor



Council, since its reorganization over a year ago, has added a number of new affiliations, bringing strength to the county's labor movement. Seventy-eight local unions are now affiliated with the Labor Council.

Members have reported that labor contracts with employers' associations in Contra Costa county, which have been in existence for quite a few years, and with whom most of the labor contracts are executed, have not been too difficult to conclude the past year, and in some cases contracts have been negotiated to extend through 1956.

### Strikes

At this writing, the Sugar Refinery Employees were out on strike against the C & H Sugar refinery in Crockett. The union is asking for representation as trustees on their pension fund, now in excess of 8 million dollars, which is at present controlled entirely by company officials. The union is also asking for a guaranteed annual wage schedule.

Aside from the Sugar Refinery Employees, the Teamsters and Truck Owners' Association were involved in a strike and lock-out, the dispute covering eleven western states over wages and conditions in conformity with those now in effect in the central states.

### Gains of Other Unions

The Retail Clerks have expanded their organization in the area and are having great success. A new representative was put in the field during the past year, and they are to be congratulated for their determination in building up their union in the county.

The County Employees and Hospital Workers' unions continue to make fine progress, and are among the successful locals in the county government in this district.

The Culinary Workers and Bartenders also successfully concluded negotiations during the past year, obtaining increases for all classifications covered in their agreement.

The Barbers' unions in Contra Costa county have maintained the 5-day work week, and the price for haircuts remains at \$1.50.

The Central Labor council office has been extremely busy, and has done a good job for all affiliated unions.

### Building and Construction Trades Council

Cooperative labor-management with responsible leadership that is gaining in

experience, together with some new personalities, has accelerated building trades activities in the area. During the past 12 months, the council has experienced new and interesting developments. Wage increases and better health and welfare plans, plus an employer contribution for an apprenticeship training plan, were successfully negotiated without resorting to strikes or workers suffering loss of work. Negotiations, in most instances covering a two-year period, have been concluded for increases from 10c to 12½c per hour, with a further increase in 1956.

Job prospects in the construction industry continue at the high pace of the past few years, and new construction outlays in 1956 will actually be higher. Bechtel Corporation has contracted for the huge expansion program for the Tidewater-Associated Oil refinery at Avon, where a new plant forming unit consisting of a cracking plant, acid plant and new grease plant amounting to 200 million dollars is expected to be completed within the next 2 years. Also under construction in the Antioch area is the new paper mill for Crown-Zellerbach. DuPont enterprises expect to have their chemical plant under way before too many months. Pittsburg will also be a scene of activity where Kaiser Engineers are clearing the way for a gypsum board plant.

Standard Oil company is placing new plants in the Richmond area representing approximately a 28 million dollar expansion program. Construction for Standard Oil will last well into next year. Safeway Stores have sites cleared in Richmond for the construction of the huge warehouse, and nearby allied industries will also build to store frozen fruits, vegetables and meats. United Grocers is also planning to build a 3½ million dollar warehouse, and have purchased the land in that area.

The Council has been successful in consummating an agreement with the Brookside hospital in San Pablo covering maintenance employees, members of the Carpenters', Electricians', Engineers' and Plumbers' unions. An understanding with the Contra Costa County Civil Service Commission and the University of California has been reached covering union members employed by the political subdivisions whereby workers will automatically receive increases as agreements with employers are concluded.

### Women's Auxiliaries

Last but not least, I stress the need of more support for the women's auxiliaries. Due to an apparent indifference on the part of many members, the auxiliaries have a difficult time in maintaining an effective and functioning organization. Two auxiliaries active in promoting Union Label goods in Contra Costa county are the Carpenters' and Plumbers' auxiliaries, who meet regularly.

And as another report comes to an end, I wish to mention the high level of co-operation and loyalty that has characterized all labor activity in District No. 11 in the past year, and to thank those who have helped to achieve this. I also wish to thank my fellow members of the Exec-

utive Council, the President and the Secretary for their friendly assistance at all times.

Fraternally submitted,

HOWARD REED.

## REPORT OF VICE PRESIDENT LOWELL NELSON FOR DISTRICT No. 12 (Marin, Sonoma, Napa and Solano Counties)

Vallejo, June 15.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

In reviewing this district since the previous year's report, many things are noted which point up the healthy growth the AF of L councils and unions are making. The economic condition of the 12th District is in excellent shape, judging by the gains in wages and conditions obtained for union memberships. A recital here, craft by craft, would bear this out and would serve to fill this report adequately and satisfactorily. However, a successful and progressive program is not entirely the story of wage gains, but must have unity and militant leadership practiced with good sense of application. Some of these latter references I will report on, because all through the district numerous examples are a fact.

### Marin County

Over a year ago a great test was thrust upon the labor councils and unions in the strike at H. Koch & Son, luggage and plastics manufacturing plant. All of the challenge and turmoil found in situations which included strikebreakers, police escorts, pickets, legal maneuvering for fifteen weeks, produced a unified effort of all segments of AF of L units in this area for victory. This year negotiations at this plant are proceeding on a much higher plane. The experience and results of this united effort have left a mark not lost on those who would like to avoid fair dealing with their employees.

The councils and unions have given of their time and energy to many community projects, such as donated labor and promotions for construction of facilities for physically handicapped school children at Marin General Hospital. A Junior Museum, the fight for development of a non-segregated low-cost housing project, and a citizens' committee to study and recommend procedure for this housing project. All of the above was accomplished.

The construction trades are enjoying an excellent year; housing is expanding. A building code for the county was put into effect, with labor giving valuable support and advice.

Service crafts, Teamsters, Bartenders and Culinary Workers, Butchers, Retail Clerks and others are pressing their organizing campaign with successful results.

An expansion program for more office and meeting space is now underway to accommodate the increased membership and operations.

The councils took an active part in fighting the suggested book censorship for Marin schools, which threatened to set a precedent in our education system.

Labor's League for Political Education showed more strength than ever before, and although not entirely successful, proved to community and memberships alike that this unit of the Marin labor movement was to be reckoned with in future political campaigns.

### Sonoma County

In a fine effort towards solidarity and unity of purpose, the councils and unions effected a tri-council committee with equal representation from the Petaluma and Santa Rosa Central Labor Councils and Sonoma County Building and Construction Trades Council. I believe this to be the most important accomplishment for this area because it holds the greatest potential for constructive policy foundation and collective results. Brother Dan Flanagan of the AF of L Western Office worked hard to assist in bringing this committee into existence. All of us on the local level welcomed his advice and counsel.

The move for closer cooperation is apparent in the fight against adoption of an anti-loudspeaker county ordinance suggested because of the militant program to organize cannery and food packing workers in the Sebastopol area. Teamsters and Cannery Workers have established a branch office in Sebastopol.

Another attempt will be made to bring the State Federation convention in 1956 to Santa Rosa. Several craft state conventions were held in Santa Rosa this year. Carpenters and Machinists held successful meetings, giving added impetus and incentive to the idea.

A very successful Labor Day celebration was held last year in Petaluma, sponsored by three councils; again plans are for this year at Santa Rosa.

The Petaluma area, being the chicken and egg center of northern California, presents problems for the Butcher Workmen and Poultry Workers, but continued organizing in this industry is the order.

Building trades work is good, with successful negotiations the rule. Retail Clerks' growth has caused the necessity of larger office space and more personnel. Bartenders and Culinary locals have announced improvement in health and welfare benefits, showing successful operation of funds.

Labor's League for Political Education was in the thick of the fight to unseat Congressman Scudder and Senator Abshire. Although both incumbent candidates won, all was not lost. Future efforts will show more experience. The failure of the Abshire legislative program at Sacramento gives some satisfaction and compensation for failure to defeat him at the polls.

### **Napa County**

Many unions in this county also are included in the territorial jurisdiction of Solano County, such as; Teamsters, Butchers, Retail Clerks and all building trades unions except Laborers, Carpenters and Painters. Generally, contract stipulations are the same, but problems of organization and maintaining conditions are more trying because of population growths in religious sects and several other anti-union beliefs.

In a move for more enlightenment about the AF of L, the council is obtaining speakers from the State Federation, and their officers are visiting community affairs more often.

Construction of homes is continuing. Building trades' work is holding up well. Membership of the Retail Clerks is on the increase, with elections won in stores long non-union.

The Labor League for Political Education campaign on the State Assembly and Senate was successful with Federation-backed candidates.

### **Solano County**

This area has come through the last year in excellent condition, far better than some of us expected.

In spite of reduction in military spending for construction, the general work load has held up by a great spurt in home building. This condition has benefitted payrolls for other workers not directly employed by the three military installations situated in this county. Government and Armed Services payrolls are a top economic factor in the welfare of this entire area.

Some specialty construction trades have been adversely affected by loss of membership because of a change in type of construction from previous years. These are mainly: Plumbers and Steamfitters

and Electricians. However, all construction negotiations have gone smoothly, with substantial gains recorded.

Retail Clerks, Bartenders, Butchers, Teamsters all have announced increased benefits in one form or another.

Again this year, a labor man chairmanned the County March of Dimes Campaign, one of labor's regular community efforts, to a new record on a nationwide per capita basis. The councils here always have community service and public relations in mind in working aggressively with the United Crusade and serving on agency boards.

Unity of purpose, close cooperation of council officials and craft representatives are continually in operation to make the state of the trade (AF of L), as we say, an example of what can be done and what has to be done to not only hold the line, but push forward the work of the labor movement.

The Trades and Labor Council of Solano County has a fairly old charter, 1899 to be exact, which, of course, means older affiliates. This brings into being anniversary celebrations of fifty years and more in some cases. This is as it should be; labor should honor distinguished service, be it organizations or a member.

Labor League for Political Education accomplishments in this county were outstanding in the last election for state offices, a number of county offices and for Congress, but sad to relate, the fight for Congress by our endorsed candidate was lost in the other half of the Sixth Congressional District by a narrow margin.

### **District Summary**

In visiting councils throughout the 12th District, I can report there is no let-down in the work and effort which must be done. Working together by neighboring councils in formulating policy and then putting it into practice is showing dividends.

Labor League for Political Education effort was the best yet. District meetings will soon start looking to next year's political activities.

We all have appreciated the visits to this district and the helpful advice of Secretary Haggerty; Research Director Jack Henning; Dan Flanagan, Western Director, AF of L; vice presidents Albin J. Gruhn, Howard Reed and Harry Finks; also Labor League for Political Education, National District Director, C. A. Green.

I desire to express my thanks to the administration officers and staff of the Federation, and the union officers and memberships of this district for their support, and to my fellow vice presidents, the association with you has been of great value to me.

Fraternally yours,

LOWELL NELSON.

## REPORT OF VICE PRESIDENT HARRY FINKS FOR DISTRICT No. 13 (Sacramento and Northern Counties)

Sacramento, June 15.

To the Fifty-Third Convention of the  
California State Federation of Labor—

### Greetings:

As always in the odd-numbered years, the 1955 session of the state legislature dominated union activities in the 13th District from the beginning of the year until early June. There were, however, numerous achievements in other fields throughout the year in which the AFL membership in District No. 13 takes much pride. Some of these will be described in this report.

### Legislative Activity

From the time the legislature convened on January 3 until it adjourned on June 8, I assisted Secretary C. J. Haggerty in his work as legislative representative of the State Federation of Labor.

The presentation of the Federation's legislative program and the drive for its enactment, as well as the unremitting alertness and effort needed to defeat unfriendly legislation, which start when the bills are introduced and do not end until the final rap of the gavel brings the session to an end, is essentially a team-job. On the Federation's hard-working team, my position is that of liaison man.

The bills that we support or oppose, though they loom large to us, are, after all, only a small percent of the more than 6,000 up for consideration. If we are to achieve any success in our aims, the legislators must be kept fully informed of our stand on the bills which concern us and the amendments which may be made to them. Thus, when such bills are to be heard by any of several committees in both the Senate and Assembly, the members of the committees must be contacted prior to the hearing so that they may be acquainted with the Federation's position, and so that the Federation's representatives, before they present our arguments at the hearing, may have at least partial knowledge of the strength of the forces for and against us. Similar contact work, though on a much larger scale, must be done when bills reach the floor of either house to be voted upon.

During the 1955 session, liaison work of this sort took up the bulk of my time, but because our team, though small, is versatile, all of us assisted each other in the countless additional tasks that had to be performed. A full account of the session will be given to the convention by Secretary Haggerty in the separately printed "SACRAMENTO STORY, 1955," but I shall take this opportunity to express my appreciation and pride in having been a part of the team that helped to shape the events described in the Secretary's report.

### 1955 Election

The Labor League for Political Education organizations and the unions and various councils in District No. 13 did a fine job in last year's elections. This is especially noteworthy when it is remembered that our unions are concentrated in the relatively few cities and towns that exist in the ten counties which compose the thirteenth district, much of which is given over to agriculture, mining and lumbering.

District No. 13 contains two Congressional, seven State Senate, and five Assembly districts, and, as it may be recalled, the CLLPE found it necessary, when endorsing candidates last year, to withhold recommendations in several instances in these districts because the candidates were unacceptable to labor. Nevertheless, District No. 13 succeeded in electing every candidate for Congress and the state legislature who had received CLLPE endorsement, as follows:

**Congress:** Clair Engle (2d district) elected at the June primary; John E. Moss (3d district).

**State Senate:** Ed C. Johnson (10th district) elected at June primary. (Only three districts of the seven in this area were open for election this year and Johnson was the sole candidate endorsed.)

**State Assembly:** Lloyd W. Lowrey (3d district) elected at the June primary; Gordon A. Fleury (8th district); Roy Nielsen (9th district). (The CLLPE endorsed no candidate for either of the other two districts.)

Mention should also be made of the especially fine participation by the labor movement in the 3rd Congressional district in the reelection of Congressman John E. Moss. Our people did an outstanding job.

### Central Labor Council

The Sacramento Central Labor Council has had a particularly active year, not only in connection with trade union matters, but in community and civic affairs as well.

**Appointments:** Officers of the council have been honored by appointment to city government posts. Following the Governor's appointment last August of W. A. "Jimmie" Hicks, mayor of Sacramento and editor of the Sacramento Valley Union Labor Bulletin for the last decade, as Deputy Director of Employment, the Sacramento City Council named Al Marty, labor council president, to the seat vacated by Hicks upon accepting the state appointment. Marty, a member of the Sacramento Civil Service Commission since 1946, was the unanimous choice of the city council. Shortly thereafter, the secretary of the labor council — myself — was ap-

pointed to succeed Brother Marty on the Civil Service Commission. This three-man commission has jurisdiction over the wages and working conditions of all city employees in Sacramento.

**Union Affairs:** In both of my capacities, as secretary of the labor council and Federation vice president, I have assisted the unions in District No. 13 in various ways. In the campaign waged by the California Conference of Typographical Unions to have textbooks printed in this state rather than in the east, I was able to be of some help. The successful outcome of this campaign means that many thousands of dollars which otherwise would have been sent out of the state remain here, a good part coming to California workers in the form of wages. Fund-raising was my share in the strike of Lumber and Sawmill Workers No. 3170 of Sacramento during the big industry-wide strike this spring. I also was able to assist the state and county employees on several occasions.

Invitations to install newly elected officers of several local unions have been a great pleasure to accept, and served as well to keep me in close touch with union affairs in this large district. Frequent visits to and communication with the four central labor councils in the district likewise helped to keep the labor movement in this area, and myself, well-informed.

**Governor Knight:** Soon after the first of the year, the Sacramento Central Labor Council was honored by having Governor Knight address its installation ceremonies, which were also attended by many members of the State Assembly and Senate and by representatives of state, county and municipal government. Secretary C. J. Haggerty was the installing officer as Al Marty resumed the duties of president, and myself those of secretary.

**Civic Activities:** The Central Labor Council has raised funds for, and assisted wholeheartedly whenever called upon, the following groups and projects:

The City of Hope, United Crusade, Boy Scouts, and the Children's Hard of Hearing project. The latter project claims a great deal of our sympathy and interest. Thirty-eight of these unfortunate children are sponsored by our council. In this connection, I would also like to mention the successful functioning of the J. L. R. Marsh Foundation for Crippled Children, a living and compassionate memorial to

Brother Marsh by the Sacramento labor movement, which, it may be remembered, last year raised \$70,000 to build and equip a physiotherapy pool to assist these children.

In addition to these activities, we are also participating in the Youth Employment Service, apprenticeship training, and other civic affairs too numerous to mention.

### California State Fair

On September 6, 1954, Labor Day, a big California State Federation of Labor program was staged at the California State Fair in Sacramento. The program was carried on transcontinental as well as local television and radio, and was brought to a close by a brilliant display of fireworks. It was my pleasure to have been in charge of this program for the Federation.

### Sacramento Ship Channel

In May, representing, at Secretary Haggerty's request, the California State Federation of Labor as well as the Sacramento labor movement, I accompanied Governor Knight to Washington, D.C., to speak before the House Appropriations Committee on behalf of the appropriation of funds to resume work on the Sacramento River Ship Channel. This project, authorized by Congress in 1946 and started in 1949, has been halted since 1950, when the Korean War began.

We were partially successful in our efforts, for although the appropriation was considerably smaller than the amount requested, it was recommended by the House and sent to the Senate. Recently, a move has been made by certain groups opposing the project to delay the appropriation until the Army Engineers have completed their study of the San Francisco Bay Area. We shall continue to keep close watch on developments in this matter.

As always, I wish, in closing, to express my pleasure and pride in serving District No. 13 as vice president, and my appreciation of the friendly cooperation I have received from the Federation's officers, the officials of the unions and councils in the district, and from the membership.

Fraternally submitted,  
HARRY FINKS.

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## REPORT OF VICE PRESIDENT ALBIN J. GRUHN FOR DISTRICT No. 14 (Humboldt, Del Norte, Trinity, Tehama, Mendocino and Lake Counties)

Eureka, June 24.

To the Fifty-Third Convention of the  
California State Federation of Labor—

Greetings:

I am pleased to report that the AF of L

unions and councils of the Fourteenth District can point to a year of steady progress in their efforts to improve the wages, hours and working conditions of their respective memberships. In some instances, the bargaining strength of our local unions has been tested in the crucible of

strike action. In such cases where strike action became necessary, the strength of the entire local labor movement was fused with that of the local union. This resulted in an early and favorable settlement of the strike. These experiences on the bargaining front are a testimonial to the effectiveness of a united labor movement—a testimonial which should act as a constant reminder to those individuals or organizations who become naive enough to think that they can set themselves aside from the rest of the labor movement and go it alone.

The mouthpieces of big business, the United States Chamber of Commerce and the National Association of Manufacturers, are bombarding our local businessmen and industrialists with "right to work" propaganda. They say they are not trying "to bust unions," but are merely trying to protect the individual worker's rights. To this end, they propose open shop "right to work" legislation; in other words, a return to the "American Plan" of the twenties. They refer to the eighteen states which have passed "right to work" legislation as the "islands of freedom." The true fact of the matter is that the only economic freedom that really exists on these so-called "islands of freedom" is the freedom of big business to exploit the defenseless worker. A study of the wages, hours and working conditions of the workers in the eighteen open shop states is conclusive proof of their inability to bargain effectively. The labor movement in the Fourteenth District will do its full share in exposing the fallacy of the "right to work" legislation. We don't want a return to an economic dictatorship by big business.

#### **Humboldt Central Labor Council**

The Central Labor Council of Humboldt County has experienced a busy year in servicing its affiliated unions and coordinating the overall activities of the local AF of L movement. Council committees have given invaluable assistance to local unions in their negotiations with various employer associations. Plans are now being completed for the establishment of an annual \$150 scholarship award at Humboldt State College. The Council's Scholarship Award will be made to a senior high school student who meets the qualifications and who is the son or daughter of a member of the local AF of L movement. The Council is now going ahead with plans for the traditional Humboldt County Labor Day celebration, which is held in Eureka each year. The annual ball, parade and picnic are on the calendar of events for the Labor Day weekend. James Cottrell, former president of the council, was reelected to the office of president at the annual election of officers.

#### **Humboldt Building Trades Council**

The employment situation among the

local building trades unions has improved considerably during the past few months and all indications point to a prosperous year ahead. Among the larger projects slated for the near future is the construction of a new county courthouse and jail. The courthouse was damaged beyond repair in the Eureka earthquake.

The Building Trades Council has made further progress in its program to bring all contractors in this area under the terms of its agreement and the agreements of the respective affiliated unions. A. R. McCaffrey is president and Dale Mosher is the secretary of the local Building Trades Council.

Continued improvements in the wages and working conditions of building trades members are being reported as negotiations are concluded this year.

The Carpenters were successful in negotiating a  $12\frac{1}{2}$ c per hour increase, effective May 23, 1955, making an hourly rate of \$2.90. The two-year agreement also provides for an automatic increase of 10c per hour on May 1, 1956, with an hourly rate of \$3.00. Their welfare plan continues at 10c per hour.

The Laborers negotiated a one-year agreement on wages and obtained a 10c per hour increase effective May 1, 1955, which establishes their new minimum rate for a construction laborer at \$2.17 per hour. Their 10c per hour welfare plan also continues.

Operating Engineers No. 3 negotiated a  $12\frac{1}{2}$ c per hour increase, effective June 1, 1955. They were also successful in obtaining a contract provision which will provide a subsistence allowance on outlying jobs.

Painters No. 1034 has successfully concluded a dispute with the Painting and Decorating Contractors' Association with the signing of a two-year agreement. The agreement provides for a 15c per hour increase, effective June 1, 1955, with an automatic increase of an additional 10c on June 1, 1956. The fifteen-cent increase brings the journeyman painters' rate to \$2.75 per hour. Independent painting contractors had previously signed a one-year agreement with the 15c per hour increase.

Electrical Workers No. 482 has negotiated an employer-paid health and welfare plan in which the employer contributes  $7\frac{1}{2}$ c per hour, effective April 1, 1955. Negotiations are continuing on the union's proposal for vacation with pay and other changes in their agreement.

Plumbers No. 471 is in negotiations at the present time for improvements in their working agreement. In 1954 the local successfully concluded negotiations with a package increase of  $21\frac{1}{2}$ c per hour, 19c in wages and  $2\frac{1}{2}$ c in welfare, making a total hourly package of \$3.35.

### Redwood District Council

The Redwood District Council of Lumber and Sawmill Workers has added the Glendale Lumber Company and the Fortuna Plywood Company to its list of organized woodworking operations during the past year. The strike which began in June, 1954, was finally concluded. The unions involved were successful in reaching a settlement which averaged a 7½c per hour increase in cash or welfare benefits. At the conclusion of the strike, the District Council placed special emphasis on a program to consolidate and strengthen the position of its affiliated unions. This program should pay off big dividends when the bargaining position of the council and its affiliates is once again put to the test. One of the developments in the industry that is receiving the attention of the officials of the District Council and its affiliates is the gradual elimination of the small operator, who is being bought out by the larger lumber and plywood firms. If this trend continues, the entire woodworking industry of this area will once again be controlled by a few large companies.

Claude Heinig is the new secretary of the District Council. The District Council is being assisted in this area by three representatives of the Brotherhood of Carpenters and Joiners. They are Roy Walker, Ray Nelson and Harry Hammond.

### Mendocino Central Labor Council

The Mendocino Central Labor Council recently reelected John Haig and Edna Burden as president and secretary, respectively, of that organization. Due to the fact that Mendocino County does not have a Building Trades Council, the Labor Council is taking the initiative in developing an organizing program to make all construction work 100 percent union. The council has sponsored a labor educational program with the assistance of the University of California. The council has also continued its active interest and participation in community affairs, with the result that it is respected and accepted as an integral part of the Mendocino community.

### Political Action

The most recent political education activity of the Humboldt County Labor League for Political Education was its participation in the Eureka City election campaign. The results of the June 20 election were very encouraging. Five of the seven League endorsements carried, while one lost by only a very small margin. The results of this election, plus the strong showing of labor-endorsed candidates in last November's election, is a good omen for the crucial 1956 elections. A cross-check made at the time of the city election revealed the need for an ex-

tensive registration campaign before the next election. Such a campaign is deserving of the full support and cooperation of all local AF of L unions. Success in 1956 depends upon it.

### Local Union Activities

Barbers No. 431 has maintained its five-day week operation with Sunday and Monday off. The price for a haircut will be raised to \$1.75, effective July 1, 1955.

Bakers No. 195 has negotiated extensive improvements to their machine shop agreement. They include a 35-hour week with the same pay as previously paid for 37½ hours, a more liberal vacation clause which provides for three weeks' vacation with pay after 5 years of service, plus a pro-rata vacation allowance based upon each month of service with the employer; health and welfare payments by the employer were increased from \$8.66 per month to \$9.75 per month. The mechanization clause recommended by the International Union was included in the agreement along with the International Union pension fund clause. Employer payments into the pension fund, however, were predicated upon the amount and effective dates agreed to in San Francisco bakery negotiations. The employer also signed the "Manufacturer of Bread Products" Union Label Agreement. Vice president Archie Goodman assisted in the negotiations. Negotiations with the retail bakeries will get underway in the near future.

Bartenders No. 318 and Cooks and Waiters No. 220 found it necessary to take strike action last November in order to break down the unreasonable attitude of certain employers affiliated with the CAE and the Tavern Owners' Association. The strike action, which lasted seven days, was conducted on a strategic basis under the direction of the Joint Executive Board. During the course of the strike action, the CAE attempted to engineer a lockout by all restaurants and taverns in the county. The lockout attempt failed, and shortly thereafter an agreement was reached between the parties. The agreement provided for a \$1.05 per day increase for waitresses, bringing their new daily rate to \$8.00. Bartenders received a 90c per day increase, bringing their new rate to \$16.50 per day. A number of other classifications received wage increases in the new agreement, which will remain in effect until July 1, 1956. Wage increases were retroactive to October 1, 1954. Bartenders No. 318 maintained their 100 percent organization of the Eureka-Arcata area and are now expanding their campaign to complete organization in Del Norte County and the outlying areas of Humboldt County. Cooks and Waiters No. 220, which has complete organization in the city of Eureka and the Arcata area, is making plans for a stepped-up organizational effort in Del Norte County and the outlying districts of Humboldt County.

Butchers No. 445 negotiated a \$3.00 per week increase for retail meat cutters. Packing house employees received an employer-paid health and welfare plan in the amount of \$10.18 per month. An agreement was also signed for the Egg Workers' Division, which provided for a 5c per hour increase for egg workers and 7½c per hour for egg candlers. Business conditions in the fishing industry are continuing at a low ebb, although the processing of shrimp has given some additional employment to members in the Fish Workers' Division. The union, in conjunction with the Eureka City Schools, has started a special class for employees in self-service meat departments. Fifty enrolled for the course.

Hospital and Institutional Workers No. 327 is presently engaged in negotiations with the General Hospital on proposed wage increases. Some progress is being made in the organization of employees at the county hospital. The local, however, has made no progress in organizing the employees in the St. Joseph or Trinity Hospitals. These hospitals are operated by the Sisters of St. Joseph of Orange, who have resisted organization of their employees.

Laundry Workers No. 156 has an agreement with the New Troy Laundry, Humboldt Mission Linen and the Arcata Laundry, which is subject to reopening in the fall of this year. The local union is now considering a program to bring about the organization of the launderettes and Bertain's Laundry in Scotia. Several of the local launderettes have expanded their operations and are including shirt pressing as part of their services.

Fire Fighters No. 652, of the City of Eureka, obtained salary increases ranging from \$15.00 to \$20.00 in the recently adopted city budget. Funds were also budgeted to fill the four new upgraded positions established in a previous year. The increases granted were considerably less than requested by the local union. This resulted in four resignations from the department.

Municipal Employees No. 54 received a 5 percent wage increase for employees of the city of Eureka. The union had requested a flat \$20.00 per month increase, plus adjustments in the various skilled classifications.

Machinists No. 540 is presently engaged in negotiations with the motor car dealers and independent shop owners. The motor car dealers are being represented by the California Association of Employers. According to the latest information available, the employers have submitted a proposal which provides for a 10c per hour increase and an employer payment of 2c per hour on the Northern California Motor Car Dealers' health insurance plan. The union will consider this proposal next week.

Motion Picture Operators No. 430 negotiated wage increases ranging from 18c to 33c per hour in a majority of the theatres in this area. An employer-paid health and welfare plan at a cost of approximately \$10.78 per month was also agreed to in the negotiations. The signing of the actual agreement has been delayed, awaiting completion of details on the health and welfare plan. The agreement, when signed, will run from February 1, 1955 to February 1, 1956, and thereafter subject to reopening by either party.

Musicians No. 333 has continued to maintain a well-organized condition in this area. As part of its public relations program, the local assists the music department of Humboldt State College in its various projects and activities.

Printing Pressmen No. 279 was successful in negotiating a wage increase which establishes their new weekly rate at \$112.25 for 40 hours. Their previous rate was \$108.05.

Typographical Union No. 207 obtained a 10c per hour increase for journeymen at the Eureka newspapers. This brings their new rate to \$2.74 per hour. Journeymen in the commercial shops also received a 10c per hour increase, bringing their new rate to \$2.70 per hour.

Retail Clerks No. 541 was successful in negotiating a \$3.00 per week increase in their food and liquor store agreement, effective October 3, 1954. The new weekly rate for experienced clerks is \$83.00 for 40 hours. The local is now considering the matter of reopening its food and liquor store agreement for further increases, effective October 1, 1955. The local was also successful in negotiating several improvements in their agreement with the Federal Store. Included in the improvements was an employer-paid health and welfare plan. Negotiations are now underway for changes in the retail bakery sales clerks' agreement.

Teamsters No. 684 has been highly successful this year in its negotiations for better wages and working conditions. Building and construction teamsters received wage increases ranging from 12½c to 15c per hour in truck classifications, along with adjustments in classifications. Provisions to bring about virtual complete uniformity of wage scales between rural counties and the Bay Area counties were negotiated in the new agreement, which runs to April 30, 1957. The elimination of the differential will mean increases up to 30c for some rural area classifications. Creamery workers received a 7½c per hour increase after the membership voted 9 to 1 to take strike action in view of the industry's refusal to submit a satisfactory wage increase offer.

Driver salesmen and plant workers in the beverage industry received a weekly guarantee of \$90.00 for 40 hours, plus an employer-paid health and welfare plan.



Bakery drivers received increases ranging from \$3.50 per week for belt tenders to \$23.50 for transport drivers. Driver salesmen received an increase of \$8.50 per week, making their guarantee rate \$98.50 for 40 hours.

The membership in the Grade A milk division were successful in obtaining a 10c hourly increase, effective March 1, 1955, the standard teamster health and welfare plan, effective May 1, 1955, and a 12½c per hour increase, effective September 1, 1955, at which time the work week will be reduced from 48 to 44 hours. The agreement in this division also provided for payment of six paid holidays after November 1, 1955.

The new drayage agreement provides for annual increases of 8c, 8c and 9c per hour, respectively, for the next three years. It also includes a 5c per hour employer-paid pension plan. Long-line drivers settled their dispute with the trucking industry with an annual wage increase of 8c, 8c and 7c per hour, respectively, for the next three years. Short-line drivers received an annual wage increase of 10c, 10c and 9c per hour, respectively, for the next three years. In addition to these wage increases, the long-line and short-line agreements also provide for an employer-paid pension plan based upon 5c per hour contribution for each hour worked and increases in the vacation benefits ranging from \$50.00 to \$150.00.

Local No. 684 is presently making contacts with truck owners in the log hauling industry in an effort to bring this industry under the banner of Local No. 684. The log hauling industry is highly competitive and is suffering from the tactics of cut-throat operators who have no regard for the long range stability of this industry.

Textile Workers No. 126 had been struggling to maintain its organization, due to slack work at the Eureka Woolen Mills Inc. Their agreement has been renewed without change.

Humboldt County Federation of Teachers No. 1203 has maintained a functioning organization, despite the loss of membership brought about by members leaving the Eureka school district. The attitude of the school administration has not been favorable to the organizing efforts of the AF of T. The administration refers to the Eureka Teachers' Association and the California Teachers' Association as the only professional organizations for teachers. No salary increases were granted to the Teachers this year.

### **Labor Day Celebration**

The 1954 Labor Day celebration sponsored by the Humboldt County Central Labor Council was highlighted by a very successful barbecue and picnic at the Sequoia Park. Congressman Sam Yorty,

candidate for United States Senator, headed the list of guest speakers. Congressional candidate Max Kortum also spoke to the large gathering at Sequoia Park.

Laborers No. 181 won permanent possession of the trophy for the best decorated float in the annual Labor Day parade. This was the third win for Local No. 181. Retail Clerks No. 541 took second place in the float contest. Once again the Lumber and Sawmill Workers No. 2808 of Arcata were honored for placing the largest single marching unit in the parade. The marching unit of Local No. 2808 has become traditional in the annual Labor Day parade.

### **General Hospital Building Program**

The modernization program at the General Hospital is continuing, with work now virtually completed on the first floor. The next steps in the modernization program will be the remodeling of the roof and stuccoing of the outside of the building. The modernization program is under the direction of Fred Lundblade, local business man and vice president of the Board of Directors of the Union Labor Hospital Association.

Approximately \$7,500.00 was raised at the recent Archie Mooney Testimonial Dinner, which was held for the benefit of the General Hospital Building Fund. Harold Pavey acted as general chairman of this fund-raising event, with Governor Knight acting as honorary chairman. The Testimonial Dinner Committee was made up of a cross-section of business, labor and the professions of this community.

### **Apprenticeship Program**

The number of apprentices participating in the apprenticeship program in Humboldt County is about the same as last year. I am pleased to report that the problems connected with related training for apprentices have been corrected through the cooperation of the labor and management representatives on the joint apprenticeship committees.

The State Apprenticeship Council honored the city of Eureka last fall by holding its quarterly meeting here. This gave the representatives of labor and management in this area a wonderful opportunity to discuss apprenticeship problems with the members of the state council.

Archie Mooney, Chief of the Division of Apprenticeship Standards and a native Humboldt, was the guest speaker at the apprenticeship graduation ceremonies which were held at the time of the state council meeting in Eureka.

### **Other Local Events**

The completion of a new modern streamlined office building of the Operating Engineers, No. 3, 2806 Broadway, Eu-

reka, was another event in the forward progress of the labor movement of this community during the past year.

The local labor movement was also honored by the Executive Council of the California State Federation of Labor, which held its quarterly meeting in Eureka on June 16 and 17. The holding of the meeting of the Executive Council on this date in Eureka was quite a coincidence, due to the fact that it immediately followed area meetings of the California Association of Employers and the National Association of Manufacturers.

In closing my report, I wish to thank the unions and councils of this district for the cooperation that they have extended me during the past year. I wish to also express my sincere appreciation to President Pitts, Secretary Haggerty, the vice presidents and staff of the Federation for their continued cooperation. It has been a pleasure to serve as vice president of District No. 14.

Fraternally submitted,

ALBIN J. GRUHN.

### **REPORT OF VICE PRESIDENT ROBERT GIESICK FOR DISTRICT No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta and Sierra Counties)**

Redding, June 21.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

The American Federation of Labor unions in the 15th District have made progress since the last convention of the Federation.

#### **Shasta County and Vicinity Central Labor Council**

The Central Labor Council of Shasta County and Vicinity has been very active in assisting and coordinating the affairs of its affiliated local unions. It has taken part in community affairs to protect the economic welfare of their affiliated local unions' membership and the working people in general.

This council has taken an active part in the promotion of the Trinity River Project as a part of the Central Valley Project by opposing the PG & E and the present administration's partnership program. It has also initiated an organizational program in Tehama County with all crafts of the American Federation of Labor participating.

The major portion of the 15th District is composed of mountain counties; therefore, many of our members are unemployed during the winter months. Due to this climatic condition, the major portions of construction work and logging operations are discontinued from late November or early December until around April 1 to 15 of the following year. The lumber plants' operations in many instances are

also curtailed. Unemployment in the 15th District is a major factor in the economic affairs of our unions and their membership.

#### **Northern California District Council of Lumber & Sawmill Workers**

After an unsuccessful strike in the lumber industry in 1954, the Lumber and Sawmill Workers' locals were successful in negotiating a 7½c per hour wage increase effective February 1, 1955.

#### **Building & Construction Trades Council of Northeastern California**

The building trades unions have had a busy year, and it appears that the coming year will provide even more heavy construction and home building.

#### **Service Trades Unions**

The service trades unions have been very active in organizing the unorganized workers in this district, and have been successful in making gains in wages and health and welfare for their membership.

In closing my report, I wish to thank the affiliated local unions and councils for the privilege of representing them as a member of the California State Federation of Labor Executive Council. I also wish to express my gratitude for the privilege of the opportunity to work with the officers and members of the California State Federation of Labor.

Fraternally submitted,

ROBERT GIESICK.

### **REPORT OF DELEGATE C. J. HAGGERTY**

#### **To the 73rd Convention of the American Federation of Labor Los Angeles, California, September 20-27, 1954**

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

The 73d convention of the American Federation of Labor, held in Los Angeles,

September 20-27, 1954, met in an atmosphere of optimism and confidence in the future of trade unionism in America. In recent months, two great issues which had long appeared unsolvable, had moved, one to complete solution, the other a great

way toward the final settlement that will probably occur before the end of this year of 1955; i.e., the settlement of jurisdictional disputes between AF of L unions, and unity of the American Federation of Labor and the Congress of Industrial Organizations into a single powerful labor organization.

### **Labor Unity**

Since plans for the merging of the two major labor federations have developed tremendously since last year's AFL convention, your delegate will make only a brief report of the situation as of last September.

The no-raiding pact between the AFL and the CIO had been signed on June 9. The convention adopted the report of the Executive Council on labor unity, which reaffirmed the AF of L's deep-seated desire to cement a united labor movement, and expressed the hope that, with the means at hand to overcome the chief obstacles to that desired goal, it would be achieved in the near future. Subsequent events have justified the convention's optimism, for unity will apparently be arrived at much sooner than expected last year.

### **Settlement of Internal Disputes**

The AFL's 1953 convention had recommended that a plan for the voluntary settlement of jurisdictional disputes between unions affiliated with the AFL be formulated under the direction of the Executive Council. This was done, and the plan was approved by the 1954 convention. Since the details of this plan have been well publicized, they will not be included in this report.

### **Health and Welfare Plans**

The problems presented by health and welfare plans were among the most important matters discussed by the convention. The AFL had been extremely concerned about various disclosures of alleged abuses and violations of trust in the operation of health and welfare funds established for the benefit of trade union members. A special report, adopted unanimously by the convention, called for full support of objective Congressional inquiries into such abuses and of governmental recommendations for action stemming from investigations.

### **Automation and Shorter Work Week**

The subject of automation and the shorter work week, which has grown in importance as it has become ever more widely recognized during the past year, brought forth decisive action by the convention.

The Committee on the Shorter Work Week was ordered to reactivate its long

standing policy of reducing hours of work. All AFL unions, through concerted action with the AFL and its state and central bodies, were urged forcefully to set forth to attain, during the coming year, a shorter work week, without any decrease in present take-home pay. In this connection, it was planned that, through its public relations program, the AFL would answer all spurious arguments that the shorter work week inevitably means higher labor costs and prices. Also, all affiliated unions who succeeded in reducing hours were asked to report such advances to the AFL's Research Department.

Finally, the convention voted to support federal legislation to amend the Fair Labor Standards Act and the Public Contracts Act to reduce the straight-time work week from 40 to 35 hours, and adopted as a legislative goal the enactment of a 30-hour week by Congress.

### **National Defense**

Emphasis was placed on the importance of adequate preparation for national defense, and the Joint Chiefs of Staff were to be asked to conduct a special review of America's defense needs.

In regard to the manpower program, the report prepared by the Labor-Management Manpower Policy Committee to the Office of Defense Mobilization was hailed as the single most important achievement in the field during 1954. This report, entitled, "A Manpower Program for Full Mobilization," was the unanimous product of a 14-man committee on which the AFL actively participated. Voluntary manpower measures make up the heart of this report, and the convention reaffirmed the AFL's emphatic position favoring and urging support for the voluntary program.

Once again, the AFL went on record in opposition to any system of universal military training, while upholding the present operation of the Selective Service System.

### **AFL Constitutional Changes**

Several changes were made in the AFL constitution, with major revisions to be considered during the coming year for submission to the 1955 convention. The changes made may be briefly summed up, as follows:

(1) Annual auditing for all AFL local or federal labor unions of all records, including welfare, retirement or other beneficial plans.

(2) Blanket fidelity bond coverage ordered for local trade or federal labor unions, the cost to be borne by the AFL.

(3) Federal labor unions' per capita tax raised from 38 cents to 60 cents per member.

(4) Initiation fees for such unions to be not less than \$2 nor more than \$15, while the minimum dues were set at \$2 monthly.

(5) The time of the annual AFL convention was changed from the third Monday to the third Thursday in September.

### California Resolutions

The following resolutions, which were adopted by the 1954 convention of the California State Federation of Labor, were presented by your delegate. (These bear the numbers assigned to them by our own convention.)

**No. 25—"Repeal Hatch Act."**

This resolution was adopted.

**No. 26—"Seniority by Law for Postal Employees."**

This resolution was adopted.

**No. 27—"Union Recognition for Postal Employees."**

This resolution was adopted.

**No. 76—"Restore Low Rent Housing Program."**

This resolution was adopted.

**No. 121—"Campaign to Repeal Existing 'Right to Work' Legislation and Prevent Further Enactment."**

The convention adopted a substitute resolution to replace this and six other similar resolutions on the same subject, combining the best features of each.

**No. 139—"Labor Public Relations."**

The convention approved the objectives of this resolution and referred it to the Executive Council.

**No. 149—"Atomic Power for Peaceful Uses."**

This resolution was adopted.

**No. 169—"Preserve Intact Our National Parks and Monuments."**

Without altering former convention ac-

tions, the convention referred this resolution to the Executive Council for such study and action as may be warranted.

**No. 179—"Oppose Peaceful Co-Existence with Soviet Union."**

This resolution was adopted with the omission of the last Resolved, which read: "Resolved, That this position be drastic enough to bring the Soviet dictators and their puppet regimes to the full realization that they are forcing the free world to prepare for no other alternative than all-out war, unless they abandon their designs for world conquest and take conclusive action to restore freedom to the millions of people that have been enslaved."

**No. 180—"Housing Program."**

This resolution was adopted.

The matters set forth by your delegate in this report are but a small part of those that were scrutinized and decided upon by the convention. The past year has seen many of the decisions, especially in the field of federal legislation, widely publicized in action, while others have undergone development along the lines originally set by the convention.

It was your delegate's great honor to deliver one of the addresses of welcome to the delegates on the opening day of the convention, as well as to serve on the Committee on Resolutions. As is always the case, your delegate is deeply grateful for the unparalleled opportunity to attend another of these great conventions and to serve it to the best of his capacity.

Fraternally submitted,

C. J. HAGGERTY.

## REPORT OF SECRETARY-TREASURER C. J. HAGGERTY

San Francisco, July 15.

To the Fifty-Third Convention of the California State Federation of Labor—

Greetings:

Nearly half of the calendar months which have elapsed since your Secretary reported to the Federation's last convention have been literally crammed with work in connection with the Federation's legislative program at the 1955 session of the state legislature. Time was, and it does not seem very long ago, that during the alternate years the legislature was in regular session, other activities of the Federation were fewer in number and smaller in scope. That this is no longer the case, the length of this report surely indicates.

Today, several Federation programs established since the war continue year in and year out, irrespective of the fact that our legislative activity, which grows with

each session, is demanding a greater and greater part of our resources of time and energy. Almost every year a new program or two is added, for as our membership grows steadily larger, our interests widen and our responsibilities to our members increase.

Labor, organized labor, has grown up and taken its rightful and potent place in the affairs of our country. Each year finds our unions more deeply integrated in the life of the nation, and accepting and discharging the duties implicit in its mature status.

The improvement of wages, hours and working conditions are still, as they were at the start of the organized labor movement, our chief preoccupation. But times have changed, and the never-ending effort to improve these is no longer merely a matter of presenting demands and either bowing to the inevitable or going on strike if the employer refuses, as it was in the old days, or even entirely of the

new method of sitting around a table and peacefully negotiating a collective bargaining agreement. More and more, as the years go by, our wages, hours and conditions are vitally affected by laws—local, state and national.

It is, therefore, no longer just the employer who says Yes or No to our demands, but the members of our law-making bodies — city councils, state legislatures, and the Congress of the United States, the members of which, by the way they vote on proposed laws, can make it possible for us to achieve our aspirations or can block our efforts. And so organized labor has had to go into politics, in order to have friends, in sufficient number, among these lawmakers to ensure our progress.

But this is not yet enough. Even a united, politically active labor movement will not, by itself, be able to elect all the legislators it wants and needs. To elect friendly legislators, we must have still other friends to help us. And that means that as citizens as well as members of organized labor, we must make these other friends.

Two more lines of activity have thus been opened: educational, to increase knowledge of us, our unions and our aims in the schools and colleges and among our own members; and community, to make friends by entering and participating fully in the affairs of the cities and towns where we live.

And so it has grown, and, undoubtedly, will continue to grow, as organized labor pursues its search for effective ways to realize its traditional hopes and ambitions for working men and women.

This report of your Secretary covers, in as much detail as may be useful and informative, what the Federation has accomplished during the past year in the various fields in which it operates. Supplementing it, is a separately printed report on our legislative achievements, "Sacramento Story, 1955."

All of us can take great pride in the record made by the Federation. As for your Secretary, however, he must mingle with his pride, a deep and heartfelt appreciation of all who helped to make it possible, his fellow officers on the Executive Council, the members of the Federation's staff, and the great body of good trade unionists, not only of today but those of yesterday as well, who laid the foundation on which we are building.

## 1955 Convention

The Federation's 1954 convention referred to the incoming Executive Council the choice of the 1955 convention city. Accordingly, your Secretary presented to the council, at its meeting in December, the three invitations which had been received for this event, as follows:

**San Jose:** A joint invitation from the Central Labor Council and the Building and Construction Trades Council of Santa Clara and San Benito Counties, subsequently withdrawn in favor of San Diego.

**Santa Rosa:** An invitation from the Santa Rosa Central Labor Council, supported by the Central Labor Council of Mendocino County and the local unions in Petaluma.

**San Diego:** An invitation from the San Diego Central Labor Council.

After spokesmen for the latter two cities appeared before the council to give further information, the council discussed the pros and cons of holding the convention in a small or a large community, as well as northern vs. southern site, cost to the delegates, and the like. A roll call vote was then taken. By a vote of 13 for San Diego, as against 7 for Santa Rosa, the city of San Diego was chosen as the site of the 53rd convention of the California State Federation of Labor.

## Membership Statistics

Estimates of the number of union members in California, released at the beginning of the year by the State Department of Industrial Relations, indicated a slight increase in AFL membership over last year, although the total membership (AFL, CIO, railroad brotherhood and other independent unions) had dropped eight-tenths of one per cent from 1954.

The report showed that 1,566,000 workers are members of 3,384 union locals. AFL membership is 1,280,000, or 82 percent of the total. Other figures revealed that 44 percent, or 688,300, of the state's union members reside in the Los Angeles metropolitan area, while 33 percent, or 517,300, are residents of the San Francisco Bay area. The largest proportion of California union members, 19 percent, are in the construction industry.

## In Memoriam

Too late to report to last year's convention, word reached us of the passing of Charles E. Sutphen, a former vice president of the California State Federation of Labor, on July 29, 1954. From 1911 to 1912, Brother Sutphen headed what was then known as the Federation's District No. 5 (Sacramento County north). Active in the organized labor movement for more than half a century, he had served the International Typographical Union in various offices for forty-one years. His devotion to organized labor has been an inspiration to many.

An immediate loss to the Federation was the death of Vice President Roy Brewer on February 18 of this year.

Brother Brewer was vice president of the Federation's District No. 4, which embraces the San Pedro - Wilmington area, as well as president of the San Pedro - Wilmington Central Labor Council, and had long rendered outstanding service in various official capacities to his own union, Lumber and Sawmill Workers No. 1407, Wilmington. His passing is a great loss to the labor movement in California.

At its June meeting, the Executive Council filled the vacancy created by Brother Brewer's death by the election of Robert J. O'Hare, president of the Los Angeles District Council of Carpenters, and business agent and treasurer of Carpenters, No. 1400 of Santa Monica, as vice president of the Fourth District.

### Retirement of Old Friends

This year saw the retirement from state office of two friends, as well as members, of organized labor who have served the workers of California faithfully and well for many years.

Paul Scharrenberg, who was Director of Industrial Relations for the state of California from 1943 until he retired on February 1 of this year, was secretary-treasurer of the California State Federation of Labor from 1909 to 1936, and during the early years of his career was active in the International Seamen's Union, an AFL affiliate. From 1936 to 1943 he served as a congressional representative of the AFL in Washington, D.C.

Scharrenberg's successor as Director of Industrial Relations is Ernest B. Webb, former secretary of the Long Beach Central Labor Council and a member of the State Industrial Accident Commission since 1945.

On April 30, Archie J. Mooney retired as chief of the Division of Apprenticeship Standards of the Department of Industrial Relations after twenty-two years as head of the state apprentice training program. In 1933, after a lengthy period of activity with the building trades unions, he became assistant to the director of the Industrial Relations Department, and, most important, chairman and secretary of the California Committee on Apprenticeship, which was the body that started organized apprentice training in California. Shortly thereafter he began the campaign for a state apprenticeship law which finally culminated in the passage of the Shelley-Maloney Act in 1939. Under this law, Mooney headed the California Apprenticeship Council and when the Division of Apprenticeship Standards was organized in 1945, he became chief of the division.

Succeeding Mooney as chief of the division is Charles F. Hanna, assistant chief since 1948, and prior to that time, active in the Carpenters Union, the Redding Building Trades and Central Labor Council, and the State Council of Carpenters.

### Appointments

Several of our members received appointments or reappointments to important state agencies from Governor Goodwin Knight during the year. Chief among these were the following:

Ernest B. Webb, formerly secretary of the Long Beach Central Labor Council and a member of the State Industrial Accident Commission for the last ten years, appointed to succeed Paul Scharrenberg as head of the State Department of Industrial Relations.

Charles F. Hanna, long active with the State Council of Carpenters, appointed to succeed Archie Mooney as Chief of the Division of Apprenticeship Standards of the Department of Industrial Relations.

W. A. "Jimmie" Hicks, mayor of Sacramento and editor for many years of the Sacramento Valley Union Labor Bulletin, appointed as Deputy Director of Employment.

Leo Vie, executive officer of the Los Angeles Building and Construction Trades Council, appointed to succeed Ernest Webb on the Industrial Accident Commission.

John Quimby, secretary of the San Diego Labor Council and member of the Teamsters' Union, appointed to the Industrial Welfare Commission.

Ed Park, former official of the Operating Engineers, reappointed as State Labor Commissioner.

Frank Lawrence, former head of the State Building Trades Council, reappointed to the Industrial Accident Commission.

Mae Stoneman, secretary of Waitresses No. 639, Los Angeles, reappointed to the Industrial Welfare Commission.

Last November, your Secretary was named to the Federal Advisory Council on Employment Security by Secretary of Labor James P. Mitchell. This body, made up of 35 members representing employers, employees, and the public, advises the Secretary of Labor and the Director of the Labor Department's Bureau of Employment Security on policy and operations relating to the administration of the federal-state system of employment security agencies.

A signal honor was bestowed on your Secretary this spring when he represented both the American Federation of Labor and the International Confederation of Trade Unions at the tenth anniversary session of the United Nations, held in San Francisco, June 20-26. President George Meany made both appointments, the second one at the request of J. H. Oldenbroek, general secretary of the ICFTU.

## I ADMINISTRATION

### 1954 Convention Resolutions

Fifty-odd resolutions adopted by the Federation's 1954 convention required further action by your Secretary. These resolutions fall into four main groups: those presented to the 73rd convention of the American Federation of Labor, those mailed to our affiliated unions and councils, those sent to California congressmen and senators and to various federal officials and agencies, and those sent to members of the California legislature and various state officials and agencies.

In addition to the above, a large number of resolutions were referred to the Executive Council and the Committee on Legislation. Action taken on these by the Executive Council is set forth immediately following the report on the resolutions acted upon by your Secretary; action by the Committee on Legislation will be found in part III of this report.

In general, the resolutions are reported in numerical order under the several headings.

#### Resolutions Presented to A.F.L. Convention

**No. 25**—"Repeal Hatch Act."  
This resolution was adopted.

**No. 26**—"Seniority by Law for Postal Employees."  
This resolution was adopted.

**No. 27**—"Union Recognition for Postal Employees."  
This resolution was adopted.

**No. 76**—"Restore Low Rent Housing Program."  
This resolution was adopted.

**No. 121**—"Campaign to Repeal Existing 'Right to Work' Legislation and Prevent Further Enactment."

The convention adopted a substitute resolution to replace this and six other similar resolutions on the same subject, combining the best features of each.

**No. 139**—"Labor Public Relations."  
The convention approved the objectives of this resolution and referred it to the Executive Council.

**No. 149**—"Atomic Power for Peaceful Uses."  
This resolution was adopted.

**No. 169**—"Preserve Intact Our National Parks and Monuments."

Without altering former convention actions, the convention referred this resolution to the Executive Council for such study and action as may be warranted.

**No. 179**—"Oppose Peaceful Co-Existence with Soviet Union."

This resolution was adopted with the omission of the last Resolved, which read: "Resolved, That this position be drastic enough to bring the Soviet dictators and their puppet regimes to the full realization that they are forcing the free world to prepare for no other alternative than all-out war, unless they abandon their designs for world conquest and take conclusive action to restore freedom to the millions of people that have been enslaved."

**No. 180**—"Housing Program."  
This resolution was adopted.

#### Resolutions Mailed to All Affiliates

**No. 19**—"Support Community Chest and Other United Fund Campaigns."

**No. 48**—"Establish Local Community Relations Committees."

**No. 54**—"Continue Campaign Against Los Angeles Times-Mirror Company."

**No. 63**—"Commend President Eisenhower for Executive Order 10479."

**No. 108**—"Labor Committees on Public Education."

**No. 110**—"Commend City of Hope."

**No. 137**—"Fraternal Greetings to the Urban League."

**No. 142**—"Community Service Organization."

**No. 143**—"Commend Jewish Labor Committee."

**No. 145**—"Support Italian-American Labor Committee."

**No. 148**—"Fraternal Greetings to the National Association for the Advancement of Colored People."

**No. 160**—"Training for Job Opportunities"

**No. 168**—"Implement Supreme Court Decision Banning School Segregation."

**No. 199**—"Do Not Patronize Motion Picture 'Salt of the Earth'."

These resolutions were acknowledged by a number of unions, many of whom stated that plans were being made to carry out their objectives.

In connection with **Resolution No. 54**—"Continue Campaign Against Los Angeles Times-Mirror Company," Commercial Telegraphers, Western Union Division Local 48, Los Angeles, reported that it had ordered 100 copies of the book, "Billion Dollar Blackjack," and that while it would sell copies to any member who wished to buy them, its primary interest was in circulating the book so that every member would have an opportunity to read it. Local 48 was therefore sending copies to

its members in every Western Union office in Southern California, including every branch office in Los Angeles, and to its members in Las Vegas and in all Western Union offices in Arizona except Phoenix, which is not under its jurisdiction.

#### **Resolutions Mailed to Central Bodies**

In addition to the resolutions listed above, the following were sent to all central labor councils:

**No. 138**—"Human Relations Committees."

**No. 196**—"Consolidation and Unification of School Districts."

**No. 197**—"Name Public Schools After Outstanding Labor Leaders."

#### **Resolutions Mailed to Senators and Congressmen**

**No. 10**—"Increase Income Tax Exemption in Lower Brackets."

**No. 14**—"Code of Fair Procedure for Investigating Committees."

**No. 15**—"Protect American Economy from Unfair Import Competition."

**No. 16**—"Civil Rights."

**No. 64**—"Protest Aid to Foreign Shipyards at Expense of California Yards."

**No. 150**—"Oppose Segregation in Housing."

**No. 152**—"Federal Aid to Education."

**No. 155**—"A m e n d McCarran-Walter Act."

**No. 165**—"Conservation of Our Nation's Resources."

**No. 168**—"Implement Supreme Court Decision Banning School Segregation."

The following resolutions concern postal employees:

**No. 47**—"Sanitary Working Conditions."

**No. 97**—"Merit Promotion."

**No. 99**—"Time and One-Half for Substitutes."

**No. 100**—"Holidays Falling on Saturday."

**No. 102**—"Compensatory Time."

**No. 104**—"Increase Postal Salaries."

**No. 106**—"Defeat of Whitten Amendment."

In an accompanying letter it was also noted that, in action on another resolution, the convention had urged immediate statehood for Hawaii and Alaska.

Replies and acknowledgment were received from Senators William E. Knowland and Thomas H. Kuchel, and Congressmen John J. Allen, Jr., John F. Baldwin, Harlan Hagen, Joe Holt, Craig Hosmer, Donald L. Jackson, Leroy Johnson, George P. Miller, John E. Moss, Jr., James Roosevelt, and John F. Shelley.

Subsequently Senator Kuchel wrote that he and Senator Bush of Connecticut had introduced **S Res. 22**, embodying the subject matter of **Resolution No. 14**, and would co-author, with Senator Smith of New Jersey, a bill providing for a three-year emergency program to assist distressed schools, in line with our **Resolution No. 152**.

#### **Resolutions Mailed to Federal Government Officials and Agencies**

**No. 14**—"Code of Fair Procedures for Investigating Committees."

Copies were sent to President Eisenhower and to Vice President Nixon. At the request of the President, receipt was acknowledged by Secretary of Labor James P. Mitchell.

**No. 15**—"Protect American Economy from Unfair Import Competition."

Copies were sent to President Eisenhower, Secretary of State Dulles, Secretary of Commerce Weeks, Secretary of Agriculture Benson, Secretary of Labor Mitchell, and to the members of the U. S. Tariff Commission. Receipt was briefly acknowledged.

**No. 16**—"Civil Rights."

A copy was sent to President Eisenhower and acknowledged by Secretary of Labor Mitchell.

**No. 47**—"Sanitary Working Conditions."

A copy was sent to Postmaster General Summerfield, who referred it to the Regional Operations District Office in San Francisco for reply. Charles R. Gainor district manager, promised to communicate with us on this matter, but no answer has been received.

**No. 63**—"Commend President Eisenhower for Executive Order 10479."

Copies were sent to President Eisenhower and to Vice President Nixon in his capacity as chairman of the President's Committee on Government Contracts.

Secretary of Labor Mitchell acknowledged receipt on behalf of the President.

**No. 69**—"National Parks."

Copies were sent to Secretary of the Interior Douglas McKay and to the Director of the National Park Service, Conrad L. Wirth. Replies, especially from John C. Preston, Superintendent of the Yosemite National Park, who answered on Mr. Wirth's behalf, indicated that the facts on which our resolution was based had not been very carefully checked, thereby



weakening the overall effectiveness of the resolution. Mr. Preston's letter contains some valuable information on facilities and employees of the Yosemite National Park which is available at your Secretary's office to any of our members who may be interested.

**No. 103**—"Rescinding Post Office Department's Mail Handler and Curtailment of Service Orders."

A copy was sent to Postmaster General Summerfield, who referred it to the Regional Operations District Office in San Francisco. District Manager Charles R. Gainor wrote as follows on the two points contained in this resolution: "Mail handlers are not required to perform clerical duties and the Department has not issued any instructions to that effect. In this connection, if you know of any specific instances and will so inform us, we will be glad to investigate."

"The matter of restoring two-trip mail delivery service to residential areas is being considered in the Department, but to date a decision has not been reached on this subject."

**No. 150**—"Oppose Segregation in Housing."

Copies were sent to Albert M. Cole, Administrator of the Housing and Home Finance Agency, Norman T. Mason, Commissioner of the Federal Housing Administration, Charles E. Slusser, Commissioner of the Public Housing Administration, and H. V. Higley, Administrator of the Veteran's Administration. Receipt was acknowledged.

**No. 152**—"Federal Aid to Education."

A copy was sent to Secretary of Health, Education and Welfare Hobby, and receipt was acknowledged by Commissioner of Education S. M. Brownell.

**No. 153**—"McCarthyism."

Copies were sent to President Eisenhower and Vice President Nixon. Acknowledgment was made by Secretary of Labor Mitchell on behalf of President Eisenhower.

**No. 165**—"Conservation of Our Nation's Resources."

Copies were sent to President Eisenhower, Secretary of the Interior McKay, and Lewis L. Strauss, Chairman of the Atomic Energy Commission, and were acknowledged. Chairman Strauss informed your Secretary in his reply that the AEC has undertaken a \$200,000,000 five-year program aimed at the development of competitive nuclear power, and enclosed an address by Dr. Henry D. Smyth, member of the AEC, describing this program.

**No. 168**—"Implement Supreme Court Decision Banning School Segregation."

A copy was sent to President Eisenhower and acknowledged on his behalf by Secretary of Labor Mitchell.

**No. 175**—"U. S. Forest Service and State Division of Forestry to Re-evaluate Fire Fighting Wage Rates."

As soon as the Northern California District Council of Lumber and Sawmill workers furnished your Secretary with the wage rates currently in effect for pick-up fire fighters in all national forests in California, letters were dispatched to Mr. Clare Hendee, Regional Forester of the U. S. Forest Service, and Mr. F. H. Raymond, Acting State Forester, asking that hearings be held by the U. S. Forest Service Wage Board and the State Division of Forestry to re-evaluate existing fire-fighting wage scales, and that the state and district councils of the Lumber and Sawmill Workers be notified if our request were granted.

A meeting was subsequently arranged and held in San Francisco on March 30, 1955, between members of the U. S. Forest Services' Wage Board and the following representatives of Lumber and Sawmill Worker's Councils: J. L. Hazard, California State Council; Jack Reeves, Central California District Council; Claude Heinig, Redwood District Council; and Robert Giesick, Northern California District Council. Also represented were the National Park Service and the California Division of Forestry.

There have been no further developments since this meeting, and the matter is still pending.

**No. 176**—"Opposition to Legislation Without Laws."

Copies were sent to President Eisenhower, Secretary of Labor Mitchell, and to Guy Farmer, Chairman of the National Labor Relations Board. Acknowledgment was made by Secretary of Labor Mitchell.

#### **Resolutions Sent to State Assemblymen and Senators**

**No. 16**—"Civil Rights."

**No. 55**—"Mental Health Program."

**No. 119**—"Expedite Selection of Site for Los Angeles State College."

**No. 131**—"Increase Personnel of Division of Labor Law Enforcement."

**No. 132**—"Recreation Program."

**No. 186**—"Increase Department of Industrial Relations Appropriation."

These resolutions were sent out shortly before the start of the 1955 session of the legislature. Your Secretary received few official acknowledgments but many in person.

#### **Resolutions Mailed to State Government Officials and Agencies**

**No. 45**—"Organized Labor to be Represented on Adult Authority." **No. 55**—"Mental Health Program." **No. 64**—"Pro-

test Aid to Foreign Shipyards at Expense of California Yards."

Copies of these resolutions were sent to Governor Goodwin J. Knight and acknowledged by him.

**No. 55**—"Mental Health Program;" **No. 96**—"Increase in Pay for Deputy Labor Commissioners"; **No. 131**—"Increase Personnel of Division of Labor Law Enforcement"; **No. 186**—"Increase Department of Industrial Relations Appropriation"; **No. 209**—"Establish Industrial Accident Commission Branch Offices."

Copies were sent to the State Department of Finance and were acknowledged by Director of Finance John M. Peirce, who commented on each of them in some detail as they related to the Governor's budget.

A copy of **Resolution No. 55** was also sent to Dr. Walter Rapaport, Director of Mental Hygiene, who expressed his appreciation and added, "There has never been any question in my mind that we had the very enthusiastic and sympathetic support of your fine organization."

**No. 71**—"S. F. Bay Southern Crossing."

Copies were sent Governor Knight as Chairman of the California Toll Bridge Authority, and to Lieutenant Governor Harold J. Powers, Director of Finance John M. Peirce, and Director of Public Works Frank B. Durkee as members of the Authority. Replies gave the following information: the Department of Public Works now has underway studies for such a crossing; in June, 1954, Governor Knight consulted with two eminent Eastern engineers respecting the entire organizational setup for continuing and completing the engineering investigations and studies, as requested by the Dolwig Act of 1953; work is proceeding on schedule.

**No. 80**—"Protest Appointment of Mrs. Norman Chandler to U. C. Board of Regents."

A copy was sent to Governor Knight.

**No. 96**—"Increase in Pay for Deputy Labor Commissioners."

Copies were sent to Paul Scharrenberg, then Director of Industrial Relations, Edward P. Park, Labor Commissioner, and to members of the State Personnel Board. The resolution was acknowledged with interest and appreciation.

**No. 112**—"Provide Assistance When Needed in Filling Out Unemployment Insurance Forms."

A copy was sent to William A. Burkett, Director of the Department of Employment. In his reply, Mr. Burkett stated that changes in organization and procedures which will relieve some of the problems set forth in our resolution had already been placed in effect. In addition, a program had been instituted to simplify forms and make them more understand-

able to the applicants and claimants. Most interesting of the Department's innovations is the "Eligibility Benefits Rights Interview" film which was then in production. A foreign language version of this film, designed for claimants with language difficulties, was also under consideration.

**No. 119**—"Expedite Selection of Site for Los Angeles State College."

Copies were sent to Governor Knight and to Director of Public Works Frank B. Durkee. Replying for the Director, his administrative assistant, Mrs. Helen Klauser, informed your Secretary that on October 5, 1954, the State Public Works Board had selected a site for the Los Angeles State College in the San Fernando Valley, and that on December 20, 1954, it took official action selecting a site for a downtown facility to be located in the easterly section of Los Angeles between the San Bernardino Freeway and Valley Boulevard.

**No. 131**—"Increase Personnel of Division of Labor Law Enforcement."

Copies were sent to Director of Industrial Relations Scharrenberg and Labor Commissioner Park and were acknowledged.

**No. 132**—"Recreation Program."

Copies were sent to Governor Knight and to members of the Recreation Commission.

In his reply, Director of Recreation Sterling S. Winans stated that the resolution would undoubtedly receive the interested consideration of the members of the Commission, asked if we could send additional copies, and closed by saying that the "recognition by the Federation of recreation facilities and program in California is a source of great encouragement to us." We were pleased to send Mr. Winans additional copies.

**No. 156**—"Department of Employment to be Responsible for Advising Communities on Availability of Jobs."

A copy was sent to Director of Employment Burkett, who replied that a Job Development Section had already been established within the Department, which would take full recognition of the recommendations made in our resolution. This program would be under the direction of W. A. Jimmie Hicks, Deputy Director.

**No. 160**—"Training for Job Opportunities."

Copies were sent to the State Personnel Board, and acknowledged, and together with **No. 195**—"Teach Conservation in Public Schools" to Superintendent of Public Instruction Roy E. Simpson, and members of the State Board of Education. **No. 195** was also sent to all county superintendents of schools.

In his reply, Mr. Simpson stated that he was referring these resolutions to Dr.

J. D. Conner, Associate Superintendent of Public Instruction and Chief of the Division of Instruction, for his information and guidance.

The resolutions were acknowledged by three of the county superintendents of schools in especially fine letters. Vaughn D. Seidel of Alameda County assured us that he was in hearty accord with the spirit of **Resolution No. 160** and that we can count on his full cooperation. Jesse D. Stockton of Kern County gave hearty agreement with the objects of **No. 160**, and quoted the following words of Dr. Howard Dawson, Executive Secretary of the Division of County and Rural Area Superintendents of the NEA: "The people of the United States are in a minority in the world. We cannot afford to neglect the fullest and best development of any desirable abilities we may have in our country." Ray W. Johnson of Riverside County wrote: "It is gratifying to have this fine report and I hope that all of us in education will make full use of it. I hope that the influence of your organization can be helpful in assisting those of us in education who are attempting to place members of minority groups as teachers in the classrooms of our public schools. We feel that this will go a long way toward solving some of the problems referred to in your excellent resolution."

**No. 186**—"Increase Department of Industrial Relations Appropriation."

A copy was sent to Director of Industrial Relations Scharrenberg and appreciatively acknowledged.

**No. 203**—"Increase California Minimum Wage."

Copies were sent to the chairman and members of the Industrial Welfare Commission and acknowledged by Daniel E. Koshland, Commission Chairman.

**No. 209**—"Establish Industrial Accident Commission Branch Offices."

A copy was sent to Director of Industrial Relations Scharrenberg and acknowledged.

### Other Resolutions

**No. 94**—"Income Tax Deduction for Transportation Expense to Job Sites."

A copy of this resolution was sent to AFL President George Meany, who expressed appreciation at receiving it and stated that he had referred it for action to the AFL's Legislative Committee.

**No. 110**—"Commend City of Hope."

A copy of this resolution was sent to Sam Moskowitz, Director of the City of Hope in Los Angeles, and warmly acknowledged. Subsequently, in cooperation with the City of Hope, a letter was prepared by your Secretary to be sent to all AF of L unions in California (affiliated and unaffiliated with the State Federation of Labor) asking them to help raise funds

for the City of Hope through the circulation of membership scrolls among their members. A copy of the scroll was enclosed with each letter, and it was suggested that the scrolls be placed in the hands of job stewards and business agents for the widest possible circulation.

**No. 133**—"Church Furniture to Be Made by Union Labor."

Copies of this resolution were sent to the Council of Churches of Southern California, Los Angeles; the Council of Churches of Northern California, San Francisco; J. Francis Cardinal McIntyre, Archbishop of Los Angeles; John J. Mitty, Archbishop of San Francisco; Rabbi Elliot Burstein, President of the Northern California Board of Rabbis, San Francisco; and to the American Institute of Architects in Los Angeles, San Francisco, and Washington, D. C.

The response to this resolution has been unusually fine, especially in the southern part of the state where it originated.

In his reply, Rev. James T. Smith, Executive Secretary of the Southern California Council of Protestant Churches, stated that he would bring it to the attention of various denominational executives who work together in the Comity Commission, which deals with the allocation of new sites for churches. In order to implement further common knowledge of the resolution, Rev. Smith enclosed a list of nearly fifty denominational headquarters offices in Southern California, and said that the Council's next bulletin, which reaches some 2500 churches, would carry a brief paragraph about our resolution.

Your Secretary thereupon sent copies of the resolution to all the headquarters offices on Rev. Smith's list. Among numerous friendly replies, these are typical: The pastor of the Friends Church in Whittier wrote: "I believe if you examine the records of the Friends Church (Quaker) you will find we have a very good record with the ranks of labor and have been most careful in our buying to maintain this fine spirit of brotherhood." The executive secretary of the Southern California-Arizona Conference of Methodist Church's Board of Missions and Church Extension declared that he was in hearty sympathy with the resolution and would include the information in the next Newsletter sent to the pastors of all the Methodist churches in the Conference. The president of the California District of the American Lutheran Church promised to share the import of the resolution with the pastors and congregations of all the Lutheran churches in California.

Archbishop McIntyre of Los Angeles asked that the Archdiocese be notified by our members in all instances when other than union-made church furniture was being planned, and that it would be glad to recommend to its subcontractors or its pastors, as the case might be, that they extend the Diocese's practice as far

as possible. Similar co-operative replies were received from the other church groups.

The response from the American Institute of Architects was equally cordial. The Washington, D. C., office has referred the problem, which our resolution brought to its attention for the first time, to its Board of Directors and will communicate with us after it has been considered by the Board. The Southern California Chapter of the Institute published the resolution in its Bulletin, urging its members to cooperate with its intent.

Meantime, on January 20, 1955, Brothers Cambiano and Aronson of the California State Council of Carpenters and the Federation's Director of Research, John F. Henning, met with the Construction Committee of the Institute's Northern California Chapter. As a result of this meeting, the recommendation formulated by the committee that whenever architects serve in an advisory capacity for church furnishings, they should urge the church body to purchase only from a union shop, was adopted by the Institute's Executive Committee and published in the Association Bulletin.

**No. 136—"Fraternal Greetings to the Histadrut."**

Copies were sent to the offices of the American Trade Union Council of the National Committee for Labor Israel in New York and Los Angeles, and were warmly acknowledged.

**No. 137—"Fraternal Greetings to the Urban League."**

A copy was sent to the Executive Director of the National Urban League in New York, and acknowledged with appreciation.

**No. 142—"Community Service Organization." No. 143—"Commend Jewish Labor Committee." No. 145—"Support Italian-American Labor Committee."**

Copies of these resolutions were sent to the organizations named in each and acknowledged with thanks.

**No. 148—"Fraternal Greetings to the National Association for the Advancement of Colored People." No. 168—"Implement Supreme Court Decision Banning School Segregation."**

Copies of these resolutions were sent to Walter White, National Director, and to Joseph G. Kennedy, Regional Director in San Francisco, of the National Association for the Advancement of Colored People, and appreciatively acknowledged.

#### **Resolutions Referred to Executive Council**

The following action was taken by the Executive Council at its December meeting on resolutions referred to it by convention vote:

**No. 20—"Eliminate Manufacture of Paint, etc., at Mare Island."**

An investigation into this matter was made by Vice President Lowell Nelson. His report was transmitted to the Executive Council by your Secretary at the February meeting, after which the council voted to file the resolution.

**No. 60—"Write and Publish History of California State Federation of Labor."**

At its February meeting, the Executive Council approved in principle the writing of a history of the Federation by Paul Scharrenberg, recently retired Director of Industrial Relations for the state and former secretary-treasurer of the Federation. The entire matter was then referred to President Pitts, the Committee on Education, and your Secretary, with full power to act.

**No. 108—"Labor Committees on Public Education."**

It was ascertained that the subject matter of the resolution was already complied with, and the council further determined that, together with the Federation's Committee on Education, it would maintain a continuing interest in the matter in order to carry out the resolution's intent and purpose.

**No. 159—"Commend California Federation for Civic Unity."**

The subject matter of this resolution has been laid over indefinitely.

**No. 198—"Expose Anti-Labor Propaganda in Public Schools."**

At the Executive Council's December meeting, your Secretary reviewed the Federation's current efforts in connection with the subject matter contained in this resolution. The matter was then referred to your Secretary to be handled as part of the Federation's long-standing program, which coincides with AF of L policy on the subject.

**No. 210—"Eliminate Corner Beads on Exterior Plastering."**

The Executive Council felt that this resolution involved a jurisdictional question, and that it had neither the right nor the authority to inject itself into a matter of that type. The resolution was therefore filed.

#### **Resolutions From Former Conventions**

**No. 51 (1950 convention)—"Federation to Establish Union Labor and/or Cooperative Insurance Company."**

In February of this year, your Secretary informed the Executive Council that this matter was still an open subject and under investigation. Figures and other data were being secured, and if the proposal appeared feasible after this information has been collected and evaluated,

your Secretary would call a special meeting of the council for a thorough discussion and possible decision.

**No. 29 (1953 convention)**—"Visual Labor Education."

A progress report on this resolution was made at the end of last year by Vice President Somerset. Investigation is still being made of the possible costs entailed in the preparation of a State Federation-sponsored film explaining labor philosophy on such questions as registration of voters, political action, and/or the economic benefits of trade unionism.

**No. 164 (1953 convention)**—"Investigate Labor Relations in Compensation Insurance Fund."

Last year your Secretary reported to the convention that the board of directors of the State Compensation Insurance Fund had made arrangements with the Stanford Research Institute to make a complete investigation of this matter. At last report, the Institute's survey has been completed and findings and recommendations would soon be placed before the board.

**No. 172 (1953 convention)**—"Retirement Pension for Federation's Secretary-Treasurer."

In adopting this resolution, the 1953 convention referred to the Executive Council the matter of establishing a feasible program of pension coverage for all the full-time salaried employees of the Federation. Accordingly, at its November, 1953 meeting, the council appointed the following committee: Vice Presidents Thomas A. Small (chairman), Lowell Nelson and Robert S. Ash, and instructed your Secretary to work in cooperation with this committee to secure the necessary retirement system data.

The report of the Pension Committee, outlining in detail the method of financing, the date of commencement and initial deposit, the amounts necessary to maintain, the conditions of eligibility, the rules and regulations governing participation and administration, etc., was presented to the Executive Council at its December, 1954 meeting.

By roll call vote, the council unanimously adopted the committee's report. The plan went into effect on January 1, 1955. The pension report adopted by the Council follows in full:

#### **Report of Federation Pension Committee**

Your committee met Tuesday, November 23, 1954, at the offices of the Federation, together with the Secretary and legal counsel, from 2:30 to 4:20 p.m. and now submits the following report as its final report.

1. A retirement plan is to be established

for full-time salaried employees of the Federation.

2. Such plan shall establish no vested rights of any kind in any employee, but on the contrary the continuance of the plan is entirely discretionary with the Federation and may be terminated, altered or changed from time to time and at any time by a two-thirds (%) vote of the qualified members of the Executive Council of the Federation.

3. The plan is to be financed by an initial deposit into an account on the books of the Federation, known as the Pension Account, of the sum of Fifty-five Thousand Dollars (\$55,000) on or about January 1, 1955, and by monthly deposits of One Thousand Five Hundred Dollars (\$1,500) commencing on or about January 1, 1955.

4. The Pension Account is to be separated into two (2) divisions, one known as "Secretary-Treasurer Pension" and the other known as "Salaried Employees Pension."

5. The initial deposit of Fifty-five Thousand Dollars (\$55,000) shall be credited to the "Secretary-Treasurer Pension" division of such account and the monthly deposits of One Thousand Five Hundred Dollars (\$1,500) shall be credited to the "Salaried Employees Pension" division of such account unless and until otherwise authorized by a majority vote of the Executive Council of the Federation.

6. The initial deposit of Fifty-five Thousand Dollars (\$55,000) shall be withdrawn from the Organizing Fund and credited on the books of the Federation to the Pension Account "Secretary-Treasurer Pension" division. The monthly deposits of One Thousand Five Hundred Dollars (\$1,500) shall be withdrawn by three equal withdrawals of Five Hundred Dollars (\$500) each from the General Fund, Legal Defense Fund and Organizing Fund respectively and credited on the books of the Federation to the Pension Account "Salaried Employees Pension" division.

7. Only those salaried employees of the Federation may be eligible who have completed at least twenty (20) consecutive years of employment with the Federation and have reached at least age sixty (60) as of the date of retirement.

8. The amount of money payable to eligible salaried employees on retirement is to be fifty per cent (50%) of their basic salary at the date of retirement. These payments are to continue until death, except as provided under No. 2 above and subject to the rules and regulations adopted by the Executive Council.

9. The following are suggested minimum basic rules and regulations applicable to the plan:

(a) The age of any salaried employee is to be determined by a certified copy of his birth or baptismal certificate. Each such employee shall deposit with the Secretary-Treasurer within thirty (30) days of January 1, 1955, or within thirty (30) days after commencement of his employment if employed after January 1, 1955, such certified copy.

(b) The requirement of twenty (20) consecutive years of employment is to be determined by the official records of the Federation and the dates of employment shown on such records shall be conclusive.

(c) Application for retirement payment shall be made in writing to the Secretary-Treasurer within thirty (30) days of termination of employment. If application is not made within such period, any payment is deemed waived until the date such application is in fact made.

(d) For the purpose of this plan, the term "termination" shall mean resignation or removal from employment, whether voluntarily or involuntarily as shown by the official records of the Federation.

(e) Retirement payments are to be made monthly in advance between the first and fifteenth day of the month at the address of the individual as shown on the official records of the Federation.

(f) An individual otherwise eligible to receive retirement payments may be denied all payments, if discharged for cause, by a two-thirds (2/3) vote of the qualified members of the Executive Council and the vote of the Executive Council in this respect shall be conclusive.

(g) Unless sooner terminated as herein provided, retirement payments shall cease on death, and the Secretary-Treasurer may require the execution of an appropriate affidavit that the individual is still living as a condition precedent to the receipt of any payment.

(h) Unless sooner terminated as herein provided, retirement payments may be terminated as to any individual whose conduct is contrary to or in conflict with the policies or objectives of the American Federation of Labor or of this Federation, or the welfare of either, by a two-thirds (2/3) vote of the qualified members of the Executive Council and the vote of the Executive Council in this respect shall be conclusive.

(i) An individual, not otherwise eligible for retirement payments, who is retired because he is totally and permanently disabled and who has completed at least fifteen (15) consecutive years of employment with the Federation as of the date of retirement as shown by the official records of the Federation, may,

upon the unanimous vote of the qualified members of the Executive Council, which vote shall be conclusive, be paid as follows:

(1) thirty-seven and one-half per cent (37½%) of his basic salary as of the date of retirement if employed fifteen (15) consecutive years with the Federation;

(2) two and one-half per cent (2½%) of his basic salary as of the date of retirement, for each additional consecutive year of employment with the Federation in excess of fifteen (15) years but in no event to exceed twelve and one-half per cent (12½%).

For the purposes of this subsection (i) the term "totally and permanently disabled" shall mean being wholly prevented from performing any work or engaging in any occupation for remuneration or profit.

(j) No retirement payment shall be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance or charge by any salaried employee or by any retired salaried employee.

10. The Executive Council shall have full authority to invest and reinvest any or all of the funds herein described as in its absolute discretion it may see fit.

11. This plan shall become effective January 1, 1955.

Respectfully submitted,

Thomas A. Small, Chairman

Robert S. Ash

Lowell Nelson

December 2, 1954.

## Educational Activities

The several educational programs sponsored by the Federation have continued to thrive during the year, while the Committee on Education, composed of Vice Presidents Max J. Osslo, chairman, Robert S. Ash, John T. Gardner, Albin J. Gruhn, Paul L. Reeves, and Thomas A. Small, has been especially active in related fields, as well in supervising the various programs.

## Quarterly Weekend Educational Conferences

The third in the Federation's 1954 series of quarterly weekend educational conferences was held in San Francisco, October 16-17, in the Building Service Center. The conference dealt entirely with the permanent disability rating schedule of the California workmen's compensation law, and was identical to the one that preceded it, held June 5-6 in Los Angeles. It will be

remembered that last year it was decided, for the traveling convenience of the membership, identical conferences would be held alternately in northern and southern California.

Two hundred and thirty-six delegates attended the sessions. Discussion leaders at the conference included Dr. J. L. Barrett, medical director, Industrial Accident Commission; Dr. Paul Beddoe, assistant medical director, IAC; Eli Welch, supervisor, Permanent Disability Rating Bureau, IAC; and Edward T. Dougherty, permanent disability rating specialist, IAC. Charles P. Scully, general counsel of the California State Federation of Labor, directed legal discussions of the disability rating functions. The conference was open to AFL officials and members, and the only charge was a \$3.00 registration fee.

The fourth 1954 educational conference was the press conference reported below.

Because of the press of legislative activity during this spring, it was impossible to hold the first and second quarterly conferences in the 1955 calendar year, but they will shortly be resumed.

#### **AFL Press Conference**

Jointly sponsored by the California State Federation of Labor and the Industrial Relations Institute of the University of California at Los Angeles, the fifth annual labor press conference was held in Santa Barbara, November 28-29.

The dangers of open shop legislation dominated the conference discussions, along with its coverage by labor papers, and the labor use of television. Also discussed were the press services available on economic and labor issues. The conference was attended by upwards of 100 AFL editors and officials.

#### **Annual Labor Institute**

The eighth annual week-long Labor Institute sponsored by the California State Federation of Labor was held in Santa Barbara, April 24-29. Theme for the 1955 institute was union services to the membership, and subjects for discussion included establishment of job training programs for improvement of skills; creation and management of credit unions; consumer education services; and planning for health service.

Among the discussion leaders were Orme W. Phelps, professor of industrial relations, Pomona College; Ted Ellsworth, chairman, Health Plan Consultants Committee of Southern California; Clarence Murphy, chairman, California Credit Union League; Arthur Ross, director, Institute of Industrial Relations, University of California, Berkeley; and Franklyn Williams, counsel and regional director, National Association for the Advancement of Colored People.

William J. McSorley, Jr., assistant director of Labor's League for Political Ed-

ucation, addressed the Institute on the prospects for the 1956 elections, in connection with the national LLPE voluntary fund-raising campaign in preparation for next year's national elections.

#### **1955 Scholarships**

The Federation's fifth annual scholarship contest got under way in February when announcements were mailed to all high school principals in California and Hawaii. Four hundred and nine students participated in the competition for the three \$500 scholarships by taking a two-hour examination in their respective high schools on May 20. This examination tested their knowledge of industrial relations' history and practice in the United States.

The committee of judges which selected the winners from the 30 highest papers was composed of three professional educators: Dr. Edgar L. Warren, Director, Institute of Industrial Relations, University of California, Los Angeles; Vaughn D. Seidel, Alameda County Superintendent of Schools, Oakland; and Frederick A. Breier, Assistant Professor of Economics, University of San Francisco. The identity of the students participating in the contest was, of course, not known to the judges.

The following winners of the scholarships were announced the first week in June: Eleanor Rosch, 16, San Fernando High School, San Fernando; Lester O'Shea, 16, Lowell High School, San Francisco, and Paul Wadsworth, 17, Westchester High School, Los Angeles. They will receive their awards, to be used at the university or college of their choice, during the convention in San Diego, where they will be the Federation's guests throughout the week.

The Federation's purpose in offering these annual scholarships is to help outstanding students obtain higher education, and also to promote a better understanding of the American labor movement. Indicative of the favorable attention our scholarship program has attracted was the placing of a story about it in the Congressional Record last year by Congressman Clyde Doyle of California's 23rd district.

#### **State Federation History**

At its February meeting, the Executive Council authorized Paul Scharrenberg to write a history of the California State Federation of Labor. This was in furtherance of **Resolution No. 60**, which was adopted by last year's convention and directed the Executive Council to take under advisement the writing and publication of such a history.

Paul Scharrenberg, who recently retired after twelve years as head of the State Department of Industrial Relations, was secretary-treasurer of the Federation from 1909 to 1936, and is regarded as an authority on the history of the labor

movement in California from his personal participation in it since before the turn of the century.

Policy authority for the history was placed in the hands of your Secretary and the Committee on Education by the Executive Council. Work on the book is already well under way.

### **Public School Textbooks**

An exchange of correspondence last fall between your Secretary and the chairman of the board of the National Association of Manufacturers, Mr. H. C. McClellan, put the NAM on record in regard to the preparation of objective public school textbooks on labor history, the theory and application of free enterprise and the profit system, and the basic concepts of economics. The correspondence was an outgrowth of a speech delivered by Mr. McClellan before the California School Administrators' Conference at Long Beach, October 22, 1954. Charles P. Scully, the Federation's attorney, addressed the same conference relative to business pressures on textbook usage in the labor and economics fields.

Inasmuch as Mr. McClellan stated that the National Association of Manufacturers had no desire to present partisan views through such texts, your Secretary wrote him on November 23, 1954, asking if he would agree to an independent agency, such as the Industrial Relations Division of the University of California, being given the task of preparing appropriate textbooks on labor and economic subjects.

Mr. McClellan's letter of reply, dated December 20, 1954, to your Secretary's inquiry, follows in full:

"Dear Mr. Haggerty:

"This will acknowledge your letter of November 23rd, which has remained unanswered until now because I was tied up in the East with our Annual Congress of American Industry until just a few days ago.

"I enjoyed appearing with your General Counsel, Charles P. Scully, on the program before the California School Administrators Conference at Long Beach. Mr. Scully reported to you correctly that I did indicate that the NAM was not attempting to engage in any propaganda activity with the schools and colleges, but that we are simply interested in doing

everything we can to bring about better understanding between education and industry and all major segments of our economy.

"Our Educational Aids are an effort to provide up-to-date supplementary material for use in the classroom. Pages one and two of the enclosed Catalog of Educational Aids describe our method of preparing such aids and lists the distinguished educators cooperating with us.

"We have strongly avoided any attempt to prepare or have prepared textbooks for the schools; we go even further in that we neither endorse nor condemn any textbooks now in use. While we recognize the desirability of new appropriate textbooks on labor history, the theory and application of free enterprise and the profit system, basic concept of economics, etc., we do not feel that such textbooks should be directly or indirectly sponsored by interested participants such as the California State Federation of Labor, the NAM, or other such groups.

"On the other hand, if the Industrial Relations Section of the University of California at Berkeley, for example, is interested in the preparation of such textbooks, we would be very pleased to use our offices to secure interested and helpful industrial cooperation in the preparation thereof, and I am sure that you would do likewise in order to assure competent labor representation in an advisory capacity.

"With all good wishes,

"Cordially,

"H. C. McCLELLAN

### **California Education Study Council**

Two of the Federation's officers, Vice Presidents Max Osslo and T. H. Small, have been active throughout the year in the California Education Study Council. This group has been organizing meetings in connection with the Governor's Conference on Education, which will be held September 30 and October 1 of this year in Sacramento. Various states have planned such conferences in preparation for the National Education Conference, to be held in Washington, D.C. late this year. Labor participation in these conferences is of great importance.



## Labor's Interest in Prepaid Health Plans

### Health and Welfare Plans

Throughout the nation, interest in prepaid health insurance has been increasing on all levels. Organized labor, a pioneer in the field, has kept a critical eye on developments, and, especially during the past year, has studied the strength and the weakness of the various plans and their administration. Of utmost importance was the code of ethics for health and welfare plans adopted this spring by the AFL Executive Council.

### Los Angeles Conference On Health and Welfare

Your Secretary participated in the Los Angeles Conference on Health and Welfare on February 5-6, 1955, which was the fifth of a series of conferences held in various parts of California as the culmination of a labor health education program financed by the Inter-University Labor Education Committee and sponsored by both the AFL and CIO in the Los Angeles area.

This program lists among its accomplishments the Health Plan Consultants Committee, which is an organization of AF of L and CIO union officers established for the purpose of increasing and improving the health services available to working people and their families. The Los Angeles conference was attended by approximately 350 persons from labor unions as well as numerous community groups with an interest in health insurance, and was co-chaired by W. J. Bassett, secretary of the Los Angeles Central Labor Council, and Albert Luncford, secretary-treasurer of the Greater Los Angeles CIO Council.

On behalf of the California State Federation of Labor, your Secretary made the following presentation:

The maintenance of good health has become a critical financial problem for all but a segment of the American public. Present medical costs have risen to the point where the average wage earner simply cannot afford the stupendous gains which medical science has won for mankind in the 20th century. Within its recent history, the American Federation of Labor has fought by various methods to bring high quality medical care within the budget of the average worker. This morning I would speak on one of these methods—the meeting of medical costs through private voluntary plans.

#### *Present Status of Prepayment Plans*

Because of the compelling need for some kind of prepaid health insurance protection, the past 15 years have witnessed an incredible growth in private voluntary plans. Today, approximately

58 percent of the national population, or 89,500,000 Americans have some type of health insurance. This figure represents an increase of 83,900,000 over those covered by such plans a decade and a half ago.

Organized labor may take legitimate pride in this expansion of health insurance on both national and state levels, for despite the inadequacies of such plans, they do represent a notable extension of health insurance protection. Here in California the trade union movement has become more and more involved with the negotiation of health and welfare plans. The State Department of Industrial Relations, reports that as of November 1, 1954, 978 contracts feature agreements providing health and welfare plans covering 1,072,300 workers.

The development of health and welfare plans within the labor movement in California is sharply portrayed in the following comparisons:

The number of California workers covered by union agreements that provide health and welfare benefits today is—

40 percent more than on August 1, 1953

4 times as great as at the end of 1950

8 times as great as at the beginning of 1950.

In recent months various trade union bodies in California have called conferences for the purpose of evaluating the various health and welfare plans which prevail in the state. This tendency indicates an increasing and logical concern for the future of such programs.

I have noted that in such conferences special attention is given to three possible objections to prevailing plans. It is often charged that plans:

(1) Permit doctors to charge above the fee schedule for the itemized services.

(2) Do not provide for adequate coverage of dependents.

(3) Do not give an adequate return on the premium dollar.

I would like to speak first with respect to the reported medical practice of charging above fee schedules. One of our trade councils in northern California has made substantial progress correcting this evil. This council has negotiated an agreement with a panel of doctors on a mutually satisfactory schedule of medical and surgical costs. Essentially, the agreement means that any covered worker can call on the panel for a doctor, that the worker will know what the cost will be, and that this cost will represent a fair charge, well within the allowances provided by his health and welfare plan.

At the present time more than 60 doctors have joined the panel and have

agreed to accept its scale of charges. Ultimately, the council hopes to have some 200 doctors participating in the panel. Names of the doctors associated with the council panel can not be published because of the attitude of the local medical society. However, names of the panel doctors are made known to trade union members requesting medical service. Currently the council committee maintains it has eminent, qualified doctors in all of the specialties such as obstetrics, pediatrics, dermatology, radiology, etc. Mechanics of the panel operation call for members in need of attention to contact the health and welfare medical exchange which furnishes a 24-hour telephone service. The call to the exchange will result in an office visit or home visit, by one of the general practitioners. If attention by a specialist is needed, such service may be arranged. After the original contact with the doctor through the panel, the patient may continue dealing with him directly but within the terms of the agreement. The surgical charges are the same as listed in the various health and welfare plans. The panel is open to any doctor willing to accept the schedule. The agreement enjoys the favor of the County Medical Society and marks a possible milestone in the progress of trade union health practices in northern California. It is the ambition of this council to effect a similar pact for the regulation of hospital fees.

A successful panel program for doctors has also been sponsored during the past three years in southern California where an AF of L craft council has negotiated a comparable agreement with doctors in this area. There are no restrictions on publicizing the names of the doctors in the southern California program. According to all available testimony, this council program has been an encouraging success and has not drawn the opposition of the Los Angeles County Medical Society.

The second frequent objection in regard to coverage of dependents in health and welfare plans require closer attention. The 1953 study of the Department of Industrial Relations showed that 284,000 unionists enjoyed plans extending coverage to family dependents. This figure represented 37 percent of union workers covered in the state study. A labor-sponsored study in San Francisco in 1952 revealed that about 22 percent of the workers covered under negotiated welfare funds in San Francisco had their dependents included in the benefit structure. Another 54 percent of covered workers had the option of paying extra premiums for such dependents' benefits. About one-half in this latter category had elected to pay for coverage of family members. Unfortunately, the benefits provided for dependents are usually quite inferior to those given the covered worker. And this, despite the truth that family dependents

incur 80 percent of the family medical bill.

The fact that 63 percent of the workers in the state study do not enjoy dependence protection points to a grave deficiency in health and welfare plans as known by California union members.

#### *Waste of the Premium Dollar*

I will now approach the third and most controversial issue in the health and welfare program experience. The 1952 study of such programs in San Francisco contended that approximately 50 cents of each premium dollar was diverted into channels other than actual "health value" for members in the indemnity type plan underwritten by private insurance carriers. The study claimed that this resulted essentially from the following causes:

- (1) Diversion of funds into non-essential channels, profit margins and reserves of private carriers, brokerage commissions, other acquisition expenses of competitive prepayment agencies, etc. On the whole, some 10.15 percent of premiums are consumed in these overhead expenses—exclusive of those administrative costs necessary under any program.

- (2) Wasteful expenditures resulting from abuses of the fee schedule, provision of unnecessary hospital, surgical and other services, etc.

- (3) Excessive claims rates for hospital and surgical service resulting from the exclusion of benefits for preventive, diagnostic and early medical treatment in the home and office.

- (4) Excessive administrative expense in the filing, processing and paying of thousands of individual bills for each item of service rendered.

- (5) Excessive premium costs and experience rating for the many small, individual welfare fund policies — which might be avoided through pooled operation—as well as inefficiencies and duplications in the many separate administrative offices.

These contentions on premium returns have been hotly challenged and debated. But whatever the validity of these conclusions, it is beyond any doubt that a particular danger exists here in that the average trade union member is not seriously inclined to scrutinize the premium return when the plan is financed exclusively by the employer. The State Department of Industrial Relations reports in its 1954 study that the employer is paying the entire cost for the employee's coverage in 759 contracts involving 725,000 workers or 82 percent of the workers included in the analysis. It must never be forgotten that the employer money made available for health and welfare plans through collective bargaining actually represents wages, wages taken from the pay check for a specific purpose. Thus, the premium return is hardly a remote

issue. It is a part of the paycheck set aside to purchase comprehensive medical care.

#### *Group Practice Plans*

Those who question the worth of the commercial insurance indemnity type plan often advocate the group practice plan.

Proponents of the group practice idea cite these major advantages:

(1) Physicians representing the different areas of medicine, together with necessary technical and auxiliary workers, practice in cooperative association—usually in joint medical centers. Overhead expenses are pooled and the income of participating physicians can be based on professional skill and the time devoted to the center, rather than upon individual fees for specific items of service.

(2) All of the services of medical science are available and conveniently arranged for patient service.

(3) The facilities and services of preventive medicine are offered the worker.

The San Francisco labor study asserted that group practice plans reviewed in that analysis met 80 percent of insurable needs, while insurance carrier plans met only 40 percent of such needs.

In opposition to group practice plans it held that this "closed panel" concept denies the worker his free choice of doctor. Further, it is submitted that doctors, like all men, generally seek the highest level of financial reward for their professional efforts, and that such a competition inevitably leaves the group practice center with the impersonal services of less accomplished doctors. Only time can write the final evaluation of the group practice approach, but however one might now measure its merits, we are all obliged to defend its right of existence. At its recent convention in San Francisco, the American Medical Association fortunately rejected a plan to outlaw group practice programs.

#### *Freedom of Medical Choice*

Freedom of medical choice should mean just that to the American people — the freedom to choose the best available service for protection of self and family. A number of our unions have already written the principle of freedom to choose between the insurance carrier plan and group practice plan into their contracts.

One of our councils in northern California has for example negotiated an agreement with both a group practice foundation and a casualty company which allows the membership a choice between the two plans. The basic difference in the two plans is as follows:

(1) The insurance plan gives a free choice of doctor and hospital and pays a portion of the bills but does not include dependent coverage unless the member

pays the cost for dependent coverage.

(2) The foundation plan gives the member care through the foundation, including dependent coverage if so elected. The premium will be paid by the trustees from the trust fund.

The choice is left entirely to the individual member. Here surely we have genuine freedom of medical choice.

While constantly urging the improvement and extension of private prepaid health plans in the absence of any uniform program on state or federal level, the American Federation of Labor has continually reminded that there is a commanding need for such a uniform health plan to meet the health needs of the nation. It is not inconsistent for the labor movement to fight simultaneously for immediate and ultimate objectives. Tactics and the facts of present political life justify our emphasis on private prepaid plans.

It is not within the legislative power of organized labor to enact a program of public health insurance. But the need is still there regardless of political climate. Remember, the latest study of the U. S. Social Security Administration showed that private prepaid plans were meeting only 17 percent of the total bill which each year confronts the American people.

We must never forget our ultimate objective of total medical service.

#### **AFL Code of Ethics**

The AFL Executive Council, at its meeting in May, adopted a code of ethics for health and welfare programs intended to stamp out abuses in the handling of health and welfare funds. It was only after extensive study and a survey of all AFL affiliates by a subcommittee composed of AFL Vice Presidents David Dubinsky, Al Hayes and Maurice A. Hutcheson, that the code was drawn up and adopted. In his announcement of this step, President Meany made it clear that the AFL expects its affiliates to adhere to the standards set by the code, and warned that loose practices will not be tolerated under AFL policy and procedure.

The code spells out the duties of union officials in dealing with employers and insurance companies on fund operations and calls for national and state legislation that would place fund administration in a "goldfish bowl." It also points out that labor unions have secured for their members the best protection available in the absence of a system of national health insurance, and for the health and welfare plans won at the collective bargaining table and on the picket line, "the best interests of the members must be the governing consideration." The private interests of others concerned with the plans, "whether union officials, employers, insurance carriers and agents, public

officials, doctors or others, must not be permitted to stand in the way of any steps that may be required to protect the rights of beneficiaries."

The code calls on AFL affiliates to institute constitutional amendments or changes in administrative procedures to place its provisions in effect "at the earliest practicable time."

The principles governing action by AFL unions handling funds include:

(1) A union official serving as a representative on a welfare program should draw no extra salary for these duties.

(2) Union officials involved with funds should be entirely free of any compromising ties with outside agencies.

(3) A union official who receives an improper payment should be removed. Legal action should be pressed against both the party receiving and the party making the payment.

(4) Complete records and audit reports should be maintained and made available to union members.

(5) A full annual report of fund operations should be furnished to individual members upon request with a detailed statement of receipts and expenses.

(6) All possible plans should be examined to make the best possible services available to members at the lowest cost.

(7) Competitive bids should be solicited from a number of insurance carriers.

(8) Complete records of claims and benefits paid should be kept.

(9) The investment of welfare funds in the business of a contributing employer or in any enterprise in which any fund official has a financial interest should be prohibited.

(10) Eligibility waiting periods should be short and eligibility extended to all workers making a substantial contribution.

(11) Every program should have adequate appeals machinery.

(12) The duty of policing and enforcing these standards should be shared by all union officials and members.

On the legislative front, the code recommends that every health and welfare plan should be required to file each year with the Bureau of Internal Revenue a complete financial statement, readily available to all groups concerned, in order to qualify for a tax deduction.

State laws, under the code, would be amended to eliminate unnecessary agents' fees now required by law in some states and make state regulatory bodies governing insurance operations more representative of public and consumer interests.

## Unemployment Insurance

For the last few years, your Secretary has reported to the conventions developments to date on the "Blue Card" system under which unemployed union members sought work through their respective unions. This system had been inaugurated in 1948 as the result of an understanding between the Department of Employment and the Federation and had functioned very well until shortly before the Federation's 1953 convention, when it was suddenly abolished and replaced by a so-called cooperative system of clearance. Protests, meetings with the Department and the then Director of Employment James Bryant availed nothing, but we continued to urge the restoration of the "Blue Card" or a similar system.

Soon after our 1954 convention, the Federation received a communication from Director of Employment William A. Burkett, who had in the meantime replaced Bryant, outlining a suggested referral system for clearance of union members. Accompanying the letter were exhibits outlining all forms, procedures, explanations and instructions.

When the proposal was discussed later by the Executive Council, it was possible to approve the suggested referral plan in principle, and your Secretary so notified Director Burkett. At this writing, the matter is still pending.

## Telephone Rate Increase

Shortly after the beginning of the year, your Secretary registered a protest against proposed telephone rate increases for the Pacific Telephone and Telegraph Company in hearings before the State Public Utilities Commission in San Francisco. In the formal statement filed with the commission, your Secretary charged that the corporation's common and preferred stock earnings made any rate boast unnecessary. The company claimed that unless rates were upped to offset wage increases, earnings would fall below a level of "fair" return, but your Secretary noted in his statement that the corporation had admitted a net revenue for the first eight months of 1954 of approximately \$50 million.

In March, the commission denied the company's request for a rate increase, stating that there had been a distinct and substantial upward trend in corporation earnings for the second four months of 1954 as compared with the first four, and declaring that the rates heretofore prescribed would, when subjected to a fair test of experience, produce a reasonable return.

## Adult Authority

Your Secretary has continued, as occasion demanded, to work with Walter Gordon, chairman of the State Adult Au-

thority, and Richard McGee, director of the State Department of Corrections, on the problems of employment confronting paroled prisoners.

As will be remembered, Mr. Gordon addressed our 1954 convention on this subject and took the opportunity to thank the various local unions for their generous cooperation with the Authority's Parole Division in helping the men obtain employment. Both Mr. Gordon and Mr. McGee are anxious to continue to receive our support in securing fair job opportunities for these rehabilitated prisoners on their return to society. There is no doubt that they are receiving and will continue to receive this support at all levels of the labor movement.

In order to make these activities as effective as possible, the Executive Council has authorized your Secretary to encourage this working relationship wherever feasible, and to investigate any occasional possibilities of conflict between the labor movement and the state prison authorities.

### **Workmen's Compensation Procedural Changes**

After a series of meetings held jointly with the California State Chamber of Commerce by the Federation's counsel, Charles P. Scully, relative to the adoption of general principles governing the operation of the Division of Industrial Accidents and the rules of practice and procedure of the Industrial Accident Commission, a statement of general principles was agreed upon and adopted by the Federation's Executive Council at its December meeting. This statement was then transmitted to the Industrial Accident Commission with a request for hearing.

In February, representatives of the State Chamber of Commerce and Mr. Scully met with the Industrial Accident Commission and marked out the areas of agreement and disagreement in the proposals. Correspondence and further meetings led to the embodiment of agreed upon proposals in **AB 1574**, which was passed by the legislature and signed by the Governor. See "Sacramento Story, 1955" for details on this legislation.

### **Water and Power**

At its June meeting, the Executive Council voted to endorse the California Water and Power Users Association, Inc. This organization is devoted to the formation of sound water and power programs for the consumer public, and has occasionally received financial assistance from the Federation. Vice President Thomas A. Small is a member of its Board of Directors.

## **II**

### **ORGANIZATION**

#### **Marine Cooks and Stewards, AFL**

Victory finally crowned, on April 7, the Pacific District Seafarers' long fight to determine bargaining rights for unlicensed personnel on Pacific Maritime Association ships.

Last fall, the National Labor Relations Board had granted a Seafarers' petition for an election among all unlicensed personnel aboard the PMA ships, holding that one sea-going bargaining unit embracing sailors, firemen, cooks and stewards was appropriate and the fact that the cooks and stewards had voted earlier last year in a representation election did not violate provisions of the Taft-Hartley Act. In the earlier election, a majority had voted for "neither" union in a contest between the AFL Marine Cooks and Stewards and the National Union of Marine Cooks and Stewards, which ceased to exist shortly thereafter.

The contest on April 7 was between the Seafarers' International Union and the International Longshoremen's and Warehousemen's Union, Stewards' Department.

Ballot results of the NLRB-conducted election gave the Seafarers, 3,931; Longshoremen and Warehousemen, 1,064; neither union, 327; void, 133; challenged, 76.

The Seafarers not only swept the deck and engine departments, but also appeared to have won a clear majority in the stewards' department. The ILWU vote of 1,046 was substantially below half of the approximately 2,300 workers in the stewards' unit.

The Seafarers' fight was strongly supported by the Federation since its inception. After the election results were announced, the SIU and the Federation issued a joint victory statement declaring "the last fingerhold of organized Communists on American ships has been smashed and broken."

An interim agreement with the shipowners was signed by officials of the unions comprising the Seafarers' Pacific District as soon as official certification of the union was issued by the NLRB. As of this writing, negotiation of a new joint contract is under way.

#### **Office Employees**

The organizing program of the Western Organizational Conference of the Office Employees' International Union was inaugurated on November 1, 1954, with financial support from the Federation, and has been making excellent progress. A third organizer, for San Diego, has been added to those for Los Angeles and San Francisco, and since the start of the campaign at least 200 new members have been acquired. This is a record number

in a field notoriously difficult to organize.

Nationally, the Office Employees are on the eve of a tremendous effort to unionize white collar workers, organization of these workers on a nation-wide scale being a declared objective of the soon-to-be merged AF of L and CIO. Meantime, the national Organizational Conference has been showing great vitality in achieving results. Already, the Conference has tripled the number of organizers in the field. At its recent convention, the OEIU made participation in the Conference program mandatory, which should bring firm support from all locals from coast to coast.

### **Modesto Building Trades**

The situation in Modesto, long a center of anti-union sentiment and activity, has not bettered during the past year. Your Secretary met with representatives of the Modesto Building Trades Council and of the several international unions involved and executive board members of the locals affiliated with the council, on February 9, 1955, to consider important policy matters in opposing the ever-increasing open shop menace in this area. The Federation is ready to take whatever action may be necessary as soon as called upon. Meantime, the Federation's representative Curtis Hyans continues to visit this trouble spot at frequent intervals and keeps your Secretary fully informed on the situation.

This much can be said: the assistance given by the Federation and other AFL organizations has halted the momentum of the open shop drive, and increased construction activity in the area will tend to help the AFL program.

### **San Bernardino and Riverside Areas**

The dangerous anti-labor activities in the San Bernardino and Riverside areas were reported in some detail to the Executive Council at its December meeting by Brothers Louis J. Rees of Culinary Workers and Bartenders No. 535, and O. B. Robbins, General Truck Drivers No. 467, both of San Bernardino. In their presentation, they developed the following major points:

1. AFL unions in the area were being hurt by the state Jurisdictional Strike Act, which was being used to protect raids by company unions in organized areas.

2. The San Bernardino Central Labor Council had established a five-man Defense Committee to service all affiliates in protecting their jurisdiction against company union attacks, with the member unions paying a per capita tax to the Defense Committee for employment of attorneys.

3. The Defense Committee was composed of the following unions from the area: Culinary Workers No. 535; Team-

sters No. 467; Sales Drivers No. 166; Butchers No. 439; Retail Clerks No. 1167.

4. The San Bernardino Central Labor Council had won certain victories over the company unions.

5. The Defense Committee would be pleased to provide unions facing similar problems with details as to its organizational strategy and the measure of success in its undertakings. In their presentation, the speakers went into considerable detail, providing exact information on unions, companies, and court actions.

6. Company unions in the area were working through two major avenues; (1) breaking up established AFL contract relations; (2) thwarting AFL efforts to organize the unorganized.

The Defense Committee was urged to be prepared to furnish information to your Secretary for use during the 1955 session of the legislature in connection with the Federation's efforts either to repeal outright or modify the Jurisdictional Strike Act so this law could no longer be used against bonafide unions. (See "Sacramento Story, 1955.") It was also agreed that the Federation would serve as a clearing house for information which the Defense Committee might care to submit to interested unions.

### **Palm Springs Ordinance**

Representatives of the Riverside Central Labor Council, Building Trades Council and affiliated local unions have formed a committee and announced a program of action to oppose the vicious anti-picketing ordinance enacted by the City of Palm Springs. According to the Committee, the Palm Springs ordinance treats pickets as criminals, forcing them to be fingerprinted and photographed and to submit to other obnoxious requirements.

In addition to the Riverside Central Labor Council and Building Trades Council, the full AFL committee represents the District Council of Painters, and the Laborers, Teamsters, Projectionists, Musicians, Engineers, Sales Drivers, Culinary Workers, and other union groups.

A statewide appeal for funds to continue the campaign against the anti-picketing ordinance was issued by the committee, who stated that contributions of any amount would be welcomed. They should be sent to the Riverside County Ordinance Committee, 1074 La Cadena Drive, Riverside, California.

The committee has been supported throughout its campaign by the Federation.

### **Visalia**

The organizing campaign of the Visalia Building and Construction Trades Council has met with considerable success. The Federation has given both financial and personnel assistance to the building trades' drive in that area against open shop expansion.

## III

## LEGISLATION

## Federal Legislation

Innumerable duties in connection with federal legislation were performed by your Secretary on behalf of the Federation during the past year. Some of these are set forth under the heading "1954 Convention Resolutions" in the first section of this report, the most outstanding of the others will be summarized briefly here, while certain matters involving Congressional action will be dealt with in the policy statements presented to this convention.

## National Conference on State Labor Legislation

The 21st National Conference on State Labor Legislation was held in Washington D. C. on May 11, 12 and 13. Appointed by Governor Knight to represent California were Ernest B. Webb, State Director of Industrial Relations, and President Thomas L. Pitts of the California State Federation of Labor.

Although largely ignored by the daily press, this conference witnessed an inspiring performance by labor representatives, who refused to go along with the Administration's "do nothing but what you're told at this conference" program and instead, adopted strong resolutions on subjects vital to the welfare of the nation's workers.

The Administration's so-called "ground rules" for the conference banned any discussion of federal labor legislation and the consideration of resolutions. Neither an agenda nor a program was released in advance to the delegates.

The union delegates, however, had a program and were prepared to push for its adoption. This was due in large measure to the AF of L, which arranged a get-together of labor representatives prior to the conference and worked out a coordinated program. With the support of most of the state labor commissioners who were delegates, the conference recommended a number of changes in both federal and state law.

In three major resolutions, the conference:

- Called for repeal of state "right-to-work" laws and Section 14 (b) of the Taft-Hartley law which enables states to pass such laws. Said the laws were promoted by organizations seeking to "weaken or destroy the organized labor movement."

- Urged Congress and the states to increase the minimum wage to \$1.25 and broaden coverage of wage-hour laws. Such action would help "meet the present living costs, maintain a full level of production, and increase purchasing power."

- Demanded strict regulation of the Mexican wetback traffic along the lines proposed by the Joint U. S. - Mexican Trade Union Committee. Said the plight of U. S. migratory farm workers requires "immediate action to alleviate conditions of hardship."

The latter resolution was presented by President Pitts, who served on the committee on migratory labor. In somewhat more detail, this resolution called for the following:

- (1) That the program for importing Mexican agricultural workers should be extended for not more than two years.

- (2) That Mexican workers should be recruited only when domestic labor is not available at wages not less than those prevailing for comparable skills within the labor market area.

- (3) That in determining both the need for importation of Mexican workers and the wage to be paid, the Secretary of Labor should be required to conduct public hearings in each major crop area or region at which all interested parties are invited to state their views regarding the need for workers and the prevailing wage in each crop area where it is proposed to recruit Mexican workers.

- (4) That employers should not be permitted to hire Mexican workers until they have first offered U. S. workers the same conditions as they are willing to make available to Mexican nationals.

- (5) That the Border Patrol of the Immigration Service be strengthened by additional funds and personnel to provide proper enforcement of immigration laws, that the illegal employment of Mexican nationals and or "wetbacks" be declared a crime, and that law enforcement officials be authorized to confiscate any motor vehicles or other vehicles utilized in the interstate transportation of illegal Mexican nationals.

- (6) That state labor departments, in cooperation with the U. S. Department of Labor, assume leadership in promoting public understanding of the needs of migratory agricultural workers and take responsibility for developing and supporting programs to meet these needs.

As of this writing, the House has approved a three and a half-year extension of the program for importing Mexican farm workers. Chief criticism of the continuation of the program is that what began as a program to meet emergency wartime labor shortages is being transformed into a permanent program of subsidy for the use of low-paid Mexican **braceros** in U. S. harvesting operations. Chief solution of the problem has been proposed by Ernesto Galarza, research and education director of the AFL National Agricultural Workers Union, who has recommended the establishment of a joint U. S.-Mexico Rio Grande Valley Pub-

lic International Authority, which would attack the "wetback" problem at its roots. This would mean the development of natural resources in the area from which the "wetbacks" come, and where they now live without homes, without food, without hope.

### Federal Highways

In support of efforts to write provisions of the Davis-Bacon Act into the federal highway bill, **S 1048** and **HR 4260**, your Secretary has contacted Senators Knowland and Kuchel and the two California Congressmen holding positions on the Key Public Works Committee in the House, John F. Baldwin (R. Martinez) and Hubert B. Scudder (R. Sebastopol). Your Secretary also communicated with various building trades councils in the state and to Federation vice presidents in Baldwin's and Scudder's congressional districts asking them to take similar action.

The Davis-Bacon Act provides for the payment of prevailing wage scales on U. S. construction projects as determined by the Department of Labor for the particular area of construction. These provisions now apply to many different types of government construction programs, including hospitals, housing, airports and schools. Our position is that there can be no justification for not including a prevailing rate provision as an integral part of the federal grant-in-aid program for the construction of interstate highways.

In response to your Secretary's request, Senator Kuchel favored inclusion of the Davis-Bacon feature. Representative Baldwin likewise favored inclusion, but both Senator Knowland and Congressman Scudder remain non-committal.

At this writing the legislation is still tied up in the House Committee on Public Works.

### American Seamen

Your Secretary wired all California Congressmen in May, urging them to defeat **HR 5734**, an anti-labor bill which would shackle American seamen by establishing maximum wage scales, working conditions and manning scales for sea-going personnel on subsidized American-flag ships. This legislation would nullify the collective bargaining rights, not only of the seamen, but eventually of American shipyard workers as well. No action has yet been taken on this bill.

### Housing Amendments of 1955

In telegrams to Senators Knowland and Kuchel, your Secretary last month urged them to vote for **S 2126**, the Housing Amendments of 1955 bill, and against any amendment reducing public housing au-

thorizations below 135,000 units per year, as this number was essential for the success of slum clearance and urban redevelopment projects now getting under way in hundreds of communities throughout the nation. The bill passed the Senate, with no decrease in the authorized units, and is now bottled up in the House Rules Committee by a tie vote.

### Dixon-Yates Appropriation

On June 29, your Secretary wired Senators Kuchel and Knowland asking them to oppose the \$6½ million appropriation for the construction of a transmission line by the TVA to bring Dixon-Yates power into the TVA systems. In support of this request, it was pointed out that since the primary purpose of the transmission line had been to meet the power needs of Memphis by replacing TVA power supplied to the Atomic Energy Commission, and since Memphis had now decided to construct its own steam plant to supply the city's electric power requirements, the construction of the Dixon-Yates plant was wholly unnecessary and wasteful of government funds.

### Sacramento Ship Channel

At its February meeting, the Executive Council was addressed by Mr. W. G. Stone, Port Director of the Sacramento-Yolo Port District, who requested the Federation's support of the Sacramento River Ship Channel project. Specifically, he asked for, and received, the council's concurrence in **AJR 11**, which had been unanimously adopted by the legislature during the January session and called upon Congress to appropriate the necessary funds to resume construction of the project, halted since the outbreak of the Korean war.

The project was authorized by Congress in 1946 and construction got under way in 1949, with completion scheduled for July 1953. When completed, the deep water channel will serve more than twenty counties north and east of Sacramento. Only four miles of channel had been completed, at a cost to the federal government of two and a half million dollars, when work was stopped in 1950. Today, the state has a total investment in the project of about a million dollars, while the Sacramento-Yolo Port District, after voting nearly four million dollars in bonds for local participation and selling almost half that amount, has constructed a grain elevator, belt railroad and highways. Meantime, private local businessmen and farmers have invested two and half million dollars in warehouses, elevators and other works adjacent to the port area. All of these parties, as well as the private grain merchants who have leased the grain elevator constructed by the port district, are depending on the early completion of the project.



In April, the Sacramento-Yolo Port District appointed your Secretary labor representative from California to assist in securing a federal appropriation for fiscal year 1955-56 for resumption of the project. The district hoped to receive at least two million dollars for this purpose. The task of appearing before the House Appropriations Committee in Washington, D. C. in support of the requested sum was delegated by your Secretary to Vice President Harry Finks, who also represented the Sacramento Labor Council at the hearings.

Partial success resulted from these efforts when the House recommended and sent to the Senate an appropriation of a half a million dollars. Recent developments, however, have brought a new threat against completion of the project. The California Association of Port Authorities and the Pacific American Steamship Company have called upon the Senate Appropriations Committee to quash the appropriation recommended by the House, or at least to withhold action until the Army Engineers' study of Bay Area transportation shoaling and salinity problems determines the desirability of the project. The Federation will continue to watch developments in this matter.

### Other

Among other items of federal legislation, your Secretary has written or telegraphed California Senators and Congressmen in support of the pay raise for postal workers, the increase of the federal minimum wage to \$1.25, and urging early hearings and a favorable vote on the bill to increase basic domestic sugar quotas.

## State Legislation

### 1955 Session of Legislature

A complete and detailed account of the actions of the 1955 legislature will be found in the separately issued "Sacramento Story, 1955."

### Federation Legislative Conference

More than 200 delegates from central labor building trades and craft councils throughout the state joined in a final review of state legislative policy on March 4, a few days after the reconvening of the legislature, at a conference called by the Federation and held in the Musicians' building in San Francisco. President Pitts presided over the conference, and Charles P. Scully, the Federation's Counsel, and your Secretary presented all pertinent legislation for a bill by bill discussion and explanation. The Federation's "Summary of Proposed Legislation," just off the press, was the basic reference work.

### California Legislative Conference

Again this year, it was necessary for your Secretary to issue a sharp warning against the California Legislative Conference, which, early in the year, issued an appeal for a legislative rally to trade unionists throughout the state.

In his statement, your Secretary reminded union members that the 1949 convention of the California State Federation of Labor had branded the organization as "dual and hostile to the principles and policies of the American Federation of Labor," and had summed up its status as follows:

"It is clear that fellow-travellers and IPP proponents have been the leading and active spirits in the California Legislative Conference. With the failure of the IPP in 1948 and its exposure as a communist-front organization, the communists and fellow-travellers are trying to build up the conference into an organization which can serve the same purpose. The AFL and its affiliates want no part of the IPP, its proteges or substitutes."

### State FEP Committee

A California Committee for Fair Employment Practices was formed the first week in January to work for fair employment practices legislation at the 1955 session of the legislature. The committee's officers indicate the broad base of support from which it operated: chairman, C. L. Dellums, vice president of the Brotherhood of Sleeping Car Porters; co-chairmen, John Despol, secretary-treasurer of the CIO State Council; the Right Rev. Monsignor Thomas O'Dwyer, director of Health and Hospital Services for the Catholic Archdiocese of Los Angeles; Judge Isaac Pacht, past president of the Los Angeles Jewish Community Council; Edward Roybal, Los Angeles city councilman; and Irving S. Rosenblatt, Jr., president of the California Federation for Civic Unity; and your Secretary.

A conference mobilized by the committee and held in Sacramento, April 16-17, was well and enthusiastically attended. To this group much credit is due for greater progress made this year in this field of legislation than ever before. A complete account may be found in "Sacramento Story, 1955."

### Federation's Legislative Summary

The official "Summary of Proposed Legislation," prepared by the Federation and containing digests of all bills of interest to labor introduced in the January session of the 1955 legislature was mailed to our affiliated unions and councils as the legislature reconvened on February 28. Nearly 3,000 measures were digested and grouped in "good," "bad," or "watch"

categories under 44 subject headings.

### Weekly Newsletter

The Federation's Weekly Newsletter kept the membership fully informed about events in Sacramento throughout the entire session. Each issue listed committee hearings to be held the following week on bills we were working for or against, including bill numbers and times and places of hearings, and noted progress of these bills thereafter through both houses.

### Legislation Based on Convention Resolutions

At its December meeting the Executive Council undertook a lengthy examination of all action taken by the Federation's 1953 and 1954 conventions embodying requests for legislation to be submitted on behalf of the Federation to the 1955 general session of the state legislature.

It will be remembered that the 1953 convention voted that, with respect to any resolution adopted at State Federation conventions calling for the introduction of legislation sponsored by the Federation, such resolution should first be submitted to the legislative committee of the Executive Council of the Federation for consideration, and that the Secretary-Treasurer should prepare and cause to be introduced only such legislation as such legislative committee believes desirable and proper at the time the legislature commences.

By vote, the Executive Council constituted itself as the legislative committee to review all legislative resolutions adopted by convention action. The decisions of the Executive Council and the number assigned to the bills introduced in the legislature are as follows:

#### *Unemployment Insurance*

**Policy Statement No. 5 (b):** (1) Extend full coverage to agricultural and domestic workers, and employees of non-profit organizations, and city, county, and state government—**AB 660, AB 659, AB 667, AB 624**; (2) Increase the maximum weekly benefit to \$50—**AB 1370 and SB 1513**; (3) Provide dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent—**AB 1371 and SB 1510**; (4) Provide benefits during the first week—**AB 1372 and SB 1511**; (5) Abolish the California merit rating system — **AB 1986**.

**Resolution No. 200**—"Require Non-Profit Organizations to Pay Unemployment and Social Security Taxes." Covered by **AB 667**.

**Resolution No. 114**—"Amend Unemployment Insurance Act Provision Re Earnings." **AB 661 and SB 1512**.

**Resolution No. 66**—"Benefits for Fishermen during Periods of Partial Unemployment."

After considerable discussion, the committee decided that present circumstances did not warrant the introduction of such legislation, it being the opinion of the committee that attempts to solve this problem by legislative action would be impractical.

**Resolution No. 2**—"Equable Conditions for All Unemployment Insurance Claimants."

The committee voted to withhold action in the drafting of this legislation, and requested that your Secretary and the Federation's counsel meet with the sponsors and organizations involved.

#### *Unemployment Disability Insurance*

**Policy Statement No. 6:** (a) Maximum unemployment disability insurance benefits should be increased to \$50 a week — **AB 602 and SB 381**; (b) Disability benefits should be provided during pregnancy — **AB 995 and SB 378**; (c) The waiting period for all disability spells lasting more than one week should be compensated—**AB 854 and SB 380**; (d) Full coverage should be extended to agricultural and domestic workers and employees of non-profit organizations and of city, county and state government—covered by **AB 660, AB 659, AB 667, and AB 624**.

**Resolution No. 201**—"Increase U. D. I. Hospital Benefits."—**AB 601 and SB 358**,

#### *Workmen's Compensation*

**Policy Statement No. 7:** (a) The maximum benefit amount for both temporary and permanent disability should be increased to \$50 a week—**AB 510 and SB 552**; (b) Dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent should be added to the basic weekly benefit—**AB 666 and SB 556**; (c) The waiting period should be compensated in all cases lasting more than one week—**AB 770 and SB 555**; (d) Coverage should be made mandatory in agriculture and domestic service — **AB 785 and AB 771**; (e) The death benefit provision should be amended to continue payments to dependent spouse until death or remarriage, with additional benefits for dependents—**AB 509 and SB 553**; (f) The law should be amended to provide rehabilitation benefits, with provision for payment of full disability benefits during period of rehabilitation training, in addition to all other benefits now provided under the law—**AB 789 and SB 813**.

**Resolution No. 186**—"Determination of Average Weekly Wage." (1953 convention.)

The committee voted to file this resolution in view of the fact that the subject matter was more adequately covered in **Policy Statement No. 7**.

**Resolution No. 205**—"Compulsory Filing of Proof of Compliance with Work-

men's Compensation Law."—**AB 915** and **SB 1267**.

**Resolution No. 185**—"Free Choice of Doctors in Industrial Injury Cases." — **AB 1278** and **SB 814**.

**Resolution No. 184**—"Reimbursement for Examinations."—**AB 934** and **SB 1582**.

**Resolution No. 117**—"Injured Workman to Receive Compensation Until Employed."

The committee voted to hold this resolution for future consideration as circumstances during the session might dictate. Your Secretary was authorized to act when ever feasible.

**Resolution No. 24**—"Workmen's Compensation for Seasonal Workers."

After discussion of all the factors involved, the committee voted to withhold action in the drafting of legislation. Your Secretary and the Federation's counsel were requested to arrange a meeting with the sponsors of the resolution and the various organizations concerned.

#### *Education*

**Policy Statement No. 11 (b)**: The salaries and working conditions of teachers will not be raised to a level which will attract an adequate supply of teachers until they are organized into bona fide unions.

The committee stated that the California State Federation of Labor would give full support and cooperation to whatever efforts were put forth by teachers to achieve better salaries and conditions.

**Resolution No. 193**—"Broaden California Teacher Tenure Law." **AB 2217**.

**Resolution No. 118**—"Expand Educational Opportunities for All."

The committee ascertained that no legislation was required by the resolution as this matter depended upon the budget of the State Department of Education, and voted that the State Federation should give full support to any budget proposals with respect to expanded education facilities.

#### *F E P C*

**Policy Statement No. 14 (b)**: The Federation will continue to urge fair employment practices with enforcement powers established by Presidential executive order, by federal and state legislation, and by local ordinance.

The committee ascertained that it was not necessary to draft legislation, and voted to give full cooperation to all minority groups to obtain passage of FEPC legislation. Your Secretary informed the committee that he had already met with interested organizations in the formation of an effective public committee.

**Resolution No. 172**—"Fair Employment Practices Act."

The committee ascertained that this did not require the introduction of legislation, and reaffirmed the Federation's position as contained in **Policy Statement No. 14 (b)**.

#### *Minimum Wage*

**Policy Statement No. 4 (c)**: The present 75-cent minimum wage on both the state and federal level is inadequate by any standard of measurement and should be increased to \$1.25 for both men and women, and coverage extended to all workers. **AB 658**.

#### *Social Security and Welfare*

**Policy Statement No. 9 (b)**: A state program of aid to the permanently and totally disabled should be enacted in accordance with provisions of the federal Social Security Act; (c) The state programs for the aged, the blind, and dependent children should be state-financed and administered and benefits increased; (d) The state relatives' responsibility clauses in the aid to the aged and blind programs should be repealed.

The committee voted to support all legislation introduced along these lines.

#### *Health Insurance*

**Policy Statement No. 8 (a)**: The Federation will continue to press for a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.

The committee voted to withhold drafting of a bill at this time. The committee also voted to give full support to such health insurance proposals if legislation is introduced by sympathetic groups.

#### *Fire Fighters*

**Resolution No. 43**—"Holidays for Fire Fighters."

The committee voted to withhold drafting legislation, and requested your Secretary to arrange a meeting to discuss the matter with the legislative representative of the Fire Fighters.

**Resolution No. 38**—"Political Subdivisions Prohibiting Fire Fighters from Joining Labor Unions." **AB 861**.

**Resolution No. 36**—"Service-Connected Injuries."

The committee voted to withhold drafting legislation, and requested your Secretary to arrange a meeting to discuss the matter with the legislative representative of the Fire Fighters. Your Secretary was authorized to proceed with whatever course seemed wise following such meeting.

**Resolution No. 35**—"Include Respiratory Ailments Under Heart and Pneumonia Act."

The committee voted to withhold drafting legislation, and requested your Secretary to arrange a meeting to discuss the matter with the legislative representative of the Fire Fighters.

**Resolution No. 34**—"Amend Government Code Regarding Working Hours of Fire Fighters." **AB 877.**

#### *Barbers*

**Resolution No. 213**—"Amend Barber Law to Provide 1500 Hours' Instruction for Beginners." **AB 893.**

**Resolution No. 215**—"Amend State Cosmetology Act." **AB 894.**

#### *Housing*

**Resolution No. 78**—"Permanent Housing for Migratory Agricultural Families."

The committee voted not to approve the introduction of legislation as attempts to solve this problem by legislative action would be impractical at the present time.

**Resolution No. 77**—"Housing for the Aged."

The committee voted not to approve the introduction of legislation, as attempts to solve this problem by legislative action would be impractical at the present time.

#### *Collective Bargaining—Public Employees*

**Resolution No. 189**—"State Public Policy on Collective Bargaining to Include Employees' Organizations." **AB 862.**

**Resolution No. 65**—"Right to Collective Bargaining for Employees of Municipally Owned Public Utilities." **AB 859.**

**Resolution No. 177**—"Collective Bargaining for District Hospital Employees." **AB 860.**

#### *Construction Workers—Public Agencies*

**Resolution No. 51**—"Social Security, Health and Other Benefits for Temporary Public Works Employees." **AB 1157** and **SB 1255.**

**Resolution No. 72**—"State Health and Welfare Plan."

The committee voted that no legislation be drafted for this resolution as it is inconsistent with other adopted resolutions in calling for a separate state fund as distinct from contributions now made to existing craft funds.

**Resolution No. 122**—"Preventing Reduction of Benefits of Public Employees."

The committee voted that no legislation be drafted for this resolution, due to the impracticability of carrying out the resolution's intent and purpose. It was the opinion of the committee that, assuming such legislation were adopted, it would not eliminate the evil protested by the resolution.

**Resolution No. 124**—"Definition of 'Prevailing'." **Resolution No. 125**—"Public Employees' Job Titles, Duties."; **Resolution No. 126**—"Public Bodies to Conform to Prevailing Conditions and Benefits in Private Industry."; **Resolution No. 127**—"Definition of Wages."

The committee voted that this series of resolutions be referred to your Secretary and the Federation's counsel for a meeting with their sponsors for the purpose of clarification. Your Secretary was given power to act following such meeting.

#### *State Employees—Civil Service and Other*

**Resolution No. 60**—"State Hospital Employees to Be Paid According to Work Actually Performed." (1953 convention.) **AB 625.**

**Resolution No. 63**—"State to Reimburse Hospital Employees for Damaged Glasses and Watches." (1953 convention.) **AB 627.**

**Resolution No. 83**—"Establish 13 Equal Pay Periods for State Employees."

The committee voted that no legislation be drafted for this resolution. It was the opinion of the committee that attempts to solve this problem by legislation would be impractical at the present time.

**Resolution No. 84**—"Remove 'Presumption of Guilt' From Civil Code." **AB 626.**

**Resolution No. 85**—"Saturday Holidays to be Celebrated on Mondays." (See also

**Resolution No. 61**, 1953 convention.)

The committee voted that no legislation be drafted for this resolution. It was the opinion of the committee that attempts to solve this problem by legislation would be impractical at the present time.

**Resolution No. 88**—"Dues Deduction for State Employees."

The committee voted that no legislation be drafted for this resolution. It was the opinion of the committee that the policy proposed would be inconsistent with the overall state employees' program of the State Federation.

**Resolution No. 89**—"Time and One-Half for State Employees' Overtime." **AB 623.**

#### *Other*

**Resolution No. 6**—"Create State Board of Plumbing Examiners." **AB 788.**

**Resolution No. 30**—"Repeal Jurisdictional Strike Act." **AB 2020.** See also **AB 2121.**

**Resolution No. 33**—"Enlarge the State Apprenticeship Council." **AB 863.**

**Resolution No. 49**—"Agency Fees to be Paid by Employers."

The committee voted that no legislation be drafted for this resolution. It was the opinion of the committee the present circumstances would not warrant introduc-

tion of legislation as proposed by this resolution, and further, that such legislation, if enacted, might actually endanger certain fee-charging practices of trade unions.

**Resolution No. 140—"Permanent Child Care Centers."**

The committee voted that no legislation be drafted for this resolution, but that the Federation would give full cooperation to the groups working to continue the child care centers.

**Resolution No. 181—"Prevent Further Encroachment of Certain Unlicensed Contractors in Building Industry." AB 1670 and SB 1262.**

**Resolution No. 62—"Safety Line in Public Transportation Vehicles."**

The committee voted that no legislation be drafted for this resolution. It was the opinion of the committee that this proposal could best be approached by applying for relief to the State Public Utilities Commission. However, the committee voted to give full cooperation to groups sponsoring such legislation.

**Resolution No. 174—"Procedure for Bidding on State Jobs." AB 1081 and SB 1253.**

**Resolution No. 208—"State Board of Examiners to License Operating Engineers and Boilermakers." AB 787.**

## Legislative Directory

For the convenience of our affiliates, the Federation issued a legislative directory in February, containing the names, home addresses, and party identifications of California's two U. S. Senators, 30 Congressmen, 80 Assemblymen and 40 state Senators. Also included were counties represented by Congressmen, Assemblymen and state Senators; standing committees of both state Assembly and Senate, and weekly committee schedules of both Assembly and Senate.

## IV

## POLITICAL ACTIVITY

### California

Immediately following the pre-general election convention of the California Labor League for Political Education, held in Santa Barbara, August 26, 1954, the campaign to elect CLLPE-endorsed candidates at the November 8 election got under way, with vigorous participation by local leagues, unions and councils throughout the state.

### Election Publications

More than a million copies of the CLLPE endorsement pamphlets were distributed to AFL unions, councils and CLLPE local

leagues prior to the election. This 12-page booklet listed all the candidates for office endorsed by the CLLPE, as well as the recommendations on the ballot propositions made by the Federation's 1954 convention.

The "AFLNews," in which the labor records of Governor Goodwin J. Knight and candidate Richard Graves were compared, was widely circulated during the last month of the campaign, about a million and a quarter copies being distributed by the AFL Northern and Southern California Committees for Knight, which had been formed in September and operated on a self-sufficient basis, financially independent of the CLLPE.

Also during the last month of the campaign the CLLPE distributed throughout the state more than 300,000 copies of a chart comparing the voting records in the state legislature and in the U. S. Congress of Samuel W. Yorty and Thomas H. Kuchel, candidates for the U. S. Senate.

Meantime the CLLPE Newsletter and the Federation's Weekly News Letter kept the AFL membership in the state informed of the progress of the various campaigns and issues.

Both radio and television were widely and effectively used on behalf of candidates backed by labor.

### Results of Election

The results of the 1954 general election may be summarized as follows:

1. The CLLPE-endorsed Governor, Lieutenant Governor and Attorney General were elected.
2. Eleven out of the 30 candidates elected to the House of Representatives were CLLPE-endorsed.
3. Twelve out of the 20 state Senators elected to office were CLLPE-endorsed.
4. Thirty-seven out of the 80 state Assemblymen elected were CLLPE-endorsed.
5. California State Federation of Labor positions carried in 12 of 16 issues before the voters as proposed amendments to the state constitution. The Federation took no position on four of the propositions.

The following candidates endorsed by the CLLPE were elected:

(\*Indicates election at June 8 Primary)

#### Governor

Goodwin J. Knight

#### Lieutenant Governor

Harold J. Powers

#### Secretary of State

Frank M. Jordan

#### Attorney General

\*Edmund G. Brown

**Superintendent of Public Instruction****\*Roy E. Simpson****U. S. House of Representatives****District**

- 2. \*Clair Engle
- 3. John E. Moss, Jr.
- 5. \*John F. Shelley
- 8. George P. Miller
- 12. B. F. Sisk
- 14. Harlan Hagen
- 17. Cecil R. King
- 19. Chet Holifield
- 23. Clyde Doyle
- 26. James Roosevelt
- 27. Harry R. Sheppard

**State Senate****District**

- 2. \*Randolph Collier
- 10. \*Ed. C. Johnson
- 14. Robert I. McCarthy
- 20. Alan B. Short
- 22. \*Hugh P. Donnelly
- 26. \*Stephen P. Teale
- 28. \*Charles Brown
- 30. \*Hugh M. Burns
- 34. \*Jess R. Dorsey
- 36. \*James E. Cunningham
- 38. Richard Richards
- 40. Fred H. Kraft

**State Assembly****District**

- 2. \*Pauline L. Davis
- 3. \*Lloyd W. Lowrey
- 5. \*Samuel R. Geddes
- 7. Richard McCollister
- 8. Gordon A. Fleury
- 9. Roy J. Nielsen
- 10. Donald D. Doyle
- 11. S. C. Masterson
- 12. \*John J. McFall
- 13. Carlos Bee
- 14. Randal F. Dickey
- 17. \*William B. Rumford
- 20. \*Thomas A. Maloney
- 24. Edward M. Gaffney
- 27. \*Glenn E. Coolidge
- 30. \*Ralph M. Brown
- 32. \*Wallace D. Henderson
- 37. Rex M. Cunningham
- 38. \*Dorothy M. Donahoe
- 40. Edward E. Elliott
- 41. Allen Miller
- 45. Thomas J. Doyle
- 51. \*William A. Munnell
- 52. Frank G. Bonelli
- 55. Vernon Kilpatrick
- 57. Charles J. Conrad
- 59. Thomas M. Rees
- 61. Lester A. McMillan
- 62. \*Augustus F. Hawkins
- 66. Charles H. Wilson
- 67. Clayton A. Dills
- 68. Vincent Thomas
- 69. \*Carley V. Porter
- 72. Eugene G. Nisbet
- 77. Sheridan N. Hegland
- 78. Frank Luckel
- 79. Wanda Sankary

**State Board of Equalization****District**

- 1. George R. Reilly
- 2. \*James H. Quinn

**Propositions**

- No. 1. \$175 Million State Veteran's Bond Issue  
Recommendation: Yes  
Vote: Yes
- No. 2. \$100 Million State School Bond Issue  
Recommendation: Yes  
Vote: Yes
- No. 3. Alcoholic Beverage Control  
Recommendation: No  
Vote: Yes
- No. 4. Aid to Needy Aged  
Recommendation: Yes  
Vote: No
- No. 5. Taxation: Exemption of Vessels  
Recommendation: Yes  
Vote: Yes
- No. 6. Pay of Legislators  
Recommendation: Yes  
Vote: Yes
- No. 7. Torrens Land Title Act  
Recommendation: None  
Vote: Yes
- No. 8. Tax Exemption of Commercial and Fishing Vessels  
Recommendation: None  
Vote: No
- No. 9. Church Exemption: Property Under Construction  
Recommendation: Yes  
Vote: Yes
- No. 10. Terms of State Officers  
Recommendation: No  
Vote: No
- No. 11. Taxation: Exemption for Disabled Veterans  
Recommendation: Yes  
Vote: Yes
- No. 12. Voting Eligibility  
Recommendation: Yes  
Vote: No
- No. 13. Vernon City Charter  
Recommendation: No  
Vote: No
- No. 14. College Exemption: Property Under Construction  
Recommendation: Yes  
Vote: Yes
- No. 15. Welfare Exemption: Property Under Construction  
Recommendation: Yes  
Vote: Yes
- No. 16. Water Rights of Government Agencies  
Recommendation: No  
Vote: Yes

- No. 17. Use of Gas Taxes  
Recommendation: No  
Vote: No
- No. 18. Resident Non-Citizens: Property  
Ownership  
Recommendation: Yes  
Vote: Yes
- No. 19. Qualifications of Inferior Court  
Judges  
Recommendation: None  
Vote: No
- No. 20. Framing County Charters  
Recommendation: None  
Vote: Yes

### Special Election, 1955

At a special election in Monterey County on May 3, 1955, LLPE-backed Fred Farr defeated former Assembly Speaker James W. Silliman in the race for state senator from the 25th state senatorial district. The election was called to fill the vacancy created by the death of the incumbent Senator Fred Weybret.

All AFL unions in Monterey County campaigned vigorously for Farr's candidacy. He is the first Democrat to represent Monterey County in the State Senate in 43 years.

### Vacancies in State Legislature

At this writing, six vacancies exist in the legislature, two in the Senate, and four in the Assembly which may or may not be filled by special elections. In one case, Assembly District 4, a special election has been set.

The vacancies are as follows:

#### Senate:

District 1 (Modoc, Lassen and Plumas counties), incumbent Dale C. Williams died during the last session.

District 31 (Santa Barbara County) incumbent Clarence C. Ward died during the last session. Governor Knight has announced that he is considering calling a special election to fill this vacancy.

#### Assembly:

District 4 (Butte, Yuba and Sutter counties), incumbent Don Hobbie died during the last session; a special election has been called for September 20.

District 25 (San Mateo County), incumbent Daniel Creedon resigned early in the year to become a lobbyist.

District 35 (Kings and Tulare counties), incumbent Roscoe L. Patterson died early in July.

District 75 (Orange County), incumbent Leroy E. Lyon resigned after the session had ended to become a lobbyist.

Governor Knight has stated that he does not intend to call special elections to fill existing vacancies unless he is requested to do so by local boards of supervisors who must pay the cost of such elections.

### National

Nation-wide, the results of the 1954 elections showed gratifying gains. According to Labor's League for Political Education, the AFL had 23 more friends in the House and four more in the U. S. Senate in the 84th Congress than in the 83d. Successes were also scored in state elections throughout the country. As a result, the LLPE has pledged an all-out fight for the election of a thoroughly liberal Congress in 1956.

### Campaign for Funds

In April the LLPE's national fund raising drive was launched. Political contribution cards were sent to all local unions affiliated with internationals who are participating in the LLPE effort. For a voluntary contribution of \$1.00, a union member receives a card showing that he is a member of Labor's League for Political Education for the current year.

Funds collected will be used next year to elect congressional candidates friendly to the working people. Fifty cents of each dollar collected in California for the national LLPE will be returned automatically to the California Labor League for Political Education. The remaining 50 cents will be kept in a separate reserve fund for use in the most critical congressional campaigns in the 1956 elections. The Taft-Hartley Act forbids use of union treasury money in federal elections. However, moneys collected on an individual, voluntary basis may be used in such campaigns. The national LLPE voluntary fund raising structure was built to meet the requirements of the T-H law.

William J. McSorley, Jr., assistant director of the LLPE addressed the Federation's Institute during its sessions in Santa Barbara, April 24-29, on the prospects for the 1956 elections and the LLPE's plans, and urged the largest possible participation in the fund-raising drive.

### Western States Conference

Senatorial and Congressional campaign plans for 1956 topped the agenda at the LLPE western states conference held in Phoenix, Arizona, on June 29 of this year. Attended by some 300 officials and delegates from state federations of labor, central labor councils, local unions affiliated with internationals participating in the nation-wide LLPE fund drive, as well as local and state LLPE units, in Arizona, California, Colorado, Nevada, New Mexico and Utah, this meeting was the last in a series of eight regional conferences sponsored throughout the country by the na-

tional LLPE in response to rising anti-union agitation by the U. S. Chamber of Commerce and the NAM.

Speakers were headed by James L. McDevitt and William McSorley, Jr., national and assistant directors of Labor's League for Political Education. C. Al Green, LLPE western area director (and vice president of the California State Federation of Labor) reported on political accomplishments in the eleven states under his jurisdiction. The California State Federation of Labor and the CLLPE was represented by your Secretary.

From every point of view, this conference was an extremely valuable one for future political activity by labor.

## V

### LEGAL SERVICES

#### Report of

**Attorney Charles P. Scully**

#### Court Cases

##### **Wemyss v. Stockton Labor Council, et al**

This case involves the jurisdictional strike statute and our contention that the state court is without jurisdiction because the matter is exclusively within the jurisdiction of the National Labor Relations Board.

While the question was pending before the Ninth Circuit Court of Appeals in San Francisco, Judge Woodward granted the preliminary injunction on the ground he desired to maintain the status quo pending a final determination by the Ninth Circuit Court of Appeals.

Thereafter, the Ninth Circuit Court of Appeals found that the union in question was a company union, and on request to the Board, the Board did not see fit to set aside its determination and revoke jurisdiction over the company.

The case has now been set for trial in Stockton commencing October 26, 1955. The counsel involved in the case, however, believe that the trial can be successfully avoided on the ground that the court is without jurisdiction and it is contemplated that appropriate motions and other actions will be taken in the immediate future.

##### **Cal. Kitchens v. Brotherhood of Carpenters, et al**

This case involves a suit for an injunction and for damages of approximately one million dollars against the International, Los Angeles District Council, and various local unions in California, on the ground the California unions are boycotting Bilt-Well Cabinets made in Iowa under contract with a local Carpenters Union but which do not bear the label.

After extensive arguments during the month of July, 1954, a preliminary injunction was granted and there is now pend-

ing, in the District Court of Appeal, an appeal from such preliminary injunction. The union briefs have been filed, but the employers' briefs have not as yet been filed and the matter is still pending.

On June 29, 1955, counsel conferred in Los Angeles with counsel for the company to discuss possible avenues of final determination, but no conclusion has been reached to date.

#### **Black v. Cutter Laboratories**

The State Supreme Court in this case, by a 4-3 decision, reversed an award of the arbitrator and held that the employer was not required to rehire the individual.

The alleged basis of the decision was the Communistic background of the individual in question, but the framework of the court's decision was such that it seriously affected, if in fact it did not destroy, the long established principle of finality of awards of arbitrators in the state of California.

On instructions of the Secretary, I filed on behalf of the Federation a brief amicus curiae supporting a petition for rehearing, but this petition was denied by the same vote of the court, namely, 4-3. The matter is currently pending before the United States Supreme Court on the constitutional issues involved.

#### **Bowler v. I.A.C., and State of California Subsequent Injuries Fund v. I.A.C.**

Both of these cases involved improper application of apportionment for alleged pre-existing disability. On behalf of the Federation, briefs amicus curiae were filed during the month of February contending that the Industrial Accident Commission had erred. The writs were granted and the matters are now pending before the District Court of Appeal for decision.

#### **Unemployment Insurance**

##### **Labor-Management Committee**

This committee met in Sacramento, July 29-30, 1954, and reviewed in detail the problems of this department.

##### **Tax Revision Meeting**

On October 14, 1954, Secretary Haggerty, Mr. Diaz, representing the C.I.O., and myself, met in San Francisco with Attorney McCaffrey and Messrs. Roche, Graham and Wormel representing the department. They explained briefly the position of the department but no agreement was reached.

##### **Watsonville Culinary Tax Case**

On December 12, 1954, I conferred with representatives Rowe and Shiremen and on December 13, 1954 appeared in San Francisco before Referee Gilson in a hearing on a petition for refund of tax paid by the local on so-called expenses paid the local representative.



A decision was rendered denying the refund and was not appealed because of the weakness of the facts of this case.

## Workmen's Compensation

### State Chamber of Commerce

Meetings continued with Messrs. Creede, Brown, Hislop and Mrs. McMahan in San Francisco on October 27, November 1, 3 and 8, 1954, as a result of which changes in procedures were agreed upon. In December, 1954, the changes were approved by the Executive Councils of each organization and submitted jointly at a public hearing to the Industrial Accident Commission on February 23, 1955.

The Commission, during the course of the legislature, indicated that it agreed in principle with certain of the suggested changes, but disapproved of others, and accordingly legislation was introduced to accomplish those with respect to which there was substantial agreement.

Although the bill was passed it is, as of this moment, pending before the Governor for signature and has not as yet been favorably acted upon by him.

### State Federation Conferences

The final presentation of workmen's compensation was made on permanent disability in San Francisco, October 16-17, 1954.

## Legislative Interim Committees

I have attended the following meetings on the following matters:

### 1. Assembly Finance and Insurance

July 12-13, 1954—San Francisco—Unemployment Insurance

August 31, 1954—Fresno—Unemployment Insurance

September 28, 1954—Sacramento—Unemployment Insurance

October 13, 1954—Los Angeles—Disability Insurance

November 4-5, 1954—Sacramento—Unemployment Insurance

December 14-15, 1954—Sacramento—Unemployment Insurance

December 16, 1954—Sacramento—Disability Insurance

### 2. Senate Labor Committee

November 9-10, 1954—San Francisco—Workmen's Compensation

November 12-13, 1954—San Francisco—Labor Unions

November 16-17, 1954—Los Angeles—Workmen's Compensation

November 18-19, 1954—Los Angeles—Labor Unions

## Legislation

### Insurance Commissioner Conference

The Insurance Commissioner held a conference in Los Angeles, November 15, 1954 to discuss his proposed legislation, which I attended and expressed the views of the Federation.

### State Federation of Labor Legislative Conference, San Francisco

I participated in the one-half day conference held at the Musicians Hall in San Francisco, March 4, 1955, at which the over-all legislative program then facing the legislature was reviewed in detail for the delegates.

### Legislative Session

Approximately 100 bills were drafted for introduction for consideration by the 1955 session of the legislature. In addition, I assisted in the analysis of some six thousand bills and cooperated in the preparation of the printed analysis which was distributed to the affiliates for their consideration.

In addition, I attended virtually daily the entire session of the legislature until its adjournment on June 8, 1955.

In view of the fact that a full and complete report is being submitted separately to the delegates in printed form, there appears to be no purpose in outlining in detail here any report of the happenings of the 1955 session of the legislature.

Because of the fact, however, that there have been a few snide rumors spread throughout the state attempting in some instances to belittle and in other instances to attack the Federation for what, in my opinion, was one of its most successful legislative years, I believe it is incumbent upon me as general counsel for the Federation to report that in my opinion the advances made were sound and based upon mature and complete consideration of all the factual data upon which decisions must be based.

### Governor's Committee on Handicapped

I attended the meetings of this committee September 29, 1954 in Los Angeles, December 14, 1954 in Sacramento, and June 14, 1955 in Hollywood.

Although I have been appointed to serve as a member of this committee by the Governor, I regret to report that I believe the framework of the committee is somewhat haphazard and that the activities of the committee to date appear to be totally lacking in organization. As a result, the benefit, if any, that has been derived from the existence of the committee has been highly negligible.

### Convention

I attended the Federation convention in Santa Barbara and assisted as requested from August 19 to 27, 1954.

### **Federation Pension Committee**

I met with this committee in San Francisco, December 1, 1954, and drafted the plan as requested. The plan was approved by the Executive Council at its December, 1954, meeting and is now in effect.

### **Lectures, Etc.**

August 12, 1954, I discussed unemployment insurance at the University of California, Berkeley.

October 22, 1954, I presented the views of the Federation on Education to the School Administrators' convention in Long Beach.

April 30, 1955, I participated on a panel "MEDICAL REPORTS" before the convention of the Western Industrial Surgeon's Medical Association at the Sir Francis Drake in San Francisco. At that time I expressed specifically the position of the Federation with respect to the doctors in industrial practice, and gave an extended argument in support of the contention that there should be freedom of choice of physicians by the injured workmen in workmen's compensation cases. While the subject matter may have been controversial and received by some in somewhat of an antagonistic mood, it should be noted that at the convention of the California Medical Association immediately after this conference, there were resolutions introduced requesting that the individuals be given freedom of choice of physicians in industrial cases. I hope, therefore, that our message has had some effect on this group and that we may have ultimate success in the near future in this regard.

### **Report of**

**Attorney Clarence E. Todd**

### **Haggerty v. County of Fresno**

Previous reports have advised you of the substance of this case, which involves a county ordinance, anti-picketing, anti-parade, anti-sound truck, etc., which so clearly violated constitutional rights that the Superior Court and the District Court of Appeal both declared the ordinance unconstitutional.

When the ordinance came before the Supreme Court, a decision was rendered after considerable delay, which reversed the Superior Court decision in our favor on the ground that we had not shown by sufficient evidence that the ordinance was unlawful in its reference to Mr. Haggerty, in other words, to organized labor, and the court held that on a second trial we might supply this evidence. This decision really means that the court did not go to the point of declaring the ordinance unlawful, although some of its language so indicates.

You will recall that the ordinance was enforced according to its strictest terms

against the pickets; however, we now have public statements and statements verified and filed in court to the effect that the ordinance will not be enforced "that way" against anybody else. I have filed an amended complaint, asking the court to determine just what the ordinance means, and in particular whether it means that the county officials may enforce it against labor in case of another picket line on the highway, but may in their discretion decline to enforce it against anybody else. This is an interesting and important issue, and we hope to have it clarified.

### **Seven Up Bottling Company v. Grocery Drivers Local 848**

This case has been reported to the State Federation at various times since 1949. The case has been to the Supreme Court, which held that the Jurisdictional Strike Act, under which the suit was brought, is constitutional. The case has been tried in the Superior Court and a decision rendered against the right of boycott and picketing by the Teamsters' Union. We have taken an appeal, and we are now busy writing the briefs which must be filed in August.

We are also filing a petition in the Supreme Court for a writ of prohibition to prevent the enforcement of the judgment of the Superior Court, on the ground that the jurisdiction lies in the federal court and in the National Labor Relations Board under the provisions of the Taft-Hartley Act. We have many recent similar cases in which the decision has been in accord with our argument, and we hope that the writ will be issued and that the enforcement of the judgment will be restrained.

### **Smith v. Lathers Local Unions Nos. 42-A, 172 and 440**

This is a suit against the three Lathers' Unions in Long Beach to prevent economic action against the plaintiff Smith, who claims the right to function as a contractor who refuses to join the union and claims the right to work with the tools of the trade as a journeyman without joining the union.

Our courts have held that where an employer works with the tools of the trade, the union has a right to boycott and picket him to compel him to join the union. Such is the issue in this case, in which the order to show cause is to be heard on July 27, in Department 34 in Los Angeles, before Judge Arnold Praeger. We are against the well-known anti-labor advocate, Carl Gould. We hope that Judge Praeger will enforce the law and permit the union to compel this man either to join the union or to cease working with the tools of the trade.

A further report on this case will be rendered later.

## VI

**RESEARCH AND PUBLICITY****Legislative Digest**

Copies of the Federation's official "Summary of Proposed Legislation" affecting labor in the 1955 general session of the state legislature were mailed to all affiliates in late February.

Prepared by the Research Department, the summary analyzed all pertinent labor bills introduced during the January phase of the 1955 general session.

Bills were classified in 44 categories, ranging from "Air Pollution" to "Workmen's Compensation," and identified as "Good," "Bad," or "Watch," depending on content.

In addition to bill number, the summary also provided name of author and committee to which the bill was assigned.

Heart of the summary was the digest of every pertinent bill, explaining the essence of every measure rated as important to labor.

Purpose of the summary was to provide a basic reference work for affiliated unions following the progress of labor legislation in Sacramento.

**Legislative Roster**

The Federation distributed a roster of legislative representatives of the State of California to all affiliates.

The roster listed California Representatives in Congress; members of the State Senate, party, occupation, home address; standing committees of the State Senate and their members; State Senate weekly committee schedule; members of the State Assembly, party, occupation, home address; State Assembly—districts and counties; standing committees of the State Assembly and their members; State Assembly weekly committee schedule.

In a special roster notice, unions were advised that during national and state legislative sessions, Congressmen should be addressed at the House Office Building, Washington, D. C., and U. S. Senators at the Senate Office Building, Washington, D. C., while State Assemblymen and State Senators should be addressed at the State Capitol, Sacramento, California.

The roster was submitted to affiliates as a reference service during the 1955 legislative period in both Sacramento and Washington.

**Workmen's Compensation Conference**

More than 200 delegates attended the third in a series of 1954 weekend education conferences, held October 16-17 in San Francisco under the auspices of the California State Federation of Labor.

The conference dealt exclusively with the permanent disability rating schedule of the workmen's compensation law. Two hundred and thirty-six delegates registered for the sessions, which were held in the Building Service Center at 240 Golden Gate Avenue.

State officials participating in the conference included Dr. J. L. Barrett, Medical Director, Industrial Accident Commission; Dr. Paul Beddoe, assistant medical director, Industrial Accident Commission; Eli Welch, supervisor, Permanent Disability Rating Bureau, IAC; Edward T. Dougherty, permanent disability rating specialist, IAC.

Dr. Barrett and Dr. Beddoe presided over sessions on the "Medical Evaluation of Disability." Mr. Welch and Mr. Dougherty presided over discussions on "Permanent Disability Ratings; The Schedule, Its History, Development and Application."

State Federation Counsel Charles P. Scully presided as discussion leader at general sessions. Other conference speakers were C. J. Haggerty, secretary-treasurer, and Thomas L. Pitts, president of the California State Federation of Labor.

The conference was identical to the one held June 5-6 in Los Angeles. Identical conferences have been and will continue to be held on a regional basis for the traveling convenience of delegates.

**Labor Press Conference**

AFL editors from all parts of California attended the Fifth Annual Labor Press Conference sponsored by the California State Federation of Labor in Santa Barbara, November 27-28.

Dangers of compulsory open-shop legislation dominated conference discussions, which were held in the Culinary and Teamsters Halls in downtown Santa Barbara. Editors agreed that the "right-to-work" label should be exposed as "fraudulent" and replaced by the "compulsory open shop" definition.

The editors also heard state and federal officials review the press services available on economic and labor information.

The role of television and labor public relations was described at the November 28 banquet by Joe DeSilva, executive secretary of Retail Clerks Local 770, Los Angeles.

Thomas L. Pitts, president of the Federation, opened the two-day conference on November 27 with a reminder that union and council papers should serve as "the good right arm" of the labor movement.

Participants in conference presentations were Sigmund Arywitz, director of public relations and education, International Ladies Garment Workers Union; Edgar L. Warren, director, Institute of Industrial Relations, University of California; John F. Henning, research director, California State Federation of Labor; Phyllis Beatty,

chief, Information Services, Bureau of Labor Statistics, U. S. Department of Labor; Helen Nelson, assistant chief, Division of Labor Statistics and Research, Institute of Industrial Relations; Fred Breier, Department of Economics, University of San Francisco; Arthur Carstens, Institute of Industrial Relations, University of California at Los Angeles.

The conference was the closing event in the Federation's 1954 labor education program, which featured a series of quarterly weekend conferences, a week-long spring institute on unemployment problems, and the annual high school scholarship contest.

### Political Education

The Research Department produced and prepared background facts for more than one and a half million pieces of literature which were distributed throughout California in support of candidates endorsed by the California Labor League for Political Education in the November, 1954 elections.

## VII

### "WE DON'T PATRONIZE" LIST

Few changes were made in the Federation's "We Don't Patronize" list during the past year.

#### Additions and Deletions

At its December meeting, the Executive Council voted, at the request of Butchers No. 229, San Diego, to remove Swift and Company (San Diego Branch) from the list, and at the request of Periodical Drivers No. 921, San Francisco, to remove "TV" Guide (Triangle Publications, Inc.) from the list of publications distributed by various news agencies in San Rafael, Stockton, Modesto and Sacramento, which were placed on the Federation's unfair list by the 1954 convention.

At its February meeting, the Executive Council voted to place, at the request of the Los Angeles Central Labor Council, the newly formed Los Angeles Mirror-Daily News on the list, and at the request of Vice President Harvey Lundschen, to add the words "and all Lawry products" to the listing of Van de Kamp's Holland Dutch Bakeries, as well as the names of the restaurants owned and operated by Van de Kamp's Holland Dutch Bakeries, namely, Lawry's Prime Rib, Stears Restaurant, and Richlor's Cafe.

In a letter to your Secretary, dated June 9, 1955, Brother Steve Gilligan, secretary of Teamsters' Joint Council No. 7, San Francisco, requested that the Cache Valley Dairymen's Association, Smithfield, Utah, processors of powdered milk and swiss cheese under the brand name of "Rocky Mountain Dairy Products," be placed on the Federation's official unfair list.

At its June meeting, the Council instructed your Secretary to secure information from the Utah State Federation of Labor as to the status of the company, and empowered him to act in the matter.

Subsequently, your Secretary was formally requested by the Utah State Federation of Labor to give assistance to the Salt Lake Teamsters Council program of placing "Rocky Mountain Dairy Products" on labor unfair lists wherever they are distributed. This association and its brand name has therefore been placed on the Federation's "We Don't Patronize" list.

### Current "We Don't Patronize" List

The following is the official "We Don't Patronize" list of the California State Federation of Labor as of July 1, 1955:

#### Bakeries—

Helms Bakery.

Van de Kamp's Holland Dutch Bakeries and all Lawry products.

Restaurants owned and operated by Van de Kamp's Holland Dutch Bakeries, see **Restaurants**, below.

#### Cosmetics, etc.—

Andrew Jergens Products.

#### Dairy Products—

Cache Valley Dairymen's Association, Smithfield, Utah, "Rocky Mountain Dairy Products."

#### Laundries—

Southern Service Company, Ltd., owning and operating the following:

##### ANAHEIM—

Anaheim Laundry  
Orange County Linen Supply.

##### COLTON—

Hub City.

##### LONG BEACH—

Ideal Laundry  
Long Beach Laundry  
Pacific Cleaners  
Long Beach Linen Supply

##### LOS ANGELES—

Blue Seal Laundry  
Blue Seal Linen Supply  
Blue Bird Laundry  
Blue Bird Cleaners.

**MONROVIA—**

Monrovia Laundry  
 Monrovia Cleaners  
 Blue Seal Linen Supply.

**ONTARIO—**

Ontario Laundry.

**POMONA—**

Sanitary Laundry  
 Sanitary Cleaners.

**RIVERSIDE—**

Riverside Laundry.

**SAN BERNARDINO—**

San Bernardino Laundry  
 Valley Towel and Linen Supply.

**SAN DIEGO—**

Electric Laundry  
 Munger's Laundry  
 Nu-Way Laundry  
 Peerless Laundry  
 Bay City Linen Supply  
 Benbough and Duggan.

**SAN PEDRO—**

Pacific Laundry.

**SANTA ANA—**

Santa Ana Laundry  
 Crescent Cleaners.

**WILMINGTON—**

Marine Laundry.

**Lumber Mills—**

Pollock Mill, El Dorado.

**Magazine Distributors—**

Allen-Adams News Company, San Rafael; Davinroy News Company, Stockton; Nichols News Company, Modesto; Spangler's News Agency, Sacramento—distributors of the following magazines:

Better Homes and Gardens (Meredith Publishing Co.)

Reader's Digest (Reader's Digest Assn., Inc.)

Time (Time, Inc.)

Life (Time, Inc.)

McCall's (McCall Corporation)

Sports Illustrated (Time, Inc.)

Ladies Home Journal (Curtis Publishing Co.)

Saturday Evening Post (Curtis Publishing Co.)

Good Housekeeping (Hearst Corporation)

Cosmopolitan (Hearst Corporation)

Motion Picture (Fawcett Publications, Inc.)

True (Fawcett Publications, Inc.)

True Confessions (Fawcett Publications, Inc.)

Gold Metal Pocket Books (Fawcett Publications, Inc.)

Coronet (Esquire, Inc.)

Avon Pocket Books (Avon Publications, Inc.)

**Manufacturing—**

Celotex Corporation, Los Angeles.

Glendale Sheet Metal and Manufacturing Company, Glendale.

**Newspapers—**

Los Angeles Times.

Los Angeles Mirror-Daily News.

**Paint—**

DeVoe Reynolds Company (Bishop-Conklin), Los Angeles.

E. I. DuPont de Nemours Company (Duco-Delux enamels, paints, varnishes, lacquers, and marine finishes).

**Printers and Publishers—**

Curtis Company, Philadelphia (includes Saturday Evening Post, Ladies' Home Journal, Country Gentleman, and Holiday).

**Radio Stations—**

KFI

KECA

**Restaurants—**

Lawry's Prime Rib.

Stears Restaurant.

Richlor's Cafe.

(These restaurants are owned and operated by Van de Kamp's Holland Dutch Bakeries.)

**Roofing Companies—**

Lloyd A. Fry Roofing Company, San Leandro.

## VIII

## STATE FEDERATION MEMBERSHIP STATISTICS

	Local Unions Affiliated	Councils Affiliated	Total Affiliations	Total Membership
October 1, 1909.....	151.....	11.....	162.....	25,000
October 1, 1910.....	244.....	12.....	256.....	45,000
October 1, 1911.....	362.....	12.....	374.....	56,000
October 1, 1912.....	429.....	15.....	444.....	62,000
October 1, 1913.....	502.....	15.....	517.....	67,000
October 1, 1914.....	512.....	18.....	530.....	69,000
October 1, 1915.....	498.....	18.....	516.....	66,500
October 1, 1916.....	481.....	21.....	502.....	68,000
October 1, 1917.....	498.....	21.....	519.....	71,500
October 1, 1918.....	486.....	21.....	507.....	78,000
October 1, 1919.....	515.....	24.....	539.....	94,900
October 1, 1920.....	549.....	27.....	576.....	104,200
October 1, 1921.....	568.....	27.....	595.....	100,100
October 1, 1922.....	664.....	27.....	691.....	91,000
September 1, 1923.....	626.....	26.....	651.....	87,500
September 1, 1924.....	633.....	25.....	658.....	92,000
September 1, 1925.....	607.....	25.....	632.....	95,400
September 1, 1926.....	662.....	27.....	689.....	96,600
September 1, 1927.....	648.....	28.....	676.....	95,200
September 1, 1928.....	647.....	30.....	677.....	96,100
September 1, 1929.....	623.....	32.....	655.....	99,000
September 1, 1930.....	627.....	32.....	659.....	100,200
September 1, 1931.....	648.....	34.....	682.....	99,400
September 1, 1932.....	628.....	32.....	660.....	91,200
September 1, 1933.....	564.....	28.....	592.....	82,100
September 1, 1934.....	580.....	32.....	612.....	91,900
September 1, 1935.....	619.....	29.....	648.....	102,000
September 1, 1936.....	622.....	32.....	654.....	135,179
September 1, 1937.....	740.....	35.....	775.....	235,911
September 1, 1938.....	854.....	39.....	893.....	291,763
September 1, 1939.....	915.....	39.....	954.....	267,401
September 1, 1940.....	987.....	42.....	1029.....	274,901
September 1, 1941.....	917.....	44.....	961.....	332,635
September 1, 1942.....	1050.....	53.....	1103.....	451,970
September 1, 1943.....	1003.....	72.....	1075.....	510,477
August 1, 1944.....	1040.....	78.....	1118.....	521,356
August 1, 1945.....	1131.....	106.....	1237.....	514,239
June 1, 1946.....	1113.....	108.....	1221.....	510,596
July 1, 1947.....	1149.....	116.....	1265.....	520,841
July 1, 1948.....	1201.....	127.....	1328.....	573,466
July 1, 1949.....	1236.....	131.....	1367.....	592,559
July 1, 1950.....	1295.....	137.....	1432.....	586,789
July 1, 1951.....	1374.....	144.....	1518.....	602,302
July 1, 1952.....	1392.....	147.....	1539.....	625,807
June 1, 1953.....	1354.....	155.....	1509.....	646,569
July 1, 1954.....	1376.....	156.....	1532.....	664,698
July 1, 1955.....	1344.....	157.....	1501.....	689,856

## WITHDRAWALS, MERGERS, DISBANDED, REVOKED, ETC.

July 1, 1954 to July 1, 1955

**Bakersfield:**

Farm Labor Union No. 218, suspended, non-payment.  
 Farm Labor Union No. 247, suspended, non-payment.

**Camarillo:**

Building Service Employees No. 249, L.10/22/54, withdrew.  
 State Hospital Employees No. 923, L.6/7/55, disbanded.

**Chico:**

Barbers No. 354, suspended, non-payment.  
 Motion Picture Projectionists No. 501, suspended, non-payment.

**Compton:**

Glass Bottle Blowers No. 216, L. 2/18/55, disbanded.

**Corona:**

City Employees No. 971, L. 3/9/55, disbanded.

**Delano:**

Farm Labor Union No. 254, suspended, non-payment.

**El Centro:**

Carpenters & Joiners No. 1070, suspended, non-payment.

Electrical Workers No. 447, suspended, non-payment.

Plasterers No. 572, suspended, non-payment.

**El Monte:**

Chemical Workers No. 78, suspended, non-payment.

**Emeryville:**

Blacksmiths, D. F. etc. No. 1245, merged with No. 1168.

**Eureka:**

Butchers No. 445, suspended, non-payment.

**Fresno:**

Chemical Workers No. 480, suspended, non-payment.

Department Store Employees No. 170, suspended, non-payment.

Farm Labor Union No. 213, suspended, non-payment.

**Huntington Park:**

Painters No. 95, L. 7/10/54, withdrew membership.

**Inglewood:**

Carpenters & Joiners No. 2435, L. 1/5/55, withdrew membership.

**Kings Beach:**

Carpenters & Joiners No. 2035, suspended, non-payment.

**Korbel:**

Lumber & Saw Mill Workers No. 2641, suspended, non-payment.

**Los Angeles:**

Coopers No. 152, L. 1/26/55, withdrew membership.

Stove Mounters No. 127, suspended, non-payment.

Postal Supervisors, L. 3/3/55, withdrew from A.F. of L.

Public Service Painters No. 323, merged with No. 1798.

**Meadow Valley:**

Lumber & Saw Mill Workers No. 2626, merged with No. 1123.

**Monolith:**

United Cement Lime & Gypsum Workers No. 52, suspended, non-payment.

**Norwalk:**

California State Employees No. 69, suspended, non-payment.

**Oakland:**

Boilermakers No. 1171, L. 12/15/54, merged with No. 1168.

Government Employees No. 1113, suspended, non-payment.

**Napa:**

United Garment Workers No. 137, L. 1/12/55, disbanded.

**Quincy:**

Lumber & Saw Mill Workers No. 2591, L. 2/2/55, merged with No. 1123.

Lumber & Saw Mill Workers No. 2862, L. 2/2/55, merged with No. 1123.

**Redding:**

Bartenders No. 549, merged with No. 470.

**Richmond:**

Boilermakers No. 317, suspended, non-payment.

City Employees No. 1357, suspended, non-payment.

**Sacramento:**

Boilermakers No. 735, L. 6/17/54, withdrew membership.

Office Employees No. 43, L. 7/1/54, merged with No. 29.

Paper Handlers No. 33, L. 3/1/55, merged with No. 466.

Post Office Clerks No. 66, L. 12/14/54, withdrew membership.

State Janitors No. 1318, out of existence.

**Salinas:**

Musicians No. 616, suspended, non-payment.

**San Bruno:**

Carpenters & Joiners No. 848, suspended, non-payment.

**San Diego:**

California Council of Office Employees, L. 3/4/55, disbanded.  
 Government Employees No. 980, L. 8/9/54, withdrew membership.  
 Lathers No. 260, suspended, non-payment.  
 Plumbers No. 230, suspended, non-payment.  
 Teachers No. 1035, L. 2/16/55, withdrew membership.  
 Government Employees No. 1474, 6/30/55, inactive membership.

**San Francisco:**

Cigar Makers No. 228, 3/10/55, withdrew, no members.  
 Packers & Preserve Workers No. 20989, L. 1/26/55, merged with No. 12.  
 Postal Supervisors No. 88, L. 2/11/55, withdrew from A.F. of L.  
 Railway Carmen No. 498, L. 7/3/54, withdrew membership.

**San Jose:**

Office Employees No. 94, L. 7/1/54, merged with No. 29.

**San Leandro:**

Musicians No. 510, L. 3/18/55, withdrew membership.

**San Luis Obispo:**

Roofers No. 161, suspended, non-payment.  
 Theatrical Stage & M.P. Operators No. 762, suspended, non-payment.

**Santa Cruz:**

Bricklayers No. 16, suspended, non-payment.  
 Sheet Metal Workers No. 304, suspended, non-payment.

**Santa Maria:**

Hod Carriers & Common Laborers No. 1222, suspended, non-payment.

**Santa Monica:**

Retail Clerks No. 1442, suspended, non-payment.

**Stockton:**

Lathers No. 98, suspended, non-payment.

**Twain:**

Lumber & Saw Mill Workers No. 2944, suspended, non-payment.

**Vallejo:**

Beauticians No. 335-A, L. 12/6/54, merged with No. 335.  
 Government Employees No. 73, suspended, non-payment.

**Wilmington:**

Marine Painters No. 812, L. 1/25/55, merged with No. 1798.

**SUMMARY OF MEMBERSHIP 1954-1955**

Labor Unions in good standing, July 1, 1954.....	1376	
Labor Councils in good standing, July 1, 1954.....	156	
Total.....		1532
Labor Unions affiliated during year.....	34	
Labor Councils affiliated during year.....	2	
Total.....		36
Total.....		1568
<b>WITHDRAWALS DURING YEAR</b>		
Mergers, local unions.....	13	
Withdrawals, suspended, disbanded, etc.....	53	
Labor Councils, disbanded & withdrawal.....	1	
Total.....		67
Balance .....		1501
<b>TOTAL AFFILIATIONS</b>		
Labor Unions as of July 1, 1955.....		1344
Labor Councils as of July 1, 1955.....		157
Total.....		1501



## NEW LOCAL AND COUNCIL AFFILIATIONS

July 1, 1954 to July 1, 1955

Town	Name of Local	Local No.	Date	Receipt No.	Members
<b>Berkeley</b>					
	East Bay Municipal Employees.....	390	5/13/55	167557	71
<b>Brawley</b>					
	Beet Sugar Refinery Workers.....	24257	3/ 3 /55	164931	69
<b>Compton</b>					
	State Employees .....	361	6/ 8 /55	168257	50
<b>Hollywood</b>					
	American Guild of Musical Artists.....	.....	10/22/54	160541	50
	Screen Story Analysts.....	854	3/ 2 /55	164893	48
	Set Designers & Model Makers.....	847	6/30/55		75
<b>Lancaster</b>					
	Lathers .....	539	11/29/54	161661	28
<b>Los Angeles</b>					
	Glass Bottle Blowers .....	208	6/ 3 /55	168034	42
	Joint Executive Board Culinary Wrkrs. ....	.....	6/11/55	168476	....
	L. A. County Employees.....	187	2/16/55	164552	120
	Office Employees .....	305	2/17/55	164594	80
	United Health Workers.....	1036	6/ 6 /55	168174	25
<b>Mountain View</b>					
	Hardwood Floor Layers.....	3107	12/ 7 /54	161976	55
<b>Oakland</b>					
	Federated Fire Fighters—Los Altos.....	1167	7/19/54	157150	14
	Federated Fire Fighters—Los Gatos.....	1165	7/19/54	157149	45
	Federated Fire Fighters—Presidio Fire Dept.—San Francisco .....	.....	2/22/55	164716	31
	Federated Fire Fighters—Vallejo .....	1186	2/22/55	164717	69
<b>Redding</b>					
	Meat Cutters & Butchers.....	352	6/13/55	168559	202
<b>Redondo Beach</b>					
	Brick & Clay Workers.....	923	2/14/55	164456	60
<b>Richmond</b>					
	Public Employees of Contra Costa County .....	302	5/25/55	167892	66
	Firemen & Oilers .....	972	5/17/55	167723	31
<b>Sacramento</b>					
	Teamsters, Automotive Employees & Chauffeurs .....	165	7/22/54	157243	300
<b>San Francisco</b>					
	City & County Employees.....	400	4/15/55	166619	200
	Local Joint Exec. Board Culinary Workers .....	.....	6/ 9 /55	168372	....
	Musicians .....	669	11/15/54	161361	200
	National Transport Association.....	.....	8/12/54	158222	350
	Teachers of So. San Francisco.....	1119	1/22/55	163691	44
<b>San Jose</b>					
	Public Employees of Santa Clara County .....	1409	5/26/55	167926	100
	Police Department Employees .....	170	4/ 5 /55	166076	127
<b>San Pedro</b>					
	Auto Machinists .....	1484	7/16/54	157052	400
	Barbers .....	881	4/21/55	166801	100
<b>Santa Rosa</b>					
	Printing Pressmen .....	354	6/25/55	168964	10
<b>Vallejo</b>					
	Sheet Metal Workers.....	75	3/ 5 /55	165125	175
<b>Walnut</b>					
	Operative Potters .....	223	2/22/55	164736	85
<b>Watsonville</b>					
	Machinists .....	1939	7/23/54	157527	34

## IX

## REPORT OF THE AUDITORS

San Francisco, California

July 14, 1955.

California State Federation of Labor

995 Market Street

San Francisco, California

Gentlemen:

We have examined the Statement of Cash, Cash Deposits, and Bonds Owned of the California State Federation of Labor as at June 30, 1955, and the related Statement of Cash Receipts and Disbursements for the period July 1, 1954 to June 30, 1955. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

During the period under review, and in accordance with authorization of the Executive Council as of December 2, 1954, the Federation established a pension plan for its full time salaried employees, effective January 1, 1955. The plan provides that the Pension Fund be separated into two divisions, one known as the "Secretary-Treasurer Pension" and the other known as "Salaried Employees Pension". The plan further provided for an initial transfer of \$55,000.00 to the Pension Fund (Secretary-Treasurer Division) from the Organizing Fund, and monthly transfers totaling \$1,500.00 to the Pension Fund (Salaried Employees Division) in equal amounts of \$500.00 each from the General Fund, Legal Defense Fund, and Organizing Fund.

During the course of our audit, we determined that the above referred to provisions of the pension plan had been adhered to with respect to the Federation's accounting records, with the exception that the aforementioned monthly transfers of \$1,500.00 were made for a twelve month period, resulting in an aggregate transfer of \$18,000.00 as of January 1, 1955 to the Salaried Employees Division of the Pension Fund.

Cash receipts, as recorded and evidenced by duplicate receipts on file, were found to have been deposited regularly in the Federation's commercial bank account with Bank of America N.T. & S.A. Disbursements from this account were evidenced by paid checks on file, which we compared to the register of checks drawn as to payees and amounts, and scrutinized as to signatures and endorsements. Disbursements were found to be either supported by voucher, or approved for payment by Mr. C. J. Haggerty, Secretary-Treasurer. The segregation of disbursements contained in this report have been compiled from information furnished by employees of the Federation.

The commercial account with Bank of America N.T. & S.A., was reconciled with the bank's statements on file for the period July 1, 1954 to June 30, 1955, and balances on deposit in commercial and savings accounts as at June 30, 1955, were confirmed by correspondence with the depositories.

The office cash fund was counted and found to be in order.

Bonds owned at June 30, 1955, as shown on Exhibit A, attached, and as detailed below, were inspected by us:

	<b>Maturity Date</b>	<b>Maturity Value</b>	<b>Cost</b>
United States War Savings Bonds—Series F	1955	\$ 57,000.00	\$ 42,180.00
United States War Savings Bonds—Series F	1956	90,000.00	66,600.00
United States War Savings Bonds—Series F	1957	45,000.00	33,300.00
		<hr/>	<hr/>
		\$192,000.00	\$142,080.00

During the period under review, bonds costing \$14,800.00 with a maturity value of \$20,000.00 were redeemed and the interest earned thereon in the amount of \$5,200.00 was credited to the Organizing Fund in accordance with certain provisions outlined under the Federation's Pension Plan.

Surety bonds in effect at June 30, 1955, consisted of the following:

C. J. Haggerty, Secretary-Treasurer	\$10,000.00
Charles A. Hines, Bookkeeper-Cashier	\$ 5,000.00

Net changes in fund balances for the period July 1, 1954 to June 30, 1955, are summarized as follows:

	Cash Resources July 1, 1954	Increase	Decrease	Cash Resources June 30, 1955
<b>OPERATING FUNDS:</b>				
General .....	\$100,768.01		\$29,195.09	\$ 71,572.92
Legal Defense .....	131,659.88		11,268.80	120,391.08
Organizing .....	127,215.85		42,769.31	84,446.54
	<u>\$359,643.74</u>		<u>\$83,233.20</u>	<u>\$276,410.54</u>
<b>PENSION FUNDS:</b>				
Secretary-Treasurer Pension..		\$55,550.00		\$ 55,550.00
Salaried Employees Pension..		18,180.00		18,180.00
		<u>\$73,730.00</u>		<u>\$ 73,730.00</u>
	\$359,643.74	\$73,730.00	\$83,233.20	\$350,140.54

The accounts and records of the California State Federation of Labor are maintained on the cash basis of accounting and the Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense.

In our opinion, the accompanying financial statements present fairly the financial position of the California State Federation of Labor at June 30, 1955, and its cash transactions for the period July 1, 1954 to June 30, 1955, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding fiscal year.

We attach the following:

Exhibit A—Statement of Cash, Cash Deposits, and Bonds Owned, June 30, 1955.

Exhibit B—Statement of Cash Receipts and Disbursements—by Funds, Period July 1, 1954 to June 30, 1955.

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees, Period July 1, 1954 to June 30, 1955.

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts, Period July 1, 1954 to June 30, 1955.

Schedule 3—Detail of Disbursements, Period July 1, 1954 to June 30, 1955.

Very truly yours,

SKINNER & HAMMOND

Certified Public Accountants

FINANCIAL STATEMENT  
EXHIBIT A—STATEMENT OF CASH, CASH DEPOSITS, AND BONDS OWNED  
JUNE 30, 1955

	Total	OPERATING FUNDS			PENSION FUND	
		General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Pension	Salaried Employees Pension
<b>CASH ON HAND AND ON DEPOSIT:</b>						
Office Fund.....	\$ 150.00	\$ 150.00	\$	\$	\$	\$
Bank of America N. T. & S. A., Humboldt Branch:						
Commercial account.....	94,802.95	24,545.33	28,551.08	41,706.54		
Savings account.....	12,497.54					
Crocker First National Bank of San Francisco:						
Savings account.....	7,622.29					
Anglo California National Bank:						
Savings account.....	11,238.04	27,529.17	6,000.00	5,000.00		
The Hibernia Bank:						
Savings account.....	7,171.30					
Savings account.....	55,550.00				55,550.00	18,180.00
Savings account.....	18,180.00					
	<u>\$207,212.12</u>	<u>\$52,224.50</u>	<u>\$ 34,551.08</u>	<u>\$46,706.54</u>	<u>\$55,550.00</u>	<u>\$18,180.00</u>
<b>CASH DEPOSITS:</b>						
United Air Lines, Inc.....	\$ 425.00	\$ 425.00				
Western Air Lines, Inc.....	425.00	425.00				
	<u>\$ 850.00</u>	<u>\$ 850.00</u>				
<b>BONDS OWNED:</b>						
United States War Savings Bonds—Series F—at cost.....	\$142,080.00	\$18,500.00	\$ 85,840.00	\$37,740.00		
<b>TOTAL CASH, CASH DEPOSITS, AND BONDS OWNED</b>	<u>\$350,142.12</u>	<u>\$71,574.50</u>	<u>\$120,391.08</u>	<u>\$84,446.54</u>	<u>\$55,550.00</u>	<u>\$18,180.00</u>
Reserve:						
Employees Insurance Deductions.....	1.58	1.58				
<b>TOTAL CASH, CASH DEPOSITS, AND BONDS OWNED, LESS RESERVE</b>	<u>\$350,140.54</u>	<u>\$71,572.92</u>	<u>\$120,391.08</u>	<u>\$84,446.54</u>	<u>\$55,550.00</u>	<u>\$18,180.00</u>
<b>Summary of Change in Financial Position of Operating and Pension Funds for the Period July 1, 1954 to June 30, 1955</b>						
CASH, CASH DEPOSITS, AND BONDS OWNED, JULY 1, 1954.....						\$359,643.74
Less: Excess of Cash Disbursements Over Cash Receipts for the Period July 1, 1954 to June 30, 1955—as shown in detail on Exhibit B.....						9,503.20
CASH, CASH DEPOSITS, AND BONDS OWNED, LESS RESERVE—JUNE 30, 1955.....						\$350,140.54

# **EXHIBIT B—STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS—BY FUNDS** **PERIOD JULY 1, 1954 TO JUNE 30, 1955**

## **STATE FEDERATION OF LABOR**

**85**

	Total	OPERATING FUNDS			PENSION FUND		
		General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Pension	Salaried Employees Pension	
<b>RECEIPTS:</b>							
Per capita receipts and affiliation fees:							
Per capita tax—general.....	\$180,586.72	\$180,586.72	\$	\$			
Per capita tax—legal defense.....	35,740.27		35,740.27				
Per capita tax—organizing.....	71,480.56			71,480.56			
Affiliation fees.....	35.00	35.00					
<b>Total Per Capita Receipts and Affiliation Fees.....</b>	<b>\$287,842.55</b>	<b>\$180,621.72</b>	<b>\$35,740.27</b>	<b>\$ 71,480.56</b>			
<b>OTHER RECEIPTS:</b>							
Funds collected for account of California Labor League for Political Education—see contra.....	\$ 9,500.00	\$ 9,500.00		\$	\$	\$	
Transfers to Pension Fund—see contra:							
Sec.-Treas. Pension—From Organizing Fund.....	55,000.00				55,000.00		
Salaried Employees Pension:							
From General Fund.....	6,000.00					6,000.00	
From Legal Defense Fund.....	6,000.00					6,000.00	
From Organizing Fund.....	6,000.00					6,000.00	
Interest received on redemption of U. S. Government Bonds—Series F.....	5,200.00			5,200.00			
Cartoon service refund.....	238.00	238.00					
Convention expense refund.....	154.44	154.44					
Interest earned—savings accounts.....	1,489.14	759.14			550.00	180.00	
Registration fees—							
Workmen's Compensation Conference.....	1,612.00	1,612.00					
Refund on telephone tolls and mailing expense.....	1,572.22	1,572.22					
Miscellaneous.....	111.94	111.94					
<b>Total Other Receipts.....</b>	<b>\$ 92,877.74</b>	<b>\$ 13,947.74</b>		<b>\$ 5,200.00</b>	<b>\$ 55,550.00</b>	<b>\$ 18,180.00</b>	
<b>Total Receipts.....</b>	<b>\$380,720.29</b>	<b>\$194,569.46</b>	<b>\$35,740.27</b>	<b>\$ 76,680.56</b>	<b>\$ 55,550.00</b>	<b>\$ 18,180.00</b>	

## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS — BY FUNDS — (Continued)

	Total	OPERATING FUNDS			PENSION FUND	
		General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Pension	Salaried Employees Pension
DISBURSEMENTS:						
52nd Annual Convention—Santa Barbara, Calif.....	\$ 44,387.35	\$ 44,387.35	\$	\$		
Washington, D. C., Legislative Conference.....	670.38	670.38				
A. F. of L. Convention—Los Angeles, Calif.....	2,215.06	2,215.06				
A. F. of L. Convention—San Diego, Calif.....	974.93	974.93				
A. F. of L. Conference—Chicago, Illinois.....	519.53	519.53				
A. F. of L. Conference—Miami, Florida.....	362.45	362.45				
Executive Council meetings.....	13,818.41	13,818.41				
Legal services.....	40,999.06		40,999.06			
Organizing expenses.....	58,484.23			58,484.23		
Publicity expenses.....	30,438.86	30,438.86				
Statistical expenses.....	22,310.30	22,310.30				
Legislative expenses.....	32,406.85	32,406.85				
Quarterly Institute expenses.....	3,602.57	3,602.57				
Scholarship Program expenses.....	2,112.07	2,112.07				
Office salaries.....	30,827.06	30,827.06				
Printing, stationery, and office supplies.....	6,074.89	6,074.89				
Office rent—general.....	2,295.60	2,295.60				
Postage and mailing—general.....	2,711.27	2,711.27				
Telephone and telegraph—general.....	2,457.74	2,457.74				
Taxes.....	1,523.66	1,523.66				
General expenses.....	8,531.22	8,531.22				
Funds collected and transmitted to account of Calif. Labor League for Political Education—see contra.....	9,500.00	9,500.00				
Funds transferred to Pension Fund—see contra:						
Secretary-Treasurer Pension.....	55,000.00		6,000.00	55,000.00		
Salaried Employees Pension.....	18,000.00	6,000.00		6,000.00		
Total Disbursements—Schedule 3.....	\$390,223.49	\$223,740.20	\$46,999.06	\$119,484.23		
EXCESS OF CASH DISBURSEMENTS OVER CASH						
RECEIPTS FOR THE PERIOD JULY 1, 1954						
TO JUNE 30, 1955—Exhibit A.....	\$ 9,503.20	\$ 29,170.74	\$11,258.79	\$42,803.67	\$ (55,550.00)	\$ (18,180.00)

**Schedule 1—Detail of Per Capita Receipts and Affiliation Fees  
Period July 1, 1954 to June 30, 1955**

<b>AGNEW</b>		<b>Plumbers and Steamfitters No.</b>	
California State Employees		460 .....	156.80
Local 247 .....	\$ 21.92	Street, Electric Railway, and	
<b>ALAMEDA</b>		Motor Coach Operators No.	
Carpenters No. 194 .....	\$ 71.92	1291 .....	24.00
<b>ALHAMBRA</b>		Theatrical Stage Employees	
Electrical Workers No. 47 .....	\$ 240.00	No. 215 .....	16.00
<b>ALTURAS</b>		Typographical No. 439 .....	43.52
Lumber and Sawmill Workers		United State, Tile and Roofers	
No. 2813 .....	\$ 15.76	No. 66 .....	26.00
<b>ALVARADO</b>			\$ 2,229.43
Sugar Refinery Workers No.		<b>BANNING</b>	
20630 .....	\$ 99.36	Carpenters and Joiners No.	
<b>ANAHEIM</b>		2134 .....	\$ 27.48
Carpenters and Joiners No.		<b>BARSTOW</b>	
2203 .....	\$ 605.48	Theatrical Stage and Motion	
<b>ANTIOCH</b>		Picture Operators No. 730 .....	24.00
Cannery Workers No. 678 .....	\$ 230.12	<b>BELL</b>	
Carpenters and Joiners No.		American Federation of Grain	
2038 .....	119.20	Millers No. 79 .....	\$ 101.76
Paper Makers No. 330 .....	24.00	<b>BENICIA</b>	
Paper Makers No. 606 .....	41.28	Machinists No. 1687 .....	\$ 120.00
Pulp, Sulphite and Paper Mill		<b>BERKELEY</b>	
Workers No. 249 .....	48.00	Insurance Agents No. 219 .....	\$ 24.00
Pulp, Sulphite and Paper Mill		East Bay Municipal Employees	
Workers No. 713 .....	49.00	No. 390 .....	15.12
	\$ 511.60	Meat Cutters and Butchers No.	
<b>ARCATA</b>		526 .....	42.88
Lumber and Sawmill Workers		Painters No. 40 .....	72.00
No. 2808 .....	\$ 354.64	Teachers No. 1078 .....	22.00
<b>AUBURN</b>			\$ 176.00
DeWitt State Hospital Employ-		<b>BETTERAVIA</b>	
ees No. 630 .....	\$ 42.92	Sugar Refinery Workers No.	
Lumber and Sawmill Workers		20884 .....	\$ 96.92
No. 2687 .....	207.52	<b>BISHOP</b>	
Tri-Counties Building and Con-		Painters and Decorators No.	
struction Trades Council .....	12.00	1688 .....	\$ 24.00
	\$ 262.44	<b>BORON</b>	
<b>AVALON</b>		Chemical Workers No. 85 .....	\$ 157.64
Painters No. 1226 .....	\$ 30.00	<b>BRAWLEY</b>	
<b>AZUSA</b>		Beet Sugar Refinery Workers	
Chemical Workers No. 112 .....	\$ 24.04	No. 24257 .....	\$ 28.88
<b>BAKERSFIELD</b>		<b>BURBANK</b>	
Allied Printing Trades Council \$	7.00	Culinary Workers and Bartend-	
Bakers No. 146 .....	70.60	ers No. 694 .....	\$ 192.00
Barbers No. 317 .....	68.61	Operative Plasterers No. 739 .....	230.40
Building and Construction			\$ 422.40
Trades Council .....	12.00	<b>CAMARILLO</b>	
Butchers No. 193 .....	24.00	Building Service Employees	
Carpenters and Joiners No. 743	558.20	No. 249 .....	\$ 22.00
Central Labor Council .....	16.00	State Hospital Employees No.	
Chauffeurs and Teamsters No.		923 .....	24.00
87 .....	68.00		\$ 46.00
Chemical Workers No. 98 .....	83.32	<b>CAZADERO</b>	
Cooks and Waiters No. 550 .....	376.16	Lumber and Sawmill Workers	
Electrical Workers No. 428 .....	168.00	No. 2558 .....	\$ 28.04
Hod Carriers and Common La-		<b>CHESTER</b>	
borers No. 220 .....	208.00	Lumber and Sawmill Workers	
Lathers No. 300 .....	35.52	No. 3074 .....	\$ 110.24
Painters No. 314 .....	144.00		
Plasterers and Cement Finish-			
ers No. 191 .....	123.70		

## OFFICERS REPORTS TO

## CHICO

Building and Construction Trades Council .....	\$ 12.00
Carpenters and Joiners No. 2043 .....	111.28
Carpenters and Joiners No. 2838 .....	73.04
Lathers No. 156 .....	29.00
Machinists and Mechanics No. 1853 .....	85.80
Millmen No. 1495 .....	308.96
Musicians No. 508 .....	40.52
Operative Plasterers and Cement Masons No. 836 .....	24.00
Painters No. 1084 .....	38.80
Typographical No. 667 .....	24.00
	<hr/>
	\$ 747.40

## CHULA VISTA

Theatrical Stage Employees No. 761 .....	\$ 20.00
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## COLTON

United Cement, Lime and Gypsum Workers No. 89 .....	\$ 160.08
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## COMPTON

Carpenters and Joiners No. 1437 .....	\$ 694.44
State Employees No. 361 .....	3.00
	<hr/>
	\$ 697.44

## CONCORD

Machinists No. 1173 .....	\$ 229.22
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## CORONA

Carpenters No. 2048 .....	\$ 41.46
Glass Bottle Blowers No. 254 .....	22.00
Sales Drivers, Food Processors and Warehousemen No. 952 .....	308.00
	<hr/>
	\$ 371.46

## CORONADO

Masters, Mates and Pilots No. 12 .....	\$ 24.00
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## CROCKETT

Sugar Refinery Workers No. 20037 .....	\$ 573.00
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## CUPERTINO

United Cement, Lime and Gypsum Workers No. 100 .....	\$ 62.60
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## DAVENPORT

United Cement, Lime and Gypsum Workers No. 46 .....	\$ 57.60
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## DIAMOND SPRINGS

United Cement, Lime and Gypsum Workers No. 158 .....	\$ 24.00
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## EL CAJON

Carpenters and Joiners No. 2398 .....	\$ 209.40
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## EL CENTRO

Barbers No. 733 .....	\$ 22.00
Bartenders and Culinary Workers No. 338 .....	72.00
Central Labor Council .....	19.00
Construction and General Laborers No. 1119 .....	113.92

Painters No. 313 .....	31.95
Theatrical Stage Employees No. 656 .....	24.00
Truck Drivers and Warehousemen No. 898 .....	144.00
	<hr/>
	\$ 426.87

## EL CERRITO

Operative Potters No. 165 .....	\$ 78.80
Teachers No. 866 .....	84.00
	<hr/>
	\$ 162.80

## EL MONTE

Glass Bottle Blowers No. 39 .....	\$ 44.88
Hod Carriers and General Laborers No. 1082 .....	517.48
Painters No. 254 .....	311.84
	<hr/>
	\$ 874.20

## EUREKA

Bakers No. 195 .....	\$ 24.00
Barbers No. 431 .....	40.56
Bartenders No. 318 .....	98.84
Building and Construction Trades Council .....	12.00
Carpenters and Joiners No. 1040 .....	225.44
Central Labor Council .....	12.00
Cooks and Waiters No. 220 .....	221.00
Electrical Workers No. 482 .....	24.00
Hospital and Institutional Workers No. 327 .....	24.00
Laborers No. 181 .....	75.68
Laundry Workers No. 156 .....	24.20
Lumber and Sawmill Workers No. 2592 .....	151.88
Lumber and Sawmill Workers No. 2868 .....	24.00
Municipal Employees No. 54 .....	19.90
Musicians No. 333 .....	72.00
Painters No. 1034 .....	63.36
Plasterers and Cement Finishers No. 481 .....	29.64
Plumbers No. 471 .....	33.88
Redwood District Council of Lumber and Sawmill Workers .....	12.00
Retail Clerks No. 541 .....	112.08
Teachers No. 1203 .....	24.00
Teamsters, Warehousemen and Auto Truck Drivers No. 684 .....	417.20
Typographical No. 207 .....	24.00
United Textile Workers No. 126 .....	16.00
	<hr/>
	\$ 1,781.66

## FORT BRAGG

Carpenters and Joiners No. 1376 .....	\$ 26.00
Lumber and Sawmill Workers No. 2610 .....	27.02
	<hr/>
	\$ 53.02

## FORTUNA

Carpenters and Joiners No. 960 .....	\$ 32.80
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## FRESH POND

Lumber and Sawmill Workers No. 2561 .....	\$ 120.48
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## FRESNO

Bakers No. 43 .....	\$ 208.00
Barbers and Beauticians No. 333 .....	69.64
Bartenders No. 566 .....	201.68
Building and Construction Trades Council .....	12.00
Building Service Employees No. 110 .....	66.48
Butchers No. 126 .....	240.00
Carpenters No. 701 .....	655.08
Central Labor Council .....	12.00
Chemical Workers No. 97 .....	94.76
Chemical Workers No. 100 .....	95.56
Chemical Workers No. 160 .....	36.12
Chemical Workers No. 478 .....	22.56
Chemical Workers No. 469 .....	29.60
City School Employees No. 1206 .....	46.64
Cooks No. 230 .....	150.48
Creamery Employees and Drivers No. 517 .....	240.00
Culinary Workers No. 62 .....	313.00
District Council of Carpenters .....	12.00
Electrical Workers No. 100 .....	72.00
General Teamsters No. 431 .....	1,939.16
Hod Carriers and Common Laborers No. 294 .....	312.00
Iron Workers No. 155 .....	96.00
Iron Workers No. 624 .....	24.00
Joint Executive Board, Culinary, Bartenders .....	12.00
Lathers No. 83 .....	25.56
Laundry Workers No. 86 .....	264.24
Millmen No. 1496 .....	87.84
Motion Picture Operators No. 599 .....	24.00
Motor Coach Operators No. 1027 .....	32.72
Office Employees No. 69 .....	24.00
Packing House Employees and Warehousemen No. 616 .....	612.64
Plasterers and Cement Finishers No. 188 .....	106.76
Plumbers and Steamfitters No. 246 .....	198.48
Post Office Clerks No. 339 .....	67.92
Printing Pressmen No. 159 .....	24.00
Retail Food, Drug and Liquor Clerks No. 1288 .....	504.00
Sheet Metal Workers No. 252 .....	60.16
Sign Painters No. 966 .....	24.00
Theatrical Stage Employees No. 158 .....	24.00
Tile Layers No. 23 .....	33.46
Typographical No. 144 .....	52.80
Winery and Distillery Workers No. 45 .....	120.00
	<hr/>
	\$ 7,247.34

## FULLERTON

Barbers No. 766 .....	\$ 24.00
Flat Glass Workers No. 20928 .....	32.80
	<hr/>
	\$ 56.80

## GILROY

Painters No. 1157 .....	\$ 22.00
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## GLENDALE

Barbers No. 606 .....	\$ 37.80
Brick and Clay Workers No. 774 .....	410.48
Brick and Clay Workers No. 820 .....	129.76
Carpenters and Joiners No. 563 .....	607.92
Cement Finishers No. 893 .....	183.84
Culinary Workers and Bartenders No. 324 .....	300.98
Plumbers and Pipe Fitters No. 761 .....	535.20
Post Office Clerks No. 841 .....	52.88
Printing Pressmen No. 107 .....	24.00
Typographical No. 871 .....	24.00
	<hr/>
	\$ 2,306.86

## GRASS VALLEY

Bartenders and Culinary Workers No. 368 .....	\$ 300.44
Carpenters and Joiners No. 1903 .....	54.24
	<hr/>
	\$ 354.68

## GREENVILLE

Carpenters and Joiners No. 1970 .....	\$ 24.00
Lumber and Sawmill Workers No. 2647 .....	105.44
	<hr/>
	\$ 129.44

## GRIDLEY

Carpenters and Joiners No. 2148 .....	\$ 23.12
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## HANFORD

Carpenters and Joiners No. 1043 .....	\$ 46.32
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## HAYWARD

Cannery Workers No. 768 .....	\$ 851.00
Carpenters and Joiners No. 1622 .....	480.00
Culinary Workers and Bartenders No. 823 .....	693.36
Glass Bottle Blowers No. 53 .....	45.60
Painters and Decorators No. 1178 .....	206.92
	<hr/>
	\$ 2,276.88

## HOLLYWOOD

Actors' Equity Association .....	\$ 48.00
Affiliated Property Craftsmen No. 44 .....	960.00
American Federation Radio Artists .....	144.00
American Guild of Musical Artists .....	25.00
Broadcast, TV and Recording Engineers No. 45 .....	192.00
Building Service Employees No. 278 .....	211.12
Carpenters and Joiners No. 1052 .....	840.81
Film Technicians No. 683 .....	480.00
Hollywood A. F. L. Film Council .....	12.00
Hollywood Painters No. 5 .....	240.00
Make-Up Artists No. 706 .....	156.00
Motion Picture Costumers No. 705 .....	48.00

## OFFICERS REPORTS TO

<b>Motion Picture Film Editors</b>					<b>KLAMATH</b>		
No. 776 .....	388.80				Lumber and Sawmill Workers		
Motion Picture Photographers					No. 2505 .....	\$	133.40
No. 659 .....	144.00				Plywood Workers No. 2792 .....		41.60
Motion Picture Screen Cartoon-						\$	175.00
ists No. 839 .....	144.00						
Motion Picture Set Painters							
No. 729 .....	96.00						
Motion Picture Sound Techni-					<b>LA JOLLA</b>		
cians No. 695 .....	144.00				Carpenters and Joiners No.		
Motion Picture Studio Art					1358 .....	\$	110.64
Craftsmen No. 790 .....	24.00						
Motion Picture Studio First Aid					<b>LANCASTER</b>		
Employees No. 767 .....	28.60				Carpenters and Joiners No.		
Motion Picture Studio Cine-					2185 .....	\$	256.60
technicians No. 789 .....	144.00				Lathers No. 539 .....		10.96
Motion Picture Studio Labor-						\$	267.56
ers No. 727 .....	72.00						
Motion Picture Studio Electri-					<b>LODI</b>		
cal Technicians No. 728 .....	240.00				Carpenters and Joiners No.		
Motion Picture Studio Projec-					1418 .....	\$	93.48
tionists No. 165 .....	146.08						
Office Employees No. 174 .....	576.00				<b>LOMPOC</b>		
Operative Plasterers and Ce-					Chemical Workers No. 146 .....	\$	141.96
ment Finishers No. 755 .....	78.00						
Post Office Clerks No. 1256 .....	44.68				<b>LONG BEACH</b>		
Screen Actors Guild .....	2,400.00				Asbestos Workers No. 20 .....	\$	16.00
Screen Extras Guild, Inc. ....	1,536.00				Automotive Employees and		
Screen Story Analysts No. 854 ..	11.32				Laundry Drivers No. 88 .....		48.00
Studio Carpenters No. 946 .....	327.28				Bakers No. 31 .....		193.12
Studio Electricians No. 40 .....	144.00				Barbers No. 622 .....		71.36
Studio Grips No. 80 .....	144.00				Bartenders No. 686 .....		246.00
Studio Transportation Drivers					Building and Construction		
No. 399 .....	480.00				Trades Council .....		12.00
Studio Utility Employees No.					Boilermakers No. 1285 .....		121.44
724 .....	192.00				Bricklayers No. 13 .....		120.00
	\$ 10,861.69				Carpenters and Joiners No. 710		899.60
					Cement Finishers No. 791 .....		158.76
					Central Labor Council .....		12.00
					Chauffeurs and Sales Drivers		
<b>HONOLULU</b>					No. 572 .....		336.00
Building and Construction					Chemical Workers No. 1 .....		193.08
Trades Council .....	\$ 20.00				Culinary Alliance No. 681 .....		1,760.00
Central Labor Council .....	12.00				Dry Dock and Ordnance Paint-		
Hotel Restaurant Employees					ers No. 1501 .....		29.48
and Bartenders No. 5 .....	49.92				General Truck Drivers No. 692 ..		120.00
	\$ 81.92				Hod Carriers and Common La-		
					borers No. 507 .....		600.00
<b>HUNTINGTON PARK</b>					Lathers No. 172 .....		96.00
Butchers No. 563 .....	660.00				Motion Picture Projectionists		
California Federation of Post					No. 521 .....		28.32
Office Clerks .....	12.00				Municipal Employees No. 112 ..		48.00
Glass Bottle Blowers No. 100 ..	40.84				Musicians Association No. 353 ..		48.00
Glass Bottle Blowers No. 114 ..	60.00				Painters No. 256 .....		556.52
Glass Bottle Blowers No. 125 ..	120.40				Plasterers and Cement Finish-		
Glass Bottle Blowers, American					ers No. 343 .....		203.12
Flint No. 141 .....	22.00				Plumbers and Steamfitters No.		
Glass Bottle Blowers No. 145 ..	54.08				494 .....		299.68
Glass Bottle Blowers No. 146 ..	132.00				Post Office Clerks No. 543 .....		72.00
United Automobile Workers No.					Printing Pressmen No. 285 .....		26.08
990 .....	46.40				Retail Clerks No. 324 .....		216.00
	\$ 1,147.72				Rig Builders No. 1458 .....		94.44
					Roofers No. 72 .....		45.44
					State Council Culinary Workers		12.00
<b>INGLEWOOD</b>					Stereotypers No. 161 .....		24.00
Carpenters and Joiners No.					Typographical No. 650 .....		84.40
2435 .....	\$ 379.20				United Cement, Lime and Gyp-		
Painters and Decorators No.					sum Workers No. 59 .....		68.24
1346 .....	452.12				United Garment Workers No. 56		24.00
	\$ 831.32						
<b>KINGSBURG</b>							
Cannery Workers No. 746 .....	\$ 89.56						\$ 6,883.08

## LOS ANGELES

Advertising and Public Relations Employees No. 518.....\$	22.00	District Council Brick and Clay Workers No. 11 .....	12.00
American Flint Glass Workers No. 139 .....	70.00	District Council Carpenters .....	12.00
American Guild of Variety Artists .....	96.00	District Council Painters No. 36 .....	13.00
Asbestos Workers No. 5 .....	96.00	District Council Plasterers and Cement Masons .....	24.00
Automotive, Marine Production Finishers, Equipment Maintenance and Public Service Painters No. 1798 .....	120.00	Electrical Workers No. B-11.....	720.00
Bakers No. 37 .....	1,423.32	Electrical Workers No. B-18.....	288.00
Bakers No. 453 .....	74.25	Electrical Workers No. 1710.....	240.00
Bakery and Confectionery Workers No. 400 .....	240.00	Electrotypers No. 137 .....	36.92
Bakery Drivers No. 276 .....	480.70	Elevator Constructors No. 18.....	80.64
Barbers No. 295 .....	240.00	Elevator Operators and Starters No. 217.....	136.00
Bartenders No. 284 .....	1,111.48	Film Exchange Employees No. 61-B .....	60.88
Beauticians No. 295-A .....	24.00	Firemen and Oilers No. 152.....	4.00
Beer Drivers and Helpers No. 203 .....	144.00	Food Processors and Packers No. 547 .....	48.00
Bill Posters and Billers No. 32....	26.40	Food, Drug and Beverage Warehousemen No. 595 .....	480.00
Boilermakers, Blacksmiths, Drop Forgers, and Helpers No. 1212 .....	48.00	Freight Handlers and Clerks No. 357 .....	240.00
Board of Education Employees No. 99 .....	240.00	Fruit and Produce Drivers No. 630 .....	240.00
Boilermakers No. 92 .....	520.00	Glass Bottle Blowers No. 129.....	24.40
Bookbinders No. 63 .....	60.00	Glass Bottle Blowers No. 208.....	3.00
Bricklayers No. 2 .....	192.00	Glass Workers No. 636 .....	516.74
Brick and Clay Workers No. 615 .....	39.88	Government Employees No. 1167 .....	18.00
Brick and Clay Workers No. 661 .....	49.96	Gunite Workers No. 345 .....	67.20
Building Material and Dump Truck Drivers No. 420.....	768.00	Hardwood Floor Workers No. 2144 .....	516.72
Building Service Employees No. 193 .....	24.00	Hay Haulers, Dairy Employees No. 737 .....	48.00
Building Service Employees No. 76 .....	85.80	Hod Carriers and Common Laborers No. 300 .....	1,800.00
Bus Drivers No. 1222 .....	96.00	Hotel Service Employees No. 765 .....	216.00
Cabinet Makers and Millmen No. 721.....	1,017.00	House, Building and General Movers No. 923 .....	96.80
California State Association of Electrical Workers .....	12.00	Ice Drivers, Cold Storage Warehousemen No. 942 .....	72.00
California State Council Building Service Employees .....	12.00	Insurance Agents No. 86 .....	173.92
Cap Makers No. 22 .....	30.00	Iron Workers (Shopmen) No. 509 .....	30.00
Carpenters and Joiners No. 25.....	803.88	Jewelry Workers No. 23 .....	84.00
Carpenters and Joiners No. 929....	226.72	Joint Council Laundry Workers No. 2 .....	12.00
Carpenters and Joiners No. 1497 .....	946.48	Joint Council of Teamsters No. 42 .....	12.00
Carpenters and Joiners No. 1976 .....	227.96	Joint Executive Board of Bakery and Confectionery Workers .....	12.00
Cement Masons No. 627 .....	520.88	Joint Executive Board Culinary Workers .....	13.00
Central Labor Council .....	18.00	Joint Executive Conference Electrical Workers of Southern California .....	12.00
Chemical Workers No. 11 .....	274.00	Ladies Garment Workers No. 84 .....	130.00
Chemical Workers No. 350 .....	36.20	Ladies Garment Workers No. 96 .....	104.00
Chemical Workers No. 452 .....	132.00	Ladies Garment Workers No. 97 .....	130.00
Cigar Makers No. 225 .....	24.00	Ladies Garment Workers No. 445 .....	56.00
Cleaning and Dye House Workers No. 11 .....	48.00	Ladies Garment Workers No. 451 .....	56.00
Cloak Makers No. 55 .....	260.00	Ladies Garment Workers No. 482 .....	117.00
Cloak Makers No. 58 .....	260.00	Ladies Garment Workers No. 496 .....	117.00
Commercial Telegraphers No. 48 .....	120.00	Ladies Garment Workers No. 497 .....	26.00
Cooks No. 468 .....	960.00		
Council of Federated Municipal Crafts .....	12.00		
Dairy Employees, Plant and Clerical No. 93 .....	751.68		
Dental Technicians No. 100.....	28.80		
Department, Variety, Specialty Store Employees No. 777.....	240.00		
Dining Car Employees No. 582..	179.52		

Ladies Garment Workers No. 512 .....	52.00	Pacific South West District Council of Government Employees .....	12.00
Lathers No. 42 .....	88.80	Package and General Utilities Drivers No. 396 .....	240.00
Lathers No. 42-A .....	513.08	Painters No. 116 .....	480.00
Laundry and Dry Cleaning Workers No. 52 .....	192.00	Painters No. 434 .....	144.64
Laundry, Linen Supply Drivers No. 928 .....	240.00	Painters No. 1348 .....	120.00
Los Angeles Allied Printing Trades Council .....	12.00	Paint Makers No. 1232 .....	101.04
Los Angeles Building and Construction Trades Council .....	12.00	Paper Handlers No. 3 .....	38.40
Local Freight Drivers No. 208 .....	240.00	Paper Makers No. 208 .....	117.68
Los Angeles City Employees No. 119 .....	18.00	Paper Makers No. 356 .....	61.60
Los Angeles City Water and Power Employees No. 233 .....	24.00	Pattern Makers Association .....	38.40
Los Angeles Fire Department Employees No. 1420 .....	103.00	Photo Engravers No. 32 .....	192.00
Los Angeles City Park and Recreation Department Employees No. 517 .....	97.92	Plasterers No. 2 .....	240.00
Los Angeles County Employees No. 187 .....	25.00	Plumbers No. 78 .....	1,102.12
Los Angeles County Probation Officers No. 685 .....	66.00	Postal Supervisors No. 39 .....	28.00
Los Angeles County Mechanical Supervisory Employees No. 180 .....	24.00	Post Office Clerks No. 64 .....	192.00
Los Angeles County Superior Court Clerks No. 575 .....	39.12	Printing Pressmen No. 78 .....	264.00
Los Angeles County Guards No. 790 .....	42.92	Printing Specialists and Paper Converters No. 388 .....	480.00
Los Angeles Editorial Association No. 1 .....	89.76	Provision House Workers No. 274 .....	360.00
Line Drivers No. 224 .....	240.00	Public Service Carpenters No. 2231 .....	28.48
Linoleum, Carpet and Soft Tile Workers No. 1247 .....	432.08	Public Service Painters No. 323 .....	25.20
Los Angeles Metal Trades Council .....	12.00	Pulp, Sulphite, and Paper Mill Workers No. 266 .....	72.00
Lumber and Sawmill Workers No. 2288 .....	1,963.84	Pulp, Sulphite, and Paper Mill Workers No. 307 .....	220.00
Machinists No. 311 .....	480.00	Pulp, Sulphite, and Paper Mill Workers No. 550 .....	45.32
Mailers No. 9 .....	178.36	Pulp, Sulphite, and Paper Mill Workers No. 680 .....	54.00
Manifold and Sales Book Workers No. 522 .....	121.84	Railway Carmen No. 601 .....	158.40
Meat Cutters No. 421 .....	1,300.00	Railway News Service No. 357 .....	26.00
Meat and Provision Drivers No. 626 .....	249.60	Re-Inforced Iron Workers No. 416 .....	72.00
Metal Polishers No. 67 .....	36.00	Retail Clerks No. 770 .....	4,000.00
Millwrights No. 1607 .....	251.40	Retail Milk Drivers and Salesmen No. 441 .....	854.80
Miscellaneous Employees No. 440 .....	888.36	Roofers No. 36 .....	432.08
Miscellaneous Foremen and Park Works Superintendents No. 413 .....	42.30	Service and Maintenance Employees No. 399 .....	650.00
Molders and Foundry Workers No. 374 .....	65.28	Sheet Metal Workers No. 108 .....	2,104.48
Motion Picture Projectionists No. 150 .....	305.40	Shinglers No. 1125 .....	247.48
Municipal Truck Drivers No. 403 .....	93.36	Sign and Pictorial Painters No. 831 .....	60.00
Musicians No. 47 .....	1,920.00	Southern California Council of Public Employees S.C. and M.E. ....	12.00
National Postal Transport Association .....	24.00	Southern California District Council of Lathers .....	12.00
New Furniture and Appliance Drivers No. 196 .....	720.00	Southern California District Council of Laborers .....	12.00
Newspaper Pressmen No. 18 .....	182.40	Southern California Pipe Trades Committee .....	12.00
Office Employees No. 30 .....	120.00	Southern California Typographical Conference .....	12.00
Office Employees No. 305 .....	13.80	Sportswear and Cotton Garment Workers No. 266 .....	240.00
Operating Engineers No. 12 .....	5,304.00	Sprinkler Fitters No. 709 .....	130.80
		Stage Employees No. 33 .....	96.00
		Stationary Operating Engineers No. 501 .....	408.00
		Steel, Paper House, Chemical Drivers No. 578 .....	96.00
		Stereotypers No. 58 .....	96.00
		Stove Mounters No. 125 .....	165.96
		Structural Iron Workers No. 433 .....	144.00
		Switchmen No. 43 .....	24.00
		Teachers No. 1021 .....	36.52

Teamsters Automotive Workers No. 495 .....	144.00
Theatrical Press Agents and Managers No. 18032 .....	24.00
Theatrical Wardrobe Attendants No. 768 .....	30.00
Tile Layers No. 18 .....	28.80
Transportation (Street Car-men) No. 1277 .....	520.00
Typographical No. 174 .....	720.00
United Association Steamfitters No. 250 .....	480.00
United Garment Workers No. 94 .....	24.00
United Garment Workers No. 125 .....	260.00
United Health Workers No. 1036 .....	3.00
United Textile Workers No. 92 .....	28.00
Van, Storage and Furniture Drivers No. 389 .....	346.20
Waiters No. 17 .....	1,128.00
Waitresses No. 639 .....	1,920.00
Western Warehousemen and Produce Council .....	12.00
Wholesale Delivery Drivers No. 848 .....	1,282.16
Wholesale Salesmen, Dairy Drivers No. 306 .....	240.00
Window Cleaners No. 349 .....	60.00
Women's Union Label League No. 36 .....	12.00
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	\$ 59,377.31

<b>LOS GATOS</b>	
Carpenters and Joiners No. 2006 .....	\$ 125.24

<b>LOS NIETOS</b>	
Brick and Clay Workers No. 824 \$	126.12

<b>LOYALTON</b>	
Lumber and Sawmill Workers No. 2695 .....	\$ 127.04

<b>MADERA</b>	
Carpenters and Joiners No. 2189 .....	\$ 26.00
Construction and General Laborers No. 920 .....	44.00
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	\$ 70.00

<b>MANTECA</b>	
Beet Sugar Operators No. 20733 \$	66.24

<b>MARTELL</b>	
Carpenters and Joiners No. 1522 .....	\$ 24.00

<b>MARTINEZ</b>	
Allied Hospital Employees No. 251 .....	\$ 101.20
Carpenters and Joiners No. 2046 .....	144.00
Central Labor Council .....	12.00
Construction and General Laborers No. 324 .....	480.00
Painters No. 741 .....	72.00
Plumbers No. 159 .....	146.08
Private Hospital Employees No. 277 .....	24.00
Teamsters No. 315 .....	971.72
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	\$ 1,951.00

<b>MARYSVILLE</b>	
Barbers No. 720 .....	\$ 2.00
Bartenders and Culinary Alliance No. 715 .....	112.00
Building and Construction Trades Council .....	12.00
Carpenters and Joiners No. 1570 .....	147.16
Central Labor Council .....	12.00
General Teamsters No. 137 .....	600.00
Hod Carriers and General Laborers No. 121 .....	176.34
Meat Cutters and Butchers No. 505 .....	97.12
Stage Employees No. 216 .....	24.00
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	\$ 1,182.62

<b>MAYWOOD</b>	
Glass Bottle Blowers No. 148 .....	\$ 96.00
Glass Bottle Blowers No. 190 .....	24.00
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	\$ 120.00

<b>MERCED</b>	
Carpenters and Joiners No. 1202 .....	\$ 89.32
Central Labor Council .....	18.00
Construction and General Laborers No. 995 .....	166.45
Plasterers and Cement Masons No. 672 .....	30.84
Typographical No. 865 .....	26.00
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	\$ 330.61

<b>MILL VALLEY</b>	
Carpenters and Joiners No. 1710 .....	\$ 119.27

<b>MODESTO</b>	
Barbers No. 787 .....	\$ 24.00
Building and Construction Trades Council .....	12.00
California State Hospital Employees No. 636 .....	68.56
Cannery Workers No. 748 .....	176.00
Carpenters and Joiners No. 1235 .....	166.88
Central Labor Council .....	12.00
Chemical Workers No. 190 .....	78.68
Culinary Workers and Bartenders No. 542 .....	461.72
Electrical Workers No. B-684 .....	110.40
Hod Carriers and General Laborers No. 1130 .....	150.80
Musicians No. 652 .....	72.16
Office Employees No. 208 .....	28.00
Painters No. 317 .....	60.00
Plasterers No. 429 .....	25.12
Plumbers No. 437 .....	104.00
Post Office Clerks No. 635 .....	25.08
Sign and Pictorial Artists No. 1629 .....	24.00
Stage Employees No. 564 .....	24.00
Teamsters No. 386 .....	816.00
Typographical No. 689 .....	24.00
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	\$ 2,463.40

<b>MONROVIA</b>	
Electrical Workers No. B-1008 .....	\$ 340.80

## OFFICERS REPORTS TO

## MONTEREY

Barbers No. 896 .....	\$ 29.60
Bartenders and Culinary Workers No. 483 .....	287.72
Building and Construction Trades Council .....	12.00
Carpenters and Joiners No. 1323 .....	295.60
Central Labor Council .....	12.00
Fish Cannery Workers of the Pacific .....	153.16
Hod Carriers and Common Laborers No. 690 .....	144.00
Painters and Decorators No. 272 .....	24.00
Plasterers and Cement Finishers No. 337 .....	24.00
Plumbers No. 62 .....	40.80
Seine and Line Fishermen .....	88.00
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	\$ 1,110.88

## MOUNTAIN VIEW

Carpenters and Joiners No. 1280 .....	\$ 406.00
Hardwood Floor Layers No. 3107 .....	22.56
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	\$ 428.56

## MYERS FLAT

Lumber and Sawmill Workers No. 2952 .....	\$ 30.00
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## NAPA

Bartenders and Culinary Workers No. 753 .....	\$ 145.64
Building and Construction Trades Council .....	12.00
Carpenters and Joiners No. 2114 .....	167.92
California State Hospital Employees No. 174 .....	25.36
Central Labor Council .....	18.00
Hod Carriers and General Laborers No. 371 .....	161.40
Machinists No. 1419 .....	120.00
Packing House Employees No. 668 .....	34.76
Painters No. 262 .....	37.60
Plasterers and Cement Finishers No. 766 .....	28.00
United Garment Workers No. 137 .....	15.00
United Garment Workers No. 197 .....	124.24
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	\$ 889.92

## NEWARK

Brick and Clay Workers No. 552 .....	\$ 26.00
Chemical Workers No. 62 .....	82.52
Stove Mounters No. 61 .....	204.32
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	\$ 312.84

## NORTH FORK

Lumber and Sawmill Workers No. 2762 .....	\$ 67.72
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## NORWALK

Brick and Clay Workers No. 487 .....	\$ 20.00
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## OAKLAND

Alameda County Building and Construction Trades Council .....	\$ 12.00
Allied Printing Trades Council .....	12.00
Alameda County School Employees No. 257 .....	93.04
Auto and Ship Painters No. 1176 .....	109.44
Automotive Machinists No. 1546 .....	2,400.00
Bakers No. 119 .....	288.00
Bakery Wagon Drivers No. 432 .....	340.87
Barbers No. 134 .....	213.60
Bartenders No. 52 .....	636.28
Blacksmiths, Drop Forgers, and Helpers No. 1171 .....	30.00
Boilermakers No. 39 .....	250.00
Bricklayers No. 8 .....	96.00
Building Service Employees No. 18 .....	426.08
Butchers No. 120 .....	450.00
California Conference Typographical Unions .....	12.00
California State Council Cannery Workers .....	12.00
Candy Workers No. 119-C .....	120.00
Cannery Workers No. 750 .....	1,982.16
Carpenters and Joiners No. 36 .....	1,069.72
Carpenters and Joiners No. 1473 .....	282.04
Carpet, Linoleum, and Soft Tile Workers No. 1290 .....	132.00
Cement Masons No. 594 .....	168.00
Cemetery Workers and Greens Attendants No. 322 .....	24.00
Central Labor Council .....	12.00
Chauffeurs No. 923 .....	241.36
Cleaning and Dye House Workers No. 23 .....	300.00
Clerks and Lumber Handlers No. 939 .....	36.00
Commercial Telegraphers No. 208 .....	48.00
Construction and General Laborers No. 304 .....	960.00
Cooks No. 228 .....	960.00
Culinary Alliance No. 31 .....	1,780.24
Department and Specialty Store Employees No. 1265 .....	283.20
Dining Car Cooks and Waiters No. 456 .....	144.00
District Council of Painters No. 16 .....	12.00
Drydock and Marine Waysmen No. 3116 .....	20.00
Electrical Workers No. B-595 .....	600.00
Electrical Workers No. 1245 .....	372.00
Federated Fire Fighters of California .....	16.00
Federated Fire Fighters (Alameda) No. 689 .....	40.40
Federated Fire Fighters (Burbank) No. 778 .....	28.00
Federated Fire Fighters (Chico) No. 1108 .....	28.00
Federated Fire Fighters (Eureka) No. 652 .....	28.00
Federated Fire Fighters (Fresno) No. 753 .....	101.80
Federated Fire Fighters Association (Fresno County) No. 1180 .....	8.00
Federated Fire Fighters (Glen-dale) No. 776 .....	28.00

Federated Fire Fighters Association (Lakewood) (11th District) .....	28.92	Motion Picture Projectionists No. 169 .....	40.92
Federated Fire Fighters (Long Beach) No. 372 .....	118.80	Newspaper and Periodical Drivers No. 96 .....	112.16
Federated Fire Fighters (Los Altos) No. 1167 .....	24.00	Newspaper Printing Pressmen No. 39 .....	40.40
Professional Fire Fighters (Los Angeles) No. 748 .....	173.26	Newspaper Writers and Reporters No. 22279 .....	24.00
Federated Fire Fighters (Los Gatos) No. 1165 .....	24.88	Ninth District Council of Bakers Nurserymen, Gardeners and Florists No. 300 .....	12.00
Federated Fire Fighters (Montebello) No. 1193 .....	8.00	Office Employees No. 29 .....	32.00
Federated Fire Fighters (Monte-rey Park) No. 1168 .....	20.00	Painters No. 127 .....	643.92
Federated Fire Fighters (Oakland) No. 55 .....	297.28	Paint Makers No. 1101 .....	419.52
Federated Fire Fighters ("Federal Naval Air Station") .....	28.48	Plasterers No. 112 .....	293.76
Federated Fire Fighters, Alameda Medical Depot .....	28.00	Post Office Clerks No. 78 .....	48.00
Federated Fire Fighters (Ontario) No. 1123 .....	28.32	Printing Pressmen No. 125 .....	132.00
Federated Fire Fighters (Palm Springs) No. 1154 .....	22.00	Printing Specialty and Paper Products No. 382 .....	96.00
Federated Fire Fighters (Pasadena) No. 809 .....	75.84	Pulp, Sulphite, and Paper Mill Workers No. 255 .....	672.00
Federated Fire Fighters (Richmond) No. 188 .....	75.74	Railway Carmen No. 735 .....	121.20
Federated Fire Fighters (Sacramento) No. 522 .....	20.00	Retail Delivery Drivers No. 588 .....	40.40
Federated Fire Fighters (San Diego) No. 145 .....	200.00	Retail Food Clerks No. 870 .....	240.00
Federated Fire Fighters — San Francisco Bay Area .....	12.00	Roofers No. 81 .....	576.00
Federated Fire Fighters — Treasure Island .....	6.12	Sheet Metal Workers No. 216 .....	120.00
International Association Fire Fighters (San Jose) No. 873 .....	47.44	Sheet Metal Workers No. 355 .....	240.00
Federated Fire Fighters (Santa Ana) No. 509 .....	28.00	Shipyards and Marine Shop Laborers No. 886 .....	96.00
Federated Fire Fighters (Santa Clara) No. 1171 .....	14.00	Sleeping Car Porters .....	300.00
Federated Fire Fighters (Santa Monica) No. 1109 .....	47.88	Steamfitters and Helpers No. 342 .....	120.00
Federated Fire Fighters (Santa Rosa) No. 1050 .....	28.00	Street Carmen No. 192 .....	240.00
Federated Fire Fighters (Vallejo) No. 1186 .....	11.64	Teachers No. 771 .....	696.20
Los Angeles County Fire Protection District Fire Fighters (Whittier) No. 1014 .....	365.00	Teamsters No. 70 .....	48.92
Floor Layers and Carpenters No. 1861 .....	48.00	Teamsters Automotive Employees No. 78 .....	3,221.68
Gardeners, Florists and Nurserymen No. 1206 .....	44.20	Technical Engineers, Architects and Draftsmen No. 39 .....	144.00
General Warehousemen No. 853 .....	420.00	Theatrical Employees No. B-82 .....	34.96
Glass Bottle Blowers No. 2 .....	48.00	Theatrical Janitors No. 121 .....	48.00
Glass Bottle Blowers No. 137 .....	40.64	Theatrical Stage Employees No. 107 .....	35.19
Glass Bottle Blowers No. 141 .....	240.00	Typographical No. 36 .....	23.60
Glass Bottle Blowers Association No. 155 .....	156.64	University of California Employees No. 371 .....	255.80
Government Employees No. 1533 .....	30.00	Welders and Burners No. 681 .....	94.08
Hod Carriers No. 166 .....	120.00		144.00
Ironworkers No. 378 .....	96.00		\$ 28,591.50
Ironworkers (Shopmen) No. 491 .....	96.00		
Lathers No. 88 .....	90.00		
Laundry Drivers No. 209 .....	167.48		
Laundry Workers No. 2 .....	360.00		
Milk Wagon Drivers No. 302 .....	288.00		

## OLIVE VIEW

Los Angeles County Department of Charities No. 347.....\$ 96.00

## OLEUM

Asbestos Workers No. 108 .....\$ 10.00

## ONTARIO

City Employees No. 472 .....\$ 24.00

## ORO GRANDE

Cement Workers No. 192 .....\$ 117.56

## OROVILLE

Barbers No. 643 .....\$ 24.00

Bartenders and Culinary Workers No. 654 ..... 210.64 |

Butchers No. 460 ..... 22.00 |

Cannery, Dried Fruit, and Nut Workers No. 849 ..... 285.16 |

Carpenters No. 1240 ..... 87.12 |

Central Labor Council ..... 12.00 |

\$ 640.92

## OFFICERS REPORTS TO

## OXNARD

Barbers No. 959 .....	\$ 24.00
Sugar Workers No. 20875 .....	143.52
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	\$ 167.52

## PALM SPRINGS

Carpenters and Joiners No. 1046 .....	\$ 83.24
Lathers No. 454 .....	26.00
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	\$ 109.24

## PALO ALTO

Barbers No. 914 .....	\$ 52.80
Bindry Workers No. 21 .....	24.00
Carpenters and Joiners No. 668 .....	397.71
Painters No. 388 .....	149.32
Typographical No. 521 .....	24.00
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	\$ 647.83

## PASADENA

Barbers No. 603 .....	\$ 36.00
Carpenters and Joiners No. 769 .....	610.60
Cement Masons No. 923 .....	111.48
Central Labor Council .....	12.00
Hod Carriers No. 439 .....	192.00
Hotel-Restaurant Employees and Bartenders No. 531 .....	638.88
Lathers No. 81 .....	153.92
Meat Cutters No. 439 .....	376.32
Operative Potters No. 222 .....	52.00
Painters and Decorators No. 92 .....	288.00
Pasadena School District Employees No. 606 .....	79.12
Plasterers and Cement Finishers No. 194 .....	198.20
Plumbers No. 280 .....	162.32
Printing Pressmen No. 155 .....	24.00
Typographical No. 583 .....	72.80
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	\$ 3,007.64

## PATTON

California State Hospital Employees No. 128 .....	\$ 26.00
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## PETALUMA

Barbers No. 419 .....	\$ 24.00
Bartenders and Culinary Workers No. 271 .....	127.44
Beauticians No. 419-A .....	24.00
Central Labor Council .....	12.00
Painters No. 293 .....	24.00
Poultry and Egg Workers No. 364-B .....	49.92
Typographical No. 600 .....	24.00
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	\$ 285.36

## PITTSBURG

Barbers No. 917 .....	\$ 37.32
Bartenders and Culinary Workers No. 822 .....	275.28
Chemical Workers No. 23 .....	198.28
Glass Bottle Blowers No. 160 .....	77.40
Paper Makers No. 329 .....	102.16
Plasterers and Cement Finishers No. 825 .....	24.00
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	\$ 714.44

## PLACERVILLE

Carpenters and Joiners No. 1992 .....	\$ 30.24
Hotel and Restaurant Workers No. 793 .....	60.40
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	\$ 90.64

## POMONA

Barbers No. 702 .....	\$ 24.00
Central Labor Council .....	24.00
Chemical Workers No. 58 .....	69.96
Glass Bottle Blowers No. 111 .....	64.72
Glass Bottle Blowers No. 232 .....	24.00
Hod Carriers No. 806 .....	270.46
Painters and Decorators No. 979 .....	304.68
Plumbers and Steamfitters No. 398 .....	236.00
Printing Pressmen No. 320 .....	24.00
Retail Clerks No. 1428 .....	240.00
Typographical No. 994 .....	48.00
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	\$ 1,329.82

## PORT CHICAGO

Chemical Workers No. 25 .....	\$ 57.20
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## PORTERVILLE

Carpenters and Joiners No. 2126 .....	\$ 27.36
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## RED BLUFF

Lumber and Sawmill Workers No. 2850 .....	\$ 33.68
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## REDDING

Barbers No. 6 .....	\$ 27.00
Carpenters and Joiners No. 1599 .....	261.20
Central Labor Council .....	12.00
Culinary Workers No. 470 .....	240.00
Hod Carriers and Common Laborers No. 961 .....	84.00
Lumber and Sawmill Workers No. 2608 .....	574.88
Meat Cutters and Butchers No. 352 .....	9.08
Motion Picture Projectionists No. 739 .....	12.00
Painters and Decorators No. 315 .....	25.12
Plasterers and Cement Masons No. 805 .....	30.99
Retail Clerks No. 1364 .....	144.00
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	\$ 1,420.27

## REDLANDS

Electrical Workers Council "Santa Fe System" .....	\$ 12.00
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## REDONDO BEACH

Brick and Clay Workers No. 923 .....	\$ 13.80
Carpenters and Joiners No. 1478 .....	343.20
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	\$ 357.00

## REDWOOD CITY

Cement Mill Workers No. 760 .....	\$ 48.00
Teachers No. 1163 .....	30.00
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	\$ 78.00

## RENO, NEVADA

Lumber and Sawmill Workers No. 2903 .....	\$ 24.00
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RESEDA	
Carpenters and Joiners No. 844 \$	715.52
RICHMOND	
Barbers No. 508 .....	\$ 24.00
Bartenders and Culinary Workers No. 595 .....	799.60
Boilermakers No. 513 .....	178.00
California School District Employees No. 1328 .....	4.00
Carpenters and Joiners No. 642..	510.82
Contra Costa County Public Employees No. 302 .....	6.40
Electrical Workers No. B-302 .....	339.08
Fabricated Metal and Enamelware Workers No. 18524 .....	75.09
Firemen and Oilers No. 972 .....	5.00
Leadburners No. 512 .....	24.00
Motion Picture Projectionists No. 560 .....	24.00
Office Employees No. 243 .....	76.80
Operative Potters No. 89 .....	52.00
Painters No. 560 .....	210.48
Retail Clerks No. 1179 .....	776.60
Typographical No. 738 .....	24.00
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	\$ 3,129.87

RIVERSIDE	
Barbers No. 171 .....	\$ 42.40
Building and Construction Trades Council .....	12.00
Carpenters and Joiners No. 235..	368.24
Central Labor Council .....	12.00
City Employees No. 395 .....	24.00
District Council United Cement, Lime, and Gypsum Workers No. 3 .....	13.00
District Council of Painters No. 48 .....	12.00
Electrical Workers No. 440 .....	72.00
Hod Carriers and General Laborers No. 1184 .....	240.00
Retail Clerks No. 1167 .....	480.00
United Cement, Lime, and Gypsum Workers No. 43 .....	179.28
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	\$ 1,454.92

ROSEVILLE	
Central Labor Council .....	\$ 12.00
Railway Carmen No. 231 .....	356.32
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	\$ 368.32

SACRAMENTO	
Allied Printing Trades Council..\$	12.00
Bakers No. 85 .....	300.76
Barbers No. 112 .....	77.00
Bartenders No. 600 .....	288.00
Bookbinders No. 35 .....	30.00
Building and Construction Trades Council .....	12.00
Building Service Employees No. 22 .....	144.00
Building Service Employees No. 411 .....	41.12
Butchers No. 498 .....	633.80
California Council State Employees No. 56 .....	6.00
California Department Industrial Relations Employees No. 1031 .....	24.00

California State Federation of	
Teachers .....	12.00
Cannery Workers No. 857 .....	1,922.36
Carpenters and Joiners No. 586..	960.00
Carpet, Linoleum, and Tile Workers No. 1237 .....	50.96
Cement Finishers No. 582 .....	130.80
Central Labor Council .....	12.00
Chauffeurs and Teamsters No. 150 .....	1,977.00
Construction and General Laborers No. 185 .....	240.00
Cooks No. 683 .....	304.48
County Employees No. 146 .....	48.00
District Council of Carpenters....	12.00
Electrical Workers No. B-340 ....	180.00
Grant Union High and Technical District Employees No. 930 .....	24.00
Hod Carriers No. 262 .....	77.20
Iron Workers No. 118 .....	96.00
Jewelry Workers No. 112 .....	28.00
Lathers No. 109 .....	32.16
Laundry and Cleaning Drivers No. 234 .....	30.72
Laundry and Dry Cleaners No. 75 .....	192.00
Lumber and Sawmill Workers No. 3170 .....	144.00
Millmen No. 1618 .....	96.52
Miscellaneous Employees No. 393 .....	352.28
Moving Picture Machine Operators No. 252 .....	24.00
Musicians No. 12 .....	61.28
Northern California Joint Conference Electrical Workers ....	12.00
Painters No. 487 .....	195.00
Paper Handlers No. 33 .....	10.00
Plumbers and Steamfitters No. 447 .....	144.00
Printing Pressmen No. 60 .....	48.00
Retail Clerks No. 588 .....	480.00
Roofers No. 47 .....	33.00
Sacramento County Board of Education Employees No. 258 .....	76.96
Sheet Metal Workers No. 162 ....	168.80
Stage Employees No. 50 .....	36.00
Stereotypers No. 86 .....	24.00
Street Carmen No. 256 .....	62.40
Teachers No. 31 .....	24.00
Teachers No. 727 .....	18.00
Teamsters, Automotive Chauffeurs No. 165 .....	169.00
Theatre Employees No. B-66 .....	36.00
Typographical No. 46 .....	120.00
Walters and Waitresses No. 561 .....	409.60
Wholesale Plumbing House Employees No. 447-A .....	40.80
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	\$ 10,684.00

SALINAS	
Barbers No. 827 .....	\$ 24.00
Carpenters and Joiners No. 925..	197.04
Central Labor Council .....	12.00
General Teamsters and Warehousemen No. 890 .....	480.00
Hod Carriers and Common Laborers No. 272 .....	89.48
Hotel and Restaurant Employees No. 355 .....	149.00
Machinists No. 1824 .....	72.00

## OFFICERS REPORTS TO

Painters No. 1104 .....	45.96
Plasterers and Cement Finishers No. 763 .....	28.00
Plumbers and Steamfitters No. 503 .....	12.00
Retail Clerks No. 839 .....	171.92
Teachers No. 1020 .....	24.00
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	\$ 1,305.40

## SAN BERNARDINO

Barbers No. 253 .....	\$ 61.92
California State Employees No. 533 .....	20.00
Carpenters and Joiners No. 944 .....	703.96
Central Labor Council .....	12.00
City Schools Maintenance Employees No. 1076 .....	39.92
County Employees No. 122 .....	110.36
Culinary Workers and Bartenders No. 535 .....	584.72
Electrical Workers No. 477 .....	120.00
General Truck Drivers No. 467 .....	300.00
Government Employees No. 1485 .....	66.00
Hod Carriers and Laborers No. 783 .....	513.00
International Fire Fighters No. 891 .....	47.56
Lathers No. 252 .....	77.88
Motion Picture Machine Operators No. 577 .....	24.00
Office Employees No. 83 .....	24.00
Painters No. 775 .....	163.40
Plasterers and Cement Finishers No. 73 .....	197.16
Plumbers and Steamfitters No. 364 .....	167.28
Printing Pressmen No. 138 .....	24.00
Sales Drivers and Dairy Employees No. 166 .....	96.00
Stage Employees No. 614 .....	24.00
Teachers No. 832 .....	48.00
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	\$ 3,425.16

## SAN DIEGO

Allied Printing Trades Council \$ .....	24.00
Bakers No. 315 .....	240.00
Barbers No. 256 .....	88.00
Bindry Workers No. 40 .....	24.00
Brick and Clay Workers No. 955 .....	28.00
Bridgemen No. 229 .....	84.00
Building and Construction Trades Council .....	12.00
Building Material and Dump Truck Drivers No. 36 .....	480.00
Building Service Employees No. 102 .....	192.00
Butchers and Meat Cutters No. 229 .....	592.00
California Council of Office Employees .....	8.00
Carpenters and Joiners No. 1296 .....	728.20
Carpenters and Joiners No. 1571 .....	455.16
Carpet, Linoleum, and Resilient Tile Workers No. 1711 .....	59.40
Central Labor Council .....	12.00
Chauffeurs, Taxicab, etc., Drivers No. 481 .....	240.00

Commercial Telegraphers No. 150 .....	41.76
County and Municipal Employees No. 127 .....	316.88
Culinary Alliance and Hotel Service Workers No. 402 .....	1,162.96
District Council of Carpenters .....	12.00
Electrical Workers No. B-465 .....	264.00
Electrical Workers No. B-569 .....	552.00
Fish Cannery Workers of the Pacific .....	960.00
Floorlayers No. 2074 .....	58.80
Government Employees No. 980 .....	6.20
Government Employees No. 1054 .....	27.20
Government Employees "Naval Supply Depot" No. 1399 .....	20.76
Government Employees No. 1085 .....	24.00
Government Employees No. 1474 .....	4.00
Government Employees No. 1476 .....	24.00
Hod Carriers and Construction Laborers No. 89 .....	816.00
Iron Workers No. 627 .....	110.17
Laundry and Dry Cleaners No. 259 .....	28.20
Mailers No. 75 .....	24.00
Millmen No. 2020 .....	277.00
Motion Picture Projectionists No. 297 .....	39.36
Musicians Association No. 325 .....	168.00
Office Employees No. 139 .....	33.16
Operating Engineers No. 526 .....	96.00
Operative Plasterers and Cement Finishers No. 346 .....	348.92
Painters No. 333 .....	348.00
Printing Pressmen No. 140 .....	33.00
Retail Clerks No. 1222 .....	240.00
Roofers No. 45 .....	52.48
Roofers (Carpenters International) No. 553 .....	35.56
Salesdrivers, Helpers, and Dairy Employees No. 683 .....	480.00
Sheet Metal Workers No. 206 .....	96.00
Shipwrights, Boatbuilders, and Caulkers No. 1300 .....	150.20
Stereotypers No. 82 .....	24.00
Street, Electric Railway, and Motor Coach Employees No. 1309 .....	234.84
Teamsters and Chauffeurs No. 542 .....	240.00
Theatrical Stage Employees No. 122 .....	24.00
Tile Layers, Marble Masons No. 17 .....	44.00
Tri-State Council of California, Arizona, and Nevada .....	12.00
Typographical No. 221 .....	144.00
Waiters and Bartenders No. 500 .....	480.00
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	\$ 11,320.21

## SAN FERNANDO

Government Employees No. 1043 .....	\$ 48.00
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SAN FRANCISCO			
American Guild of Variety Artists .....	\$ 24.00	Cigar Makers No. 228 .....	16.00
Apartment and Hotel Employees No. 14 .....	240.00	City and County Employees No. 400 .....	25.00
Asbestos Workers No. 16 .....	72.00	City and County Employees No. 747 .....	96.00
Asbestos Workers No. 29 .....	24.00	Civil Service Building Maintenance Employees No. 66-A .....	333.64
Automobile and Car Painters No. 1073 .....	53.38	Cleaning and Dye House Workers No. 7 .....	220.00
Automobile Drivers and Demonstrators No. 960 .....	306.76	Cloakmakers No. 8 .....	144.00
Automotive Machinists No. 1305 .....	1,829.48	Commercial Telegraphers No. 34 .....	220.00
Automotive Warehousemen No. 241 .....	120.00	Commission Market Drivers No. 280 .....	144.00
Bakers No. 24 .....	720.00	Construction and General Laborers No. 261 .....	480.00
Bakery Wagon Drivers No. 484 .....	507.76	Cooks No. 44 .....	1,417.80
Barbers No. 148 .....	432.00	Coopers No. 65 .....	47.20
Bar Pilots No. 89 .....	24.00	Coppersmiths No. 438 .....	36.00
Bartenders No. 41 .....	1,381.16	David Scannell Club, Fire Fighters No. 798 .....	817.76
Bay Cities Metal Trades Council	12.00	Dental Technicians of Northern California No. 99 .....	36.00
Bay Counties District Council of Carpenters .....	12.00	District Council Plasterers and Cement Finishers of Northern California .....	12.00
Bill Posters and Billers No. 44 .....	24.00	Dressmakers No. 101 .....	144.00
Blacksmiths, Drop Forgers, and Helpers No. 1168 .....	200.00	Electrical Workers No. 6 .....	480.00
Boilermakers No. 6 .....	720.00	Elevator Constructors No. 8 .....	72.00
Bookbinders and Bindrywomen No. 31-125 .....	216.00	Elevator Operators and Starters No. 117 .....	144.00
Bottlers No. 896 .....	720.00	Emergency Hospital Employees No. 803 .....	28.84
Brewery Drivers No. 888 .....	240.00	Film Exchange Employees No. B-17 .....	48.00
Brewers, Malsters, and Yeast Makers No. 893 .....	336.00	Film Exchange Employees No. F-17 .....	48.00
Brewery Shipping, Receiving Clerks No. 884 .....	68.64	Garage Employees No. 665 .....	480.00
Building and Construction Trades Council .....	12.00	Garment Cutters No. 45 .....	45.82
Building Material and Construction Teamsters No. 216 .....	176.00	General Warehousemen No. 860 .....	1,121.40
Building Service Employees No. 87 .....	576.00	Glaziers and Glass Workers No. 718 .....	156.00
Building Service Employees No. 167 .....	24.00	Government Employees No. 634 .....	81.40
Butchers No. 115 .....	852.00	Government Employees No. 1152 .....	8.68
Butchers No. 508 .....	820.84	Government Employees No. 1466 .....	16.44
California Allied Printing Trades Council .....	12.00	Government Employees No. 922 .....	34.60
California Conference of Bookbinders .....	12.00	Granite Cutters .....	19.20
California Pipe Trades Council .....	12.00	Hospital and Institutional Workers No. 250 .....	312.00
California State Council of Carpenters .....	12.00	Hotel Service Workers No. 283 .....	1,375.52
California State Council of Cleaners and Dyers .....	12.00	Ice Wagon Drivers No. 440 .....	48.00
California State Council of Lumber and Sawmill Workers .....	12.00	Inland Boatmen's Union of the Pacific .....	144.00
California State Council of Retail Clerks No. 2 .....	12.00	Iron Workers No. 377 .....	96.00
California State Laborers and Utility Workers No. 1226 .....	24.00	Jewelry Workers No. 36 .....	72.00
California Theatrical Federation .....	12.00	Ladies Garment Cutters No. 213 .....	40.80
Candy and Glace Fruit Workers No. 158 .....	336.00	Laundry Wagon Drivers No. 256 .....	240.00
Carpenters No. 22 .....	1,200.00	Laundry Workers No. 26 .....	1,248.00
Carpenters and Joiners No. 483 .....	489.16	Leather Workers No. 31 .....	48.00
Carpenters and Joiners No. 2164 .....	337.56	Local Joint Board, Culinary, Bartenders and Hotel Service Workers .....	12.00
Cement Finishers No. 580 .....	140.88	Lumber Clerks and Lumbermen No. 2559 .....	204.00
Central California District Council Lumber and Sawmill Workers .....	12.00	Macaroni Workers No. 493 .....	84.00
Chauffeurs No. 265 .....	1,075.96	Marine Cooks and Stewards .....	240.00
Chemical Workers No. 466 .....	24.00	Marine Engineers .....	30.00

## OFFICERS REPORTS TO

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District Council of Carpenters..	12.00	Plasterers No. 381 .....	53.64
District Council of Painters No.		Plumbers No. 467 .....	24.00
33 .....	12.00	Printing Pressmen No. 315.....	31.20
Electrical Workers No. B-332....	84.00	Retail Clerks No. 775 .....	280.00
Freight, Construction and General Drivers No. 287 .....	576.00	Sheet Metal Workers No. 272....	24.00
Hod Carriers No. 234 .....	78.76	Shinglers No. 3111 .....	32.85
Hotel, Restaurant, and Hotel Service Workers No. 180.....	1,100.64	Theatrical Stage Employees No. 409 .....	24.00
Insurance Agents No. 194.....	32.00	Typographical No. 624 .....	74.00
Lathers No. 144 .....	35.96		\$ 3,577.93
Laundry Workers No. 33.....	144.00		
Lumber and Planing Mill Workers No. 3102 .....	85.32	SAN PABLO	
Millmen No. 262 .....	139.80	International Fire Fighters No. 1136 .....	\$ 24.00
Motion Picture Projectionists No. 431 .....	24.00		
Musicians No. 153 .....	24.00	SAN PEDRO	
Painters No. 507 .....	328.28	Auto Machinists No. 1484 .....	\$ 187.52
Plasterers No. 224 .....	70.80	Barbers No. 881 .....	13.00
Plumbers No. 393 .....	120.00	Bartenders No. 591 .....	192.00
Police Department Employees No. 170 .....	16.40	Butchers No. 551 .....	480.00
Printing Pressmen No. 146 .....	48.00	Carpenters No. 1140 .....	367.80
Retail Clerks No. 428 .....	288.00	Central Labor Council .....	12.00
Roofers No. 95 .....	67.20	Chemical Workers No. 53 .....	29.96
Sales Delivery Drivers and Warehousemen No. 296 .....	353.80	Culinary Alliance No. 754 .....	330.12
Sheet Metal Workers No. 309....	153.20	Lathers No. 366 .....	35.00
Stereotypers and Electrotypers No. 120 .....	24.00	Lumber and Sawmill Workers No. 1407 .....	240.00
Street Carmen No. 265 .....	24.00	Masters, Mates, and Pilots No. 18 .....	32.92
Theatrical Stage Employees No. 134 .....	20.00	Painters No. 949 .....	42.00
Typographical No. 231 .....	48.00	Pile Drivers No. 2375 .....	336.00
	\$ 10,298.56	Plasterers and Cement Finishers No. 838 .....	127.00
		Retail Clerks No. 905 .....	848.98
SAN JUAN BAUTISTA		Seine and Line Fishermen .....	144.00
United Cement, Lime, and Gypsum Workers No. 148 .....	\$ 64.04	Shipyard Laborers No. 802 .....	301.60
		Typographical No. 862 .....	26.40
		Waitresses No. 512 .....	281.76
			\$ 4,028.06
		SAN LEANDRO	
		Musicians Association No. 510 \$	12.00
		SAN LUIS OBISPO	
		Barbers No. 767 .....	\$ 24.00
		Central Labor Council .....	15.00
		Construction and General Laborers No. 1464 .....	120.00
		Painters No. 1336 .....	42.44
		Plumbers and Steamfitters No. 403 .....	48.00
		Railway Carmen No. 792 .....	18.00
			\$ 267.44
		SAN MATEO	
		Bartenders and Culinary Workers No. 340 .....	\$ 1,480.00
		Building and Construction Trades Council .....	12.00
		Butchers No. 516 .....	220.76
		Carpenters No. 162 .....	595.24
		Cement Finishers No. 583.....	104.00
		Central Labor Council .....	18.00
		Construction and General Laborers No. 389 .....	222.72
		Electrical Workers No. 617 .....	48.00
		Lathers No. 278 .....	27.40
		Laundry Workers No. 143 .....	72.00
		Paint, Varnish, and Lacquer Makers No. 1053 .....	138.12
		Painters and Decorators No. 913 .....	96.00
		SAN QUENTIN	
		San Quentin Prison Employees No. 416 .....	\$ 25.96
		SAN RAFAEL	
		Barbers No. 582 .....	\$ 29.00
		Bartenders and Culinary Workers No. 126 .....	373.84
		Building and Construction Trades Council .....	12.00
		California State Council of Lathers .....	12.00
		Central Labor Council .....	12.00
		General Truck Drivers No. 624 .....	728.84
		Golden Gate District Council of Lathers .....	12.00
		Hod Carriers and General Laborers No. 291 .....	288.00
		Lathers No. 268 .....	22.00
		Plasterers and Cement Finishers No. 355 .....	30.28
		Retail Clerks No. 1119 .....	224.84
		Teachers No. 1077 .....	20.00
			\$ 1,764.80
		SANTA ANA	
		Barbers No. 549 .....	\$ 24.00
		Beet Sugar Workers No. 20748 .....	85.84
		Building and Construction Trades Council .....	12.00
		Carpenters and Joiners No. 1815 .....	668.36

Central Labor Council .....	12.00		
Chemical Workers No. 66.....	95.40		
District Council of Carpenters of Orange County .....	10.00		
Electrical Workers No. 441 .....	120.00		
Hod Carriers and General La- borers No. 652 .....	893.52		
Lathers No. 440 .....	102.00		
Painters and Decorators No. 686	422.36		
Plasterers and Cement Finish- ers No. 489 .....	212.00		
Plumbers and Steamfitters No. 582 .....	132.00		
Roofers No. 36-C .....	46.44		
Theatrical Stage Employees No. 504 .....	12.00		
Typographical No. 579 .....	24.80		
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	\$ 2,872.72		
SANTA BARBARA			
Barbers No. 832 .....	\$ 28.84		
Building and Construction Trades Council .....	12.00		
California State Conference of Painters .....	12.00		
Carpenters and Joiners No. 1062 .....	265.90		
Carpet and Linoleum Workers No. 1689 .....	24.00		
Central Labor Council .....	24.00		
Chauffeurs and Teamsters No. 186 .....	180.00		
Construction and General La- borers No. 591 .....	227.30		
Culinary Alliance No. 498.....	751.80		
Electrical Workers No. 413.....	36.00		
Hod Carriers and General La- borers No. 195 .....	24.00		
Lathers No. 379 .....	27.00		
Meat Cutters No. 556 .....	171.00		
Musicians Protective Associa- tion No. 308 .....	104.00		
Painters No. 715 .....	82.84		
Plasterers and Cement Finish- ers No. 341 .....	39.00		
Plumbers and Steamfitters No. 114 .....	38.40		
Post Office Clerks No. 264.....	39.00		
Retail Clerks No. 899 .....	192.00		
Sheet Metal Workers No. 273....	51.32		
State, County, and Municipal Employees No. 358 .....	19.20		
Theatrical Stage Employees No. 442 .....	24.00		
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	\$ 2,373.60		
SANTA CLARA			
Glass Bottle Blowers No. 262....	\$ 93.00		
SANTA CRUZ			
Barbers No. 891 .....	\$ 22.00		
Carpenters and Joiners No. 829	28.80		
Central Labor Council .....	12.00		
Construction and General La- borers No. 283 .....	56.40		
Leather Workers No. L-122.....	28.24		
Musicians Association No. 346..	22.00		
Painters and Decorators No. 1026 .....	27.08		
Plasterers and Cement Finish- ers No. 379 .....	24.00		
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	\$ 220.52		
SANTA MARIA			
Barbers No. 941 .....	\$ 24.00		
Carpenters and Joiners No. 2477 .....	60.00		
Central Labor Council .....	12.00		
Chemical Workers No. 224.....	27.84		
Culinary Workers and Bartend- ers No. 703 .....	348.98		
Food Packers, Processors, and Warehousemen No. 865 .....	48.00		
Painters No. 1147 .....	24.32		
Truck Drivers and Helpers No. 381 .....	453.74		
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	\$ 998.88		
SANTA MONICA			
Barbers No. 573 .....	\$ 52.40		
Carpenters and Joiners No. 1400 .....	288.00		
Central Labor Council .....	12.00		
Culinary Workers No. 814.....	1,200.00		
Meat Cutters No. 587 .....	240.00		
Painters No. 821 .....	198.60		
Plumbers No. 545 .....	150.36		
Printing Pressmen No. 429.....	24.00		
Typographical No. 875 .....	24.80		
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	\$ 2,190.16		
SANTA ROSA			
Barbers No. 159 .....	\$ 31.00		
Bartenders and Culinary Work- ers No. 770 .....	409.56		
Building and Construction Trades Council .....	12.00		
Butchers No. 364 .....	120.72		
Central Labor Council .....	12.00		
Electrical Workers No. 551.....	96.00		
General Truck Drivers No. 980	620.36		
Hod Carriers and Laborers No. 139 .....	144.00		
Lathers No. 243 .....	24.00		
Motion Picture Machine Opera- tors No. 420 .....	48.00		
Musicians Association No. 292..	171.80		
Painters No. 364 .....	53.40		
Plasterers and Cement Finish- ers No. 363 .....	43.12		
Printing Pressmen No. 354.....	13.00		
Retail Clerks No. 1532 .....	144.00		
Typographical No. 577 .....	24.00		
	<hr/>		
	\$ 1,966.96		
SEAL BEACH			
Chemical Workers No. 225.....	\$ 72.20		
SELMA			
Carpenters and Joiners No. 1004 .....	\$ 52.12		
SONOMA			
California State Employees No. 14-1 .....	\$ 48.00		
SONORA			
Carpenters and Joiners No. 2196 .....	\$ 35.20		
SOUTH GATE			
Pulp, Sulphite, and Paper Mill Workers No. 253 .....	\$ 48.00		
SPRECKELS			
Sugar Refinery Workers No. 20616 .....	\$ 164.88		

## STOCKTON

Automotive Machinists No. 428 \$	264.00
Bakers No. 120 .....	81.00
Barbers No. 312 .....	24.00
Bartenders No. 47 .....	179.64
Brick and Clay Workers No. 874	41.96
Building and Construction Trades Council .....	12.00
Building Service Employees No. 24 .....	48.00
Butchers No. 127 .....	391.96
California State Employees No. 382 .....	25.32
Cannery Warehousemen No. 601 .....	360.00
Carpenters and Joiners No. 266	240.00
Carpenters and Joiners No. 2891 .....	131.08
Cement Finishers No. 814 .....	24.00
Central Labor Council .....	12.00
Chauffeurs and Teamsters No. 439 .....	1,232.00
City Employees No. 102.....	26.00
County Employees No. 183.....	22.00
Culinary Alliance No. 572.....	625.92
District Council Carpenters of San Joaquin County .....	12.00
Electrical Workers No. 591.....	48.00
Hod Carriers and Common La- borers No. 73 .....	260.00
Laundry Workers No. 177.....	96.00
Motion Picture Projectionists No. 428 .....	24.00
Motor Coach Operators No. 276	29.12
Musicians No. 189 .....	88.00
Office Employees No. 26.....	24.00
Painters No. 1115 .....	151.12
Operative Potters No. 171 .....	44.29
Paper Makers No. 320.....	129.02
Plasterers No. 222 .....	24.00
Plumbers and Steamfitters No. 492 .....	85.25
Post Office Clerks No. 320.....	38.12
Retail Clerks No. 197.....	110.00
Sheep Shearers No. 301-A .....	40.00
Sheet Metal Workers No. 283....	33.48
Theatrical Stage Employees No. 90 .....	30.00
Typographical No. 56 .....	45.00
	\$ 5,052.28

## SUNNYVALE

Theatrical Stage and Motion Picture Operators No. 796.....\$	24.00
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## SUSANVILLE

Barbers and Beauticians No. 311 .....	\$ 24.00
Lumber and Sawmill Workers No. 2790 .....	24.00
Tri-Counties Central Labor Council .....	12.00
	\$ 60.00

## TAFT

Barbers No. 869 .....	\$ 24.00
Carpenters and Joiners No. 1774 .....	18.00
Painters and Decorators No. 702	24.00
	\$ 66.00

## TERMINAL ISLAND

Cannery Workers of the Pacific \$	1,800.00
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## TORRANCE

Boilermakers No. 718 .....	\$ 18.00
Chemical Workers No. 138 .....	43.24
Machinists No. 1619 .....	42.28
Operative Potters No. 218 .....	133.60
	\$ 237.12

## TRACY

Carpenters and Joiners No. 1698 .....	\$ 35.01
Sugar Workers No. 20058 .....	87.36
	\$ 122.37

## TRINIDAD

Loggers No. 3006 .....	\$ 216.24
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## TULARE

Carpenters and Joiners No. 1578 .....	\$ 44.00
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## TURLOCK

Carpenters and Joiners No. 1306 .....	\$ 36.48
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## UKIAH

California State Employees No. 519 .....	\$ 30.16
Central Labor Council .....	12.00
Lumber and Sawmill Workers No. 2975 .....	90.72
North Coast Counties District Council of Carpenters .....	12.00
Pulp, Sulphite, and Paper Mill Workers No. 723 .....	231.56
	\$ 376.44

## VALLEJO

American Federation of Grain Millers No. 71 .....	\$ 100.32
Asbestos Workers No. 70 .....	24.00
Barbers No. 335 .....	65.28
Beauticians No. 335-A .....	12.00
Boilermakers No. 148 .....	100.80
Building and Construction Trades Council .....	12.00
Butchers and Meat Cutters No. 532 .....	192.00
Carpenters and Joiners No. 180..	432.00
Central Labor Council .....	12.00
Culinary Workers and Bartend- ers No. 560 .....	382.16
Electrical Workers No. B-180 ....	96.00
Hod Carriers and General La- borers No. 326 .....	307.92
Lathers No. 302 .....	32.50
Laundry Workers No. 113 .....	62.92
Mare Island Navy Yards Metal Trades Council .....	12.00
Musicians Association No. 367 ..	86.40
Office Employees No. 86 .....	32.92
Painters No. 376 .....	106.08
Plasterers and Cement Finish- ers No. 631 .....	45.00
Plumbers No. 343 .....	35.20
Retail Clerks No. 373 .....	471.92
Roofers No. 35 .....	24.00
Sheet Metal Workers No. 221....	28.80
Sheet Metal Workers No. 75 .....	85.00

## OFFICERS REPORTS TO

Shipwrights, Joiners and Boat-builders No. 1068 .....	51.72	Central Labor Council .....	12.00
Steam and Operating Engineers No. 731 .....	75.64	Hod Carriers and General Laborers No. 1060 .....	160.00
Teachers No. 827 .....	24.00	Motion Picture Projectionists No. 605 .....	24.00
Teamsters and Chauffeurs No. 490 .....	284.32	Plasterers and Cement Masons No. 895 .....	18.00
Technical Engineers (Mare Island Naval Shipyard) No. 8....	63.64	Sign, Scene, and Pictorial Painters No. 1591 .....	12.00
Theatrical Stage Employees No. 241 .....	28.00	Typographical No. 519 .....	22.00
Typographical No. 389 .....	58.68		\$ 378.36
	\$ 3,345.22		
VALLEY SPRINGS		VISTA	
Carpenters and Joiners No. 2847 .....	\$ 37.36	Carpenters No. 2078 .....	\$ 323.12
		Lathers No. 527 .....	22.00
			\$ 345.12
VAN NUYS		WALNUT	
Barbers No. 837 .....	\$ 96.96	Operative Potters No. 223 .....	\$ 14.32
Carpenters and Joiners No. 1913 .....	1,224.80		
Painters No. 1595 .....	264.00	WARM SPRINGS	
	\$ 1,585.76	Brick and Clay Workers No. 663 .....	\$ 24.00
VENICE		WATSONVILLE	
Bricklayers and Stone Masons No. 26 .....	\$ 46.59	Barbers No. 749 .....	\$ 24.00
VENTURA		Brick and Clay Workers No. 998 .....	46.92
Building and Construction Trades Council .....	\$ 12.00	Building and Construction Trades Council .....	24.00
Carpenters and Joiners No. 2463 .....	229.20	Carpenters and Joiners No. 771..	67.48
Central Labor Council .....	12.00	Central Labor Council .....	12.00
Electrical Workers No. 952 .....	120.00	Culinary Workers and Bartenders No. 345 .....	191.52
Hod Carriers and General Laborers No. 585 .....	355.96	Electrical Workers No. 526 .....	24.00
Lathers No. 460 .....	30.00	General Teamsters, Packers and Warehousemen No. 912 .....	430.00
Operating Engineers No. 732 .....	22.00	Lathers No. 122 .....	24.00
Painters and Decorators No. 955 .....	90.28	Machinists No. 1939 .....	21.00
Plasterers and Cement Finishers No. 741 .....	52.00	Painters No. 750 .....	4.00
Plumbers and Steamfitters No. 484 .....	86.40	Railway Carmen No. 765 .....	54.64
	\$ 1,009.84	Theatrical Stage Employees No. 611 .....	23.16
VERNON		Typographical No. 543 .....	24.00
Glass Bottle Blowers No. 224.....	\$ 72.00		\$ 970.72
Paper Makers No. 336 .....	24.00	WEED	
Pulp, Sulphite, and Paper Mill Workers No. 254 .....	48.00	Lumber and Sawmill Workers No. 2907 .....	\$ 366.08
	\$ 144.00		
VICTORVILLE		WEIMAR	
United Cement, Lime, and Gypsum Workers No. 49 .....	\$ 211.28	Weimar Sanatorium Employees No. 745 .....	\$ 86.24
VISALIA		WESTEND	
Building and Construction Trades Council .....	\$ 12.00	Chemical Workers No. 398 .....	\$ 112.04
Barbers No. 856 .....	24.00	WESTWOOD	
Carpenters and Joiners No. 1484 .....	94.36	Lumber and Sawmill Workers No. 2836 .....	\$ 233.68
		Northern California District Council Lumber and Sawmill Workers .....	12.00
		Retail Clerks No. 730 .....	26.00
			\$ 271.68



WHITTIER		WOODLAND	
Typographical No. 899 .....	\$ 24.00	Beet Sugar Operators No. 20610 \$	125.29
		United Sugar Workers Council	12.00
			\$ 137.29
WILMINGTON		YREKA	
Amusement Guild (Seafarers) \$	24.00	Lumber and Sawmill Workers	
Chemical Workers No. 40 .....	131.52	No. 2774 .....	\$ 60.40
Marine Painters No. 812 .....	44.40		
Pulp, Sulphite, and Paper Mill			
Workers No. 341 .....	57.60		
Ship Carpenters No. 1335 .....	144.00		
	\$ 401.52		
WOODLAKE		TOTAL PER CAPITA RECEIPTS AND AFFILIATION FEES — PERIOD JULY 1, 1954 TO JUNE 30, 1955 —	
Carpenters and Joiners No. 2803 .....	\$ 14.00	Exhibit B .....	\$287,842.55

**Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts  
Period July 1, 1954 to June 30, 1955**

District No. 1		District No. 4	
Brawley .....	\$ 28.88	Redlands .....	12.00
Chula Vista .....	20.00	Reseda .....	715.52
Coronado .....	24.00	Riverside .....	1,454.92
El Cajon .....	209.40	San Bernardino .....	3,425.16
El Centro .....	426.87	San Fernando .....	48.00
La Jolla .....	110.64	South Gate .....	48.00
San Diego .....	11,320.21	Van Nuys .....	1,585.76
Vista .....	345.12	Vernon .....	144.00
	\$ 12,485.12	Victorville .....	211.28
		Walnut .....	14.32
		Westend .....	112.04
		Whittier .....	24.00
			\$ 89,348.74
District No. 2		District No. 5	
Anaheim .....	\$ 605.48	Betteravia .....	\$ 96.92
Compton .....	697.44	Camarillo .....	46.00
Fullerton .....	56.80	Lompoc .....	141.96
Long Beach .....	6,883.08	Oxnard .....	167.52
Santa Ana .....	2,872.72	San Luis Obispo .....	267.44
Seal Beach .....	72.20	Santa Barbara .....	2,373.60
	\$ 11,187.72	Santa Maria .....	998.88
		Ventura .....	1,009.84
			\$ 5,102.16
District No. 3		District No. 6	
Alhambra .....	\$ 240.00	Bakersfield .....	\$ 2,229.43
Avalon .....	30.00	Bishop .....	24.00
Azusa .....	24.04	Boron .....	157.64
Banning .....	27.48	Delano .....	
Barstow .....	24.00	Fresno .....	7,247.34
Bell .....	101.76	Hanford .....	46.32
Burbank .....	422.40	Kingsburg .....	89.56
Colton .....	160.08	Madera .....	70.00
Corona .....	371.46	Merced .....	330.61
El Monte .....	874.20	Monolith .....	
Glendale .....	2,306.86	North Fork .....	67.72
Hollywood .....	10,861.69		
Huntington Park .....	1,147.72		
Lancaster .....	267.56		
Los Angeles .....	59,377.31		
Los Nietos .....	126.12		
Maywood .....	120.00		
Monrovia .....	340.80		
Norwalk .....	20.00		
Olive View .....	96.00		
Ontario .....	24.00		
Oro Grande .....	117.56		
Palm Springs .....	109.24		
Pasadena .....	3,007.64		
Patton .....	26.00		
Pomona .....	1,329.82		

## OFFICERS REPORTS TO

Porterville .....	27.36
Selma .....	52.12
Taft .....	66.00
Torrance .....	237.12
Tulare .....	44.00
Visalia .....	378.36
Woodlake .....	14.00
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\$ 11,081.58	

**District No. 7**

Lodi .....	\$ 93.84
Manteca .....	66.24
Martell .....	24.00
Modesto .....	2,463.40
Sonora .....	35.20
Stockton .....	5,052.28
Tracy .....	122.37
Turlock .....	36.48
Valley Springs .....	37.36
<hr/>	
\$ 7,931.17	

**District No. 8**

Agnew .....	\$ 21.92
Cupertino .....	62.60
Davenport .....	57.60
Gilroy .....	22.00
Los Gatos .....	125.24
Monterey .....	1,110.88
Mountain View .....	428.56
Palo Alto .....	647.83
Redwood City .....	78.00
Salinas .....	1,305.40
San Jose .....	10,298.56
San Juan Bautista ..	64.04
San Mateo .....	3,577.93
Santa Clara .....	93.00
Santa Cruz .....	220.52
Spreckels .....	164.88
Sunnyvale .....	24.00
Watsonville .....	970.72
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\$ 19,273.68	

**District No. 9**

Honolulu .....	\$ 81.92
San Francisco .....	53,814.11
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\$ 53,896.03	

**District No. 10**

Alameda .....	\$ 71.92
Alvarado .....	99.36
Berkeley .....	176.00
Hayward .....	2,276.88
Newark .....	312.84
Oakland .....	28,591.50
San Leandro .....	12.00
Warm Springs .....	24.00
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\$ 31,564.50	

**District No. 11**

Antioch .....	\$ 511.60
Concord .....	229.22
Crockett .....	573.00
El Cerrito .....	162.80
Martinez .....	1,951.00
Oleum .....	10.00
Pittsburg .....	714.44
Port Chicago .....	57.20
Richmond .....	3,129.87
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\$ 7,339.13	

**District No. 12**

Benicia .....	\$ 120.00
Cazadero .....	28.04
Mill Valley .....	119.27
Napa .....	889.92
Petaluma .....	285.36
San Pablo .....	24.00
San Quentin .....	25.96
San Rafael .....	1,764.80
Santa Rosa .....	1,966.96
Sonoma .....	48.00
Vallejo .....	3,345.22
<hr/>	
\$ 8,617.53	

**District No. 13**

Auburn .....	\$ 262.44
Chico .....	747.40
Diamond Springs .....	24.00
Fresh Pond .....	120.48
Grass Valley .....	354.68
Gridley .....	23.12
Marysville .....	1,182.62
Oroville .....	640.92
Placerville .....	90.64
Roseville .....	368.32
Sacramento .....	10,684.00
Weimar .....	86.24
Woodland .....	137.29
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\$ 14,722.15	

**District No. 14**

Arcata .....	\$ 354.64
Eureka .....	1,781.66
Fort Bragg .....	53.02
Fortuna .....	32.80
Klamath .....	175.00
Myers Flat .....	30.00
Red Bluff .....	33.68
Trinidad .....	216.24
Ukiah .....	376.44
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\$ 3,053.48	

**District No. 15**

Alturas .....	\$ 15.76
Chester .....	110.24
Greenville .....	129.44
Loyalton .....	127.04
Redding .....	1,420.27
Reno, Nevada .....	24.00
Susanville .....	60.00
Weed .....	366.08
Westwood .....	271.68
Yreka .....	60.40
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\$ 2,584.91	

TOTAL PER CAPITA RE-  
CEIPTS AND AFFILIATION  
FEES — PERIOD JULY 1,  
1954, TO JUNE 30, 1955 —  
Exhibit B .....\$287,842.55

**Schedule 3—Detail of Disbursements****Period July 1, 1954 to June 30, 1955****52nd ANNUAL CONVENTION—SANTA BARBARA, CALIFORNIA:****Salaries and expenses:**

D'Aubigny, Berthe .....	\$ 40.09
Coy, Francis M. ....	40.29
Dean, William A.....	167.00
Haggerty, C. J.—Secretary-Treasurer.....	500.00
Henning, John F. ....	300.00
Hines, Charles A.....	300.00
Hyans, Curtis J.....	150.00
Lilly, Diana .....	173.41
London, Joan .....	580.56
Meins, Rita R.....	244.62
Otto, Walter R. ....	300.00
Petrone, Geraldine B.....	206.11
Pitts, Thomas L.—President.....	500.00
Storrs, Evelyn .....	180.04
Vial, Donald.....	439.16
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	\$ 4,121.28

**Other Expenses:**

The Garrett Press.....	\$ 27,901.34
Golden Gate Press.....	161.88
Pischoff Co.....	38.81
El Cielito .....	139.23
William K. Chick.....	408.74
Business Equipment Center, Inc.....	104.50
Hotel Carrillo.....	1,232.34
Lee Greenwood.....	25.00
Irvine & Jackens, Inc.—badges, etc.....	2,767.85
E. D. Conklin—reporting service.....	2,357.67
Southern Pacific Company.....	277.94
General Telephone Co.....	40.28
Petty cash—Sergeants-at-Arms.....	1,820.00
Petty cash—Credentials Committee.....	840.00
Petty cash—Resolutions Committee.....	910.00
Petty cash—Legislation Committee.....	770.00
Petty cash—Thomas Maloney.....	200.00
Petty cash—sundry expenses.....	270.49
	<hr/>
	\$ 40,266.07

Total.....

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\$ 44,387.35

## OFFICERS REPORTS TO

**WASHINGTON, D.C. LEGISLATIVE CONFERENCE:**

Thos. A. Pitts—expenses.....	\$ 350.00	
Western Air Lines.....	320.38	
	<hr/>	
Total.....		\$ 670.38

**AMERICAN FEDERATION OF LABOR CONVENTION—  
LOS ANGELES, CALIFORNIA:****Allowances and expenses:**

Haggerty, C. J.....	\$ 1,000.00	
Pitts, Thos. L.....	230.00	
	<hr/>	
	\$ 1,230.00	
<b>Other expenses:</b>		
Ambassador Hotel.....	985.06	
	<hr/>	
Total.....		\$ 2,215.06

**AMERICAN FEDERATION OF LABOR CONVENTION—  
SAN DIEGO, CALIFORNIA:**

Evelyn Storrs—salary .....	\$ 24.40	
Garrett Press .....	950.53	
	<hr/>	
Total .....		\$ 974.93

**AMERICAN FEDERATION OF LABOR CONFERENCE—  
CHICAGO, ILLINOIS:**

Western Air Lines .....	519.53
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**AMERICAN FEDERATION OF LABOR CONFERENCE—  
MIAMI, FLORIDA:**

United Air Lines, Inc. ....	362.45
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**EXECUTIVE COUNCIL MEETINGS:****Allowances and expenses of officers  
attending Executive Council Meetings:**

Arnold, Jack T. ....	\$ 749.40
Ash, Robert S. ....	270.00
Brewer, Roy W. ....	90.00
Carroll, William C. ....	615.70
Dean, William A. ....	744.32
Doran, Elmer J. ....	633.60
Dougherty, Arthur F. ....	498.00
Finks, Harry F. ....	566.00
Gardner, John T. ....	791.79
Geisick, Robert .....	592.40
Green, C. A. ....	406.40
Gruhn, Albin J. ....	430.08
Haggerty, C. J.—Secretary-Treasurer .....	265.60
Henning, John F. ....	181.40
Jones, Paul F. ....	498.00
Kelly, George .....	498.00
Lehmann, C. T. ....	791.79

## STATE FEDERATION OF LABOR

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Lundeberg, Harry .....	125.00	
Lundschen, Harvey .....	791.79	
Nelson, Lowell .....	509.20	
Osslo, Max J. ....	622.68	
Otto, Walter R. ....	135.00	
Petrone, Geraldine .....	135.00	
Pitts, Thomas L.—President .....	385.00	
Reed, Howard .....	509.20	
Reeves, Paul L. ....	333.68	
Small, Thomas A. ....	498.00	
Somerset, Pat .....	757.48	
Swanson, Victor S. ....	270.00	
		<b>\$ 13,694.51</b>
<b>Other expenses:</b>		
Fairmont Hotel .....	\$ 50.88	
St. Francis Hotel .....	40.72	
Petty cash—miscellaneous .....	16.30	
Eureka Inn .....	16.00	
		<b>123.90</b>
<b>Total</b> .....		<b>13,818.41</b>

**LEGAL SERVICES:**

## Fees, salaries, and expenses:

Scully, Charles P. ....	\$ 27,554.38	
Todd, Clarence E. ....	3,759.56	
Vial, Donald .....	5,770.00	
		<b>\$ 37,083.94</b>

## Other expenses:

David Hewes Building—rent .....	\$ 1,709.00	
Pacific Telephone & Telegraph Co. ....	2,093.64	
Western Union .....	112.48	
		<b>3,915.12</b>
<b>Total</b> .....		<b>\$ 40,999.06</b>

**ORGANIZING EXPENSES:**

## Salaries, allowances, and expenses:

Dougherty, Arthur F. ....	\$ 117.80	
Finks, Harry F. ....	400.00	
Gruhn, Albin J. ....	209.80	
Haggerty, C. J. ....	6,545.00	
Henning, John F. ....	7,872.90	
Hyans, Curtis J. ....	8,884.89	
Osslo, Max J. ....	928.66	
Otto, Walter R. ....	5,600.00	
Pitts, Thomas L. ....	3,817.94	
Small, Thos. A. ....	1,058.60	
Vial, Donald .....	50.00	
Wilkerson, Naomi .....	240.00	
		<b>\$ 35,725.59</b>

## OFFICERS REPORTS TO

## Other expenses:

David Hewes Building—rent .....	\$ 1,625.00	
Marine Cooks & Stewards—A. F. of L.....	11,000.00	
Western Air Lines .....	1,856.48	
Flood Garage .....	312.25	
Modern Motors Co. ....	2.00	
Roydon Supply House .....	23.16	
Standard Oil Co. of California .....	122.30	
Sacramento Labor Council .....	86.69	
United Air Lines .....	757.66	
Union Oil Co. of California.....	152.26	
Testimonial Dinner Committee .....	20.00	
Lichtenberger-Ferguson Co. ....	82.81	
King's County Building Trades Council.....	600.00	
Cadillac Motor Car Division .....	236.41	
Hotel Senator .....	180.24	
Hertz Stations .....	32.16	
Western Union .....	299.22	
Western Organizational Conference of Office Employees .....	1,200.00	
Addressing Machine Co. ....	160.94	
Tanner Motor Livery .....	67.85	
Southern Pacific Co. ....	50.64	
International Labor Press of America.....	100.00	
Riverside Ordinance Committee .....	500.00	
K & D Press .....	6.50	
Building and Construction Trades Council—Visalia .....	500.00	
Galland Linen Service .....	9.55	
Petty cash—automobile licenses .....	79.00	
Petty cash—postage meter machine .....	2,600.00	
Petty cash—miscellaneous .....	95.52	
		22,758.64
<b>Total</b> .....		<b>\$ 58,484.23</b>

## PUBLICITY EXPENSES:

## Salaries and expenses:

Blanchi, Maud .....	\$ 1,090.00	
Ellison, Maud .....	585.00	
King, Bert C. ....	270.00	
Moore, Josephine .....	1,218.60	
Schramm, Edwin T. ....	1,120.00	
Weber, Nan A. ....	1,034.30	
		\$ 5,317.90

## Other expenses:

David Hewes Building—rent .....	\$ 1,935.00
Addressograph—Multigraph Corporation ....	26.90
Blake, Moffitt & Towne .....	3,721.49
A. Carlisle & Co. ....	71.63
John F. Fixa—Postmaster .....	10,085.20
The Garrett Press .....	7,460.19
Golden Gate Press .....	951.20
Galland Linen Service .....	14.80
Bancroft-Whitney Co. ....	54.86

## STATE FEDERATION OF LABOR

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Milo Harding Co. ....	382.89
Mrs. M. B. Cahill .....	40.00
Ward Harris Duplicating Co. ....	249.19
Davidson Sales Agency .....	25.53
Petty cash—mailing room .....	80.00
Petty cash—miscellaneous .....	22.08

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 25,120.96

**Total** .....

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 \$ 30,438.86
**STATISTICAL EXPENSES:**

## Salaries and expenses:

D'Aubigny, Berthe .....	\$ 42.08
Henning, John F. ....	56.40
Lilly, Diana .....	4,156.10
London, Joan .....	5,142.24
Meins, Rita R. ....	4,129.43
Pierce, Tess M. ....	148.00
Price, Thelma J. ....	174.00
Recasens, Betty M. ....	137.61
Shannon, Frances .....	44.40
Sharrenberg, Paul S. ....	768.62
Vial, Donald .....	61.00

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 \$ 14,859.88

## Books, pamphlets, and subscriptions:

Commerce Clearing House .....	\$ 470.00
William Noonan .....	161.26
Congressional Quarterly .....	110.00
The San Francisco Chronicle .....	12.00
The San Francisco Examiner .....	12.00
The San Francisco News .....	9.00
The San Francisco Call-Bulletin .....	9.00
Los Angeles Daily News .....	9.00
West Publishing Co. ....	122.57
U. S. Government Printing Office .....	500.00
The Bureau of National Affairs, Inc. ....	642.50
Bancroft Whitney .....	92.64
National Information Bureau .....	25.00
John Herling's Labor Letter .....	40.00
International Labor Press of America .....	115.00
Sacramento Bee .....	10.75
International Labor Office .....	11.00
Fortune .....	20.00
Commonwealth Club .....	36.00
Congressional Digest .....	16.00
Mathew Bender Co. ....	11.50
Standard & Poor's Corp. ....	442.00
State of California—Printing Division.....	11.50
Department of Education—A. F. of L.....	15.00
San Francisco Planning and Housing.....	10.00
The Sacramento Newsletter .....	15.00
Wall Street Journal .....	20.00
Bureau of National Affairs .....	98.00
Other books, pamphlets, and subscriptions....	234.82

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 \$ 3,281.54

## Other expenses:

David Hewes Building—rent .....	\$ 1,935.00	
California Association of Secondary School Administrators .....	10.30	
The John Randolph Haynes and Dora Haynes Foundation .....	2.70	
F. A. Breier .....	280.00	
California Safety Council, Inc. ....	30.00	
National Planning Association .....	10.00	
Roydon Supply House .....	2.16	
Pacific Carbon & Ribbon Mfg. Co.....	67.32	
Addressing Machine Co. ....	11.44	
Galland Linen Service .....	27.75	
William Noonan—cartoons .....	469.32	
King's Photo Service .....	12.36	
California Conference of Social Work.....	20.00	
Marchant Calculators, Inc. ....	30.00	
Tibbs Typewriters .....	7.50	
The Press and Union League Club.....	24.60	
World Affairs Council of Northern California .....	7.50	
Town Hall .....	10.00	
American Federation of Labor .....	10.00	
California Water and Power Users Assn.....	750.00	
California Committee for Fair Employment Practices .....	100.00	
Bell Typewriter Co. ....	127.52	
California State Automobile Association.....	21.00	
Nine Ninety Five Market .....	60.81	
International Business Machines .....	36.30	
National Child Labor Committee .....	25.00	
California Educational Study Council .....	10.00	
Petty cash—miscellaneous .....	70.30	
		4,168.88
<b>Total .....</b>		<b>\$ 22,310.30</b>

**LEGISLATIVE EXPENSES:**

## Salaries and expenses:

Ash, Robert S. ....	\$ 80.00	
Berglund, Winona .....	2,193.46	
Bianchi, Maud .....	14.30	
Finks, Harry .....	4,146.95	
Haggerty, C. J. ....	9,360.00	
Hyans, Curtis .....	53.51	
Lilly, Diana .....	282.63	
London, Joan .....	526.93	
Meins, Rita R. ....	98.36	
Moore, Josephine .....	14.30	
Otto, Walter .....	82.98	
Petrone, Geraldine .....	40.76	
Pitts, Thomas L. ....	2,160.00	
Schramm, Edward .....	14.30	
Storrs, Evelyn .....	50.28	
Vial, Donald .....	1,495.59	
		\$20,614.35



## Other expenses:

Western Union .....	\$ 102.74	
Uhr, Carl G. ....	916.24	
Hotel Senator .....	4,919.49	
The Garrett Press .....	3,669.92	
Sacramento Labor Council .....	97.69	
Pacific Telephone & Telegraph Co.....	946.67	
Legislative Bill Room .....	4.12	
Bedell's .....	103.04	
Wobbers .....	79.71	
Capital Office Equipment .....	133.98	
American Federation of Musicians .....	10.00	
John F. Fixa—Postmaster .....	530.80	
Capital Press .....	27.19	
H. S. Crocker Co. ....	61.74	
Petty cash—miscellaneous .....	189.17	
		11,792.50
<b>Total</b> .....		\$ 32,406.85

**QUARTERLY INSTITUTE EXPENSES:**

## Salaries, allowances, and expenses:

Henning, John F. ....	\$ 488.00	
Hines, Chas. A. ....	50.00	
Lilly, Diana .....	71.30	
Meins, Rita R. ....	18.58	
Otto, Walter R. ....	50.00	
Pitts, Thos. L. ....	122.00	
Vial, Donald .....	62.96	
		\$ 862.84

## Other expenses:

The Regents of the University of California .....	\$ 1,988.42	
United Air Lines .....	138.27	
Jack Goldberger .....	200.00	
John Sadler .....	10.00	
C. R. Skinner Co. ....	17.50	
Building Service Employees .....	181.20	
Southern Pacific Co. ....	54.34	
Culinary Alliance & Bartenders Local 498 .....	50.00	
Petty cash—miscellaneous .....	100.00	
		2,739.73
<b>Total</b> .....		3,602.57

**SCHOLARSHIP PROGRAM EXPENSES:**

Hotel Whitcomb .....	\$ 41.52	
The Garrett Press .....	365.55	
Bill D. Mathewson .....	105.00	
Donna Hardesty .....	100.00	
California Institute of Technology .....	500.00	
Stanford University .....	500.00	
Pomona College .....	500.00	
<b>Total</b> .....		\$ 2,112.07

**OFFICE SALARIES:**

Coy, Francis M. ....	\$ 266.40	
D'Aubigny, Berthe .....	2,168.98	
Dunn, Margaret .....	1,968.65	
Haggerty, C. J. ....	13,125.00	
Hines, Chas. A. ....	5,035.00	
Petrone, Geraldine .....	4,373.68	
Rider, Adeline .....	251.60	
Storrs, Evelyn .....	3,637.75	
<b>Total</b> .....		30,827.06

**PRINTING, STATIONERY, AND OFFICE SUPPLIES:**

Bell Typewriter Co. ....	\$ 136.82	
Wobbers, Inc. ....	339.33	
Addressing Machine Co. ....	14.83	
The Garrett Press .....	2,927.96	
Pacific Carbon & Ribbon Mfg. Co. ....	84.35	
Ward Harris Duplicating Co. ....	665.10	
E. D. Conklin .....	221.30	
James H. Barry Co. ....	1,354.83	
Addressograph-Multigraph Corp. ....	8.25	
Pitney-Bowes, Inc. ....	41.98	
Banco Corp. ....	41.72	
Golden Gate Press .....	131.71	
Ceco Stationery Corp. ....	78.29	
Marlowe Pen Co. ....	24.50	
Patrick & Co. ....	2.54	
Schwabacher-Frey & Co. ....	1.38	
<b>Total</b> .....		6,074.89

**OFFICE RENT—GENERAL:**

David Hewes Building .....	2,295.60
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**POSTAGE AND MAILING—GENERAL:**

Pitney-Bowes, Inc. ....	\$ 111.27	
Postage Meter Machine .....	2,600.00	
<b>Total</b> .....		2,711.27

**TELEPHONE AND TELEGRAPH—GENERAL:**

Pacific Telephone & Telegraph Co. ....	\$ 2,255.50	
Western Union .....	202.24	
<b>Total</b> .....		2,457.74

**TAXES:**

Federal Reserve Bank—Social Security taxes .....	\$ 770.44	
Director of Internal Revenue—Social Security taxes .....	558.58	
Automobile Club of Southern California .....	106.56	
Russell L. Wolden—Personal property taxes .....	88.08	
<b>Total</b> .....		\$ 1,523.66

**GENERAL EXPENSES:**

Galland Linen Service .....	\$ 65.05
Sacramento Labor Council .....	22.34
Radio Shack .....	5.22
Alhambra National Water .....	49.37
Office Employees Insurance Trust Fund of California .....	1,621.91
Maloney and Maritzen .....	584.76
George Arabian Flowers .....	25.88
International Labor Press of America .....	36.00
Benedetti Floral Co. ....	214.87
Mo Dorman Co. ....	509.65
Secretarial Service .....	295.46
Senator Florists .....	51.50
Widows' and Orphans' Aid Association .....	10.00
Norman Dvorson .....	6.05
Southern Pacific Co. ....	10.44
Pacific Telephone & Telegraph Co. ....	572.22
The Hibernia Bank .....	4.40
James F. Allen .....	112.50
Skinner & Hammond .....	2,810.00
California Motor Express, Ltd. ....	3.95
Burns, The Florist .....	68.20
Union Label Section—Orphans' Christmas Party .....	100.00
San Francisco Tuberculosis Association .....	10.00
Special Libraries Association .....	30.00
State Compensation Insurance Fund .....	127.79
Ferry Steel Products and Equipment Co. ....	67.12
Royal Typewriter .....	211.19
Islam Shrine Circus .....	12.50
Pitney-Bowes, Inc. ....	39.60
San Francisco Letter Carriers Association .....	5.00
Petty cash—furniture .....	31.05
Petty cash—Christmas gifts .....	600.00
Petty cash—miscellaneous .....	217.20
<b>Total</b> .....	<b>8,531.22</b>

**FUNDS COLLECTED AND TRANSMITTED TO ACCOUNT OF**

<b>CALIFORNIA LABOR LEAGUE FOR POLITICAL EDUCATION</b>	<b>9,500.00</b>
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**FUNDS TRANSFERRED TO PENSION FUND:****Secretary-Treasurer Pension:**

The Hibernia Bank of San Francisco— Savings account .....	55,000.00
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**Salaried Employees' Pension:**

The Hibernia Bank of San Francisco— Savings account .....	18,000.00
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**TOTAL DISBURSEMENTS—**

<b>Exhibit B</b> .....	<b>\$390,223.49</b>
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Fraternally submitted,

C. J. HAGGERTY.

## **OFFICERS**

### **CALIFORNIA STATE FEDERATION OF LABOR**

#### **1901 — 1955**

#### **Presidents**

- 1901 Cecil D. Rogers, Typographical No. 36, Oakland.  
1902—1903 John Davidson, Ship Joiners No. 9, Vallejo.  
1904—1905 Harry A. Knox, Street Carmen No. 205, San Francisco.  
1906 G. S. Brower, Carpenters No. 483, San Francisco.  
1906 Thomas F. Gallagher, Team Drivers No. 70, Oakland.  
1907—1908 George A. Tracy, Typographical No. 21, San Francisco.  
1908 Alexander M. Thompson, Team Drivers No. 70, Oakland.  
1909—1911 Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.  
1912—1915 Daniel P. Haggerty, Machinists No. 68, San Francisco.  
1916—1921 Daniel C. Murphy, Web Pressmen No. 4, San Francisco.  
1922—1923 Seth R. Brown, Typographical No. 174, Los Angeles.  
1924—1925 Roe H. Baker, Barbers No. 148, San Francisco.  
1926—1927 John F. Dalton, Typographical No. 174, Los Angeles.  
1928—1929 William P. Stanton, Electrical Workers No. 151, San Francisco.  
1930—1934 A. W. Hoch, Machinists No. 311, Los Angeles.  
1934—1935 Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco.  
1936 James E. Hopkins, Teamsters No. 85, San Francisco.  
1937—1943 C. J. Haggerty, Lathers No. 42, Los Angeles.  
1943—1946 Anthony L. Noriega, Motion Picture Projectionists No. 162, San Francisco.  
1946—1947 Charles W. Real, Teamsters No. 70, Oakland.  
1947—1950 John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco.  
1950—1955 Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles.

#### **Secretaries**

- 1901—1902 Guy Lathrop, Carpenters No. 483, San Francisco.  
1903 George K. Smith, Barbers No. 134, Oakland.  
1904 George B. Benham, Printing Pressmen No. 24, San Francisco.  
1905 Frank J. Bonnington, Typographical No. 21, San Francisco.  
1906—1907 James H. Bowling, Street Carmen No. 205, San Francisco.  
1908—1909 George W. Bell, Gas Workers No. 9840, San Francisco.  
1909—1936 Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco.  
1936—1943 Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco.  
1943—1955 C. J. Haggerty, Lathers No. 42, Los Angeles.

#### **Delegates to American Federation of Labor Conventions**

- 1904 John Davidson, Ship Joiners No. 9, Vallejo.  
1907 Walter Macarthur, Sailors' Union of the Pacific.  
1908 Joshua B. Dale, Federal Labor Union No. 11345, Vallejo.  
1910 L. W. Butler, Teamsters No. 208, Los Angeles.

- 1911—1912 Andrew J. Gallagher, Photo Engravers No. 8, San Francisco.  
 1913 Patrick Flynn, Marine Firemen's Union of the Pacific.  
 1914 Paul Scharrenberg, Sailors' Union of the Pacific.  
 1915 Hugo Ernst, Waiters No. 30, San Francisco.  
 1916 Daniel P. Haggerty, Machinists No. 68, San Francisco.  
 1917 Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.  
 1919 George A. Tracy, Typographical No. 21, San Francisco.  
 1920 Albert J. Rogers, Bottlers No. 293, San Francisco.  
 1921 Seth R. Brown, Typographical No. 174, Los Angeles.  
 1922 James E. Hopkins, Teamsters No. 85, San Francisco.  
 1923 Frank Walsh, Teamsters No. 85, San Francisco.  
 1924 R. W. Robinson, Carpenters No. 710, Long Beach.  
 1925 John J. Murphy, Post Office Clerks No. 2, San Francisco.  
 1926 Don Witt, Teamsters No. 70, Oakland.  
 1927 Daniel C. Murphy, Web Pressmen No. 4, San Francisco.  
 1928 John F. Dalton, Typographical No. 174, Los Angeles.  
 1929 Harvey C. Fremming, Oil Workers No. 128, Long Beach.  
 1930 Charles Child, Laundry Workers No. 26, San Francisco.  
 1931 Edward McLaughlin, Teamsters No. 85, San Francisco.  
 1932—1933 Paul Scharrenberg, Sailors' Union of the Pacific.  
 1934 A. W. Hoch, Machinists No. 311, Los Angeles.  
 1935 Hugo Ernst, Waiters No. 30, San Francisco.  
 1936 George Kidwell, Bakery Wagon Drivers No. 484, San Francisco.  
 1937 Robert L. Ennis, Bookbinders No. 35, Sacramento.  
 1938 Thomas Nickola, Bartenders No. 41, San Francisco.  
 1939 Burt B. Currigan, Bldg. Material Truck Drivers No. 420, Los Angeles.  
 1940 James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco.  
 1941 C. T. Lehmann, Carpenters No. 25, Los Angeles.  
 1942—1955 C. J. Haggerty, Lathers No. 42, Los Angeles.

### Convention Cities

- |                         |                           |                          |
|-------------------------|---------------------------|--------------------------|
| 1st—1901, San Francisco | 19th—1918, San Diego      | 37th—1936, Sacramento    |
| 2nd—1902, Vallejo       | 20th—1919, Bakersfield    | 38th—1937, Long Beach    |
| 3rd—1903, Los Angeles   | 21st—1920, Fresno         | 39th—1938, Santa Barbara |
| 4th—1904, Fresno        | 22nd—1921, San Jose       | 40th—1939, Oakland       |
| 5th—1905, Sacramento    | 23rd—1922, Long Beach     | 41st—1940, Santa Monica  |
| 6th—1906, Oakland       | 24th—1923, Stockton       | 42nd—1941, San Francisco |
| 7th—1907, Stockton      | 25th—1924, Santa Barbara  | 43rd—1942, Long Beach    |
| 8th—1908, Vallejo       | 26th—1925, San Diego      | 44th—1946, San Francisco |
| 9th—1908, San Jose      | 27th—1926, Oakland        | 45th—1947, Sacramento    |
| 10th—1909, San Rafael   | 28th—1927, San Bernardino | 46th—1948, Long Beach    |
| 11th—1910, Los Angeles  | 29th—1928, Sacramento     | 47th—1949, Los Angeles   |
| 12th—1911, Bakersfield  | 30th—1929, Long Beach     | 48th—1950, Santa Barbara |
| 13th—1912, San Diego    | 31st—1930, Marysville     | 49th—1951, San Diego     |
| 14th—1913, Fresno       | 32nd—1931, Santa Barbara  | 50th—1952, Santa Barbara |
| 15th—1914, Stockton     | 33rd—1932, Modesto        | 51st—1953, San Francisco |
| 16th—1915, Santa Rosa   | 34th—1933, Monterey       | 52nd—1954, Santa Barbara |
| 17th—1916, Eureka       | 35th—1934, Pasadena       | 53rd—1955, San Diego     |
| 18th—1917, Sacramento   | 36th—1935, San Diego      |                          |

# PROCEEDINGS

Of the Fifty-Third Convention

FIRST DAY

Monday, August 15, 1955

MORNING SESSION

## Opening Ceremonies

The 53d convention of the California State Federation of Labor was called to order at 10:10 a.m. in the Conference Hall, Balboa Park, San Diego, California, by Max J. Osslo, chairman and master of ceremonies.

Prior to the call to order, the delegates were entertained with an excellent program of Spanish airs rendered by Jose Manaois and his orchestra.

Following the call to order, the colors were presented by the U. S. Marine Corps Color Guard. "The Star Spangled Banner" was sung by Miss Irene Cantos, and Assemblywoman Wanda Sankary, assisted by the U. S. Marine Corps Color Guard, led the convention in community recital of the Pledge of Allegiance to the Flag.

## Invocation

Rabbi Morton J. Cohn, Congregation of Beth Israel, delivered the following invocation:

"Lord God of the Universe. As this great American organization begins its deliberations, we offer praise and homage to Thee as the living father of all men. In Thy sight all man-made distinctions vanish and the entire human race partakes of Thy benevolence. For the countless blessings of freedom; for our rights and privileges as sons and daughters of this blessed land; for the political and economic advantages gained by those who toil, we offer unto Thee our gratitude. Teach us, O Father, to live in concord with all of our fellowmen. Teach us to labor in Thy spirit, in faith and in justice. Teach us how good it is to dwell together in unity, always keeping uppermost in our hearts the common good and the highest welfare of our segments of American life.

"The task which Thou hast sent us to build an ever better world according to Thy plan we can achieve if we are aware of Thy fatherhood and our common brotherhood.

"Grant unto all men who labor a portion of Thy wisdom and forbearance so that all of us, the toilers and planners, leaders and followers, races and faiths and nations, may blend the voices of our hearts to praise Thy name together.

"Make this great American organization

Thine instrument to expand the domain of human freedom, progress and prosperity. Grant Thy blessing unto its officers and members. And may these deliberations and decisions redound to Thy glory and to the happiness of our fellowmen.

"Amen."

## Welcome to Delegates and Guests

Convention Chairman Max J. Osslo welcomed the delegates, guests and visitors to the convention, followed in turn by C. O. Taylor, president of the San Diego Central Labor Council, John Quimby, secretary of the San Diego Central Labor Council, and M. J. Collins, secretary of the San Diego Building Trades Council.

## Introduction of Honored Guests from San Diego

Chairman Osslo next introduced the following guests:

Charles C. Dail, Mayor of San Diego.

Wanda Sankary, Assemblywoman, 79th District.

Frank Luckel, Assemblyman, 78th District.

Fred H. Kraft, State Senator, 40th District.

Rear Admiral Charles C. Hartman, Commandant of the Eleventh Naval District.

O. W. Campbell, City Manager of San Diego.

Elmer Jansen, Chief of Police of San Diego.

George Courser, Chief of Fire Department of San Diego.

Don Keller, District Attorney of San Diego County.

Bert Strand, Sheriff of San Diego County.

Frank Gibson, chairman of the Board of Supervisors of San Diego County.

All of these welcomed the delegates and visitors to the convention.

## THOMAS L. PITTS

President, California State Federation of Labor

Chairman Osslo then introduced Thomas L. Pitts, president of the California State Federation of Labor, and presented

him with an unique and beautiful gavel for the formal opening of the convention.

President Pitts responded as follows:

"Max, chairman of the local committee, our great President, George Meany of the American Federation of Labor, the Honorable Goodwin Knight, Governor of our great Golden State, all of those who have come here from the political life of the state, county and municipality, to all of my colleagues, my congenial companion in office, the Secretary, to all the delegates to this convention, and to all of our friends gathered here for the opening session, may I say to you that it is an extreme pleasure and a real happiness to come back again after four years to the city of San Diego, a city which welcomed us so wonderfully four years ago on the Golden Anniversary Convention of this Federation. As you have witnessed, the committees and all those whom I mentioned here on the platform have done the same thing again in this year of 1955. They have provided for us a wonderful program, and a warm and sincere welcome that could never exist anywhere else. I think we ourselves will measure up to all of this kind welcome that has been extended to us.

"I know that you, as delegates, who have come here with a responsibility heavy upon your shoulders to represent the membership of your organization in the way that we in the American Federation of Labor have traditionally represented our membership for many, many years, will measure up to that responsibility.

"This year history is being made in the labor movement of America. Fortunately, we have some of the people, as you see on our program, who are participating in making some of the greatest history that will ever be made in the American labor movement. While that history is being made, though, we have not lost all of the problems that are still with us. We have been going through some trying times. Some adjustments are necessarily being made. We are living in what sometimes appears to us to be a disturbed economy. We are living with the problems of dislocation that result from some of the new techniques that are causing a revolution in a sense in the industrialization of this nation. Those are the problems which we have come here to work on and to discuss.

"It is your responsibility and ours here to try and develop in this convention the finest guide and the finest pattern and the finest policy that can be set forth for the working people of the state of California, as I know we shall do it in this convention.

"We have a great responsibility to our people. Legislation is one of our greatest problems in some of our sessions, not so much at this time because we have just been through the regular session of the

legislature, and I am sure that before this day is out you will hear much about it. But we still have to be concerned with what is going to happen to our people as a result of some of the things that we have just worked on in this session of the legislature.

"As we go through the process of automation in this nation and experience the dislocation that results, then we must have improved insurance programs which will take care of the problems of the economy of this nation. And some people have a misconception of what unemployment insurance is. Some have an idea that it was an act created wholly and solely and entirely for the workers of the nation. That is not so. If you examine the act that was passed by the state legislature, you will find in its early sections that its original concept contained a statement which was to the effect that it was a cushion which was valuable and important and necessary to those in the business life of this great state of California.

"Believe me, I think many people in business have learned today and in years gone by that it is a cushion important to them and their livelihood and to the economy of this state and this nation as a whole.

"We will hear discussed many of the great world problems, and we will have people here at our convention who are able to enlighten us to a great degree in this direction. We are fortunate in this Federation to be able to attract and bring to our conventions those high in the places of world affairs, high in political levels and high in all of the public levels and places where you find people.

"This convention, delegates, will, I believe, be one of the very finest conventions of the California State Federation of Labor. It is with a great deal of pleasure that at this time I now officially declare the 53rd convention of the California State Federation of Labor open for the transaction of such business as may legally come before it.

"And now, as your chairman, it gives me a great pleasure to introduce to all of the delegates and their friends a person about whom many, many questions were asked once upon a time: a person who had probably not had the opportunity to complete the record which would be scanned and reviewed and evaluated and judged, but one who has done a job in the period of the last year and a half or two years which I think will bear up under a great measure of scrutiny by the working people of the state of California.

"This is the time when you find yourself without the words to introduce people. So you turn to the usual way of introducing a great person and say, 'Delegates, I present the Honorable Goodwin J. Knight, Governor of the State of California.'"

**THE HONORABLE GOODWIN J. KNIGHT****Governor of California**

Governor Goodwin J. Knight had been earlier escorted to the platform by the following committee: Joseph DeSilva, chairman, Thomas A. Small, Joseph Cambiano, Joseph Diviny, and Jack Arnold. The Governor now addressed the convention, as follows:

"President George Meany of the American Federation of Labor, Secretary Neil Haggerty, Chairman Max Osslo, my good friend John Quimby, distinguished officers of the California State Federation of Labor, delegates and friends.

"Just one year ago, I had the pleasure of appearing before your delegates, many of whom, together with some new ones, are in attendance today, then assembled in convention at Santa Barbara.

"At that time I outlined in some detail my own attitude, and that of my administration, toward organized labor and its policies in the state of California.

"I stated specifically that although California has had an excellent record for enlightened legislation, affecting labor both directly and indirectly, I intended to do everything within my power to improve upon it.

"On that occasion, as well as many times before and after, I promised that I would work to increase respect, courtesy and fair play toward the working man and woman, and that I would oppose any attempts to belittle or punish workers, either through legislation or by any administrative procedure.

**Labor Representation  
On State Agencies**

"Organized labor is entitled to representation on the various official state agencies because of the major contributions that labor has made and will continue to make to the welfare of California. Following that line of thought, allow me to recount a few of the major appointments which I have made to various state agencies from the ranks of the AF of L.

"Many of these appointees are personal friends of yours. All of them are doing splendid jobs in their public service. Many of them are here today. As I report on these appointees, will those whose names I call and who are in attendance please stand, so that all of you may recognize the high caliber representatives of your organization who are serving the state of California, in most instances at considerable personal sacrifice of time and effort.

"Cornelius J. Haggerty—State Advisory Council, Department of Employment, who is also a Regent of the University of California.

"Harry Finks—State Advisory Council, Department of Employment.

"Fred N. Harding—State Board of Barber Examiners.

"C. T. Lehmann — Advisory Hospital Council.

"Harold Lopez—Board of State Harbor Commissioners for San Francisco Harbor.

"Washington Mannering — Board of Trustees, Napa State Hospital.

"Albert A. Marty—Recreation Commission.

"Ernest H. Vernon — Apprenticeship Council, Department of Industrial Relations.

"Frank A. Lawrence—Industrial Accident Commission.

"Edward P. Park—Chief, Division of Labor Law Enforcement, Department of Industrial Relations.

"Bernard J. Simon — Apprenticeship Council, Department of Industrial Relations.

"Patrick (Pat to many of you) Somerset—Advisory Council on Employment Services, Department of Employment.

"W. A. Hicks—Deputy Director of the Department of Employment.

"Joseph Cambiano—Member, Correctional Industries Commission.

"William P. Kelly — Apprenticeship Council.

"John W. Quimby—Industrial Welfare Commission.

"John J. Sheridan — San Francisco World Trade Authority.

"Ernest E. Webb—Director, Department of Industrial Relations.

"James D. Tante—Adult Authority.

"Charles F. Hanna—Chief, Division of Apprenticeship Standards, Department of Industrial Relations.

"Louis B. Gold—Board of Directors, 7th District Agricultural Association.

"Otto E. Sargent—San Francisco Bay Area Rapid Transit Commission.

"I had hoped, during this recitation of appointments, to call upon Mrs. Mae Stoneman, who is a member of our Industrial Welfare Commission of the Department of Industrial Relations. I learn with regret, however, that she is undergoing hospitalization for an unexpected illness. With her many friends and fellow workers, I wish her a speedy and complete recovery.

"In connection with her appointment, I might add that a news story from one of our national wire services last week revealed that California now ranks second among all the states of the Union in the number of women who have been appointed to high public office in the past two years. I intend to appoint more women to high office—from within and outside of the ranks of labor—not because they are women, but whenever and wherever their ability merits such recognition.



### Labor-Management Relations

"I hold the firm belief that labor is one of the strongest forces for democracy in this country. Its insistence on written collective bargaining agreements has made employment security a matter of ability and length of service, rather than of forcing workers to rely upon whim or chance.

"In my annual message to the last session of the legislature, I brought forcefully to the attention of that body the conviction I expressed to you last year, of firm and complete opposition to discriminatory legislation against labor. I stated in that message that . . .

'The history of the free world in our times has made it clear that stable labor-management relations are essential to the well-being of our society. Here in California our state government has long sought to approach this critical area in a mature and scientific manner. I believe that California has long passed from the primitive day when differences between labor and management frequently worked to the grave detriment of the general public not directly connected with either labor or management.'

"I stated further:

'I believe that state government has an obligation to encourage harmony and to discourage controversy. Through our various divisions in the State Department of Industrial Relations we do make an enlightened approach to the many economic and social aspects pertinent to this critical relationship. The very existence of that department attests to our recognition of the necessity for labor-management cooperation.

'Essentially, of course, labor and management must themselves determine their own functional destiny. Government may assist this process but it must never dominate; it must never impose dictatorial controls. Thus, as your Chief Administrator, I believe I have the duty to discourage any form of punitive legislation which shackles labor or management, and pits one against the other in economic and social warfare, often at considerable expense and inconvenience to the general public.'

"The legislature was guided by these statements in my message and no detrimental legislation of this type was enacted.

"Let me give you an outstanding example and one which will capture your attention very dramatically, I think, and I think that this can be borne out by those members of the legislature who are here and who will address us. When there was introduced in the recent session of the legislature an amendment to a bill dealing with the so-called Right-to-Work legislation, when this amend-

ment was proposed upon the floor, it was resoundingly defeated and never brought up again.

"In cooperation with your President and Secretary, I strongly urged the passage of legislation which would correct the abuse of the so-called Jurisdictional Strike Act. This law permitted employers to harass organized workers through the guise of the company union. The corrective legislation was embodied in Assembly Bill No. 2121, sponsored by your organization. After numerous amendments and many conferences, it was passed by both houses of the legislature, and I approved it. I am convinced that the enactment of this legislation will remove a serious defect in the original law, and will lead to an even more harmonious relationship between labor and management in California.

### Social Insurance

"Turning now to the field of so-called social insurance, I can report with genuine pride that as a result of amendments proposed and adopted, which I signed into law at the last session of the legislature, the state of California now stands foremost among all of the states of the Union in this vital form of economic safeguard for working men and women.

"We shall be very specific this morning. I am not going to indulge in any clichés whatsoever. This is a report to the delegates of this convention, and I assure you, ladies and gentlemen, I desire to be specific and direct, and you may assume that I have said all the patriotic things that we all believe in and I have left all the praise to those who have preceded me and to those who may follow. I am here as your endorsed candidate at Santa Barbara and I want to be specific and direct, because nobody understands better than you delegates the advantage and the value of straight, clear thinking and talking, and because fair understanding makes long friends. Here we go!

### Workmen's Compensation

"In the field of workmen's compensation, through enactment of Assembly Bill No. 510, sponsored by your organization, workmen's compensation benefits have been substantially improved. Commencing within the next few weeks, September 7 to be exact, an injured workman in California, who sustains an industrial injury, will receive a maximum of \$40 a week, instead of the present \$35 weekly, for temporary disability payments.

"Of particular importance, however, to many of the individuals employed in so-called 'seasonal employment' is the fact that the existing minimum of \$9.75 per week has been increased to a minimum of \$15 per week. The maximum benefit for permanent disability has been increased

from \$30 per week to \$35 per week. This is the painful and the terrible one to contemplate, but until this last session of the legislature I want you to know that California was way down in the last in this particular field. In the instance of an industrial death, the existing minimum benefit of \$3,000 has been abolished. Now when an industrial worker on the job is killed, a surviving widow or a dependent child may receive as much as \$10,000 in death benefits. This is increased to \$12,500 if the worker leaves a widow and one or more dependent children. In this field alone, the changes made at the recent session of the legislature are the most far-reaching of any enacted at any single session of the legislature in the history of the state of California.

"I pay tribute and honor to those who stood steadfastly with the proponents of this program and voted every time in favor of this legislation. During the session you will be introduced to the speaker pro tempore of the California legislature, the Honorable Thomas Maloney, and he will repeat the specific facts, and he stood steadfast and voted for every one of these aggressive measures.

#### **Unemployment Disability Insurance**

"I shall speak now about disability insurance legislation. Later I shall talk about unemployment insurance legislation. Now, although our existing program in the area of unemployment-disability insurance compared favorably with that of any other state, nevertheless, through the enactment of Assembly Bill No. 602, another measure sponsored by your organization, substantial improvements were enacted at the recent session of the legislature. The benefit amount was increased from a maximum of \$35 to \$40 per week. An individual workman who is receiving part pay while unemployed and disabled, will now be permitted to receive up to 100 per cent of his regular wages, either through the form of pay or benefits, or both, compared with the 70 per cent maximum that formerly prevailed. And the inequitable application of the so-called 75 per cent rule to seasonal workers has been corrected, and does not apply to any individual earning in excess of \$750 in his base period. I doubt if there is any similar program in any other state of the Union which can compare with the excellent and advanced type of unemployment-disability insurance legislation now in effect in California.

#### **Unemployment Insurance**

"The maximum weekly benefit amount for unemployment insurance was increased from \$30 to \$33. This increase makes the second hike (Did I use the word 'hike?' It means to pull up.) in benefits during my two years in office, and together they represent an advance of more than 32 per cent since I became

Governor. As a result of the readjustment of the eligibility rules, adopted as part of the same legislation, and once again a measure sponsored by your organization, we can anticipate within a reasonable future period of time that substantial additional increases in benefits may be warranted. I intend to support legislative changes necessary to implement any recently negotiated so-called guaranteed annual wage programs. I will promptly recommend to the legislature the adoption of any such changes, in order that the benefits derived from free and voluntary collective bargaining between labor and management can be enjoyed completely by the workers of this state.

"Much other additional legislation of significance to labor was adopted at the last session of the legislature. I will refer, however, only to a few items, in order to indicate to you that by my approval of them, I have attempted to provide our working people with all of the benefits which they have earned.

#### **Public Employees**

"Assembly Bill No. 626, actively supported by the AF of L, is designed to remove the presumption of guilt in disciplinary proceedings against state employees. I served for many years as a judge. With my long judicial background, I felt it is only fair and proper and in keeping with our democratic process, that no individual should submit to a trial under a presumption of guilt. On the contrary, it is my personal desire that all state employees must be afforded every protection and should, of course, be presumed innocent until proved otherwise.

"Assembly Bill 1670, sponsored by your organization, has aimed at removing certain reprehensible practices by unlicensed contractors in the building trades. I approved this legislation in order that competition between employers could be free and equal, and to insure the best possible type of workmanship in home construction.

"In order to permit full implementation of the existing health and welfare programs, I signed into law Assembly Bill 1157, again sponsored by your organization, which would permit political subdivisions of the state and municipalities to participate in existing health and welfare programs.

"Another important measure which became law was Assembly Bill No. 3778.

"I hope that you will get interested in these bills. Write the numbers down. This is not as dramatic a report as perhaps it could be, but this is the warp and the woof and the welfare of the people: Assembly Bill 3778. This legislation authorizes the issuance of new liquor licenses to publicly owned premises without regard to population limitation. It

also authorizes the issuance of a caterer's permit to an on-sale general licensee or club licensee upon payment of an annual fee of \$100. Under a caterer's permit, the licensee could serve alcoholic beverages at conventions, sporting events, trade exhibits, social gatherings, even weddings, or similar events which are not otherwise licensed. Consequently, union bartenders, waiters, and other organized workers will now enjoy all the benefits and protection of their collective bargaining agreements when they work for those who operate under this form of permit.

### **Racial Discrimination**

"There were two important bills passed by the legislature and were approved by me which reduced discrimination in California. One of them is Assembly Bill No. 970. Note it carefully, if you will, because it is an important bill. This bill, now a law, amends the educational code of California so that from now on it shall be contrary to public policy for school districts or their subordinates to discriminate against the hiring of any person because of the applicant's race, color, religious creed or national origin.

"A recent report which we got from the American Federation of Labor disclosed that more than 500 unqualified white teachers were hired in the San Francisco Bay Area alone on emergency or provisional credentials, while there were nearly 150 fully credentialed non-Caucasian teachers who were unable to acquire teaching positions and were forced to work in occupations far removed from the one for which they have been so highly trained. In other words, they were janitors, ushers, waiters, and so forth. But actually they were highly credentialed teachers.

"I also approved Assembly Bill No. 1873. This bill prohibits insurance companies from charging higher rates for motor vehicle liability insurance when the applicant is a colored person. I found that there was absolutely no foundation for the argument that the color of a man's skin determines his skill as the driver of an automobile or a truck. Some of you may not believe that that was a fact which was put in the contracts of insurance, and when you reflect that there are 6,250,000 automobiles and trucks in California, this was important.

"In many instances, therefore, in past years we found that Negroes had been charged higher rates than white men in the same risk category or in some instances they had been refused insurance entirely. Under the new law, no such situation and no such discrimination will ever be tolerated any more.

### **Federal Amusement Tax**

"Turning my attention to another subject, during my visit here and there this

morning with delegates to this convention, I have learned about petitions being directed to the convention's attention regarding the current federal amusement tax and the necessity for its outright repeal or suitable modification.

"This tax, to my way of thinking, defeats its own objective. It curtails the normal expansion of an important segment of our economy, and its features are so restrictive that it means the loss of work for thousands of musicians, cooks, waiters, waitresses, bartenders, actors, actresses and members of many other crafts and professions. I am glad this morning to lend my support to your organization's efforts to rid our federal tax structure of this unwanted, unnecessary, harmful method of raising federal funds.

### **Federation's Legislative Work**

"You have noted that I have said from time to time in mentioning these bills, 'sponsored by you.' It therefore becomes entirely appropriate to report to you that I was helped and the legislature was helped by the State Federation's legislative staff. They did outstanding work and its members performed in some instances, by the margin of one or two votes, certain miracles. Time does not permit the recitation of those dramatic sessions which occurred. If you are interested, you can talk to Tommy Pitts, Charlie Scully, Harry Finks, Neil Haggerty and many others who worked intelligently for the welfare of the working men and women of California. Their remarkable record was the envy of labor legislative staffs in all the other states of the Union.

"This convention, 53rd in the history of the American Federation of Labor in California, is an occasion that should cause all of us to reflect upon the important place which labor fills in every phase of our economic, industrial and social life, and in promoting the public welfare. Operating within the framework of our Constitution, and supporting the principles of free enterprise, organized labor has proved to be an effective partner of management in the successful effort to increase production on our industrial front. You have helped materially to achieve a standard of living which is admired by all the world, and one which provides all of us with our strongest bulwark against any force seeking to undermine or destroy our vaunted democratic system.

### **AFL-CIO Merger**

"It is generally assumed that organized labor, represented by the American Federation of Labor and the Congress of Industrial Organizations, will merge memberships during the final months of this year. By this action you will unite more than 15,000,000 working men and women of the United States. They are the pro-

ducers who turn our wheels of progress. This union of unions will eliminate many intra-organizational raids and other contentious conditions which have beset your pathway of progress during the past 20 years.

"By this merger, labor will become a tremendous political force, since it is estimated that the members of the two organizations, along with their families and well-wishers, will constitute 75 per cent of the entire population of registered voters in the United States.

"Herein lies an unusual challenge and a great opportunity for the leaders and the rank and file of organized labor. With this great political power at your command, you can do much to advance the welfare of all of the people of the United States.

"I desire to express to your officers and to your members my sincere appreciation for the cooperation I have received as Governor from the State Federation of Labor and its officials during my administration as Governor, and at the same time to reaffirm my warm feeling of friendship for all of you.

"It is an honor and privilege to participate in this convention. As your Governor, I extend my very best wishes for success in the important deliberations which you are undertaking.

#### **Toward America's Great Destiny**

"Labor, management, and the general public, working together in mutual cooperation toward their common goals, will lead America with continuous and unfaltering progress, toward the tremendous destiny which is but faintly foreshadowed by the dynamic age in which we now live.

"The factor of cooperation on the part of all segments of our population becomes more important with the increased prospect for lessening of the international tensions. The cold war that has hampered our peaceful pursuits, and kept us on the edge of more serious difficulties in recent years, appears to have been dissipated by the recent conference at the summit.

"With the probability of the grim shadow of a cold war lifted, it behooves all of us to turn our collective attention to the problems and the challenges of long-term peacetime endeavors.

"We Americans have always lived a better life than any other people on earth. But there is still room for improvement. It is likely that we can now concentrate on eliminating disease, improving our educational standards, developing our natural resources for peacetime purposes, and otherwise devoting our intelligence and our strength to projects which will increase our standard of living. But more important than creature comforts, a lifetime of continued peace will give us all

an opportunity for the moral and intellectual development that brings sublime peace and lasting happiness, and for the enjoyment to the fullest degree of the fruits provided for us by the system of private enterprise in this Garden of Eden which we call our beloved America."

President Pitts thanked Governor Knight, on behalf of the convention and its delegates, for his splendid speech, then presented George Meany, president of the American Federation of Labor.

#### **GEORGE MEANY**

##### **President, American Federation of Labor**

President George Meany of the American Federation of Labor had earlier been escorted to the platform by the following committee: Jack Goldberger, chairman, William J. Bassett, Albin Gruhn, Harry Finks, Ralph McMullen, and Pat Somerset. He now addressed the convention, as follows:

"President Tom Pitts, Governor Knight, Secretary Haggerty, officers of the California State Federation, and delegates to this very wonderful convention. May I first say that, as one who has had some experience in the work of a state federation, I was thrilled by the report which is being presented to this convention on the legislative work of your officers, and which was described in great part by Governor Knight here this morning.

"The work of the trade union movement in the legislative field is a continuing one, and it is hard work. You don't accomplish your task in one year. Sometimes you have the experience of placing a law on the statute books of a state which contains perhaps the skeleton of a principle, and which must be embellished from time to time by improvements, both in administration and in substance of the law.

"This report indicates to me, No. 1, that you have a wide-awake legislative representative in Sacramento; and No. 2, that you have the cooperation of a Governor who is a liberal in the truly American and democratic sense. I congratulate Neil Haggerty and those associated with him on the legislative achievement, and I congratulate Governor Knight on showing the leadership in this great state which could well be emulated by many of the other states of the union in these days.

"Now, I would like to talk to you this morning on two or three matters which are of prime importance to the workers of our great country and to the trade union movement.

#### **World Peace**

"The first and, perhaps, the most important, at least in my mind, in these days is the question of world peace. After all, everybody is interested in

peace, and surely everybody in America. As Americans, we can say that in recent world history, in all the troublesome times of this first half of the twentieth century, we have played our part without desiring to acquire the territory of any other people, and without attempting to fasten our particular philosophy on the peoples of any other land, with no desire for conquest, with no desire to subvert or to control the lives or destiny of others. And, as trade unionists, we have a vital stake in world peace. Under the banner of the American Federation of Labor in this great country, we have been able to raise the standard of life of the greatest mass of American workers, and to that extent, at least, make our contribution to what we can call the wealth of America. And, as trade unionists, we know that the things that we have accomplished can only be accomplished under a system of free government. It is not possible to do these things under a dictatorship of any kind, whether it be a dictatorship of the right or of the left. And, what perhaps is more important to all the people of America, we know there can be no dictatorship here so long as there is a free trade union movement. So we have a tremendous stake and a tremendous interest in the world peace.

"We have always raised our voice as American citizens to let the people who administer the affairs of our country know just how we felt about the conduct of foreign affairs and the relations of our nation with other nations of the world. We long ago came to the conclusion that world peace could only be based on the moral values that we here in America have been taught to observe. Yes, you can have peace upon the basis of conquest, you can have peace on the basis of the slave labor camp, you can have the peace of Poland, you can have the peace of Czechoslovakia, the peace of Latvia, Estonia, Lithuania, Rumania and Hungary. But that's not the kind of peace that we believe in, and that's not the kind of permanent peace that we look forward to and we know would last. Any peace to be permanent must be based on justice and decency. It cannot be based on compromise. It cannot be based on appeasement. Nor can it be based on submission to power.

### Let Us Not Be Fooled

"So as we go into this period of transition from the 'cold war' to the 'smiling war,' let us keep our senses. Let us apply the God-given mentality that we have to the problems that lie before us. Let us not be fooled on questions of expediency or by a change of tactics. And let us, above all, plead with our statesmen and our politicians not to indulge in the luxury of self-deception. Yes, we know they want peace as well as we do. But we don't want it so much that we can see peace where there is no peace. There has

been no change in the policy of those who have proved beyond question in the last 33 years that their desire is to dominate the entire world. Yes, they have changed their way. They have changed their attitude. They now come up with smiles. They now come up with visits, social visits on the part of delegates in the various fields of endeavor. But what we of labor would like to see is some real change. And they have great opportunity to demonstrate that they really want peace. Let them eliminate their overseas army that is attempting right up to this minute, and has been attempting for years to subvert the free nations of the world, to bring them down by infiltration, by propaganda and by every other devious method that they can devise. Let them bring home their agents in Italy who are trying to destroy the free labor movement of that country in order to subjugate Italy. Let them bring home their agents who are in France. Let the people of Poland vote on the type of nation they want, the type of government they want. Let them take their troops home from Czechoslovakia, and let the free nation of Czechoslovakia be free again. If they do some of these things, if they let us reunite Germany under a government elected by the German people, if they call off the dogs of war in the Far East—in other words, let them do something substantial to show they want peace, something more than smiles or a pat on the back on the part of Krushchev to some newspaper reporters, or a visit of Brother Molotov to a few museums in Chicago. That's not very convincing.

"I think this period is more dangerous perhaps, than the 'cold war.' We hear some of our so-called statesmen talk about the achievements of Geneva, about what has happened in the last month or two. There is no record of achievement. There is a record that the new Soviet tactic of winning over by smiles and getting people to lower their guard by courtesies is paying off.

"Yes, we should negotiate. Any man in his right mind would do anything, would negotiate with the devil himself, if necessary, to avoid an atomic war, which we know would destroy civilization, and for which we know there would be no victor and no vanquished—it would be elimination and destruction for all. Yes, let's negotiate. But let's negotiate with an eye on the high moral principles of decency and justice that we have been taught to observe in this great nation of ours.

### Our Dynamic Economy

"Now I would like to say a few words about the trade union movement here at home. We hear a great deal about prosperity, things are looking up, wages are up, employment is up. We still, however, have some unemployment. We still have

some danger signs, some badly depressed areas. We still have the farmers' income, the farmers' ability to buy going down, which, if you look up the record, was a condition that we had prior to the 1929-38 depression. As trade union leaders, we have got to think of those days. We have got to try to keep this economy dynamic, keep it moving forward.

"And what is the key to it? What is the key to this great American economy of ours? Do we have to be economists? Do we have to be graduates of some great college with a string of degrees after our name to understand what is the basic key, what makes America tick? Why is it that we have the highest standard of living on earth? Why is it that the children of American workers have the greatest educational opportunities, are better fed, better clothed, better housed than any other people on earth? Is it because the business men of America sat down in a room and decided that these things were good? Is it because the politicians sat down and said, 'Well, we have got to do these things?' No, it is because of the fact that we have a tremendous ability to produce, greater than any other nation in history, and we also have the power to consume that which we produce. And if we cannot consume that which we produce, which means that the common people of the nation are able to buy it, then our ability to produce will mean absolutely nothing and bring us absolutely nothing.

#### **Labor Unions and Mass Purchasing Power**

"So the key to our economy is the mass purchasing power in the hands of the great mass of the people. It is just as simple as that. We can keep moving forward and improving our standard of life only so long as the great mass of people, right down to the lowest economic level, are able to buy the things that we are able to produce. And we of the labor movement have a job and have always had a job to do in that field. That is our job: to keep up that mass purchasing power, to see to it that those who work for wages get a fair and decent share of the wealth that they helped to produce. There is no other reason for the existence of a labor movement except that: to see that the worker is worthy of his hire, that he gets a fair share. And it is through this labor movement, it is through the high wages that we have built up by collective bargaining, and by using our economic strength against every weapon that was thrown and used against us, that we have been able to look back and see a constant rise in the purchasing power of the great mass of American workers. So that's our job. And while we look at this present economic picture and we see it is good, we must of necessity look behind it and look for-

ward to that which lies in the future and see to it that we do not get to the point where the purchasing power lags behind our ability to produce.

"When we look around and see what is happening in some of the states, and see those who are opposed, basically opposed to the idea of trade unionism, concentrating all their efforts in the state and national legislatures, in the political field; when we look and see eighteen states with right-to-work laws, which are in effect right-to-destroy laws, attempting to destroy the trade union movement, we have a tremendous responsibility to see to it that our movement is not hampered, that it is not held back, that it is not destroyed by adverse legislation.

#### **Old Enemies**

"We have met these people before. We have met them on the starvation front when they tried to starve us out in the early days, when they said that you couldn't work if you belonged to a union. We met them when they had the company plan, the 'American Plan,' when they owned the judges, and when we had company thugs, company sheriffs, company spies. We have met them on every front, and we still move forward. Well, we don't hear about those things any more. We don't hear about the company thugs, the company spy, the company judge so much as we used to. But that doesn't mean that there are not those in powerful places in this country who are opposed to the things which we advocate, who seem to feel that we would have a better country if people had less money, if wages were a little lower, and if workers performed a little better for the lower wage that they receive, without realizing that if they had their way, if they could bring down this wage level, if they could reduce the standard of life of ours—and that's what it means, because the standard of life of the American worker comes from his pay envelope; you cannot better his standard of life and reduce his pay envelope—that if they had their way, they would be destroying the very thing that has made America a great nation. So that's our job: to see, through our trade union movement, that they do not hamper or destroy.

"Yes, we like to look over the achievements of the past. But bear this in mind: in the philosophy of Gompers and those who founded this movement, there was no such thing as the word 'satisfaction.' We are not satisfied with the achievements of the past. We look back at them only to gain knowledge and experience to turn our faces toward the future. So that we move forward toward a better day, an ever-better day for those that we represent, and for this great country under which we have a system in which it is possible for us to collectively improve our standard of life.

"So we look forward this year to this merger on the part of the two great organizations of labor. And we look forward to it—at least I do—in terms of the work that is to be done.

### **Taft-Hartley and Right-to-Work Laws**

"I am not happy over the right-to-work laws. I am not happy over the Taft-Hartley law, and the possibilities in that law for the destruction and the weakening of our trade union structure.

"Oh, yes. People say the Taft-Hartley law has not done a great deal of harm; labor has moved forward. Well, the records will show we have moved forward—but not to the extent that we hoped to. But the record will also show that the iniquitous provisions of the Taft-Hartley law are not being used to the extent which they could be used because of the favorable condition from our point of the labor market. But let us get five or six million people unemployed and you will find out what the Taft-Hartley law means. You will find out the employer will then be ready to use his plant or his factory or his project as a battleground to force labor to take a backward step under the terms of the Taft-Hartley law.

"And on the right-to-work laws, don't let's get smug about them, either. Sure, we still have our closed shops, despite the fact that the law says you cannot have them. Why? Well, the employers do not care to make a battleground under present economic conditions, under conditions of the labor market. But the law is still there, and the employer may take a different attitude if the labor market should turn in his favor.

"Of course, this particular point is really a little bit amusing when you figure it out. Ninety-five per cent (I might say ninety-seven per cent) of every newspaper in America is printed one hundred per cent closed shop, and on the editorial page of every one of those papers from time to time you see editorials condemning the closed shop in favor of the right-to-work clause. The Cincinnati Times-Union, a paper owned by the Taft family, the author of the Taft-Hartley Act, has a clause in its contract which does not say 'closed shop;' it just says, 'The chapel chairman shall have full and complete charge of all employment, both as to hiring and discharge.' Then the next sentence says: 'The chapel chairman shall be and remain a good standing member of the union.'

"Of course, that is not a closed shop. It just happens to work out that way.

### **AFL-CIO Merger**

"But of these things we must think. We must think of the possibility of these laws. And we look ahead to the merger. We look to it to give us a better in-

strumentality to fight for the cause that we have dedicated our movement and our efforts to for the past three-quarters of a century.

"Keep this in mind: The merger is not an end in itself, nor is it a guarantee in itself of success. It merely gives us a better instrumentality. It is like a trade union. You don't get anything out of a trade union if you just form it and have a little meeting and say, 'Well, we now have a union,' and everybody goes home and forgets it. The union does not do anything for you. In the final analysis, a union produces for the membership in direct ratio to the efforts that the membership puts in to using it and making it an instrumentality for the benefits of all those in a particular industry. And so it is of the merged organization.

"Perhaps it might be well to say a few words about the merger itself from the point of view of the various organizations which are interested. It is a merger of two trade union centers, two unions of unions. It is not the absorption of one by the other. It is the result of an agreement that has been worked out by painstaking labor to try to create a new merged federation that will be better than anything we have ever had before. There are no deals, no secret agreements; there is no mystery about it. It means that we are going to have one organization. It does not mean we are going to have an organization where the former AFL and former CIO people can come in and continue the inter-union strife in which we have engaged over the past twenty years. It means that we are going to use this organization to try to eliminate that inter-union strife. And we go into the merger with a record of the past two years that the inter-union strife can be eliminated when the unions on each side show a disposition to conduct their affairs in harmony with other unions.

"We have eliminated, to a large degree, the raiding between the unions of the American Federation of Labor and the CIO. We have eliminated one hundred per cent the raiding in so far as those organizations that have agreed to the no-raid pact are concerned. We have eliminated it to some degree, to at least the degree of those who participate in the Inter-Disputes Plan of the American Federation of Labor. And the elimination of this destructive competition and raiding between our AFL organizations insofar as it has been accomplished proves that if the merger is approached in the same spirit, we can be successful in eliminating the internal strife which has plagued us for the last twenty years, thus enabling us to turn our faces forward to give service to our people under this merged Federation.

### **Power and How to Use It**

"Much has been said about too much power, that this organization is going to

create an instrumentality of power. 'Monopoly' is the word used.

"Well, that is our job: to see that we use whatever power comes because of this merger, use it in keeping with the ideals and the principles of the trade union movement; to see that we do not use it to try to run the country; that we do not use it to push people around; that we use it in accordance with the principles of the organized labor movement; that we use it to improve the standard of life of the American worker and for no other purpose. In other words, that we use the power for good. And no one can complain about too much power for good.

"In order to do this, we must demonstrate a sense of responsibility. We must conduct our affairs in a way to warrant the respect and the confidence of the American people as a whole; in other words, in a way that will command our own self-respect. Because we are not a group apart from the American people. We are the American people! And if we use this power so that we can hold our own self-respect, then we can have the respect of our neighbors.

#### **Political Machine for One Purpose Only**

"And they say, 'Well, this is going to be a great political machine. It is going to run things around the country.'

"Well, it is going to be a political machine if I have anything to do with it! But for one purpose and one purpose only. It is going to be a political machine to see to it that we get into the halls of the legislatures of the states and the nation people who believe in a decent way of life for the American worker. And it is going to be a political machine to see to it that we elect people to public office who believe that the human element in industry takes precedence over the money investors. Yes, we believe in this American system. We believe in profits. We believe that investment capital has a right to a fair return. But we believe, above all, that the human element comes first and that the basis for any business, large or small, shall be decent treatment for the producers at the lowest economic level; that no business should continue or owe its continued existence to payment of less than a decent living wage to the workers in its employ.

"So we will use this instrumentality. Not to push people around, not to take control of government at the national, state or local level, but we will use it to meet our enemies, who will put all their eggs in the political basket. And when we go into this political field we are going into a field which we did not choose. When our enemies cut out and couldn't make any success of the American Plan; when the Norris-LaGuardia Act eliminated the company injunction against labor to a large extent; when they were

prevented by the Wagner Act from destroying or starving out the workers; when the Lafollette Civil Liberties Committee, in 1934, exposed the strike-breaking agencies of America who were collecting millions of dollars from employers for the one purpose of denying to the free Americans the right to have a union; when we remember and think of these things and know that these people have now turned to the political field, we know that we too must have a political instrumentality. These people now command great influence in Washington. There is not a corporation of America worth its salt that has not got a man in Washington taking care of the interests of that particular corporation, and of course serving the people, too. There are plenty of Talbotts in Washington. Talbott's only sin was that he was exposed.

"So we have got to use this political instrument to aid the power of labor, the power of all citizens to gain for themselves the decent standard of living. Let's have a few more Governor Knight's in the states of this nation!

#### **Let Us Prove That Democracy Works in America**

"Let's dedicate this movement to a better America. Let's make America more than ever the leader of the free world. Let's turn our attention to more schools, to federal aid to education, to get the children of America into decent schools where they can get a decent education, and maybe in that way make some contribution to the elimination of this plague of juvenile delinquency which we have today. Let's get some better houses. Let's place the millions of Americans who do not have a decent home into a home where they can live like Americans. Let's improve our highway system. Let's eliminate our slums. Let's bring up, by further improvement of the law, the millions who are still underpaid and working for a mere pittance. Let's see to it that America makes a better record than ever before to insure that the rights contained in the first ten amendments of the Constitution are accorded to each and every citizen irrespective of his race, religion or the color of his skin. In other words, let's use this merged Federation to prove to the entire world that democracy works here in America, that it has worked in the past, that it has brought a better and ever better life to the people of our America, and that in the days to come we are going to make it work even better so that people in this great nation of ours shall have a better and even better day in the future.

"Thank you very much."

In brief but heartfelt words, President Pitts expressed the thoughts of the entire convention and its guests in thanking President Meany for his inspiring message.



### Presentation of Gifts

On behalf of the California State Federation of Labor, Secretary C. J. Haggerty presented a set of golf clubs to President George Meany. These clubs were especially made for President Meany's use and enjoyment.

Following this ceremony, Chairman Max Osslo introduced "Miss Agua Caliente," who presented, on behalf of the San Diego labor movement, Mexican sombreros to President George Meany, Governor Goodwin J. Knight, President Thomas L. Pitts and Secretary C. J. Haggerty.

### Communications

Secretary Haggerty read the following communications addressed to the convention:

Matter here requiring my personal attention makes it impossible to attend your convention tomorrow. We most urgently suggest California Federation of Labor take strong action on California's No. 1 problem, the conservation of water and the development of public power. These natural resources should be developed in the interest of all the people. We have greatly appreciated your cooperation in these important questions. We are confident the 1955 State Federation of Labor convention will adopt a program supporting the interest of the common people. We were greatly pleased to receive your kind invitation to appear on your program.

GEORGE SEHLMAYER, Master,  
California State Grange.

Fraternal greetings and best wishes for a harmonious and successful convention.

E. M. HOGAN,  
General Secretary-Treasurer,  
United Garment Workers of America.

Greetings: After participating with you in all conventions since 1927 in San Bernardino (where the beloved John F. Dalton presided on crutches) through 1954 in Santa Barbara, I have finally fallen by the wayside, and since I have no crutches, most respectfully request to be recorded as excused. One request, and it is a fervent one, is that your honorable body in their deliberations will give sincere and earnest thought to the problem of the woman worker and her inability to secure employment after fifty years of age, and the problem of the women continuously employed in an industry covered by the Social Security Act whose heart and determination remain strong but the body weak and unwilling soon after reaching the age of 55 or 60.

Please, please see that the next Congress lowers the retirement age for these loyal members of the work force of America to 60 years and gives the same consideration and protection to the widow as well. Fraternally,

MAE STONEMAN,  
Waitresses No. 639, Los Angeles;  
Member, State Industrial Welfare  
Commission.

### Recess

The convention was thereupon recessed by President Pitts at 12:35 p.m., to reconvene at 2:30 p.m.

### STATEMENTS OF POLICY AND RESOLUTIONS

The deadline for accepting resolutions was 12:00 noon on the first day of the convention, in accordance with Article V, Section 6 of the Constitution of the California State Federation of Labor.

The statements of policy submitted by the Executive Council of the Federation and all resolutions received prior to the deadline will be found beginning on page 235.

### MONDAY AFTERNOON SESSION

The convention was called to order at 2:40 p.m. by President Pitts.

#### Report of Committee on Credentials

On motion by Chairman James Blackburn of the Committee on Credentials, delegates whose names were printed in the preliminary roll of delegates, with one exception, and in the supplementary list read by him, were seated by the convention. The exception was Tony Salgado of Hod Carriers No. 300, Los Angeles, whose credential had been protested. Chairman Blackburn announced that a hearing would be held that evening, under Section 6 of Article I of the Federation's Constitution, by the Committee on Credentials.

**Note:** The completed roll call of the

convention, following the additions and changes reported by the committee on successive days, may be found beginning on page 328.

#### Appointment of Committees

Secretary Haggerty announced the following committees which had been appointed by President Pitts prior to the convention:

**Committee on Credentials:** J. Blackburn, Chairman, Painters District Council No. 48, Riverside; W. J. Hull, Painters No. 256, Long Beach; Kitty Howard, Culinary Alliance No. 754, San Pedro; C. J. Hyans, Screen Extras Guild, Hollywood; Phyllis Mitchell, Office Employees No. 3, San Francisco; Ralph Conzelman, Hod Carriers and Laborers No. 652, Santa Ana;

Andy Ahern, Garment Cutters No. 45, San Francisco; Joseph F. McGee, Office Employees No. 139, San Diego; Geo. Bronner, Ventura Central Labor Council, Ventura; William Cabral, Teamsters No. 70, Oakland.

**Committee on Resolutions:** Thomas A. Small, Chairman, Bartenders No. 340, San Mateo; Albin Gruhn, Central Labor Council, Eureka; Paul Reeves, Plumbers No. 246, Fresno; Henry Spiller, Bldg. Material and Dump Truck Drivers No. 420, Los Angeles; Earl Thomas, Dist. Council of Carpenters, Los Angeles; Albert Marty, Teamsters and Chauffeurs No. 150, Sacramento; Walter Cowan, Culinary Workers No. 814, Santa Monica; Mary Olson, Waitresses No. 512, San Pedro; Wm. E. Pollard, Dining Car Employees No. 582, Los Angeles; C. O. Taylor, Millmen No. 2020, San Diego; Joe Christian, Building Trades Council, Los Angeles; Phil Deredi, Elevator Operators and Starters No. 117, San Francisco; Al Mailloux, Building Trades Council, San Francisco.

**Committee on Legislation:** W. J. Bassett, Chairman, Mailers No. 9, Los Angeles; C. W. Chapman, Joint Council of Teamsters No. 42, Los Angeles; Jack Kopke, Paint Makers No. 1101, Oakland; Hazel O'Brien, Waitresses No. 48, San Francisco; Robert Callahan, David Scannel Club No. 798, San Francisco; E. H. Vernon, Automotive Machinists No. 1546, Oakland; James Waugh, Cannery Workers of Pacific, Terminal Island; Harry Metz, Operating Engineers No. 3, San Francisco; Ralph A. McMullen, Building Trades Council, Los Angeles; Mike Elorduy, Cannery Workers and Warehousemen, No. 857, Sacramento; Harry Finks, Central Labor Council, Sacramento.

**Committee on Constitution:** C. T. McDonough, Chairman, Cooks No. 44, San Francisco; Mark Whiting, Dairy Employees Plant and Clerical No. 93, Los Angeles; John Quimby, Central Labor Council, San Diego; Lowell Nelson, Building and Construction Trades Council, Vallejo; George W. Johns, Retail Cigar Clerks No. 1089, San Francisco; Joseph DeSilva, Retail Clerks No. 770, Los Angeles; Joseph F. Cambiano, Carpenters No. 162, San Mateo.

**Committee on Label Investigation:** James Symes, Chairman, Union Label Section, San Francisco; John Ulene, Ladies Garment Workers No. 266, Los Angeles; Thomas Rotell, Molders and Foundry Workers No. 164, San Francisco; Anthony Agrillo, Barbers No. 252, San Jose; Fred Schoonmaker, Carpenters and Joiners No. 2114, Napa; William Leshe, Carpenters No. 180, Vallejo; Henry Wadsworth, Studio Utilities Employees No. 724, Hollywood; Charles Downey, Painters No. 507, San Jose; Anna Clingman, United Garment Workers No. 131, San Francisco.

**Committee on Officers' Reports:** Edd X. Russell, Chairman, Actors Equity, Hollywood; James F. Alexander, Retail Clerks No. 588, Sacramento; Charles Foehn, Electrical Workers No. 6, San Francisco;

Charles Flanders, Lathers No. 42, Los Angeles; Ted C. Wills, Creamery Employees and Drivers No. 517, Fresno; Fannie Borax, Ladies Garment Workers No. 96, Los Angeles; M. J. Collins, Electrical Workers No. B-569, San Diego; Al E. Albertoni, Fire Fighters No. 55, Oakland; Jack Laumann, Central Labor Council, Santa Rosa.

**Committee on Rules and Order of Business:** Max J. Osslo, Chairman, Butchers No. 229, San Diego; Walt Ragan, Central Labor Council, Santa Monica; Arthur Dougherty, Bartenders No. 41, San Francisco; Alvin L. Holt, Barbers No. 295, Los Angeles; Charles H. Kennedy, Musicians No. 6, San Francisco.

**Committee on Labels and Boycotts:** Jack Goldberger, Chairman, Newspaper and Periodical Drivers No. 921, San Francisco; Kathryn Arnold, Culinary Alliance No. 681, Long Beach; Elmer Doran, Southern California District Council of Laborers, Los Angeles; Ed Dowell, Motion Picture Projectionists No. 297, San Diego; Herbert J. Shoup, Construction Laborers No. 324, Martinez; E. P. Taylor, Electrical Workers No. B-18, Los Angeles; Charles Brown, Allied Printing Trades Council, Los Angeles; Burnell Phillips, Central Labor Council, Riverside; Joseph Spitzer, Provision House Workers No. 274, Los Angeles.

**Committee on Grievances:** C. O. Taylor, Chairman, Central Labor Council, San Diego; Pat Somerset, Screen Actors Guild, Hollywood; George Deck, Retail Clerks No. 1532, Santa Rosa; Henry Hansen, Central Labor Council, Stockton; Tony Cancilla, Union Label Section, San Francisco; John F. Quinn, Bartenders No. 52, Oakland; Hugh Caudel, Contra Costa Central Labor Council, Martinez; Edward A. Doyle, Central Labor Council, Oroville; Paul E. O'Bryant, Motion Picture Studio Cinetechnicians No. 789, Hollywood.

#### Communications

The Secretary read the following communications:

Best wishes for a most successful convention. The City of Santa Rosa extends a cordial invitation as a site for your 1956 convention. Karl Stolling, Mayor of Santa Rosa.

The officers and delegates of the Central Labor Council of Alameda County send congratulations and a very good wish for a most successful convention. Warm Regards,

WILLIAM P. FEE,  
Assistant Secretary,  
Central Labor Council of Alameda County.

Our sincerest wishes that your convention be highly enjoyable and successful. We sincerely urge your consideration of Santa Rosa as a site for your 1956 convention and assure you, if you should so honor us, our utmost cooperation.

JAMES HURLEY, President,  
Santa Rosa Chamber of Commerce.

### Re-Referral of Resolutions

On motion by Chairman W. J. Bassett of the Committee on Legislation, **Resolution No. 169** was re-referred to the Committee on Resolutions.

On motion by Chairman Thomas A. Small of the Committee on Resolutions, **Resolution No. 16** was re-referred to the Committee on Labels and Boycotts.

### ROY E. SIMPSON

#### State Superintendent of Public Instruction and Director of Education

President Pitts introduced Roy E. Simpson, Superintendent of Public Instruction and Director of Education, who addressed the convention, as follows:

"Mr. Chairman, delegates and friends. I appreciate the opportunity to come again to talk to you. Today I would like to take a few minutes to develop rather quickly the topic, 'Labor's Place in Education.'

"Since the early beginnings of the labor movement in the United States, labor has given active support to public education. This support by labor for the public schools came about largely because it was and is the ambition of labor to provide their children with the best education possible. Also, of course, an educated citizenry is imperative to the good of our country.

"Today, California has reached a school enrollment figure in our elementary and secondary schools which is the largest in the United States.

"It was at your Santa Barbara convention last year that I had the opportunity to direct your attention to this great growth in our school population. This growth continues to give us great concern. The tax base in many of our communities is too small to enable adequate financing without the vote of the electors in support of an over-ride tax—which is but saying that the money issued by the levy of the legal maximum tax upon the assessed valuation is insufficient and a greater tax levy is necessary to support the schools. To secure this increase in taxes requires a majority approval by the electorate of the districts involved.

#### School Needs Now And by 1963

"Classrooms must be provided for all of these children. The studies made for September 1955 indicate that the state must provide 3,502 classrooms for the elementary schools to take care of the increased number of children over September 1954. In addition, we will require 4,588 classrooms to remove pupils from part-time sessions. The secondary or high schools will need 1,446 classrooms to take care of their increase September 1955 over September 1954. The junior and senior high schools will need 738 class-

rooms to relieve the already half-time sessions.

"Assuming 25 pupils per classroom, the projected increase in pupil population by 1963 would require 46,153 teaching stations plus all necessary auxiliary service areas (toilets, gymnasias, libraries, administration, cafeterias, corridors, sites and the like). Assuming a middle-of-the-road figure of \$30,000 per teaching station (this would include building, furniture, equipment, site, site development, architectural and other fees), \$1,384,590,000 would be required to finance this need. This means that the labor crafts alone will be facing a tremendous task for many years ahead. Employment will be at a high level for years ahead.

"An immediate step to assist districts who are having financial difficulty in building their schools is the \$100,000,000 bond issue to be voted by the people in November 1956. I urge your support of this needed bond proposal.

"I have mentioned just the elementary and high schools. Let's take a look at our program of education beyond the high schools.

#### Colleges and Universities

"The rapid growth of our state has also been reflected in the increased enrollments in our junior colleges, and the University of California. Today all of our institutions of higher learning are severely overcrowded, with definite assurance that in each year ahead, more and more students will be seeking admission.

"On the basis of the present school population in the elementary and secondary schools of our state, I can report to you that we can look forward to a doubling of our college population between now and 1965. Such an increase in enrollment in our colleges means that we must plan most carefully in order to make possible the continuation of the same level of instruction and service which has been developed up to this time. We are very proud of the work of our colleges and universities and of the splendid job which they have done for the youth of the people of California.

"Since the junior colleges are maintained by local school districts, it is my hope that you and all others in the American Federation of Labor will work closely with school board members and school administrators on behalf of the many practical problems of building and educational planning which will help your local junior colleges serve even better, the various needs of your community and our state.

"The ten state colleges are administered by the State Board of Education. These colleges serve the needs of the region in which each is located, as well as certain responsibilities which are statewide. As the chief administrative officer for the state colleges, I have been pleased to participate with many of our leading citizens

in a careful review of the needs and the problems of these institutions.

"In the next college year commencing in early September 1955 our state colleges will serve more than 38,000 full-time students. Our state colleges today have reached the point in numbers where, together, as a state college system, they enroll more full-time students than any other college system in this country. As this great growth occurred, we have made every endeavor to provide courses and programs which would train students for service as teachers in our public schools, for service in the skills of the various occupational and professional fields and for the other needs of industry and business.

"In the general education programs in our state colleges, we have expended every effort to provide a strong foundation in general education so that our young people are prepared for the significant responsibilities of American citizenship. I can think of no need which can approach in importance the training for the basic obligations of democratic life. General education is a required program for all students of the state colleges and, I think, represents the broad foundation for study and further learning which is so essential for all young people.

"The 1953 legislature authorized the Liaison Committee of the Board of Regents of the University of California and the State Board of Education to conduct a careful study of California's needs in higher education, with emphasis upon implications of growth, cost factors, and countless other questions relating to colleges and universities in our state, both public and private. This restudy consists of seven major parts, each one of which contains much valuable data and a large number of recommendations to the legislature and to the various state agencies.

### College Construction Needs

"I should like to speak briefly of one specific problem on the college program and that is the problem of providing buildings fast enough to take care of more and more students. The 1955 legislature appropriated more than 18 million dollars for state college buildings. The legislature also approved a state bond issue for capital outlay purposes. This bond issue will be for 200 million dollars and will appear on the general election ballot in September 1956. Sixty million dollars of this bond issue are earmarked for state college building. I urge your endorsement of this bond proposal.

"As we have projected our state college building needs five years ahead, we find a program of approximately 120 million dollars which means that in addition to the state bond issue, the legislature must continue to appropriate as it has in the past, with yearly grants for a substantial amount of college construction. Without buildings, our colleges cannot

meet the needs of the students, either in numbers of students served or in the types of programs offered. I know our colleges can count on the full support of organized labor as their building needs are faced, in a certain and realistic manner.

### Personnel Needs

"Up to this point I have talked about the increase in our school population and the building requirements to house that population. Let's look for a few minutes at another side of this picture. Assuming we have the classrooms and the money to build them, we must next find the teachers, the mechanics, engineers, custodians and all the many skilled men and women who make the buildings come to life. American industry is seeking more scientists and engineers than our schools are training. The reported superiority of Russia over America in the preparation of scientists and engineers is alarming. The graduates in the scientific fields in the United States today have decreased in a period when we have advancing needs for such help.

"This shortage of trained personnel is felt in many of our fields of work today. The pirating of other fields of occupations to fill any one of these vacancies only decreases these specialized fields and does not increase our supply of good workmen. To keep the lead among the other nations we must recruit more students into these fields of occupation so essential to our economic development.

"California's apprenticeship program generally is looked upon as being Number One in the nation, not only in numbers, but also in quality. Of this we can and should all be proud. However, as successful as we are, much more remains to be done.

"Approximately, 20,000 apprentices currently are in training in California. Since the average length of apprenticeship is four years, it is obvious that about four times as many apprentices as at present should be in training if we are to prepare 20,000 new journeymen annually. And in back of this apprenticeship program, there should be additional thousands of young men and women enrolled in pre-apprentice classes in order to ensure that California's high level of trade skill will not be deficient.

### Industrial Education

"The California State Department of Education is keenly interested in all phases of industrial education. Through its Bureau of Industrial Education, the Department has exercised its leadership in encouraging the development of both pre-apprentice and apprentice training programs of the highest possible quality. We have been particularly pleased with the fine relationships we have established with the Department of Industrial Relations and its Division of Apprenticeship

Standards. The importance we attach to apprenticeship training is indicated by the fact that we have established and maintained for more than ten years an Instructional Materials Laboratory which prepares instructional materials for the related training classes for apprentices. These materials are now available in more than twenty-five trades. From your acceptance of these publications and from the inquiries which have come from various sections of the United States, I judge that they are serving a real need. During this ten-year period the state of California has spent about \$300,000 for this service alone.

"We must all understand that, despite a great increase in our population in recent years, the number of youth aged 14 to 17 is proportionately smaller today than formerly because of the low birth rates during the late thirties and early forties. Consequently, the competition for youth among the armed services, the colleges and universities, business firms, the professions, and the apprenticeable trades is unusually keen. The shortage will continue for several years in all probability before the higher birth rates of the last decade make themselves felt in the labor supply. Meanwhile we have an obligation to these young people to help them in making their career plans. 'In America each individual is free to choose his own career, but it is a matter of national importance to have large numbers of boys and girls make wise choices. It, therefore, becomes a matter of policy to assist students to make educational and vocational choices which collectively are in the best interests of the nation as a whole.' (America's Resources of Specialized Talent, by Dael Wolfe)

#### **Textbooks and Other Teaching Materials**

"The issue of what we shall teach and how we shall teach it is always with us.

"During the past few years there has been a resurgence of interest by the American people in the books and other teaching materials used in the public schools. Some of this interest has been stimulated by questions about the quality of the books now being written for young people. We all have questions and concern about some of the comic books which have appeared lately, also about some of the teen-age books, some of the programs on television, radio, and in the movies. It is natural that citizens want to be dead certain that books in our schools are above criticism. I assure you we are sensitive to this concern, and we are dealing with it. There is no question but that poor books, bad books of any sort, should be weeded out of our library shelves and that new books should be added only after careful examination. To this end we are assisting local school districts who carry the responsibility for selecting the reference and supplementary

books for their libraries.

"At the same time, I feel due recognition should be given to the American textbook publishing industry for having developed, under our system of free enterprise, the best school textbooks by far the world has ever seen. There is truly no counterpart of the American school textbook in any other country of the world today, in completeness and comprehensiveness of material, in attractiveness of format and illustration, in appeal to young people, or in practical utility for the teacher.

"Here in California we do have a few problems, though, problems created by the manner in which we have to do business with the publishers of these textbooks. Way back in 1884, when California amended its Constitution to provide for the use of a uniform series of textbooks in the public elementary schools of the state, the legislature provided that these books might be printed in the State Printing Plant. The publishers have never liked this way of doing business because they would much prefer to sell us a completely manufactured book. As it is, they must sell or lease to the state of California the right to print books from their plates.

#### **California-Printed Textbooks**

"Regardless of how the publishers have felt about it, this way of doing business has saved the taxpayers of California many millions of dollars. Without going into such matters as capital investment for plant and equipment, amortization, and all the rest—which is largely academic since we would have to have the Printing Plant anyway—we can actually provide to the school children of California, out of any given appropriation by the state legislature, three books under state printing for every two books that could be furnished if they were bought in completely manufactured form from the publishers. In fact, this figure is very conservative, for the latest current information on my desk shows a saving of 49 per cent or nearly two books for one.

"Translating dollars into services, this means that through the state printing of textbooks, we can almost double the educational opportunity to California elementary school children. As a result of this policy, no one of our neighboring western states has the richness, the variety of textbook materials, that is found in the public schools of California. Besides, California's policy has meant that every possible dollar for the materials and labor involved in manufacturing these millions upon millions of textbooks has been spent right here in California.

"We are under continual pressure from the textbook printing industry, and from some of our own educators and from some groups of citizens who have been aroused by claims of socialism, government in business, and so forth, to abandon state

printing of school textbooks in California. I do not intend to argue the merit or lack of merit in the political philosophy involved. I imagine the citizens of California speaking through their legislators will ultimately decide such issues. But I do want to say to you that no educator in my position could support a proposition that would reduce the educational opportunity of school children by one-third to one-half.

"For this reason, we do not personally encourage those who feel that we should refuse to allow books to be printed in the State Printing Plant. Twenty-five years ago this was a serious problem. A very large number of the major textbook publishing companies entered into an informal gentlemen's agreement not to submit their books on the basis of leasing or outright sale of plates. For a number of years it was difficult for us always to find satisfactory books. However, one by one the ranks of those holdout companies were deserted. Today, of the some eighty publishing houses of our country, all but six are now offering their books when they have books to offer for California state adoptions. We feel we are well on the way toward an ultimate solution of this problem without sacrificing the great financial benefit to California school children, to labor, and to the paper industry of our present method of operation.

### Summary

"This brief presentation has pointed out the important place that labor has developed in support of education for all youth. We have focused attention upon our school population growth and the significance of that growth in building needs and personnel at all grades from kindergarten through state college.

"We have emphasized the fact that to compete worldwide we must give greater emphasis to the recruitment of trained persons in the scientific and skilled occupations, including education.

"The California State Federation of Labor currently supports a scholarship program designed to help worthy young men and women attend college who otherwise might be denied the opportunity. Might I suggest that your organization consider the possibility of broadening this program to include post-high school study and training in some of the crafts and technical fields. Many of our public junior colleges offer pre-apprentice and technical training of the highest quality. If you were to establish additional scholarships for young people who show aptitude and interest in certain skilled trades and who wish to continue their training through junior college, the incentive might serve to stimulate greater interest among high school students in enrolling in trade and industrial education courses and competing for such awards.

"One of our wasteful practices in human resources today is the neglect of

some of our fine youth who for the want of financing are lost to us. There are young men and women who have talents that remain undeveloped because of economic limitations.

"We have urged your support of the two bond issues before you November 1956 that will advance funds to construct more school buildings.

"Important, too, is the expression of the attitude of your organization as it relates to the printing of elementary state textbooks.

"This is a year of two very important conferences involving education—the Governor's Conference on Education at Sacramento on September 30-October 1, and the President's White House Conference on Education in Washington, D.C. on November 28-December 1. I urge you to have forceful representatives at both to let your wishes be known.

"Finally, although I could report to some length upon the successful action of our recent legislative session contributing to the welfare of our teachers, let me conclude in a sincere compliment to your organization as a body and to two of your active representatives in public education—Neil Haggerty, who serves as a Regent of the University of California, and Max Osslo, a member of the State Board of Education. I hope you continue such men in a position of public confidence. Through this public service, they are contributing to the welfare of both education and labor.

"And, of course, to your President, Mr. Pitts, I express my public appreciation to him for the very fine service he gave us on more than one occasion during the last legislative session, and to each of you I wish to tell you that we stand high in the education field and we stand that way due largely to the support of men and women like you."

At the conclusion of Dr. Simpson's address, President Pitts introduced Dr. Malcolm Love, President of the San Diego State College.

### Report of Committee on Rules and

#### Order of Business

Max J. Osslo, chairman of the Committee on Rules and Order of Business, reported for the committee, as follows:

"Mr. Chairman and delegates, your Committee on Rules of Order has had its meeting and proposes the following rules and order of business for adoption by this convention:

1. The sessions of the convention shall be from 9:30 a.m. to 12:00 m. and from 2:00 p.m. to 5:00 p.m. No night sessions shall be held unless ordered by a two-thirds vote of all delegates present.

2. Delegates when arising to speak shall respectfully address the Chair and announce their full name and the name and

number of the organization which they represent.

3. In the event of two or more delegates arising to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

4. No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order.

5. Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed.

6. No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by vote of the convention; nor longer than five minutes at a time without permission by vote of the convention.

7. No question shall be subject for debate until it has been seconded and stated by the Chair, and any motion shall be reduced to writing at the request of the Secretary.

8. When a question is before the house, the only motions in order shall be as follows: (a) to adjourn, (b) to refer, (c) the previous question, (d) to postpone indefinitely, (e) to postpone to a stated time, (f) to divide or amend. These motions shall take precedence in the order named.

9. A motion to lay on the table shall be put without debate.

10. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; and such motion shall require a two-thirds vote to carry.

11. Each delegate shall report to the Sergeant-at-Arms at the beginning of the session and shall sign the card presented to him; except, if unavoidably absent, he shall have the privilege of reporting to the Secretary.

12. No resolution shall be received by the Secretary unless it bears the name and number of the organization represented by said delegate; and no resolution that has not been submitted by 5:00 p.m., August 10, shall be received, except those resolutions proposed by statewide conferences of organizations affiliated with the California State Federation of Labor held not less than three days prior to the convening of the convention, which resolutions may be filed until 12:00 noon of the first day of said convention. All resolutions which are introduced later must have the unanimous consent of the delegates present. The committees shall report on all resolutions submitted.

13. No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing the same.

14. It shall require twenty-five dele-

gates to demand a roll call upon any vote where a roll call is not specified.

15. During the nomination of officers and convention city for the coming year, seconds of the nomination of each candidate shall be limited to two. Nominations shall be in the following order: President, Vice Presidents of Districts 1-15, inclusive, 1956 Convention City.

16. Any delegate wishing to retire during sessions shall receive permission from the Chair.

17. All questions not herein provided for shall be decided in accordance with Roberts' Rules of Order.

Chairman Osslo then stated: "This completes the committee's report.

"Max J. Osslo, Chairman

"Walt Ragan

"Arthur Dougherty

"Alvin L. Holt

"Charles H. Kennedy."

On motion by Chairman Osslo, the convention adopted the committee's report, and President Pitts discharged the committee with thanks.

#### **Report on Sebastopol Apple Strike**

Delegate Joseph Diviny (Teamsters No. 85, San Francisco) gave the following report on the dispute between the Cannery Workers and the California Association of Employers in Sebastopol:

"Mr. Chairman and delegates. I would like to have the privilege of the floor for a few moments to acquaint the delegates with an incident that happened last week that is vitally important to the entire labor movement of California.

"About a year ago Local 980 of the Teamsters' organization located in Santa Rosa went into the town of Sebastopol and organized the packing sheds, the cannery workers canning apples in this particular area. This is the largest apple packing area in the United States. They organized this industry approximately one hundred per cent and ran up against the opposition of the notorious California Association of Employers.

"In one particular instance, on two secret ballots, they voted unanimously 300 to nothing for representation. The Association stalled, refused to negotiate, and a strike vote was taken. This difficulty has been going on since last October, with little or no recognition from the National Labor Relations Board. They have been trying since last October to get a decision as to 142 ballots that were objected to by the employers after they had fired these people two days prior to the election.

"Now, the important thing that I want to impress on the delegates here today is that on last Thursday morning—a strike has been going on there for about a week now—at 4:00 a.m., one of the business agents who is well known to many of you

delegates, a fellow named Bill Grami, as he left the union hall, was approached by three goons, a gun placed in his back, and he was told to get into a car. He was driven eight miles out into the country, and when he thought it was his last ride, put up some resistance and was hit over the head with the butt of the gun. He was then strapped to a tree and brutally and unmercifully beaten by a chain, or a similar device, a steel cable or otherwise, until he was beaten into submission.

"We don't know who did it. We have a fair idea. But can any delegate in this assembly visualize what would happen if an employer was given such treatment? First of all, they were in violation of the Lindbergh Act for kidnapping and beating, which calls for a death penalty. Up until this time, the Federal Bureau of Investigation has made no appearance on the scene.

"In this convention a resolution will be presented, and I want to ask each and every delegate to hotly support this resolution. And wherever you see the products of canned apples, applesauce and so forth, we ask that you individually take upon yourselves—until it is finally put on the 'We Don't Patronize' list of the California State Federation of Labor—not to purchase these items."

#### **ERNEST B. WEBB**

##### **Director of Industrial Relations State of California**

President Pitts then introduced Ernest B. Webb, Director of Industrial Relations of the State of California, who spoke as follows:

"President Tommy, Secretary Neil, officers of the Federation, my brother and sister trade unionists. You know, I have been coming to these conventions for many, many years. I was recalling to one of the delegates here this morning that my first convention was in 1928 in Long Beach, when the late Governor C. C. Young dedicated our Labor Temple.

"I have a prepared speech for this convention, which I am not going to deliver. With respect to discussing statutory law and authority, you really have to have a prepared speech, because all of the corporation lawyers in the labor movement take exceptions to what you say. So I assure you that my speech has been looked over by the best legal authorities in the state of California, and that you will be privileged to read it in your proceedings tomorrow.

"However, I think that I would be remiss if I did not use this opportunity to make just a few comments.

"I think that I am one of the most fortunate individuals that God ever put on earth: No. 1, because I am a citizen of a country that permits me to be a member of a union; No. 2, because it is the Paint-

ers Union; and, No. 3, because over a career in the labor movement I have had the kind of associates that have educated me and advised me to a degree that makes me qualified to head up the finest department of labor in these United States—and I don't bar any other department. I think that was brought forcibly home to me when Brother Pitts and I attended a recent conference in Washington, and discussing the procedures and the activities of the department I sounded like a Texan. But I want you to know that I was relating factual information.

"To be appointed by a governor who expressed the philosophy ours did this morning is, I think, most gratifying. My relations with the Governor since my appointment have been of the best. I am sure, and want to advise you and assure you, that the philosophy he expressed this morning has been expressed by him to me with respect to the administration of the affairs of the Department of Industrial Relations.

"I said this is a fine department. It is a fine department. But what made this department possible? It was the officers of the California State Federation of Labor, past and present, who placed on the statute books of this state statutes for the protection and the welfare of the wage earner, which amount, in essence, to a Magna Charta.

"My predecessors and directors in the past have carried on a fine job. Paul Scharrenberg, who is also a delegate to this convention, delivered to me on February first a fine department. Rumors were prevalent that there were going to be a lot of heads knocked off, and that Ernie Webb was going to revolutionize the department. That was the farthest from my mind, because being a member of the Industrial Accident Commission for 10 years I was personally familiar with the personnel and the department. And I am here to assure you that I have the finest staff that any director ever had. Among that staff are many members of organized labor. I have had the finest cooperation from the staff that a director could ever expect to have. If I don't fulfill my obligations in this job, I have only myself to blame. Because, possibly, there might be some shortcomings that I have that haven't yet come to the surface that might result in possible failure. But I don't think that is so at this present time.

"I want to express to Neil Haggerty and Tommy Pitts my personal appreciation and the appreciation of my staff for the support of the legislative program of the department, and, also, not only for the legislative support, but the support that they give to me and the members of my staff in the administration of the affairs of this department.

"At this time I want to pledge to you that so long as I am director of the Department of Industrial Relations of the State of California there will never be any



program fostered or promoted, either legislative or administrative, that will be contrary to the philosophy of the American Federation of Labor.

"We look forward with a lot of optimism with respect to the welfare of the wage earners in California. I am sure that the California State Federation of Labor is going to play its usual strong part in bringing about a better condition for the people who are members of our unions within the state of California."

The prepared address of Ernest B. Webb, Director, California State Department of Industrial Relations, appears in the following words and figures:

"It is a wise and happy individual who has learned to pause from time to time to count his blessings. Unless we do so, we cannot appreciate how fortunate we are, how much we have to be thankful for.

"Perhaps there is no better time to pause and take stock than at the approach of Labor Day—the day that celebrates the worth and dignity of American labor, which of course means the worth and dignity of almost all Americans.

"I sometimes wonder if we who live in America fully appreciate the great blessings that Providence has bestowed upon us. We have physical comforts in abundance, far beyond the wildest dreams of many of the less fortunate peoples in other parts of the world. We put in fewer hours of work than people in other countries to obtain these comforts, things of luxury as well as things we need.

### American Freedom

"But beyond our physical blessings—and they are many—is the priceless freedom we possess. Freedom to go our own individual way. Freedom to worship as we please. Freedom to meet when and where we wish, and with whom we wish, with only our conscience as our guide. We have complete liberty, so long as we do not injure others; and there is no greater liberty.

"Our American philosophy, in vivid contrast with the world behind the iron curtain, places highest value on the life and the liberty of the individual. We recognize that the nation and the state exist for the individual—not the individual for the state. On this noble and spiritual concept is our whole American civilization founded. And with the passing years, we achieve an ever broader view of that concept. We have come to realize that our people should enjoy the fullest measure of service the state and nation can give them, with every opportunity to gather the full harvest from their labors.

"That full harvest could never be reaped under any so-called 'right-to-work' legislation—which your leaders have so accurately described as 'right to wreck' legislation. I am happy to serve under a governor who has pledged that he will

veto any restrictive or punitive legislation affecting the rights and livelihood of the people of California.

"No one was happier than I to see the recent passage of amendments to the Jurisdictional Disputes Act—amendments that eliminate the possibility of using company unions to ruin the legitimate activities of bona fide labor organizations.

"We know that when our workers are well protected and provided for, the whole fabric of our system and economy is sound.

"We in California are especially fortunate, for our state has long been guided by this philosophy. California's concern for its people is a splendid example to all. That concern is specifically expressed in the State Labor Code, which requires the Department of Industrial Relations—and I quote—'... to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment.'

"The Department of Industrial Relations is the oldest state agency in California devoted to promoting the well-being of our people. From humble beginnings in 1883, when the California Bureau of Labor Statistics was established to collect facts on labor in this state, the Department of Industrial Relations has gradually expanded, so that it is now a well-integrated agency which, through its various divisions, carries out the mandate to do everything possible for the welfare of our people.

### What the Department Does

"The work of the department affects the life of every Californian.

"The department sees that workers are paid on time, and for the full amount they are entitled to.

"It makes sure that children receive their rights to education, and provides special safeguards for them when they work.

"For our women who work, it provides a floor under wages, and a ceiling over hours.

"It requires safe work, and a safe place to work, for all our workers.

"It recognizes the burden to the individual, to his family, and to society in general, when his earnings are interrupted by accidents; and in such cases it sees that compensation benefits are provided, and that claims are settled speedily.

"It offers workmen's compensation insurance to employers at the lowest possible cost, with prompt and full payment to injured workers.

"It encourages apprenticeship training, and establishes proper standards for apprentices.

"It provides health standards in housing for migratory and other workers.

"It provides an agency to mediate labor-

management disputes; for it recognizes that what affects one of us affects us all.

"It furnishes facts on employment, wages, hours, industrial injuries, and working conditions generally.

"Such is some of the work of the Department of Industrial Relations, which functions through eight divisions, and through several staff units.

"The work of the department has been highly praised, not only by other states and by the federal government, but by officials from other countries. Federal bureaus often advise foreign visitors never to miss visiting California, to see how the Department of Industrial Relations operates.

"California's profound solicitude for the welfare of its people is reflected in the high caliber of the laws, statutes, and regulations that affect all of us who work.

### **Division of Industrial Accidents**

"The Division of Industrial Accidents, perhaps better known to most of you as the Industrial Accident Commission, administers what is universally admitted to be one of the finest workmen's compensation laws to be found anywhere. California's coverage of workmen's compensation is broader than that of any other state.

"Our compensation benefits are among the highest in the nation. We provide unlimited medical treatment. We cover all occupational diseases. And California is unique in its method of rating permanent disability—because it is the only state which schedules the factors of age and occupation of the worker, in addition to the nature of the disability.

"The one thing that disturbs us is the accumulation of a large backlog of cases because of the great number of claims in the last few years. However, we have established additional branch offices in a drive to speed up operations. And the recent budget increase, providing for more referees and other personnel, will go a long way towards clearing up the backlog.

### **Division of Industrial Safety**

"The Division of Industrial Safety administers what is recognized to be the finest set of work safety orders in existence — safety orders that the Division helps largely to prepare, and that have been taken as models by other states and other countries.

"The division is entrusted with an ideal expressed in the California Constitution—'. . . full provision for securing safety in places of employment.'

"The state legislature, in its wisdom, gives the Division broad powers to enforce safety orders, and to see that all places of employment are safe. For this reason, there is never any long delay in safeguarding workers against hazards from new machines, new conditions, and

new industries.

"The division's three-fold program of enforcement, engineering, and education, is second to none, with each phase of its program having one specific objective in view—the work safety of the worker.

"As Governor Knight emphasized at a statewide meeting last February, 'Nothing has a wider repercussion on virtually every aspect of our society than a wage-earner's loss of life or limb.' And the division's efforts are aimed at reducing loss of life or limb as much as is humanly possible.

### **Compensation Insurance Fund**

"The State Compensation Insurance Fund is the largest carrier of workmen's compensation insurance in the state.

"In several other states, the state compensation insurance fund receives special privileges; but this is not so in California. Here the fund is required to compete with other carriers. It not only pays all its own expenses, but it pays state premium taxes at the same rate as other insurance companies; and it is subject to the same regulations regarding all phases of its operations.

"In its 41 years of existence, it has paid out more than 240 millions of dollars in benefits to workers.

### **Division of Labor Law Enforcement**

"The Division of Labor Law Enforcement, the Labor Commissioner's office, administers labor laws that far excel comparable statutes of most other states.

"It enforces more than 50 important labor laws, including those relating to payment of wages, child labor, private employment agencies, prevailing wage rates on public works, and the weekly day of rest.

"The division's effectiveness in enforcing wage laws is proved by the fact that no other state approaches California in the amount of unpaid wages collected—more than 1½ million dollars a year.

"Some notable California labor laws, found in few other states, give California workers a greater measure of protection.

"They provide criminal penalty and damages for misrepresentation of employment.

"They impose strict limitations on the taking and handling of cash bonds from employees.

"They protect the worker from paying for physical examinations taken as a condition of employment.

"They guard the worker against political coercion.

"They give the worker time off for voting.

### **Industrial Welfare Commission**

"California is preeminent in laws that protect women workers. We were one

of the first states to provide minimum wages and standards of working conditions for women and minors, and the Division of Industrial Welfare enforces the orders of the Industrial Welfare Commission in these matters.

"California has another enviable distinction—no other state has as high a minimum wage for women that applies in every single covered industry, and in every part of the state.

"For broadness of coverage, variety of provisions, and caliber of individual standards, the orders of the Industrial Welfare Commission are far superior to comparable orders elsewhere.

#### **Division of Apprenticeship Standards**

"There are more apprentices in California than in any other state, with the possible exception of New York; and last December we registered our 100,000th apprentice, the first state in the nation to achieve such a mark. This is largely because of our Division of Apprenticeship Standards, which has established apprenticeship programs not only in every industrial center in California, but also in practically every rural community.

"More than 300 trades are covered by our apprenticeship training programs, with thousands of apprentices always in training. This continuing program of sound training of our future workers has paid immense dividends in the past, and will continue to pay dividends in the future, because skilled workmen are essential to the nation's welfare under all conditions.

#### **Conciliation Service**

"Our Conciliation Service has played a large part in contributing to California's outstanding record of industrial peace.

"We have the fine record of ranking sixth among the states last year in the number of workers involved in work stoppages, and in the number of man-days lost on that account—although we rank second in population.

"In percentage of total work time lost, California has something else to be proud of. We were as far down as 29th place last year, with only one-eighth of one percent of working time lost as a result of disputes.

#### **Division of Labor**

##### **Statistics and Research**

"Our Division of Labor Statistics and Research is recognized as being far and away the best state labor statistics organization in the country.

"It compiles a wealth of valuable facts that help in collective bargaining, in accident prevention, and in charting our economy. Each year it processes more than one-half million injury reports, including from 130 to 140 thousand lost-time injuries.

"Each month it prepares a volume of significant statistics, showing, among other things, the trend of employment in various industries in California, and information on the hours and wages of our workers. No other state provides such a wealth of industrial information.

"Most of you must have received the latest of its series of annual reports on Union Labor in California, which traces the trend of union employment in this state, and presents interesting facts and figures on collective bargaining contracts.

"With the valuable cooperation of California unions, the Division of Labor Statistics and Research has established a comprehensive file of union agreements, which has made it possible to analyze contract provisions.

#### **Division of Housing**

"California is outstanding in its legislation to protect the housing standards of its people. And it is unique in that it vests in one agency, the Division of Housing, an exceptionally wide range of responsibilities relating to housing.

"The division has broad powers encompassing every phase of housing, including the planning, construction, maintenance, and occupancy of all places where our people live.

"Besides its exclusive jurisdiction in regulating employee housing, the division has primary jurisdiction over auto courts, resorts, motels, and trailer parks, and joint jurisdiction in administering the State Housing Act and the Earthquake Protection Law.

"I have told you only a few things about the work of the Department of Industrial Relations. Considering the size and geography of California, the variety and extent of our industries and occupations, and our large and ever-growing population, it is plain that the department's work is being accomplished by only a handful of people.

"Among those people are the public-spirited members of the various boards and commissions that serve so faithfully, and that give so freely of their time. Top representatives of organized labor are among the public-spirited members who serve on the Board of Directors of the State Compensation Insurance Fund; the Industrial Safety Board; the Apprenticeship Council; the Industrial Welfare Commission; the Commission of Housing, and the Industrial Accident Commission.

"There are only 847 paid employees in the Department of Industrial Relations, not including the State Compensation Insurance Fund. In other words, for every 100,000 persons in California's labor force, we have fewer than 16 employees in the department to administer the multitude of laws under its jurisdiction, and to perform all its many functions—and I have mentioned only a few of these laws and functions.

### Recognition of Department

"National and foreign recognition of the services performed by the department provides striking testimony of the value and efficiency of the department's employees.

"We in the department are encouraged in our efforts by the knowledge that our Chief Executive, Governor Goodwin J. Knight, has the interests of California's wage earners so strongly at heart, and that everything we do to promote their interests has his full and unrelenting support.

"I cannot close without thanking the officers of the unions affiliated with this great Federation and the officers of the Federation itself, past and present, for their untiring efforts in bringing about the passage of the fine labor laws incorporated in our Labor Code which is, in essence, the Magna Charta of the wage earners of our state; also, for the splendid cooperation that has been extended in the administration of these laws.

"For myself, personally, I pledge that the Department of Industrial Relations will continue to serve the people of California to the best of our ability and, in so doing, at no time will I countenance the promotion of any program—whether legislative or administrative—which is contrary to the philosophy of the American Federation of Labor."

### OTTO E. NEVER

#### President of the State Building and Construction Trades Council of California

President Pitts presented Otto E. Never, President of the State Building and Construction Trades Council of California, who addressed the convention, as follows:

"Brother President, Tommy Pitts, Brother Secretary, Neil Haggerty; executive officers, distinguished guests and delegates:

"Each year it is my privilege and honor to come before this organization and address you on behalf of the State Building and Construction Trades Council of California. This year will probably be the last year that I shall address this organization as its membership stands today. With the merger of the CIO and the AFL a possibility for the very near future, the following years from now on will see new faces—new organizations—new ideas.

### AFL-CIO Merger Problems

"With the splendid work that has been done by Brother Neil Haggerty, it is my sincere hope that he may be able to carry on this work and to perpetuate his ideals in the future as he has in the past. Surely, with the new organization becoming a part of this organization, there will be ambitious people who would attempt to set a new path for all of us to follow and there may even be some who

would show resentment of the accomplishments that we have established in the State Federation of Labor in California. I am sure that you are all aware that the California State Federation of Labor is the most outstanding of its kind in the entire American Federation of Labor. Let us keep it that way. Credit for this, I am sure you will agree, goes to a great extent to Brother Neil Haggerty and the executive officers of this organization, together with the fine support that you delegates have accorded to Neil and his officers.

"We must, therefore, look to Brother Haggerty for advice and guidance as this merger becomes a reality, as no one can foresee what changes may be ahead of us in the future.

"With a new constitution for the joint organizations, there will be many interpretations and many misinterpretations that we must all be guided by. We must have patience and confidence in our executive officers.

"Now I would like to digress from this written speech for a moment.

"I have learned only recently that in this coming merger there will be tremendous changes in the entire setups affecting even your internationals. There will be many changes of jurisdiction. There will be many changes of officers. For that reason I stated that you must have patience and confidence in our executive officers.

"When we have an organization of 15,000,000 people or more, that is a tremendous organization to set up, reorganize and administer so that it will be of benefit to all of us. Most of the officers who have addressed you, either here or in your own locals, have touched lightly on this merger. My brothers and sisters, it is a tremendous undertaking and you will have many headaches, believe me. But I know that with the organization that we have here, that you have in your own internationals, we shall succeed in the end and be more powerful, greater and do a better job for all of our membership than ever before.

"I would at this time like to take the opportunity of thanking Brother Neil, Charlie Scully and Brother Tommy Pitts for the fine job they and your legislative committee have done in the last state legislature on behalf of my organization. The confidence we have placed in your committee was well founded.

### Far Western Conference of Building Trades Councils

"We in the State Building Trades of California have joined together with four of our sister states in what is known as the Far Western Conference of Building Trades Councils, authorized by the Building Trades Department itself. The states are Washington, Oregon, Nevada, Ari-

zona and our state of California. We are becoming very successful in establishing close contact with the congressmen, senators and even governors of these states on labor matters that will certainly be of great help to us all. It is the feeling of the Far Western Conference of Building Trades Councils that far more can be accomplished in Washington where five states are joined together in a concerted movement for the benefit of labor in any one of these states, than could be done individually.

"In a recent visit by a delegation from the California Building Trades Councils and from these other states to Washington, we mended many fences. We made good contacts so that we can call the representatives from the various states by their first names. Many senators and congressmen professed ignorance of our problems; let me assure you that they are well aware of these problems now.

"It is assumed that our Department President Richard Gray will call us back to Washington each year to solidify and to create a close and harmonious group working together for the benefit of all labor in this political venture.

"Again, I would like to digress and tell you what this is.

#### **Federal Legislative Activity**

"Brother Richard Gray, our Department President, called building tradesmen from all states in the Union and from the territories to assist in effectuating changes in the Taft-Hartley law, to get changes in the Davis-Bacon Act and other measures. He found when he visited legislators on the Hill that he was entirely ignored by them except for our good friends. So he went back and he built greater than he knew. I believe there were 2,000 delegates from all over the United States who marched on Washington and, believe you me, the legislators on the Hill were surprised.

"As I say, we mended many fences. I am sorry to say that some of the councils, my own council as well as the State Federation of Labor, have ignored certain candidates when they asked the privilege of speaking before that council in their respective cities. And those candidates were successful in being elected to Congress and were very bitter.

"We changed that to a great extent.

I spoke of one whom you all know: Joe Holt from Los Angeles. Yet I went back twice to his office. Our delegation visited him. We changed his mind. And that is only one of many.

"There were other congressmen from other states who knew nothing at all about labor in the states of Washington and Arizona. I think that our delegates did a wonderful job. You here could be satisfied—I repeat—could be satisfied that with Neil Haggerty and his organization in the legislature you could have no one any better. But we have a job to do in Washington and we in the building trades intend to do the job, a national job, not only for our own benefit, but for your benefit as well.

"And believe me, we have set a good foundation to start with.

"Let me assure you here and now that whatever success this organization achieves, that success shall be your success as well. Let me assure you now that I shall always lean heavily upon Brother Haggerty for advice and counsel in any political moves that this organization makes, even though it covers five states. I am sure this organization, fostered by the five western councils of building trades, of which I am the president, will achieve a name for itself—a good name—not only for the benefit of the building trades, but for the entire labor movement.

"My brothers, we are all energetic; we dedicate the best part of our lives to the labor movement and the success of labor is indicative of the efforts expended by the representatives of the American Federation of Labor. My brothers, so long as I am active in the labor movement, let me assure you that I shall always assist my worthy brothers, regardless of personalities, regardless of feelings, and regardless of race, color or religion. Our greatest successes are to come. They will only come by all of us working together.

"Thank you for your patience, and I shall look forward to addressing you again next year—a greater and stronger State Federation of Labor."

#### **Adjournment**

Upon motion by Secretary Haggerty, the convention was thereupon adjourned by President Pitts, at 4:10 p.m., to reconvene at 9:30 a.m. on Tuesday, August 16, 1955.

## SECOND DAY

Tuesday, August 16, 1955

## MORNING SESSION

The convention was called to order at 10:00 a.m. by President Pitts.

Since Dr. Frank Lowe, Public Relations Director of the San Diego Council of the invocation, was unable to be present, President Pitts announced that the convention would proceed with the business before it.

**RICHARD A. MCGEE**

**Director, Department of Corrections  
State of California**

President Pitts presented Richard A. McGee, Director of the State Department of Corrections, who addressed the convention, as follows:

"President Pitts, honored guests, and delegates. I am going to talk to you this morning on the subject of a 'new look' at the prison program.

"At the outset, I should like to express my very sincere appreciation to the officers and delegates of the California State Federation of Labor for making it possible for me to address this great organization here this morning.

"I was asked a few days ago why, as head of the state's penal and correctional system, I should be interested in addressing a labor organization. I think most of us here know that this is a naive question. My questioner apparently did not realize that 98 per cent of all men and women who are convicted of crimes and sentenced to the prisons and correctional institutions of this state must eventually be released. In the year 1954, these institutions in the state of California released 4,240 men and women. During the same period, we received 5,524.

"I might interpolate to say that this has been going on for more than ten years. We have been receiving more every year than we have been letting out.

**Rehabilitation and  
Readjustment Problems**

"The average age of these persons at the time of receipt is between 29 and 30 years. At least 90 per cent of them are of the age and have the physical capacity to be contributing members of the work force in our state's economy. In more specific terms, we are turning back into the communities of this state every month approximately 350 persons who must be employed at honest work. There is no other acceptable course. The alternative for many of them is a return to crime and, hence, a return to our institutions again to be supported at the taxpayers' expense. There is possibly no one in this particular audience who has not

at some time had experience with some of our—shall we say—'graduates.' Much of that experience has been good. But, again, we all know that some of it has been bad. Here is one of the greatest challenges which organized society has to face. How can we deal best and most constructively with the people our society produces who will not play ball according to the rule book? If it were merely a matter of the police apprehending these individuals, the courts sifting them out, and the prisons somehow disposing of them permanently, the citizen could sit back and wash his hands of the whole problem and say, 'You professionals in the law enforcement business take care of this matter for us.' But, again, you and I know that this is not the way it works. We are virtually helpless in effecting the readjustment and rehabilitation of our charges in the community without the understanding and aggressive support of all organized groups of responsible citizens. This includes not only organized labor but employers, professional groups, public officials, the press, and the general public.

"This, then, is essentially why I am here today—to add to and reinforce the fine support and cooperation and mutual 'give and take' which the California Department of Corrections has had with the California Federation of Labor during the past ten years. There has been enthusiastic cooperation, and there have been instances of misunderstanding. I should like to deal with these in their proper context in the time remaining.

**Role of Governors**

"When the Department of Corrections was organized to control and direct the prison system in 1944, Earl Warren, from whom I received my original appointment, gave me a very simple but extremely significant instruction. He said: 'I would like to see the state of California develop the most progressive prison and correctional system in the world, and I will consider it my job to support you in this endeavor and to keep, insofar as possible, improper political influences from affecting your work.' When the Honorable Goodwin J. Knight became Governor in October of 1953, he stated that he was impressed with the progress which was being made, and pledged himself to give the program his full support. Both of these great governors have kept their word to the letter; therefore, during the past eleven years those of us responsible for the management of these functions in the state administration have been presented with a rare opportunity. We have been able to approach our jobs in the main as

workmen trying to get a job done, and not as a lot of political shadow boxers as is often the case amongst my associates in other states.

"In the early years of our administration, we gave primary attention to good internal organization and management. Our first attention was given to personnel. We were aware, as you are aware, that in the last analysis management can only plan and direct, but the end result is determined by the proficiency of the individual employees who do the job.

#### **Progress Since 1944**

"We covered our personnel into the state civil service on January 1, 1945.

"We established one of the first well-organized training programs for the state employees in 1946.

"We established an organizational structure in our institutions which provided opportunities for advancement on a merit basis through orderly promotional procedures.

"We addressed ourselves to the fiscal problem establishing orderly businesslike controls, and wherever a function was justified, we insisted that it be properly financed. It is on this issue that we receive more criticism than any other. But I know of no way in government, or elsewhere, to maintain Grade 'A' standards at a 33½ per cent discount.

"We concerned ourselves, also, with the decent minimum living standards for inmates; orderly procedures and rules and regulations for discipline; a food control system based on the nutritional needs of the inmates rather than upon the expediciencies of the budget.

"We established a Bureau of Criminal Statistics in cooperation with the State Department of Justice so that we might continue to know the magnitude and the factual details of the problem with which we must deal year after year.

"Based on these statistical studies, we began early to predict a long-continued upswing in the prison population in California. The population estimates of our Statistical Bureau have been almost startlingly accurate, but it has been extremely difficult to convince those who must budget capital outlay funds for new construction that these predictions are actually going to prove out three, five, or ten years hence. Consequently, one of the gravest problems which we face is the gross overcrowding in our institutions. As of this time we have 15,600 inmates in our institutions. But, in spite of an aggressive building program, we have permanent single occupancy capacity for only about 9,700. The remainder of these men are crowded two in a cell 4½ feet wide and 10 feet long, or are housed in temporary frame and metal buildings. During the next ten years, California must build new facilities for from 6,000 to 10,000 inmates.

"Except for the overcrowding and the

continued increase in our institutional populations related to the general increase of crime in the country, the straightforward internal job of providing food, shelter and supervision has been in reasonably good order for a number of years.

"Our emphasis for several years past, and at the present time, is directed to strengthening all the forces that we can bring to bear upon the rehabilitation and readjustment of the human beings assigned to our care. If we take our job seriously, we know from bitter experience that there is no alternative to pursuing the objective of rehabilitation. If we do not fill the inmates' time with constructive endeavor in the form of education, vocational training, wholesome recreation, good reading, counselling, and constructive and meaningful work, the alternative is dull, monotonous, empty idleness.

"Institutional life tends to be a sterile thing at best. But unless a man's time is occupied with something which challenges his interests and improves his self-respect, the cost will be a gradual mental and physical degeneration, the development of bitterness, frustration, self-justification, and a slow-burning anger which will form the psychological basis for more crime. The wrong kind of prison program can actually cause more crime than it cures. A large proportion of the riots, mutinies, and disorders which have taken place in the past three years in the prisons of the United States have their root in inept administration on the one hand, and the lack of constructive programs on the other.

"We have not solved this problem in California, but we are making long strides in that direction, and I know you will be interested in a few of the things we are doing.

#### **Educational and Training Activities**

"With the cooperation of the public school system, we have established an extensive program for correcting the educational deficiencies of our inmates. I mean by this that 26 per cent of these men and women, when we receive them, have less than a sixth grade education. Many of them are illiterate. At the present time, about 50 per cent of the men and women in these institutions are attending day or evening classes for from one to three hours per day under the instruction of qualified public school teachers. This program provides a tremendous psychological as well as a social and economic lift, especially to the more underprivileged members of the group.

"It has always been a matter of prime concern to criminologists that between 80 and 90 per cent of all men received in prison have had no vocational skills. They have no special earning capacity, such as the delegates from the crafts represented at this convention. Many of them, unfortunately, have the appetites of bank presidents and the earning capacity of

school boys. For many years American reformatories attempted to teach skilled crafts to the boys and young men confined in them. Under the old system most of this effort was a sorry failure. Very often instructors were unqualified, the equipment was inadequate or out-of-date, and the time of training was too short to develop salable skills. Several years ago, in order to obviate this difficulty in California, a three-way agreement was entered into between the Director of Corrections, the Adult Authority (the Parole Board), and the State Department of Industrial Relations. The purpose of this agreement, which is still in effect, is to coordinate the training in the institutions with the release procedures, and with the apprenticeship and trade training programs of the state.

"I wish at this point to pause to pay tribute to the former Chief of the Division of Apprenticeship Standards, Archie Mooney, whom I regard as being the real father of this program.

#### **Trade Advisory Committees**

"In further support of this program, we have instructed each institution to invite employers and union officials in the various crafts in the local area to form what we call Trade Advisory Committees. There are now 38 such committees functioning throughout the state. Many of the members of these committees are present here today. A representative of the Division of Apprenticeship Training is always invited to participate in the work of these committees. Here we have a method by which management, labor and government join together to deal with a problem that no one of them can do alone. I know of no development in our department that gives me more personal satisfaction than the growth of these Trade Advisory Committees. The sustained interest and sound sense displayed by the committee members speak eloquently of the sense of public responsibility of these citizen volunteers. Since the reformatory movement started in this country seventy-five years ago, no more promising approach to this problem has been made.

"In addition to our educational and training programs, provisions are made in all of our institutions for those who do not abuse the privilege for wholesome recreation and an opportunity to study or to read for recreation from our institutional libraries.

"Our religious program has been given new impetus by the setting of new high standards for the selection of chaplains, and by the creation of a statewide advisory committee on institution religion made up of leaders of all of the major faiths.

#### **Psychotherapy**

"We have recognized that there is a broad band of overlapping between crimi-

nal behavior and mental disorder. One entire institution is now devoted to dealing with the special problems of sex offenders, narcotic addicts, psychotics, and extreme psychoneurotics. Not long ago I heard a psychiatrist attempt to define in simple terms the difference between a neurotic and a psychotic. He said, 'A neurotic is one who builds dream houses in the sky; a psychotic lives in them—and the psychiatrist collects rent from both of them.' This kind of housebuilding is, of course, strictly non-union.

"There have been many references in the public press since the close of the war to the use of group psychotherapy and group counselling as a means of dealing with the emotional disturbances and behavior problems of people. We have instituted this kind of a program not only in our Medical Facility, but are starting it in all of our institutions. We are training many of our rank and file employees to act as leaders in these groups. This is a real innovation. It is our aim to get every employee in the department on the team.

"In relation to all of these programs designed to have constructive effects upon the people committed to our care, we believe there is no single thing as important as the development of good work habits and healthy attitudes toward work. This has been difficult to accomplish in view of the traditions of the old-fashioned prison. We are all familiar with the language of the old laws which gave sentences such as 'twenty years at hard labor.' When men were received in prison there was no labor for them to perform except made work such as running tread mills against a brake, or making little rocks out of big ones, or digging holes and filling them up again. Each man was assigned a task, and if he failed to perform the task he was punished by deprivation of food, confinement in isolation, or sometimes by the application of the strap. At a later date, the labor of prisoners was contracted out to private parties resulting in notorious abuses. This is now prohibited in California's Constitution. Happily, these practices are a thing of the past in California. They not only accomplished no good, but did inestimable harm.

#### **The Basic Problem**

"The question which has faced us in recent years has been: How can we teach constructive work habits, vocational skills, and good attitudes toward work, and at the same time not get involved in harmful competition with private enterprise? Certainly we in the prison system of California are not in the business of exploiting prison labor. Neither do we have any grandiose schemes for building an industrial empire for the aggrandizement of administrators. Our primary objective, I repeat, is to turn back to the communities of California the 360 inmates we re-



lease every month better able to assume their legitimate places in free society than they were when we received them. But, in spite of the programs which I have described, at least 25 percent of our prison population will sit in corroding idleness for most of their terms unless constructive, meaningful work is provided for this portion of the population. We have made a recent analysis of our inmate population and we find that about 15 percent of them are unemployable at any given time for one or more of numerous reasons; about 10 percent are engaged full time in educational and therapeutic programs; about 40 percent are engaged in maintaining the housekeeping functions of the establishments; and an average of 5 percent are assigned to our camp program, working in our forests. Twenty percent are employed at farm work and in factories producing goods for the direct use of the state. Ten percent are able and willing but are now idle.

"For many years the prison system in this country which has been best organized and which has pursued the most orderly and statesman-like policies in meeting this problem, has been the United States Bureau of Prisons. We have attempted in California, both in our laws and in our administrative practices, to follow the fine example set by this great organization. The industrial activities of the Federal Bureau of Prisons are under the general management and control of a government corporation known as Federal Prison Industries, Incorporated. The Board of Directors of this organization is composed of representatives of labor, industry, the general public, and the government. Your own national president, the Honorable George Meany, has long been a member of this Board.

#### **California Correctional Industries Commission**

"In 1947, upon recommendation of the Governor, the Department of Corrections, and certain citizen organizations, the legislature enacted a series of laws which created in California the Correctional Industries Commission. It has overall policy control of the industrial and agricultural productive enterprises conducted in the prisons of California. Our commission is composed of the Director of Corrections, two representatives of organized labor, two of industry, one of agriculture, and one of the general public. The American Federation of Labor is ably represented on the commission in the person of Mr. Joseph Cambiano.

"Since the formation of this commission, no new enterprise has been established and no legislation affecting its work has been proposed that has not had the unanimous approval of this commission. It transacts its business in public meetings for all to see and hear. The law instructs it in the following language:

The Commission . . . shall recommend productive industrial and agricultural enterprises in the prisons and institutions under the jurisdiction of the Department of Corrections in such volume and of such kinds as to eliminate unnecessary idleness among the inmates and to provide diversified work activities which will serve as means of vocational education as well as of occupational and financial support.

#### **Major Construction Work**

"There is one more area involving the use of the labor of prisoners which has caused misunderstanding and criticism from time to time. I refer to building construction in the prisons themselves. There have been many conferences and discussions concerning this matter, and in May, 1953, my office attempted to issue a statement of policy concerning the matter. Since there is misapprehension about this problem from time to time, this is the statement:

All major construction not included within the security areas of prisons is to be done by contract. Major construction is defined as all jobs costing more than \$20,000.

Construction jobs carried on within the security area of an existing institution will be done with inmate labor if, in the judgment of the Director of Corrections and the Warden, unnecessary security risks are involved in the use of contract labor.

"The inference which you may draw from this second item is that we do not wish to do major construction work merely to provide employment for prisoners. When we do do it, it is because we consider that an unnecessary risk is imposed upon the institution by bringing numerous outside workmen in to mingle and make contact with prisoners. No new prison has, or will be built with the use of inmate labor, and so far since 1945, \$66,000,000 of construction work has been let for the Department of Corrections under the state contract law. This work, as you know, is actually handled by the Department of Public Works—not by the using department.

Minor construction jobs in existing institutions will be done with inmate labor in those instances in which funds for materials only are supplied.

"I should point out here that the administrative branch of government can only carry out the mandates of the legislature. There have been many instances in recent years in which the legislature has appropriated funds for 'materials only' for minor jobs of construction which were not within the guarded security areas of the institutions. Farm buildings and garages would be examples of this type of thing. We are then, unfortunately, faced with the alternative of either building the facility with inmate labor or

going without it. For those interested in such problems, the time to deal with them is at the point when they are being considered by the fiscal legislative committees, not after the budget is passed and signed.

With minor exceptions, all maintenance work will be done by civil service personnel and inmate labor.

"This is the general maintenance-of-plant type of work which it would be impracticable to do under contract, and if it were not done that way, the only alternative would be to employ additional civil service personnel at great direct expense to the taxpayer, and at an indirect cost because of thus creating additional idleness with all of its evil effects.

### **Other Sensitive Areas**

"I have dealt with the question of our prison labor policies at some length because it is one of the sensitive areas of administration in our particular branch of government. In order that it may be placed in its proper context, however, it is only fair to point out that there are many other sensitive areas in prison work. To mention only a few of them briefly, we have one with the police. Many policemen feel that once they have gone to the trouble of catching an offender, getting him convicted, and locking him up, that we ought to keep him as long as the law allows. He is reinforced in this feeling when some of our men go out and commit additional crimes after release. It is very important, then, for the Adult Authority, which is our sentencing and releasing body, to make just as certain that the police understand our policies of release as it is that labor organizations and employers should understand our policies with respect to the use of inmate labor.

"We have a sensitive area with respect to the public press and the various media for the dissemination of information to the general public. Crime and things related to it are sensational material, and are the grist out of which the bulk of front page newspaper stories are made. We believe that we have a responsibility for running our establishments at a high level of dignity; that we have a moral responsibility to protect the right of privacy of men and women who are attempting to rehabilitate themselves. Many of our records, therefore, are kept confidential and, consequently, some of the most fascinating stories are never written because they are locked in these confidential files.

"At the same time, because of the great possibility of misunderstanding with respect to our work, it is of extreme importance that every effort be made to portray to the general public the true work-day job which we are trying to do rather than the highly-seasoned material of front page stories. Consequently, we encourage responsible journals to publish ar-

ticles about our operations, and we have frequently cooperated with radio and television for the same purposes. To illustrate, we have just completed a 13-week program with the National Broadcasting Company depicting the cases of individual inmates. The program was called, 'The Loser.' Currently, KTTV, Los Angeles, is producing a program called 'Parole.' It will feature the work of the California Adult Authority.

"Speaking of points of sensitivity, we sometimes run into booby-traps because we are not sufficiently well informed of other people's sensitive spots and stumble on to them with the best of intentions. This condition most often occurs in our work in the introduction of legislative measures. As a usual thing, when we discover that there are reasonable grounds for opposition, the department has either withdrawn or amended the controversial items. We've had a couple of those during the last few sessions.

### **Relationship to Partisan Politics**

"Perhaps the most sensitive area of all is one which we have in common with most other public agencies, and that is our relationship to partisan politics. Many of the prisons of the United States are in the sorry state revealed by the numerous scandals which have swept the country in recent years primarily because of improper political interference in the management of prisons or because of lack of constructive political leadership. No public agency, including the Department of Corrections, can operate without being influenced by them. However, throughout history prisons have proven themselves to be particularly susceptible to political mismanagement, and the farther they can be removed from direct political influences the better they will serve their purpose. I know of no prison system whatsoever in the United States which has been as free of damaging political involvements as the California Department of Corrections during the past eleven and one-half years. For this I take no credit; my associates on the Adult Authority take no credit, our wardens take no credit. This has been possible primarily because of the general political climate which exists in our state government and, more specifically, because of the leadership of the two great governors who have served the state during this period.

"And now, in closing, let me say in direct language what I have been inferring from the beginning. We in the Department of Corrections are helpless to do a constructive job without the support, understanding, and active assistance of organized segments of our citizenry such as yours.

"Misunderstandings or lack of cooperation have usually had their root, I believe, in faulty communications. As time goes on, it is my hope that some orderly ar-

rangement can be worked out which will permit and encourage frank discussion concerning policy matters between correctional agencies and the labor organizations of this state. All we ask is an opportunity to present our story and to hear all sides of the question. I believe that when men of good will meet in friendly communication a reasonable ground for understanding can always be found.

"The leadership of the California Federation of Labor always has shown a sympathetic attitude and given a great deal of practical help. I personally wish the officers and delegates of this convention to know that it is sincerely and deeply appreciated."

At the conclusion of Director McGee's address, President Pitts introduced to the convention Fred Dickson, Warden of the minimum security prison at Chino.

#### **Report of Committee on Credentials**

Chairman Blackburn of the Committee on Credentials reported the results of the hearing on the seating of Anthony Salgado, as follows:

"There was submitted to your Committee on Credentials a protest with respect to the seating of Anthony Salgado.

"This protest was submitted in writing, and upon the arrival of Anthony Salgado in his attempt to register as delegate he was advised of the protest, informed that a hearing would be held and his seating delayed.

"The convention was advised of these factors yesterday, and a public announcement of a hearing by the committee was given, specifying the time and place.

"On Monday evening at Room 800 in the Grant Hotel the committee conducted a hearing with respect to this protest.

"At that time there was submitted to the committee for consideration a sworn statement together with documentary evidence in support of the protest that Anthony Salgado was disqualified from being seated as a delegate because of the provisions of Article I, Section 6 of the Constitution of the California State Federation of Labor.

"In addition to Anthony Salgado, Mike Quevedo, Mike Mascarenas, Martin R. Herrera, William F. Anderson and Edward Martin appeared in support of his objection to the protest.

"Anthony Salgado, upon being advised of the nature of the charges, stated to the committee that he was not and never had been a member of any subversive organization which would prevent him from being seated under the provisions of Article I, Section 6. The documentary evidence was then presented and directed to his attention, which documentary evidence consisted in part of a sponsors' certificate in support of the candidacy of Sam Darcy for the Governor of the State of Califor-

nia at the primary held at the 28th day of August, 1934.

"He was referred to the portion of the sponsors' certificate which stated in part: 'I am registered as affiliated with the Communist Party.'

"He admitted to the committee that he had registered as a member of the Communist Party of the State of California some time prior to the signing of the sponsorship certificate on which his signature, which he verified, indicated it had been signed June 9, 1934.

"He advised the committee that, in addition to the affiliation with the Communist Party of the State of California he also was affiliated with the Workers' Alliance.

"When questioned by your committee, he indicated that to the best of his knowledge his affiliation with these organizations terminated at or about 1942.

"Each of the witnesses called in his support stated that to their knowledge he was not affiliated with any subversive organization, but when shown the documentary evidence above referred to, stated that they had not been previously aware of its existence.

"After everyone interested in the matter was afforded the full opportunity to make any statement or present any evidence, all individuals except your committee were excused, and after due deliberation your committee found that, in their opinion, the evidence presented was sufficient under Section 6 to establish that Anthony Salgado was shown to be a member of an organization that is dual to or antagonistic to the American Federation of Labor.

"Your committee accordingly is of the belief that the protest has merit and recommends against the seating of Anthony Salgado as a delegate to this convention.

"The report is signed by the committee."

On motion by Chairman Blackburn, seconded by Delegate George Bronner (Central Labor Council, Ventura), the convention adopted the committee's report, and Anthony Salgado was denied a seat in the convention.

#### **EDMUND G. BROWN**

##### **Attorney General of California**

President Pitts introduced Edmund G. Brown, Attorney General of California, who delivered the following address:

"President Tommy Pitts, Secretary Neil Haggerty, distinguished guests and fellow Californians. I trust that there is absolutely no significance in the fact that you have seated me at the table between the Warden of Chino Penitentiary and the Director of Corrections of this state. Despite the fact that I am the Attorney General and the chief law officer of the

state, and despite the fact that I know they are doing a tremendous job, I still feel very uncomfortable whenever I get close to anybody connected with a penal institution. And despite the fact that they are doing one of the masterful jobs in penology in the entire United States, stay away from those institutions as mandatory guests. They are very, very pleasant, but it is much more pleasant to attend conventions such as this. I am advising you as the lawyer of the people of the state of California to that effect.

### **"A Little Politics"**

"In this meeting today I cannot resist the opportunity to talk a little politics. As you may know, I am the lone Democrat in the top bracket of the executive offices of California. And here I am a Democrat and the legal advisor to a completely Republican Administration, both in the Senate and in the Assembly. It is a rather anomalous situation, and the only other place in the United States where this takes place is in New York, where they have a completely Democratic Administration, but have a Republican Attorney General. I might say, however, that J. Javit, the Republican Attorney General, was rated on both sides of the aisle when he was in Congress as one of the fairest and the best men there.

"But being a minority of one, I think it is my job to say a few kind words today about the Democrats. I am certain that this subject will not get too much attention from any of the other executive officers who might address you. And, after all, the Democrats are people, and they appear on the voting register in far larger number than the Republicans. But for the most part—and I am speaking about the Democrats—they seem to vote Republicans into office! And they seem to like Republicans as legislators, for the Democrats are still in a minority in our law-making body.

"One reason for that, of course, is the dishonest reapportionment of 1950, which reapportioned the state of California, and which makes it very, very difficult for the Democrats when they even get the majority in the state to take either House—the Senate or the Assembly. There are signs, however, that more Democrats are being voted into the legislature, and we feel that perhaps the swing is on.

"I want to say this: in the last three general elections when we seated Dick Richards of Los Angeles County, Alan Short of San Joaquin County, Fred Farr from down in Monterey County, and a fourth one down in Merced, you people and the help you have given them have been primarily responsible for it. And I hope they are standing out and doing the kind of job that you expect them to do.

"I would like, very frankly—and I make no bones about it—to see California have more representation in the Congress of

the United States. And, certainly, with a million more Democrats in this state, we should have at least one Democratic United States Senator. Aside from any partisan politics of any kind, nature or description, it would be a good thing for the state to have one Democratic United States Senator sitting there in the caucuses that necessarily take place. It would be good for the state of California.

### **Democratic Party— The People's Party**

"So, therefore, with those few preliminaries, I hope you will forgive me if I give you a few reasons today why the Democratic Party is still the people's party, and that its record, as when the going was tough, when you really had to battle, shows that they were with labor in the progressive policies that you have always fought for.

"We were the pioneers of social security and welfare policies, the liberalizing of labor laws, the protective measures against the exploitation of women and children. The advanced social thinking of organized labor, its blood, sweat and tears, initiated the program for a more abundant life. The Democratic Party and its leaders put these safeguards into the law of the land. From a new and higher level of American life came the national home ownership program, protecting the unity and security of the family, the aid to veterans of our wars, the abolishment of fear for the aged.

"Nothing new has been added to the program of the people by the present national administration that had not for years been refused by them. The only element which might be considered new is that the Republican Party, which several campaigns ago had viewed social security with alarm as 'state socialism,' is now basking in the sunlight of these economic safeguards.

"Had we not had the enlightened leadership of both labor and the Democratic Party in the past, and if instead we had succumbed to the opposition's havoc cry of 'socialism,' we might have been left naked to the ideology of communism. The frustration of poverty, in other countries the fertile soil of social and political unrest, does not dwell in our country. The preventive measures were taken early. We might well have been counterparts of France with its 25 percent communist vote, or Italy with its 35 percent communist vote. And we certainly would not have had the economic stability and general prosperity that enabled us to hold back the Iron Curtain from the Atlantic Ocean and the Mediterranean Sea through our Marshall Plan aid.

"The militant liberals of the past quarter century have left us with a fine heritage, not only among the leadership of labor itself, but also among the advanced thinkers in the employer groups.

"The recent victories in securing contracts for guaranteed annual wages are based on the new confidence between labor and management and disclose a further acceptance of responsibility by both sides of the collective bargaining table. One does not buy patriotism and love of country, but there is certainly more affection for an understanding uncle than for one who seeks to squeeze the final ounce of energy, at the lowest wages, from his workers.

"An American worker and his family have a greater stake in their country than have any nationals of any other country. And, in turn, our nation has a greater security in its people—its greatest resource—than has any other nation.

"These things we have gained were not accomplished in the last three years. They were accomplished over the long haul of the past half century. The job is not yet complete, for there are still those who are loud of voice and slow to mature in our changing age, who would return us to the economic jungle.

"We have witnessed in our generation the betterment of our race relations, through a growing appreciation of the brotherhood of man. Secondary citizenship is gradually becoming a thing of the past. Job opportunities are available to all of every race, color and creed. The expression 'aliens ineligible to citizenship' has been stricken from our statutes. Through trial and error, we have learned to respect the innate dignity of each man, woman and child of every color, race and creed. We have weeded out much of those soul-souring elements of distrust, misunderstanding and prejudice. The job isn't fully done yet. It may take a generation, or two generations, more. But the evolutionary processes of education will make great contributions to more understanding of one another.

"In order to accomplish a better America we need the best of political leadership to contribute its part. It can only be done with your help.

### **The Record**

"Let us look at the record.

"The New Deal of the Democratic Party established the right of workers to government supervised elections, without interference by management. The New Deal established enforcement machinery for collective bargaining of contracts and settling of disputes. This replaced the old system of strikes and boycotts and the accompanying economic dislocation of workers and their families.

"Once the right of picketing was an American freedom. But now we find the United States Supreme Court has outlawed picketing by declaring that a state court can determine a picket line is being used for 'unlawful purposes.' That deprives a union of any constitutional protection.

"State legislatures can thus deprive unions of their rights to picket, without which a strike loses its most important weapon.

"We are witnessing the affair now being conducted in Miami Beach hotels, in which the National Labor Relations Board has refused to take jurisdiction over struck hotels in Florida. A ten-hour day and a seven-day week prevail, with some employees reported to receive as little as \$12 a week. In my opinion, the National Labor Relations Board should take jurisdiction and take it immediately, and I hope they do.

"And when I say this to you, this isn't labor's problem. This is management's problem also. This is the problem of all the citizens, of all the states who are concerned with maintaining our American standard of living through fair labor standards. Either unfair competitive prices are charged by the Florida hotels or unfair profits are to be made in comparison with states which encourage fair labor standards, American standards which guarantee decent living and decent wages and decent working conditions.

"You can't buy a \$12,000 home, even with a G.I. consideration of no down payment, on \$12.00 a week. Nor can you enjoy a normal life with your family if you are working seventy hours a week.

### **Prosperity Needs Purchasing Power**

"Our nation is prosperous because of the purchasing power of the millions of its workers. Whenever and wherever purchasing power is curtailed or retained at an existence wage, the little business man and big business man both lose sales and sales mean losses and losses mean bankruptcies. It would thus seem, and it is as clear as crystal, that there is great interdependence that exists between business and labor. And somewhere along the line the economic advisers to our national administration have a heavy responsibility to see that a normal balance is maintained. I don't know whether they are doing it or not, but let's take a look at the record.

"The National Labor Relations Board now permits an employer to announce an anti-union attitude to captive employees and prohibits union representatives the right to answer him. An employer may interview individual employees on whether or not they are members of a union. The employer may announce in advance through an attorney that he will not negotiate with a union if one is formed. Even if a contract does not contain a no-strike clause, employees who strike are subject to loss of rights. Individual employees who won't cross a picket line may be fired. Employees who refuse to handle 'hot cargo' as provided under their collective bargaining contract can never-

theless be charged with violating the NLRB Act.

"These are some of the examples of the new friendliness of the opposition political party. I say to you, when one is a part of a political party one assumes responsibility for the action of that party.

### **Water and Power**

"So much for that. I want to say just a word on the great fights over the water in the Central Valley, as a member of the Water Project Authority and as the attorney in some of the greatest litigation that California has even been in: Arizona versus California.

"You in labor have a tremendous stake in cheap water and power. The Democratic Party is opposed to distribution of natural resources among a favored few. It is not, and never has been, opposed to private utilities, but it certainly is in favor of development of federal power projects under particular situations.

"Competition is said to be the life of trade. Well, then, what could be better than lively and fair competition between private and public utilities? And I am speaking of lively and fair competition. They might be able to make a few short-cuts to reduce rates from each other. It is working in the city of Los Angeles; it is working in the great Northwest.

"We just witnessed the controversy over the Dixon-Yates contract which was destined to scuttle the great Tennessee Valley Authority. The Republicans have temporarily forgotten their old cry of 'too much government in business' and were handing over captive customers and a guaranteed contract to the Dixon-Yates combine. Even many of the present administration's original sponsors protested this one, but it wasn't until the city of Memphis bonded itself to build its own power plant and save itself from exploitation and the TVA from erosion that the present administration cancelled the Dixon-Yates contract.

"The next power grab is going on in Hell's Canyon, Idaho. And I would suggest that you use your political vigilance to protect the Trinity and the Feather River projects when they come along from any private power grab in this state. I say to you unequivocally that the program that you have enunciated in connection with the water and power resources of our state of California have my wholehearted support in any way that I can give it. Whether power is generated and sold in the public interest at the lowest possible cost, the Feather River and Trinity River projects represent still a battle to be fought, and no matter in what part of the state you live, you have a financial stake in the outcome. Your taxes will construct this and all the other great projects that California will have to build if we are going to continue to

grow as we have during the past ten years.

### **Faith in the Future And Leadership**

"Aside from water and power, which is, of course, one great need, there are two other things that I think that we have to have. I know that they are humdrum and they don't mean much, but far more important to the people of the state are two other essentials besides water. They are faith and leadership.

"The Feather River project now under consideration will require a lifetime to reach fulfillment. Not one of us in this room here today will be alive to witness the operation of this project in its final development. It will cost a billion and a half dollars, and if you add the interest to it over the next fifty years it will be three billion dollars. Construction of its final stages will not even commence for twenty years. In the meantime, technical advance will occur which effectively precludes us from knowing certain details of the plan which depend on decisions to be made many years hence. It is impossible to even discuss such a project except on the basis of abiding good will amongst Californians from all parts of our great state and faith in its existence and its future. To envision the future and to plan imaginatively calls for leadership of the highest order. As individuals in our private lives and our private jobs, we are properly (I say this) motivated by our respective selfish interests. Leadership, on the other hand, must be motivated by an unselfish concept of the public interest. Within this state, this means the interest of the state as a whole and not that of one county or one section as against another. Further, it must be noted that our water problems actually transcend state lines. We are bound by an agreement with six other western states in the great Colorado River Compact. In addition, we are planning on other water compacts with Oregon and Nevada.

"Successful leadership on behalf of the legitimate interests of California, therefore, involves a broader horizon than the mere limits of our state boundaries. Besides being Californians, we are also westerners and above and beyond all, we are all Americans. To paraphrase an oft-quoted statement, I can not believe that what is good for California is good for the West. Rather, I think that this should be tempered to: What is good for the West is also good for California."

### **BILL RING**

**Public Relations Director,  
Bakery Workers International Union**

President Pitts introduced Bill Ring, Public Relations Director of the Bakery Workers International Union, who spoke as follows:

"I would like to bring a short message to you at this time, which I think is quite vital. In the field of public relations, you have here at San Diego a case history of what can be done within a community when labor participates in the activities of worthwhile causes. Too often, as I go through the country, I find this to be the case: that in many instances leaders of organized labor will accept appointments on civic and charitable committees and then proceed to neglect the duties of that committee. In so doing, they are doing themselves and the organization which they are privileged to represent a disservice. It is only through accepting these appointments and doing the job that we are expected to do that we can gain that public support we so earnestly seek on many occasions.

"I have reason to receive in my office many publications dealing with public relations, and it always strikes me as a fine movement on the part of management to have their executives participate in worthwhile community affairs. They make a decided point of that type of activity. And I think we in organized labor can well take a leaf out of San Diego's book and John Quimby in following the same type of activity.

"Of course, all my work does not deal in public relations, but a lot of it has to do with Union Label promotions. Next week I understand there is going to be a union industries show in Los Angeles and at that show a very, very close working sister local of ours, Local 276 of the Bakery Wagon Drivers, will be passing out these head bands that you all have at your table. And on these head bands is the message urging people to ignore the product of Helm's and Van de Kamp's.

"How many times you have heard this, delegates, I do not know. But I do know that sometimes word has come to me that these large firms in Southern California are getting support from our people. If our message gets to our people, I know the job can be done. It can be done very easily.

"I had occasion to have a campaign on the Union Label in Baton Rouge, Louisiana. There was a bakery in that particular area that said they would never be union. They defied the union. They filed suit against the union for secondary boycott and filed against supporting unions. And I have here a little thing that I just want to show you. If they can do this in Baton Rouge, there is nothing that we can't do in Southern California.

"Do you see this ad? It is a full-page ad in a daily paper by a former anti-union firm. But now the Holsum Bakery proclaims that their bread is 'a hundred per cent union-made, a hundred per cent Union Label, and a hundred per cent union-delivered.'

"That was done by an activity campaign, and there is no reason why this

vigilant and aggressive State Federation of Labor and the organizations affiliated with it cannot do the same thing on Helm's and Van de Kamp's in Los Angeles."

At this point, on behalf of the Bakery and Confectionery Workers Union, a cake was presented to President and Mrs. Pitts, commemorating the anniversary of their wedding, which took place in San Diego four years previously.

#### JOSEPH FARBER

Department Commander,  
The American Legion

President Pitts presented Department Commander Joseph Farber of The American Legion, who addressed the convention, as follows:

"It is with pleasure and satisfaction that I address the delegates to the California State Federation of Labor's 53d convention and return the compliment paid The American Legion by your President, Tommy Pitts, here in San Diego six weeks ago.

"Although I have been elected by the membership of The American Legion to the highest state office, I still consider myself a working Legionnaire who has always fought the good fight. I want to congratulate the Federation of Labor for its resourcefulness, its tenacity of purpose and its persistence in maintaining its aims and ideals for the past 53 years. I have noted with satisfaction the maturity and the foresight of your leaders, demonstrated by their conduct at the recent session of the state legislature in Sacramento where they worked together to make a better place for the average man to live and labor in peace.

"It is this doctrine of mutual helpfulness that is a common element in both The American Legion and the Federation of Labor. The American Legion has fought for this principle of mutual helpfulness through the halls of the legislature and Congress to give assurances to the men who put on the uniform of this country that they will not be cast aside and forgotten. The Federation of Labor and The American Legion have fought to discourage warfare and have attempted to alert the nation's population to keep our country strong and well trained so aggressive nations will be persuaded not to attempt to engulf or divide us by global conflict.

"This has been a 36-year-long battle by The Legion and we will continue to warn the American people as long as we remain in existence.

"These warnings voiced by The American Legion and the Federation of Labor are now being shunned and pushed aside by those people who seemingly know better than the men who wore the uniform in two world wars and in Korea.

"The American Legion is an organization pledged to guarantee a helping hand to the veteran, a helping hand to the widows and orphans of veterans; an organization pledged to work for the little man; an organization which has accomplished more along these lines in a decade than any other single force in the history of the world.

"Most prominent among the successes of The American Legion is the G. I. Bill of Rights, which placed this country on a higher economic footing. I refer specifically to the educational provisions that have raised our educational level to its highest point in history. Let's look for a minute and just see what impact The Legion's G.I. Bill had on our country.

"Three million, nine hundred and ten thousand veterans purchased homes through the G.I. loans; 221,000 got business loans under the bill; 68,000 secured loans to buy farms; 7,800,000 veterans were trained under the educational provisions; 2,200,000 attended colleges or universities; 3,500,000 went to schools below the college level; 1,400,000 took on-the-job training; 700,000 enrolled for farm training; 9,000,000 veterans drew readjustment allowances while looking for employment, and only 900,000, or ten per cent, exhausted their full rights to this benefit.

"This is what the G.I. Bill gave to the nation: 744,000 scientists; 700,000 mechanics; 750,000 modern farmers; 100,000 lawyers; 380,000 construction workers; 180,000 electricians; 238,000 teachers; 145,000 engineers; 430,000 salesmen; 280,000 metal workers; 450,000 communications specialists; 240,000 accountants; 63,000 doctors.

"These men and women who studied under the G.I. Bill and derived financial benefit from it are now the consumers with purchasing power and desire to buy the products that labor produces.

"I refer also to the reemployment rights granted veterans, which allowed them job security while they fought the great fight to defend this country's right to independence. I refer to the Veterans' Civil Service Preference Credits in all branches of governmental employment, which is in effect maintenance of employment. I refer to the unemployment benefits which allowed veterans to get on their feet and make the transfer from service discipline to civilian life.

"All of these points—education, reemployment, civil service preference, and unemployment benefits—were attacked as 'foolish ventures' by thoughtless and sightless people. The people of America, the rank and file of the American Federation of Labor, the rank and file of The American Legion, know better.

"No man was mustered out of service following World War II without an opportunity to establish himself in civilian life. In California, The American Legion and organized labor have worked together, not

to give the veteran a bonus or a handout, but to reestablish him in the community. This has helped develop a stronger and more intelligent and far-sighted labor force—the true backbone of our economy.

"We are proud of the vision behind the California veterans' welfare act, which has provided millions of dollars' worth of aid for our veterans at no cost to the state treasury, at no cost to the taxpayers of California.

"The American Legion and the Federation of Labor have presented a mutual attack against the threat of communism and have battled it in all its infiltrations of our political, economic and commercial life. Our organizations and our leaders have been unrelenting in their maintenance of an active vigilance against this menace which could ruin the way in which we live.

"But this is past and present history. What lies ahead for our great organizations?

"We must maintain a continued vigilance against subversive groups and continue to fight to see that this country is well prepared and strong enough to discourage any future aggressions. The American Legion and the American Federation of Labor must continue to work in harmony to protect the freedoms established by more than 15,000,000 men and women who fought in three world war conflicts.

"In my humble way, I ask the blessings of God upon you and yours. May He direct your leaders and your entire organization to more conventions as successful as I know this one will be."

#### **THOMAS A. MALONEY**

**Speaker pro Tempore,  
California State Assembly**

President Pitts introduced Thomas A. Maloney, Speaker pro Tempore of the California State Assembly, who addressed the convention, as follows:

"Mr. President, Neil Haggerty, delegates to the convention, distinguished guests, ladies and gentlemen, and friends. I am very, very happy to be here. As I look at this gathering, it brings my mind back to many, many years ago, to the time when Paul Scharrenberg became secretary, and there were 170 delegates. And I am very happy and pleased to be here today, because on next Sunday Paul Scharrenberg is going to be 78 years of age, and he is here as a delegate, after all those years as secretary of the State Federation of Labor and Director of Industrial Relations for the state of California.

"I think he deserves a great big hand. Stand, Paul!"

(Delegate Paul Scharrenberg, Sailors Union of the Pacific, San Francisco, rose and acknowledged the applause of the delegates.)



"The only fault that I ever found with Paul Scharrenberg and the late John O'Connell was that, in the wee hours of the morning at the Senator Hotel in Sacramento, I always went home with a sore throat from saying 'That's good.' And, believe it or not, we always had to go to a loan agency to find our way back to San Francisco.

"It is nice to be here. Yesterday I had the privilege of being here and hearing the Governor of the state of California make a wonderful talk, and then I heard that dynamic speech by Mr. Meany, the President of the American Federation of Labor.

"I had no business here in the afternoon, so I went to that place where you are going this afternoon. And as I went in the gate, I remembered a story that 'Tiny' Small told me the night before. He said, 'Tommy, what is the meaning of those three balls outside of a hock shop?' I said, 'Well, I don't know, but I know what a hock shop is.'

"'Well,' he said, 'it's two to one that whatever goes in there never comes out.'

"And you can rest assured that that's what happened to Maloney yesterday.

"I am indeed grateful to be here, for this reason: during the 32 years I have been in the legislature I saw the state of California rise from a population of four million to thirteen million today. I knew legislation was needed badly by men and women who toil for a living. And I remember the time when Los Angeles County had eight State Senators, San Francisco had seven State Senators, and there were four in Alameda County, three in San Diego and two in Santa Clara. Today, with the population and reapportionment taking its place, it is pretty tough to get around in that State Senate and other places in Sacramento and get legislation enacted into law that is beneficial to the working men and the working women of California.

"And right here and now I will say to you, ladies and gentlemen and delegates to this convention, that if I were to go to my grave tomorrow, my last prayer would be for the four men who represent you in Sacramento, named Neil Haggerty, Charles Scully, Harry Finks and Tommy Pitts. I think at this time they deserve one of the biggest hands the labor movement has ever given anybody in America. Let's give it to them, folks! (Applause.)

"If you walk over to the Senator Hotel to the rooms occupied by the California State Federation of Labor, you would see in a file two thousand bills affecting each and every man, woman or child who works for a living in the state of California. Each one of those bills must be scrutinized. I can say to you delegates of this convention from a sincere heart that each and every committee in Sacramento where those bills are referred are covered. We came out of that legislature this last

session with wonderful accomplishments. These accomplishments are the result of your previous convention. I am telling you, ladies and gentlemen, it was a job well done.

"The Governor told you yesterday of our many accomplishments. He told you about the increase in compensation, unemployment and disability insurance. He told you of the death benefits under workmen's compensation. But they were not the only things that were adopted into law and signed by the Governor at the last session.

"I remember years ago, in 1925, I introduced a bill with Bill Hornblower and Dan Murphy, requesting one dollar a day, if you please, for the old people.

"We got defeated in 1925 and 1927, but in 1929 we had placed on the statutes of the state of California, both an old age pension law, and a pension for the blind, which gave both categories one dollar per day, or thirty dollars per month. Since 1929 those interested in this type of legislation have succeeded in having these grants for both the aged and the blind increased materially, the aged to eighty dollars per month and the blind to eight-five dollars per month. At the 1955 session, just ended, with the help of Mr. Haggerty, Mr. Pitts, Mr. Scully and Mr. Finks, we raised the grant to the aged from eighty dollars to eighty-five dollars per month, and the blind from eight-five dollars to ninety dollars per month.

"But that's not all. Mr. Meany told you there is an area of prosperity. But he told you that that prosperity cannot exist unless you have things for the men and women who work for a living to do. And I am glad to report to you today that in our Capital Improvement Fund in Sacramento we introduced measures for six million dollars to San Francisco, six million dollars to Alameda County, and about twelve to fifteen million dollars for southern California for new buildings for the state government.

"Now, what does that mean? It means taxes. But it also means payrolls for each and every man and woman who is sitting in this hall today.

"I introduced a bill which provided for the reclaiming of 503 acres in San Francisco. After a long, long journey, with the help of the men who are at the table here, I passed that bill. This is in line with the Islais Creek Relocation District, on which I was helped by Mr. Scharrenberg in 1925. That bill has become a law, and in a matter of a few years all of that submerged land, in the district formed, will be reclaimed and payrolls and work for the people of the state of California will result.

"Now, those are the things we are interested in.

"Delegates to the convention, your organization has grown. Grown from one

hundred seventy delegates to close onto two thousand. It is amusing to know that of the one hundred seventy delegates in the early days, one hundred and sixty-seven were from northern California and only three from southern California.

"Delegates, can you appreciate the fact that when I first went to Sacramento in 1925 the budget of this great state of California for two years was \$4,000,000—for two years. Today the budget for the state of California for one year is \$1,500,000,000. And if you don't think that your representatives in Sacramento or the legislators have a job for themselves to do, then go up to Sacramento and see them working.

"I am happy to be here. I am happy because I started on the waterfront in San Francisco as a stevedore. I was president of the stevedores in the tough days down there, when you had to fight for a nickel or a dime. It is nice to see some of the bills which I have sponsored, given to me by your representatives, going into law and the working people of the state of California coming into their own where they rightfully belong.

"May God bless each and every one of you. May you carry on the good work that you are carrying on in Sacramento.

"I can't help but say in closing that if ever there was one man in these great United States and the state of California who has the knowledge to appear before the committees and the knack to make them sit up and take notice, that is my good friend Charley Scully. He is a wonderful attorney. And it amuses me sometimes when the people on the opposite side of the fence of the things that Mr. Pitts and Mr. Haggerty and Mr. Finks stand for, must call on Charley Scully for the advice they need on problems that do not affect labor. And when they ask him a question, he says, 'I will not be involved in the dispute, but I will tell you the law.'

"You are to be congratulated for having these men. You are to be congratulated for bringing in the legislation that you people are justly entitled to.

"And may I say that coming here and seeing this organization come up in mushroom growth from what it was is a real thrill. May I be back in 10 years, although I am pretty old now, and see you with twice the membership you have now, and all paying dues!"

#### **DONALD D. DOYLE**

##### **Assemblyman, Tenth District**

President Pitts introduced Assemblyman Donald D. Doyle, who spoke briefly, as follows:

"Mr. Chairman, and delegates and friends. It is a real pleasure to be with you here again. I had the pleasure of visiting you in Santa Barbara.

"You know, I have something in com-

mon with my colleague, Tom Maloney. He is the second oldest child of 18 children; I am the seventh of 12. And, as the gentleman said this morning that he didn't want to mention politics, out of 12 children, 10 of which are living, I am the lone Republican.

"But I do enjoy my work in the Assembly. I enjoy working with the men and women you send to Sacramento to work with me, and I hope that for a long time in the future I shall continue to serve you and the State of California."

#### **BRONCEL REED MATHIS**

##### **Regional Director, Bureau of Apprenticeship, U. S. Department of Labor**

President Pitts introduced Broncel Reed Mathis, Regional Director of the U. S. Department of Labor's Bureau of Apprenticeship, who spoke to the delegates briefly, as follows:

"President Pitts, Secretary Haggerty, delegates to this convention. I want to extend to you the fraternal greetings of our agency, the Bureau of Apprenticeship, United States Department of Labor, and those of our Director, William F. Patterson.

"The Bureau of Apprenticeship, through a request of the Secretary of Labor, James P. Mitchell, is vitally interested in the skills of the working force. We urge the members of organized labor to take advantage of the program of skill improvement for the journeyman and to carefully check over your apprenticeship programs, review them, and bring them up to date with modern construction ideas and scientific methods of construction of today.

"I want to pay high tribute to the officers and the Executive Board members of the California State Federation of Labor, especially your Honorable Secretary, Neil Haggerty, who is also a member of the Federal Committee on Apprenticeship. Your President, Tommy Pitts, and the Executive Board members have done a splendid job on apprenticeship.

"I also want to pay high tribute to you members of organized labor who have done such a splendid job on these joint apprenticeship committees. I know what kind of a job you are doing, and I know your labor organizations are appreciative of you. You could stay home many nights and look at television and listen to radio and enjoy yourselves with an evening at home with your wives, but you go out and do the work free-gratis on these committees. And you are doing a splendid job.

"California is leading the United States with apprenticeship. We are leading now with our student programs for journeymen. And California is the only state in the United States where the federal and state agencies work as one unit. So it doesn't make any difference whether it is

a state representative or a federal representative, if you have any problems on skill improvement or apprenticeship, call on them.

"I want to pay a high tribute to the fine work that has been done by Archie Mooney, and to his successor, Charles F. Hanna, who is now Chief of the Division of Apprenticeship Standards, State Department of Industrial Relations, and that wonderful labor leader, Ernie Webb, who is also Director of Apprenticeship of the State of California, Administrator of Apprenticeship. I know that we are going to move ahead in our programs under the able leadership of both the federal and the state.

"It is a pleasure for me to come here to these conventions. And I want to tell you that every member of our staff carries a paid card in organized labor, and that's what we are proud of. Call on these men for help. They understand the fundamental principles of organized labor, and they are able to give you some assistance. Take advantage of it."

#### **Adjournment**

The convention was thereupon adjourned by President Pitts at 11:45 a.m., to reconvene at 9:30 a.m. on Wednesday, August 17, 1955.

PROCEEDINGS OF  
THIRD DAY  
Wednesday, August 17, 1955  
MORNING SESSION

The convention was called to order at 9:35 a.m. by President Pitts.

**Invocation**

The Reverend Leo Davis of the Immaculate Conception Church delivered the following invocation:

"In the name of the Father and of the Son and of the Holy Ghost, Amen.

"May the God of wisdom and knowledge guide, direct and inspire the deliberations of this day's session of the American Federation of Labor.

"I would request each and every one of you to relax and sit down because I am not going to give a conventional invocation of about three minutes. So sit down and relax.

"I come here this morning as a Catholic priest, a representative of Christ and the Church. And I feel that I belong here every bit as much as I belong in the Church on a Sunday morning.

"Why do I say that? Because we who are members of the cloth are supposed to be interested in the salvation of human souls, but we realize that the soul is housed in a body and that that body has a tremendous influence on the soul. So much so that if that body is not properly fed and clothed and housed and given a sufficient, reasonable amount of relaxation and recreation, it is nigh to impossible to do anything with that soul. And to show that this is not just my opinion as an individual priest, let me read a couple of lines from Pope Pius XI in his letter that he wrote on Communism.

"He said:

'To priests in a special way we recommend in you the old repeated counsel, Go to the working man, especially where he is poor, and in general go to the poor.'

"And in another place:

'Let us priests, therefore, while providing of course for the normal needs of the people, dedicate the better parts of their endeavors and their zeal to winning back the laboring masses to Christ and to his Church.'

"Now, you might think that that simply means that you are supposed to try to teach people to say their prayers or to perhaps go to some novenas or say their rosary or sprinkle themselves with holy water. These things are all right, but these are not the things to which the Pope is referring. And to show you plainly that they are not when he says to dedicate the better part of their energies and

time and so on to doing something about the working man, let me read one other short quotation from Pope Leo XIII which makes it plain what he is talking about.

"He says in reference to conditions existing throughout the world in his day:

'It gradually came about that the present age handed over the workers, each alone and defenseless, to the inhumanity of employers and the unbridled greed of competitors; a devouring usury, although often condemned by the Church but practiced nevertheless in another form by avaricious and grasping men, has increased the evil and in addition, the whole process of production as well as trade and every kind of goods has been brought almost entirely under the power of a few. So that a very few rich and exceedingly rich men have laid a yoke of almost slavery on the unnumbered masses of non-owning workers.'

"In light of this commission that I am sure is given to every member of the cloth, be he Protestant, be he Catholic, be he Jew, encouraged on top of that by my own beloved Bishop and also, as you have just heard, by the Popes, I think it in order that I, as a priest, make a few little suggestions for those of you who are out on the firing line; you who have to fight that daily battle to translate the ideals of free trade unionism, the ideals of Christianity, into practice, to see to it that the good Samaritan is a story that is going to be repeated day in and day out; that when you see people who are poorly housed or poorly fed or who are experiencing horrible working conditions, poor wages and so on, that you do not simply extend your sympathy and let it go at that, but that you go out and do something about it.

"In order to do this, of course you have to be organized. And that is what you are. And we hope that you become even better organized in order to translate, as I say, these ideals into practice.

"To mention a few little things that all of you need to know and I think must have at your fingertips, you do not have to be a Neil Haggerty to be able to be called upon to defend justice for your fellow workers. All of you are coming across it every day. Therefore you should be as well informed as you possibly can, because you must educate your fellow human beings wherever you meet them.

"Now, a few little things. One is that you hear a lot of talk about 'lack of democracy in unions.' Not long ago you probably read a statement. It says that

'It seems a shame that there is not enough policy making down at the level of the rank and file of labor.'

"That kind of stuff goes around and a lot of people are taken in by that, thinking that organized labor is just a lot of big bosses, dictating to the rest.

"To any one who brings that up, simply give them this answer: As far as policy making is concerned, if you would go and approach the American Medical Association, are the policies made by the rank and file of ordinary doctors throughout the country? Or suppose you were going to General Motors Corporation. Is the policy making established by the rank and file of the stockholders?

"In either case the answer is 'No.' They are smart enough to elect qualified people who establish policies. And labor does the same thing. There are some who would like labor to be stupid, in a great state of confusion. Labor is too smart for that. You in turn select and elect bona fide people to do that for you in your name. As a matter of fact, I feel quite positive that in any type of organization of its kind in the United States, you will not find anywhere near the amount of democracy in the best sense of that word that you find in organized labor. It is the most outstanding in that particular field.

"Another little thing is brought up a lot by friends, relatives, acquaintances. It is this thing of 'political action.' They will tell you, people who maybe mean very well but who don't know very much, at least about the labor movement, what it stands for, what it has done for the nation, 'Well, you are getting a gigantic political machine that will probably dictate policies throughout the country. It is a dangerous thing. It can turn into a dictatorship,' and so on.

"When those people talk like that, again I would just like to ask them a question.

"If the National Association of Manufacturers wants to do something about political action, do they complain about that? Or if some oil tycoon wants to give a million bucks to something in the way of political action, fostering some political measure, do they complain about that? What about the masses of the people? Should they have something to say about legislation in their own country?

"Political action is very much your right as members of organized labor, and I hope you will use it and use it well. And I am sure you will.

"One other little thing. There is a lot of talk around about it. They say, 'All of you should be well informed on these things.' Well, the ready answer is the right-to-work laws. They are very deceptive things.

"I think one key thing to keep in mind, just one thing on that, is this. What a right-to-work law really stands for is this: It stands for the individual, it stands for selfishness, and it denies the fact that a

human being must be concerned not only for his individual good, but for the common good for the public weal. Man by nature is not a hermit. He is a social being. And precisely because of that, it is immoral to ever sponsor any such thing as a right-to-work law. It is fundamentally against the nature of the human being. No man has a right to say, 'I can stand here as an individual and have no concern with what is going to happen, as a result of my actions, to somebody else.' He has no such right.

"Finally, since you are out trying to do worthwhile things for the masses of the working people throughout America and in particular in this great state, I would ask you to be crusaders for organizing the unorganized. In this state is a tremendous potential among the white collar workers, in particular the office employees and the government employees. This has hardly been tapped. I feel quite positive that, with a definite effort on part of each and every one of you throughout the coming year, much can be done along these lines. I am positive that the single unit which is the greatest assurance for the continuation of a free America and a free world is the continuation of a strong and a free trade union movement.

"God speed the day when your numbers in this great merger that will take place will not be fifteen million, but fifty million. God bless you!"

#### **Honorary Membership Bestowed**

##### **Upon Father Davis**

Upon motion of Delegate William Penchansky (Carpenters No. 1815, Santa Ana), the convention voted unanimously to make Father Leo Davis an honorary member of the California State Federation of Labor.

#### **DONALD K. WALL**

##### **Eagle Scout Troop No. 47, Los Angeles**

President Pitts introduced Donald K. Wall of Eagle Scout Troop No. 47, Los Angeles, who spoke to the convention, as follows:

"President Pitts, Secretary Haggerty, distinguished guests and delegates to this 53d convention of the California State Federation of Labor. It is a great honor and a privilege for me to be here at this convention representing the Boy Scouts of America.

"Having the opportunity to address this California State Federation of Labor convention is the greatest honor any young man or woman could have.

"Organized labor has done a great job in supporting the program of the Boy Scouts of America. In this group of young men you will find the next leaders of every walk of life. And you can be proud of the part that labor has played in making this possible.

"On behalf of the Boy Scouts of America I would like to take this opportunity to thank this great organization for all their help. We are indeed grateful.

"This California State Federation of Labor can do even a greater job by helping the other group which I am proud to represent. This group is made up of the young men and women who are ready to enter the labor market. Believe me, delegates, we need your help. For here also you will find the next leaders of every walk of life. And they are all potential members of organized labor. In fact, some of them, no doubt, will probably become leaders in labor.

"How can this movement help us? Let us consider for a moment what a young man or woman expects to find when he enters the labor market: jobs with opportunities for advancement; assurance of continuous employment. Most of us who are starting out to work don't want to keep our first job the rest of our lives, so we would also like an opportunity to prepare ourselves for a better job. We realize that if we do not enter the professional field, we will earn our living by working with our hands. We know all we have to offer an employer is our labor. We also know that in order to work on some jobs we will have to join a labor union.

"Did you ever stop to realize that most of the people who are going to work for the first time know nothing at all about a labor union? In fact, I know that most of my classmates don't even know what a labor union is. I happen to have a great advantage over most young men and women of my age. My dad has been a member of organized labor for many years, and I have grown up in a labor environment. I am a member of a labor union and have seen what labor unions can do and have done for all the working people.

"I can remember when my dad worked seven days a week and very long hours. And I am sure that there are many of you here today who worked under these very same conditions.

"Most of my classmates have not had this experience. Most of these young men and women don't know about these conditions. They don't even know the difference between a company union and a bona fide labor union. These new workers know nothing at all about the vicious labor-killing Taft-Hartley law, the right-to-work law, the jurisdictional strike law, or the secondary boycott law. If they know anything at all about these laws, it is only what they have read in the newspapers—and most of this is biased against unions.

"I am a box boy and a member of Retail Clerks Local 770. And I know how most of the other boys in the store feel about labor unions. Most of these boys, and a lot of my classmates, have labor leaders portrayed as labor bosses or gang-

sters. They refuse to give these men credit for the great job they have done for the continuous betterment of all workers.

"Why do these people feel this way? In my personal opinion, it is because they have not received the proper education in the history of organized labor. These new workers don't know or fail to realize that organized labor was responsible for the passage of the Social Security Act, workmen's compensation, unemployment insurance, state disability and many other laws that are for the continuous betterment of all workers. In the last session of our state legislature, labor was responsible for the improvement of these laws in our own state. There are very few of these young people who know this.

"In the early '30's I am sure that all of you here attended every union meeting. Because in those days you had something to fight for. These young people going to work for the first time do not attend these meetings, because they go on jobs that have good wages, hours and conditions, and they have no idea how these conditions were obtained or how they are kept. So they think that there is nothing to fight for.

"I think that the first place organized labor should start to direct this situation is in the schools where our education begins. In the senior years in most high schools they have a class in senior problems. In this class they discuss all the current problems a student may run into after leaving school, including labor problems. But who are the people that answer these questions on these current problems? We have the teacher, representatives from business, the chambers of commerce, Merchants and Manufacturers, Associated Farmer groups, but no one from labor to give their side of the problem. Organized labor should be represented here.

"In the school that I attend in Los Angeles they have a class on truck driving. They teach us all about heavy equipment, both gas and Diesel. They even teach us how to drive and maintain these vehicles. Who are the teachers in this class? We have the teachers, representatives from the Motor Truck Association, the California Highway Patrol, the insurance companies. But no one from labor. Here is a great opportunity for someone from the Teamsters Union to do a great service for his organization and for the future truck drivers of our state. We know that the Teamsters are the safest drivers in the world, and they can talk about safety and what they have done to make a truck driver's job easier. Surely they can explain why a union driver has better wages, hours and conditions. They can print a small pamphlet explaining the background of their union and point out the difference in wages, hours and conditions on a union job and a non-union job. They could also show why wages are so low in states where there is no organization of

labor and where they have the right-to-work law to live with.

"I think that every craft in this great State Federation of Labor should sponsor a class of this kind in our schools. They can have a counsellor in the schools who could advise these young people on how to become an apprentice in their chosen trade, a sort of information bureau on labor.

"In many labor unions, as in my own local union, they have a school, or they are attempting to develop better ways and means to train members so they can go about getting better jobs in their industries. Every union could have these schools where these new workers who are entering the labor market could go. Because most of them don't know how to go about training for a better job.

"I have read two articles which also have been used to help these people understand labor unions. One of these is called 'What is a union?' The other one is 'Why pay union dues?'

"Men and women who are entering the labor market today need the help of organized labor to understand bona fide labor unions and their problems. Organized labor needs the help and the support of these new workers, for here are the future members and leaders of organized labor.

"Here in this hall we have delegates from every craft in the American Federation of Labor, who represent nearly a million union members, the largest and the best state federation of labor anywhere in the country. Here is an opportunity for the leaders of organized labor to do a great service for their respective unions and for the working people all over our country, by showing these potential members of organized labor in our schools by words and actions that a labor union is a group of people joined together to obtain better wages, hours and conditions.

"In closing, I would like to leave you with this thought: I fully realize the responsibility that organized labor has in our community. Labor unions have an essential part in our way of life, for they have done more for all to raise the standards of living for all the working people all over the world than any other factor. I am sure that all of you will agree that had it not been for labor contracts that were in force during the recession of 1949 this country could have had a bad depression. Labor unions are the stabilizers between the peaks and the valleys of our economy.

"It has been a great pleasure for me to have had the chance to address this convention. I want to take this opportunity to thank your officers for inviting me. I hope that this 53d convention will be the most productive and successful one you have ever had."

### Report of Committee on Legislation

Acting Chairman Harry Finks of the Committee on Legislation reported for the committee, as follows:

#### **Resolution No. 56—"Increase Unemployment Benefits."**

The committee report:

"The subject matter of this resolution is concerned with the increase of unemployment insurance benefits.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed, and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

#### **Resolution No. 57—"Disability Benefits of Deceased Workers."**

The committee report:

"The subject matter of this resolution is concerned with the extension of the existing unemployment insurance disability program to provide for death benefits in addition to the weekly indemnity and hospital payment benefits now being provided.

"The subject matter of this resolution has been before previous conventions of the Federation, and your committee is convinced that the position adopted in such conventions still applies, namely, that until the existing program has been extended to provide more adequate weekly benefit payments and hospitalization benefit payments, that such additional types of benefits as proposed in this resolution are premature.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

#### **Resolution No. 116—"Repeal Unemployment Insurance Merit Rating System."**

The committee report:

"The subject matter of this resolution is concerned with the repeal of merit rating.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 153**—"Partial Unemployment Benefits for Fishermen."

The committee report:

"The subject matter of this resolution is concerned with the payment of partial unemployment insurance benefits to fishermen."

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 165**—"Vacation, etc. Pay Not to Prevent or Delay Unemployment Benefits."

The committee report:

"The subject matter of this resolution is concerned with the payment of unemployment insurance benefits to individuals who are receiving certain types of compensation as a result of provisions in their respective collective bargaining agreements."

"Your committee reaffirms the historic position of the Federation that where an individual receives, as a result of a collective bargaining agreement, payment during periods of unemployment which are made because of the past performance of services and not with respect to such weeks of unemployment, unemployment compensation payments should be made."

"Your committee, however, has been advised by the attorney for the Federation that a recent decision of the District Court of Appeals of the State of California, which is not as yet final, would permit payment of unemployment insurance benefits during certain of the periods mentioned in the resolution."

"Your committee concurs in the general intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 144**—"Guaranteed Annual Wage."

The committee report:

"The subject matter of this resolution is concerned with the so-called guaranteed annual wage."

"At the request of your committee, the sponsors appeared before it and were advised that it might not be necessary to

enact any legislative change in order to obtain the objective sought by it."

"The sponsors were satisfied with this explanation and accordingly your committee, in construing the resolution, deems it to request that all necessary steps be taken to accomplish the full payment of guaranteed annual wage."

"As so construed, your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of **Resolution No. 144** that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 200** — "Unemployment Insurance Coverage for All Public Employees."

The committee report:

"The subject matter of this resolution is concerned with the extension of unemployment insurance benefits."

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 42**—"Increase Fees for Jury Service"; **Resolution No. 105**—"Increase Fee for Jury Duty"; **Resolution No. 167**—"Compensate Jurors with their Regular Wages"; **Resolution No. 195**—"Increase Fees for Jury Duty."

The committee report:

"The subject matter of these resolutions is similar, namely, the question of payment of jury fees."

"Your committee believes that the subject matter is more adequately covered in **Resolution No. 105** and accordingly concurs in the intent of such resolution. But, in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that **Resolutions No. 42, 105, 167, and 195** be filed, and it is suggested to the sponsors of the resolutions that they be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 98**—"Require Wages to be Paid Weekly."

The committee report:



"The subject matter of this resolution is concerned with the requirement that all wages be paid on a weekly basis.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 101—"Require Bonding of Payrolls of Certain Employers."**

The committee report:

"The subject matter of this resolution is concerned with the protection of wage payments to those engaged in the logging industry.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 58 — "Enact FEPC"; Resolution No. 62—"Legislate Fair Employment Practices"; Resolution No. 82—"Fair Employment Practices"; Resolution No. 107—"FEPC Program"; Resolution No. 113—"Continue Efforts to Pass FEP Law"; Resolution No. 134—"Continue to Work for FEPC."**

The committee report:

"The subject matter of these resolutions is similar, namely, fair employment practices.

"Your committee concurs in the intent of **Resolution No. 58** since it believes that it most adequately adopts the long existing position of the Federation in this regard, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that **Resolutions No. 58, 62, 82, 107, 113 and 134** be filed and it is suggested to the sponsors of these resolutions that they be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 112—"Shorter Work Day on State Work."**

The committee report:

"The subject matter of this resolution is concerned with the establishment by law of a shorter work day with respect

to employees of the State of California and other workers performing work on state jobs.

"Your committee reaffirms the historic position of the Federation in favor of shorter work days and work weeks, but believes that it is primarily a matter for each particular union, first to resolve from a policy standpoint, the number of hours of work per day and per week which it believes appropriate for that craft.

"Your committee believes that this resolution should be filed but that the officers of the Federation should co-operate with the various groups in attempting to establish a work day and work week consistent with their individual views."

The committee's recommendation was adopted.

**Resolution No. 152 — "Provide Appeal and Conciliation Procedures for Fire Fighters."**

The committee report:

"The sponsors of this resolution appeared before the committee and have requested that the resolution be withdrawn. The committee therefore recommends the resolution be withdrawn."

The committee's recommendation was adopted.

**Resolution No. 170 — "Collective Bargaining for Public Employees."**

The committee report:

"The subject matter of this resolution is concerned with collective bargaining for public employees.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that they be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 180—"Temporary Public Employees to Receive Same Wages, etc., As Private Employees."**

The committee report:

"The subject matter of this resolution, as construed by your committee, recommends that employees who are members of specific crafts which have existing contractual provisions covering wages, hours and working conditions, but work for the state or its various political subdivisions and municipalities, shall receive the same type and extent of compensation that they would be entitled to receive if working under their collective bargaining agreement.

"As so construed, your committee con-

curs in the intent of this resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 37**—"Vocational Rehabilitation of the Industrially Injured."

The committee report:

"The subject matter of this resolution is concerned with vocational rehabilitation of industrially injured workmen.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be re-introduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 44**—"Disability Benefits for State, County and Municipal Employees"; **Resolution No. 108**—"Eliminate Workmen's Compensation Waiting Period and Provide Equal Benefits for Public Employees."

The committee report:

"The subject matter of these resolutions is similar, namely, the elimination of the waiting period with respect to workmen's compensation payments.

"Your committee reaffirms the historic position of the Federation in favor of the elimination of the waiting period, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 71**—"Penalty for Failure to Pay Proper Disability Indemnity."

The committee report:

"The subject matter of this resolution is concerned with a penalty for failure to make proper payment of workmen's compensation benefits.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the

resolution be filed and it is suggested to the sponsors of the resolution that it be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 55**—"Permanent Child Care Centers"; **Resolution No. 135**—"Permanent Child Care Centers."

The committee report:

"The subject matter of these resolutions is similar, namely, permanent child care centers.

"Your committee believes that the position of the Federation is more adequately expressed in **Resolution No. 55** and accordingly concurs in the intent of such resolution. However, in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that **Resolutions No. 55** and **135** be filed and it is suggested to the sponsors of the resolutions that they be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 41**—"Eligibility for Old Age Security."

The committee report:

"The subject matter of this resolution, as determined by your committee, appears to deal with the question of the removal of a citizenship requirement as a condition to receipt of needy aged aid under the program of the state of California.

"Your committee concurs in the intent of the resolution as construed, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that they be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 54**—"Immediate Goals for California State Federation of Labor."

The committee report:

"The subject matter of this resolution is concerned with the improvement in the overall programs of disability insurance, pensions, health insurance, FEPC and aid to the totally disabled.

"Your committee notes that it is consistent with the past historic position of the Federation, as noted in **Policy Statement V, Social Security**, and accordingly concurs in the intent of the resolution. However, in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recom-

mended that the resolution be filed and it is suggested to the sponsors of the resolution that it be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 69**—"Empower Labor Organizations to Sue on Behalf of Members"; **Resolution No. 210**—"Empower Labor Organizations to Sue on Behalf of Members."

The committee reports:

"The subject matter of these resolutions is similar, namely, full implementation of the right of a labor union to sue in its own name.

"The sponsors of **Resolution No. 69** appeared before your committee at its request and advised that they were responsible for the introduction of **Resolutions No. 69** and **210**.

"They were advised by the committee that in the opinion of the attorney of the State Federation of Labor, it is currently possible in certain instances for labor unions to sue on behalf of its members in respect to wage claims.

"Your committee accordingly concurs in the intent of the resolution, that labor unions be permitted to sue in their own name and that all steps otherwise necessary to be taken to insure that continued right to bring actions on behalf of their members for wage claims.

"As so construed, your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of **Resolutions No. 69** and **210**, that they be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 86**—"Oppose Fee for Medical Examinations Required for Employment"; **Resolution No. 209**—"Oppose Fee for Medical Examination Required for Employment."

The committee report:

"The subject matter of these resolutions is similar, namely, the opposition to the payment of medical fees for employment examinations.

"Your committee concurs with the intent of the resolutions, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolutions be filed and it is suggested to the sponsors of the resolutions that they be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 188**—"Create a California State Professional Theatre."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a state professional theatre.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 189** — "Clarify Certain Provisions of Cosmetology Law."

The committee report:

"The subject matter of this resolution is concerned with certain clarifications in the cosmetology law.

"Your committee concurs in the intent of the resolution, but in view of the fact that there will be no regular session of the legislature until 1957, and the Federation will assemble in convention prior to such date, it is recommended that the resolution be filed and it is suggested to the sponsors of the resolution that it be reintroduced at the next convention of the Federation if they so desire."

The committee's recommendation was adopted.

**Resolution No. 201**—"Public Employees' Health and Welfare Funds."

The committee report:

"The Secretary advises your committee that the Building Trades caucus is not a proper delegate body to this convention, and accordingly, the resolution, although printed, is being rejected by the Secretary as not being properly before this convention.

"Your committee accordingly is bound by this ruling of the Secretary, but desires to point out that the resolution is erroneous in that there has already been enacted into law at the last session of the legislature, legislation which fully provides for all of the objectives sought in this resolution.

"Your committee accordingly recommends the return of this resolution to the office of the Secretary."

The committee's recommendation was adopted.

Acting Chairman Harry Finks then stated:

"Unfortunately, Chairman Bassett was called away on an emergency today and so was not able to report as chairman of your committee. However, he requested

me to thank the members who worked so hard with him over the weekend and during this week in considering the resolutions referred to them.

"W. J. Bassett, Chairman  
 "C. W. Chapman  
 "Jack Kopke  
 "Hazel O'Brien  
 "Robert Callahan  
 "E. H. Vernon  
 "James Waugh  
 "Harry Metz  
 "Ralph A. McMullen  
 "Mike Elorduy  
 "Harry A. Finks."

On motion by Acting Chairman Finks, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

#### **MSGR. MARTIN C. KEATING**

**Chaplain, California State Federation  
 of Labor**

President Pitts presented Monsignor Martin C. Keating, Chaplain of the California State Federation of Labor, who spoke to the delegates, as follows:

"Comrades, Brother Thomas Pitts, Brothers and Sisters of the Federation of Labor. It is nothing new for you to be told by me that this is a sanctuary of Americanism. The most important message that you can give to the American citizen is that the principle of collective bargaining for the worker on the free union front is the same principle that has been official since 1787 in justifying the American citizen in resorting to collective bargaining to state and national congress. So today I should like to bring these few thoughts to you.

"It was the voice of Thomas Jefferson on an August day in Philadelphia in the year 1776. He was reading to the Continental Congress what is known as the Jefferson Seal of the United States. The words, 'E Pluribus Unum,' were the unspoken prayer of every delegate to that convention: that from out of many we might become one.

"These words were the personal selection of Thomas Jefferson for the base of the Great Seal of the United States, which the Congress adopted unanimously this very month of August in the City of Brotherly Love 177 years ago.

"Looking at it, you may read these words beneath the shield, guarded by the Goddess of Liberty and the Goddess of Justice, that symbolized the six nations from which the colonists traced their origins: the Tudor Rose for England; the Thistle for Scotland; the Harp for Ireland; the Fleur de Lis for France; the Black Eagle for Germany; and the Lion Regnant for Holland.

"Six years later, in 1782, an Englishman in London under the spell of English hospitality persuaded John Adams, then

our Ambassador to the Court of St. James, to accept the present seal which he passed on to the Congress. And so the present seal of the United States which you see on the reverse side of the dollar bill is no older than 1782.

"*'In God We Trust.'* It was the immortal Lincoln who instructed the Secretary of the Treasury in the crisis of the Civil War to invite the American people to submit a short sentence, expressive of the soul of America, for our coinage. In this practical way the most spiritual of all our presidents would safeguard liberty in *'This nation, under God.'*

"How fitting that Abraham Lincoln, who attended the Presbyterian Church in Washington, should be sustained in his faith in God by a minister of the Presbyterian faith in Lancaster, Pennsylvania who submitted the sentence, *'In God We Trust.'*

"How fitting, too, that when a Secretary of the Treasury in the administration of President Franklin D. Roosevelt ordered the Director of the Mint to issue the Jefferson nickel without the words, *'In God We Trust,'* it was your chaplain who personally asked Mr. Morgenthau how this could happen. *'Write me a letter, Father, and I will take care of it,'* was the vehement response from this Russian-born, God-fearing American Jew. And shortly the press carried the news that the Director of the Mint had been ordered to restore the words, *'In God We Trust'* to the Jefferson nickel.

"How consoling to the spirits of the Founding Fathers of the American Republic must have been this act of faith in the Creator God by this elder statesman of our day. For it was to the Old Testament that the Congress of 1776 appealed to symbolize on the reverse side of the Jefferson seal their rebuke to totalitarianism in any form. The Seal portrays Moses and the God-fearing Israelites on the victory shore, and Moses pointing to the Cloud and the Pillar of Fire with which God created Israel, and the Pharaoh and his legions are being engulfed by the miraculous waters of the Red Sea.

"The sentence on the circle was composed by Benjamin Franklin. It reads: *'Rebellion to Tyranny is Obedience to God.'*

"*'AF of L-CIO!'* In this blessed year of AF of L and CIO unity in this sanctuary of practical Americanism, wherein we understand that collective bargaining for the employee in a free union has its origin in the same principles as collective bargaining for the citizen in state and national congress, in this historic convention wherein President Meany, a registered Republican, inspired you by his insistence on the sanction of the moral law in America's international policy towards the enslaved satellites of Communism; in this city, the birthplace of California, where the saintly Father Serra taught the In-

dians the basic truth of holiness and of social justice, that every human being is made in the image of the Creator God, and where he introduced the eight-hour day for the worker on mission projects that were to become the property of the Indians as soon as they attained capacity for self-government; in this year of crisis for all mankind I congratulate in your name the Executive Council of the Federation for the respect it has attained for the union labor movement in every department of our citizenry, from our beloved Governor Knight to the humblest widow and son, the object of your protecting care in after-school employment.

"May I have your indulgence and the indulgence of your Resolutions Committee by anticipating their action in suggesting the propriety of the California State Federation of Labor making this following contribution to the Americanism of Jefferson and Lincoln:

1. Let there be a rabbi, a Protestant minister and a Catholic priest appointed state chaplains equally in rank;

2. Let the Jefferson Seal become now the second seal of a united AF of L and CIO, so that under the custody of this united grouping of the labor movement, America may become acquainted again with the soul of America through the seal of Jefferson.

"Thank you."

#### **WILLIAM McSORLEY, JR.**

##### **Assistant Director, Labor's League for Political Education**

President Pitts introduced William McSorley, Jr., Assistant Director of Labor's League for Political Education, who addressed the convention, as follows:

"President Pitts, Secretary Haggerty, Father Davis, distinguished guests and delegates to this 53d convention of the California State Federation of Labor. I want first of all to convey to each of you the sincere regrets of our Director, Jim McDevitt, that he was unable to be here personally. I also want to say that it is indeed not only an honor but a pleasure for me to be able to be here and speak with you delegates this morning.

#### **Non-Partisanship of LLPE**

"I want to take just a moment to reiterate a very important part of the policy of Labor's League for Political Education. That has to do with the non-partisan policy which was part of the policy set forth when we were formed in 1947. We are a non-partisan organization, pledged to support individuals of either political party, strictly on the basis of their voting records if they have been in the legislative halls or on the basis of their intent.

"We realize, and I am sure you all realize, that we have found from experi-

ence in the past that we have a great number of friends in both parties and at the same time we have a great number of enemies in both parties. Our policy is non-partisan, and it was set forth in that manner and we have followed that policy religiously since we were formed.

"I wanted to mention that this morning for two reasons: (1) to refute the innuendo that has been circulated by the various commentators and columnists throughout the country that we are too closely attached to a particular political party, and (2) I also wanted to mention it this morning to assure you that in the remarks that I shall make later on, I am making them in a matter-of-fact manner and a non-partisan manner.

#### **Voluntary Contributions For 1956 Elections**

"Now I want to take up one of the most pressing problems that we have in the operation of Labor's League for Political Education. That has to do with the collection of voluntary funds to finance the campaigns of our friends.

"Now we are just passing the halfway mark of the 1955 voluntary contribution drive. Books of membership cards are in the hands of all of the local unions of the participating national and international unions. One officer in each one of those local unions, whether it be the president, secretary, treasurer or business agent, has received books for his local union. Also this year we have forwarded to those local unions who had never contributed in the past just one membership book accompanied by a letter requesting that that individual attempt to sell that one book and then reorder additional books if he found that he or she could sell additional memberships to the members.

"We used that approach this year not only to save the high cost of printing and packaging and forwarding books which were not being used, but also with the thought in mind that the letter might possibly jolt some of the apathetic officers of some of those local unions into taking time out to acquaint the members with our voluntary contribution drive.

"I want to just briefly mention here this morning that as of August 12 only 124 local unions in the great state of California have forwarded their contributions and their stubs to the national headquarters. And I would like to urge those other several hundred local unions that I am sure have taken up their collections or are in the process of taking up their collections to do all they possibly can to forward those funds along with the stubs as quickly as possible.

"As you know, this is the second time since we were formed that we have put on an annual drive in an off-year. Many people wonder why we collect the funds in a non-election year. We collect those

funds in a non-election year for two reasons:

"(1) In order to allow us to have sufficient funds well in advance of the November 1956 general elections. We have found from experience that a political dollar in July is worth fifteen political dollars in October, and a political dollar in July of the year before the election is worth just that much more than a political dollar in October of an election year.

"(2) The second reason for raising those funds in the off-year is to enable us to go into the southern primaries financially sound. The southern primaries are always held very early in the spring of election year.

"By this time in 1956 the elections will be all over in 14 of the one-party states. A lot of people throughout California, throughout the midwest, and throughout the east, always say, I am sure, 'Why are we so interested in the southern primaries?' And I want to point out this morning the reason we are so interested in the southern primaries is because primarily the basis for all of our legislative trouble nationally is those southern primaries. And it works just like this:

#### **Seniority of Southern Representatives**

"For years, either by default or because our members were not sufficiently organized either trade-union-wise or politically-wise to put on a campaign, they allowed persons to be returned year after year by default from those states and from those Congressional districts to the United States Congress. As a result of that, you have a lot of individuals from the southern states who have built up seniority in the United States Congress.

"In both houses of Congress, both the Senate and the House of Representatives, the chairmanships of the various committees are handed out on the basis of seniority. As a result of that, we see today almost every single important committee in the United States Congress chaired by a southerner; almost 90 per cent or better of those southern chairmen are Dixiecrats or have Dixiecrat leanings and are reactionary and anti-labor.

"Just to mention three powerful chairmen: One is Senator Byrd of Virginia—completely anti-labor in his thinking and in his voting. Another is Senator George of Georgia—completely anti-labor, and chairman of a powerful committee. Another, to cite one from the House of Representatives, Graham Barden, from the Third District of North Carolina, Chairman of the House Education and Labor Committee—the man to whom we have to look to bring our legislation out of committee. He has been reelected year after year by default, has built up that seniority, is chairman of that committee, and is completely opposed to every single one of the ideals and aims and purposes of the

American Federation of Labor and the trade union movement in this country. He is chairman of the House Education and Labor Committee. He is there because of the default and the lack of funds and the lack of organization and the lack of numbers of our people in the Third District of North Carolina.

"I can go on and mention chairman after chairman. And that is exactly why we are so interested in the southern primaries.

#### **Highway Bill and Davis-Bacon Provision**

"And just as an aside to the building trades, I want to make this note:

"In the spring of this year there was a meeting held by the Building Trades Department of the American Federation of Labor in Washington. Fourteen hundred Building Trades delegates from all over the country attended that conference, and one of the prime things on the agenda there was the inclusion of a Bacon-Davis provision in any highway bill that would be passed by this session of Congress.

"A highway bill was introduced by the administration and a highway bill was introduced by the Democratic leadership. Senator George of Georgia made the statement that he would vote for no highway bill that included a Davis-Bacon provision. That was the tip-off that any bill brought in with the Bacon-Davis provision would be defeated, because Senator George controls the small clique of southern Senators who vote right down the line with his wishes. And that is exactly how the Building Trades Department and all those interested in highway construction lost the Highway Construction bill this year.

"I mention this to point up the importance of our raising funds in the northern states, the western states and so on to enable our people to put on a campaign in those early southern primaries. So I hope that when you people leave here and return to your local unions, your central labor councils, each one of you will become a committee of one in your particular organization to bring before the members an understanding of why we have the funds. We have to have the funds collected voluntarily, dollar by dollar, from the members because of the Taft-Hartley law. We need those funds to go into the campaigns. And I think the best approach to use to the members is not that they are contributing a dollar but that they are investing a dollar; investing a dollar to help preserve the high level of wages that they are enjoying today, the working conditions they are enjoying today, the standard of living they are enjoying today, and even the American way of life that they have built up through the years.

"And so I hope that each of you will take an active part in furthering the 1955

voluntary contribution drive in your particular organization. It is one of the most important things you can do this year to assist the trade union movement in the United States.

### **"Right-to-Wreck" Laws**

"There has been a lot said about the so-called 'right-to-wreck' laws. I am not going to dwell on the 'right-to-wreck' legislation except to say that you people are indeed fortunate here that you have had the kind of leadership you have had and that you have had the friends to be able to push back any anti-labor legislation in the form of the open shop law. Eighteen other states have not been so fortunate, and I am sure that many of you people in here will agree that in those eighteen states the trade union movement has been brought practically to a standstill.

"It is interesting to note that nine of the ten poorest states in the country have the open shop laws. Seventeen out of the eighteen states that have those laws have a below-average per capita income. And I believe that as long as those first nine states have the open shop laws they will be the nine poorest states in the United States, and as long as seventeen states have the open shop laws they will be below average in per capita income.

"I wanted to mention that here because as long as we have eighteen states that have open shop laws, then you people here in California and the people in every other state where the legislature had the foresight to turn down that kind of legislation are going to be hurt. Because any time that you take any segment of our economy, any group of our workers or any particular geographical area of our country and tear down the conditions and the wage levels of their workers, then it is not long until that spreads throughout the country, no matter what kind of legislation you have in your particular state.

### **Taft-Hartley Law**

"We have that open shop law for only one reason, and that is because we have the Taft-Hartley law. Section 14(b) of the Taft-Hartley law makes it possible and gives the legislatures of the states the right to enact more stringent anti-labor legislation than the Taft-Hartley law, if they so desire. That 14(b) has made it possible for those states to put those laws on the books.

"We could repeal all of those eighteen laws by repealing Section 14(b) of the Taft-Hartley law. And believe me, it would be much easier and much less costly to repeal Section 14(b) in the national Congress than to attempt to go into eighteen states and change the complexion of their state legislatures.

"Also if we repeal 14(b), we could save ourselves the high cost of annually fight-

ing the introduction of the open shop laws in the other states that do not already have them. We can repeal 14(b), but only when we have enough friends in the national Congress to do it.

"In the 1954 campaign we increased our friends in the House of Representatives by 28; we increased our friends in the United States Senate by 4. But we still do not have enough friends in either house to repeal 14(b). We have an excellent opportunity in 1956 to increase our friends and to repeal 14(b) in the Congress that will be elected in the 1956 campaigns. We can do it if we have the cooperation and the support and the effort of the leadership of our state federations, our central labor councils and our local unions.

"When we have cooperation from the leadership of the local unions, then we can elect friends not only to the national Congress but to the state legislatures who will vote in the interests of our people when they are voting on legislation that affects all the people throughout the country, and we can get those friends there when we can get that kind of cooperation and when we have an understanding on the part of the leadership of the necessity of their arousing the members to take an active part in the political education program of this State Federation and the American Federation of Labor. When they go to the membership with the discussion of the issues that face the members and with the discussion of what the members stand to gain or to lose either through political activity or through political apathy, and then when they arouse in the members an interest to get themselves registered, qualified to vote on Election Day to vote for friends, then we will have the friends not only in Sacramento and the other state legislatures but in the United States Congress who will enable us to put legislation on the statute books that will carry forward the far-reaching and far-thinking and forward-looking program of the State Federations of Labor and the American Federation of Labor.

"We can only do it with your help. It is something that is in your hands. We can only be as successful as you people want to make us.

"So I hope that each of you will give consideration to taking an active part in promoting the political education program in your particular organization; promoting it to the end that you have the hundred per cent participation and understanding and voting on the part of your members.

### **Anti-Political Activity Laws**

"We have witnessed in the past few months a new threat directed towards our trade unions; a threat that has been directed toward nullifying the political potential that we have in our membership. That takes the form of an anti-political

activity bill which was introduced in Ohio, introduced in Michigan, introduced in Texas and introduced in Wisconsin. The bill was passed in both houses of the Wisconsin legislature, it was signed by the Governor, and it has become the law of the state of Wisconsin. That bill, known as the Catton Bill, prohibits the participation of any local union, local union officer or local union member in any manner or form in any political campaign and election in the state of Wisconsin. It prohibits the contribution of anything of value or the contribution of any money. 'Anything of value' has been construed by the lawyers to mean the use of a union hall, the use of a business agent's time, the use of a car furnished by the union to drive people to the polls, and so on.

"That bill is a partisan bill and it has become a partisan law. It was enacted into law on strictly party line hopes.

"I say that in a non-partisan manner. It is a fact. It was Republican-introduced and Republican-sponsored. The Republican Party in the state of Wisconsin is extremely hostile to labor and labor's participation in politics. And I want to mention why.

"In a two-year period the plurality of reactionary Congressmen was reduced from 404,000 to 39,000 votes due to the efforts of LLPE. The reactionaries saw the handwriting on the wall. Given two more years, the liberals would completely put them out. So they introduced the Catton Law to disrupt the political effort of organized labor in that state. That law makes no reference to corporation officers or stockholders, and I want to point out exactly why. Because the Republican Party in the state of Wisconsin raises its funds from corporations and corporation officers and corporation employees at the higher-bracket level. They raise \$360,000 a year, which enables them to have \$1,000 a day to operate on. That is much more than we ever hope to collect in the state of Wisconsin from the American Federation of Labor.

### **Republican Party Funds—Wisconsin**

"I have here with me a partial list of the contributors to that fund. I just want to cite one company to point out exactly how they go about raising their funds. It is called in Wisconsin the Stassen Plan because it was originated by Harold Stassen in Minnesota and imported to Wisconsin to be used there. It is very similar to the Summerfield Plan which is used in the state of Michigan and which involves the collection of campaign funds from the automobile dealers who hold franchises from General Motors Corporation.

"This is a partial list. It only totals \$45,000, but it cites very adequately exactly

how they do it.

"Many of you people are familiar, for example, with the Allen Bradley Company. They are located in Milwaukee, Wisconsin. Harold L. Bradley, Chairman of the Board, contributed \$300; F. F. Loock, President, \$300; R. W. Whitmore, the Vice President, \$300; T. C. Child, the Purchasing Agent, \$250; Ralph W. Ellis, Chief Economist, \$250; I. F. Herbes, the Works Manager, \$250; Allen K. Wolfe, the District Manager, \$250—for a total of \$2,550 from the Allen Bradley Company in Milwaukee. The list goes on to cite others, such as Cutler-Hammer Corporation, with which I am sure many of you are familiar; Chain Belt Company, in Milwaukee; First National Bank of Milwaukee; Gisholt Machine Company of Madison; Globe Union Steel of Madison; and so on.

"That is only a partial list. The list totals \$360,000—all collected from corporations throughout the state of Wisconsin.

"I want to mention that to cite how they go about collecting funds and to compare that with what we are attempting to do in the way of raising funds. We do not have \$360,000 in the state of Wisconsin to assist our friends. We do not have it. We only have enough to get our friends off the ground and then to get our people out on Election Day and get their votes in the ballot box, and thus we can continue to decrease that reactionary plurality.

"I want to mention that because it is one of the most important things that struck me as threatening the trade union labor movement today in this country. I certainly hope that none of us waits for the time until it hits the other fields before we take action and combat it in the other states. Let's not let it get on the books of 18 states before we all get stirred up about it.

"Now, that is only one thing, but it is only part of a pattern that is following through every state legislature. In the last summer the legislatures met in 44 states, and in every single state there was some attack made on the trade union movement, either organizationwise or on the gains that we have built up in the social fields down through the years.

### **"County Privilege Bill" vs. Organizing "Spouse Law" vs. Checkoff**

"For example, in Alabama there was a 'County Privilege Bill' introduced that required any union organizer entering that county to pay a \$2,000 license fee, and then for every member that he signed up he would pay the county a fee of \$50. I don't think I have to go any further to explain exactly what happened to union organization in that particular county. There is no more union organization in that particular county.

"In Iowa they have what is known as



a 'Spouse Law,' and that was introduced and passed to destroy the checkoff system, and it works just like this: If an individual wants to have his dues checked off, then he takes the checkoff card home, he gets his wife, and they both go down to a notary public and both sign the card and have it notarized, and then they take it back to the company. If it happens to be a woman, she would go home, get her husband, and both go down before the notary, sign the checkoff card and take it back and present it to the company. I don't think I have to go into any more detail to explain what that's doing to the checkoff system in the state of Iowa.

"Now, those are just two examples of things that faced us in these last legislatures. I am sure you people have witnessed the same thing down through the years. It is happening in every state, and it is part of a pattern. It is not only a pattern designed to take laws off of books or to cripple the laws or put destructive laws on the legislative books, but it is a plan designed to tie up our funds and our energies so that we find ourselves in 44 states, practically, fighting to hold what we have, spending our money to hold what we have and not being able to gain one single thing, and then going back home after the session closes and say, 'We didn't do anything, but we held our ground, so we did a wonderful job.' That is part of their plan, and it is a plan that goes right up to the national administration, right up to the national administration in Washington today.

### New Tax Law

"I would like just briefly this morning to point out a few examples of what I mean by that. I think one of the primary examples was the change in the tax toll, the federal tax toll of the United States. In the tax law that now stands there were a thousand changes—it is over one thousand pages long—and zero for the people who work for a living, the average working people throughout the country. They did do one thing. They changed the Internal Revenue Department to the Internal Revenue Service, so that now you have a service collecting your taxes while you used to have a department.

"Now, just to point out how this works, early in this session of Congress it was proposed that every taxpayer be given a \$20 deduction on his income taxes for himself and for each dependent. It was called by the President of the United States and the leaders of the administration an 'irresponsible move.' Then it was defeated in the Congress of the United States. And we find this kind of a paradox: we find, for example, Senator Kuchel of California and Senator Knowland of California voting themselves a \$7,500-a-year pay increase, with a \$1,250-a-year expense account, and turning right around and voting against a measly \$20

tax deduction per year for you and me and the other working people throughout the country.

"Then we find this kind of a situation. We find people of the Congress of the United States, for example, from California—Allen, Gubser, Hiestand, Hinshaw, Holt, Hosmer, Jackson, Johnson, Lipscomb, Mailliard, McDonough, Phillips, Scudder, King, Utt and Wilson—maybe those names ring a bell, maybe some of you people are from their districts. But, remember, each one of those individuals voted themselves a \$7,500-a-year pay increase, with a \$2,500-a-year expense account, and then turned around and voted against a \$20 tax deduction for the working people throughout the state of California and throughout the United States. It is something for all of us to think about.

"Further on this administration: it has been termed the 'give-away administration' and the 'take-away administration.' It is 'give-away' to big business and 'take-away' from the resources of the people. It is certainly not giving anything to the working people.

### Give-Aways, Take-Aways and Payoffs

"And I just want to point out some of those give-aways and take-aways and some of the payoffs.

"The first one was that Tidelands Oil bill that was pushed through, which gave the oil companies of this country 50 billion dollars that could have gone into the educational systems throughout the United States. That was the payoff to the oil interests who put 2 million dollars into the campaign. I don't say '2 million dollars' just as a figure. 2 million dollars is what was reported by the oil interests in the campaign—and heaven only knows how much more went in that was never reported.

"Another payoff was the redemption of the pre-Hitler German war bonds—pre-Hitler German war bonds. That cost the taxpayers of this country 1 billion dollars. That was the payoff to the big banks in the East who put up so much money for that campaign.

"That makes you understand why some of these individuals and families interested in banking so willingly put \$100,000, \$200,000, or as high as one individual did, \$750,000, into a political campaign. They can afford it when they are getting paid back to the tune of 1 billion dollars.

"Now, another one has to do with an attempted payoff, and that had to do with the Highway Construction Bill. The Highway Construction Bill was introduced by the administration, and called for \$31,250,000,000 in highway construction. And it also called for \$11,250,000,000 to be paid in interest charges to carry the financing. Over one-third of the 31 billion dollars was going to go back into Wall Street and to

the eastern bankers for financing the highway construction program.

"Another attempt—and people hardly can believe this—was the attempt to steal the gold from Fort Knox. And that took this form.

"I heard someone laugh. It would strike you like that. But these people are not playing for peanuts.

"A bill was introduced by Styles Bridges of New Hampshire, which was known as the 'Gold Redemption Bill.' That bill would have taken the gold out of the vaults at Fort Knox and allowed the bankers in New York to buy it. That, then, would give control to those individuals of the economy of the United States and the world. And it would give them that control at our expense, because we bought and paid for that gold and put it in Fort Knox with our tax dollars. So long as that gold is in Fort Knox we, the people, control the economy of this country and the economy of the world. And we all remember what happened the last time that the control of the economy of the world was put in the hands of Wall Street and the eastern bankers. They drove us right to the brink of ruin in the worst depression, the worst times that this country ever had. But that bill was actually introduced.

#### **Dixon-Yates**

"Now, another thing I want to mention is pretty current, and that has to do with giving two fellows by the name of Dixon and Yates a 107 million dollar power plant and a contract to sell that power to people so that they could never lose on the investment that they didn't have to make in the first place. The President of the United States ordered the Atomic Energy Commission to sign a contract with the Dixon and Yates combine to build a power plant at West Memphis, Arkansas, right across from Memphis, Tennessee. Then the vice president of the First Boston Corporation, which is an investment banking house, was put on the payroll of the government as consultant to the Budget. He became in the Budget Department the consultant on that contract. He drew a salary from the United States Government and he drew a salary of \$30,000-a-year from the First Boston Corporation. He commuted between New York and Washington. He spent two days a week in New York and three days a week in Washington. While in Washington he arranged all the details of the contract. Then he flew back to New York and sent the statement of the financial arrangements back down to Washington. Then he rushed back down to Washington and advised the government on how to handle that particular contract. Then, in order to get the power from Dixon-Yates plant to where it was going to be sold, they had to build a transmission line, and that transmission line would have cost \$6,800,000. Well, just about the time that

was coming up in the House of Representatives the hearings were being held before the Security Exchange Commission that was going to bring all this stuff out, and the Assistant to the President of the United States, Sherman Adams, called the Chairman of the Security Exchange Commission and asked him to hold up, to recess the hearings. And they did just that. And the \$6,800,000 was passed. Then the hearings were resumed, and all these other things came out, and they had to finally cancel the contract. It was too much for anyone.

"Well, the President of the United States said that he was satisfied, he was happy the contract was being cancelled, because Memphis, Tennessee said that they would build their own power plant rather than buy any power from Dixon-Yates.

"Memphis, Tennessee said over six months previous to that statement that they would build their plant rather than buy power from Dixon-Yates.

"The Central Valley Authority is selling power in Memphis, Tennessee for \$6.50 per 400-kilowatts of domestic power. A part of the Dixon-Yates combine, right across the river, is selling the same kind of power for \$11.54 per 400-kilowatt domestic use. So you can see the point there.

"Now, as a result of all this and all the exposures, all these bankers are running around Washington now looking astonished and seeming to say, 'What in the name of Warren G. Harding is the fuss about?'

#### **Secretary of the Air Force Talbott**

"Now, we had another one—very interesting—having to do with the Secretary of the Air Force, who was a big campaign fund raiser for the Republican Party. He was appointed Secretary of the Air Force and was to divest himself of all his business connections so that he would have no conflict of interest. In one particular connection he was a partner in a management engineering firm by the name of Mulligan & Company. He said that he would become a 'special' partner and receive no remuneration, so they let him hold that 'special' partnership. Now it came out that he used the stationery of the Air Force, the telephone of the Air Force, the legal counsel of the Air Force, and his position—which I am sure you readily understand—as Secretary of the Air Force to prevail upon companies to use the services of Mulligan & Company. As the result of that he made in a two-year period \$130,000 from Mulligan & Company.

"Now, \$130,000 represents 60 two-thousand-dollar mink coats, and it represents 650 two-hundred-dollar deep freezes. But we don't hear one single thing about that. Instead, Talbott was allowed to resign,

told he had done really nothing wrong but had done a good job, and was given a medal and sent back to Mulligan & Company. If that had been any other administration, any administration that didn't have the advertising firm of B. B. D. & O. and some of the others covering them in the newspapers throughout the country, then that individual would have been crucified before he ever got out of Washington.

"Now, to strike a little closer to home, we have a man by the name of Franz Von Schilling. Maybe you haven't heard of Franz, but I am sure you have heard of Cal-Tex. Cal-Tex is a company formed by the Texas Company and the Standard Oil Company of California. Now, he was on the payroll of Cal-Tex, and he went to Washington as what they call a 'W.O.C. man,' or 'without-compensation' man. He went to advise the government on how to do things. And he was policing, directing and reporting on the activities of the very company on whose payroll he was. He's out now. He's gone. But there are over one thousand of those individuals in Washington. 576 of them are in the Department of Commerce alone — 576 of them.

"Now, friends, this is only one example of what they can be doing. What kind of a shake can the consumer and the little people and the working people get in that kind of picture? I want to point those things out in the hopes that you will understand what is going on and do something to correct it.

"I know it is late. I am taking a lot of your time. I don't want to take any more of your time. I could go on and go on and mention many more things.

### **Salk Vaccine, Schools**

#### **Department of Labor, Others**

"For example, I could go on and I could mention how they vaccinated one million children in the Dominion of Canada against polio, and they have had only one case of polio this year, while we have bungled along under the guise of states' rights and not too much health, education and welfare by that misdirected former Secretary of Health, Education and Welfare, the Dixiecrat, Mrs. Hobby, from Texas.

"I could go on and mention how we have done nothing on education while we have a 280,000 classroom shortage facing us in September and 180,000 teacher shortage facing us in September.

"I could go on and mention how we are seeing the subsidizing of one airline to the tune of \$17,500,000, with part of it, mind you, to be used to pay that company's federal taxes.

"I could go on and mention how they have destroyed the housing law.

"I could go on and mention how they invoked government by appropriation to

practically do away with the United States Department of Labor. It would be politically inexpedient to destroy the department, so they just don't appropriate the funds to operate the department and do exactly the same job.

"And then you get people from the Department of Labor coming around and explaining what they are doing, what they are doing for apprentice training, and so on, while in Washington, as you people well know, they closed 31 apprenticeship training offices throughout the country.

"I could go on and tell you how if they can't do something by legislation they do it by government administration. One of the prime examples of that has been the appointment of Newell Brown of New Hampshire to be Wage and Hour Administrator, a man who is completely opposed to all of our ideas of wages and hours, appointed to administer the law that we were responsible for putting on the books, to administer the wages and hours of millions of unorganized and sub-paid people throughout the country.

### **Hell's Canyon**

"Also, another 'government by administration' has been the stacking of the Federal Power Commission, then waiting for Congress to adjourn and then attempting to give away the last big power site in the United States, the Hell's Canyon dam site, which is dedicated to irrigation and flood control, to the Idaho Power Company, who are going to build three small dams in the place of what could be the mightiest dam in the world to produce flood control, billions of gallons of irrigation water and untold kilowatt hours of power.

"I could go on and mention others, too, but, as I said, I realize the hour is late.

"In closing, I want to say again it has been indeed a sincere honor and pleasure to be able to come here to your 53d convention and speak with you this morning. I hope that each of you will go back to your particular organization and do all you possibly can to further the political education program of your State Federation and the American Federation of Labor, bring to the members an understanding of some of these issues, urge and do all possible to get those members registered and qualified to vote and out on election day to vote for friends. It is something, as I said before, that is in your hands. It is in your hands and it is up to you as to how successful we are going to be. We were forced in the political field and we are going to have to fight in the political field just as hard as we fought down through the years in the collective bargaining field. If we are going to see our gains held, and if we are going to see our movements go forward to bring about a better standard of living, a better way of life for all of the people in this country, then we are going to have

to be active in politics. Because everything that goes through the legislative halls in this country is tied to our welfare in one way or another. Every single thing that goes through affects the lives of your members, their families and their friends. So it is up to us to see that the people who are voting on those issues vote right and vote in the interest of the working people when they are voting.

"I want to say again that I hope you people will give us the cooperation we need to send more friendly Congressmen and more friendly Senators to Washington so that we can see our program, which has been tried and tested, become a reality. When we see that we will see a better day for everyone in the United States."

### **MANNY MURAUCHIK**

#### **National Field Director, Jewish Labor Committee**

President Pitts presented Manny Murauchik, National Field Director of the Jewish Labor Committee, who spoke as follows:

"It is a great honor for me to bring to this 53d convention of the largest State Federation of Labor in the United States the fraternal greetings of the Jewish Labor Committee, representing one-half million organized Jewish workers and pro-labor Jewish professional and business people.

"Many of you know our work through the activities of Bill Becker in the north and Max Mont in the south and the leaders of the needle trade unions, who have been working with the California State Federation of Labor in developing labor's own program in the field of civil rights. We are proud that we have assisted in implementing labor's established civil rights policies through the State Federation in the cities' central bodies through developing a widespread program of worker education and aiding in labor's active participation in all community efforts in behalf of civil rights.

"This last year in your own state we saw labor's efforts bring back to life the issue of the State Fair Employment Practices Law, which had been killed many years ago through the meddling on the one hand of the Communists and the dragging out of the 'red herring' on the other hand by the anti-labor forces. Yet organized labor in California, together with representatives of the Catholic, Protestant and Jewish faiths, and the minority groups, and with the support of men of good will of all walks of life, brought this issue back to life and successfully carried it through your State Assembly. It is my understanding that through labor's efforts and the unity with these other forces you will bring about the adoption of fair employment practices at your next legislative session, adding California to the 14 states which already have a fair practices law.

"We stand today on the threshold of labor unity, which will make labor a more powerful force in public affairs and community endeavors than it has ever been in the history of our nation.

"Yet, as Brother McSorley has just made clear in his splendid address, the power that we will wield as organized, united labor will be none too great for the problems we have to face. We have to deal with the Taft-Hartley problem, the social security problem, the public power issue. We must deal with civil rights and civil liberties issues. We must defeat the right-to-work laws. Despite the great size of the unified Federation, the counter forces of organized business will continue to match, if not overshadow, labor's power. In this titanic battle between labor for progress and business for reaction labor needs allies and friends.

"As Franklin Delano Roosevelt proved, the minority groups are potentially the groups closest to the labor movement. The growth of the labor movement itself can be closely related to the waves of new immigration which came to these shores and provided the bulk of the American labor forces. It is no accident that in the history of American labor we find alongside the old colonial names the names of the German, the Irish, the Jewish, Italian, Polish and other leaders in the same order as the order of the mass arrival of these groups on this beautiful continent. The alliances, then, of minority groups with organized labor is a natural one.

"The job which we of the Jewish Labor Committee are attempting to facilitate is the strengthening of that alliance and the providing of an indissoluble link to bind together the minority communities with the labor community in common objectives. We believe that we have already gone far toward accomplishing this in our own work within the Jewish community, and that we are laying out the path for a similar development in Negro and other minority communities, which together constitute over 20 percent of America's population.

"At the opening of this convention President George Meany closed his brilliant address by describing our goals as the labor movement in the following words: 'Let's see to it that America makes a better record than ever before to insure that the rights contained in the first ten amendments of the Constitution are accorded to each and every citizen, irrespective of his race, religion or the color of his skin. In other words, let us prove to the entire world that democracy works here in America, that it has worked in the past, and that in the days to come we are going to make it work even better so that the people in this great nation of ours shall have an even better day in the future.'

"It is the belief and the purpose of the

organization that I represent here that through the alliance with organized labor of the Catholic, Negro, Mexican, Canadian, and other groups, and citizens of goodwill of all religions and walks of life, we together can bring to realization this goal

for our people."

#### Recess

The convention thereupon recessed at 12:25 p.m. to reconvene at 2 p.m.

### WEDNESDAY AFTERNOON SESSION

The convention was called to order at 2:10 p.m. by President Pitts.

#### Report of Committee on Credentials

Chairman Blackburn gave the final report of the Committee on Credentials, which was adopted, and then Chairman Blackburn concluded:

"We, the committee, again wish to thank all the delegates of the local unions and councils here today for their very fine cooperation in getting their credentials into the office of the Federation so rapidly, making it possible for the functioning of this committee and the office of the Secretary, C. J. Haggerty. We also wish to humbly thank the delegates to this convention for their fine indulgence with this committee.

"James H. Blackburn, Chairman  
 "William Cabral  
 "Phyllis Mitchell  
 "Andy Ahern  
 "C. J. Hyans  
 "G. F. Bronner  
 "Ralph C. Conzelman  
 "Wayne J. Hull  
 "Joseph F. McGee  
 "Kitty Howard."

On motion by Chairman Blackburn, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

#### THOMAS J. MURRAY

##### Department Commander, Veterans of Foreign Wars

President Pitts introduced Thomas J. Murray, Department Commander of the Veterans of Foreign Wars, who addressed the convention, as follows:

"President Pitts, ladies and gentlemen of the California State Federation of Labor, distinguished guests, my own comrades in your organization. You get that name whether you like it or not. We used it first. I can't say, 'Brothers,' like the Commander from Los Angeles Allied Trades did last year, although I am a member of a union—but we are not affiliated. I am a member of the California State Bar. Taft-Hartley to the contrary notwithstanding, we have the closed shop. I don't know whether we will affiliate after the merger or not. We will wait and see.

"One of the fine things that we do every year when we are elected commander is to appear before the state convention of the American Federation of Labor. It is something that we look forward to. To me it is an occasion of a very, very personal nature.

"I would like to take this occasion to dedicate this appearance to the Past President of the Chenango Central Labor Council of Chenango County, Pennsylvania. He died when you could count only sixteen conventions here in California. He was my father. We have come a long way since then. My mother used to tell us that my father was out on strike half the time. It probably was true. My mother had nine children.

#### San Diego VA Regional Office

"The San Diego Veterans Administration Regional Office is scheduled to be closed on the first of October. The VFW, in conjunction with some other service organizations and the Central Labor Council of San Diego, have opposed this arbitrary action on the part of the Budget Bureau in Washington. This will mean a transfer of some good San Diego citizens, about 130 or 140 of them, to Los Angeles. We think it is unfair to the 200,000 veterans who live in the Southern California area south of Long Beach. Many of those men are members of the AF of L, members of VFW and The Legion.

"We have wired the President to oppose this move, because our national office in Washington was able to ascertain through tracing this thing through the labyrinths in Washington that only the President could take this action.

"The Budget Bureau got the VA to issue this directive after the Congress had recessed, after they had gone on vacation. We do not think that that is the American way to do things: to wait until our elected representatives have left Washington and then take action to close the San Diego VA office.

"Today the Mayor of San Diego, Mayor Dail, the City Manager, Manager Campbell, along with Junior Todd, one of the distinguished citizens in San Diego, are in Washington, D.C., to see what they can do about the closing of this VA office in San Diego, which serves the 200,000 veterans in this area.

"I am going to trespass a little bit, Mr. President. I am not a delegate here. But

the paper says that I am going to appeal to the California State Federation of Labor to urge the stopping of the closing of the office on September 1 until we have had a hearing and have had the experts come out here to look the situation over. In the press release I have stated that I thought that this was a 'death sentence' imposed upon San Diego from 15th and Pennsylvania Avenue as a result of some paper work they did there instead of coming out here and finding out the facts.

"Our 'California Veteran' will be distributed to you later today or tomorrow. We say in it that the VFW asks Ike to stay the death sentence in San Diego. We hope that we don't have to write 'Cell 24-24' in order to get this six months' reprieve.

### **Veterans' Rehabilitation**

"You probably know that the VFW is primarily concerned with the rehabilitation of veterans through trying to help the boys when they come back from service to get over the rough spots and to help those who are disabled and who have made great sacrifices for their country. Of course you all know of the sad plight of the veteran when he returns. It seems that he is now in the current news.

"We had one fellow who came to us who came back from overseas in a bad way. We saw him not too long ago and asked him how things were going. He said, 'When I came back from overseas I had lost my home, my business and my wife. Well,' he said, 'now I have a better home, a better business and a better wife.'

"Not all of our veterans are so lucky. Some of them can not be rehabilitated so easily. They have made a sacrifice which they can not forget.

"The VFW, through its claims service, with 51 employees engaged in the claims service in San Francisco, Los Angeles, Fresno and San Diego, tries to obtain some sort of compensation for the hardships which are inherent in world warfare. As part of the rehabilitation service, it costs money. We have to pay for these 51 employees to staff the various offices throughout the state of California.

"You are welcome to use our services. We want you to avail yourselves of our claims and rights service in these various metropolitan areas. Write to the VFW if we can help you at any time.

"We would also like to appeal to you to help us. The legislature in the last session appropriated \$574,000 to help the various veterans' organizations to maintain their huge program. It was the same amount that was appropriated the year before. I can tell you frankly the veterans' organizations in this state are going broke trying to carry on this program. The present Commander standing

here has a number of fiscal problems which must be solved this year if we are to keep our organization alive.

### **VFW Needs Labor's Help**

"I am going to do a little proselytizing here besides this propaganda I have been dishing out. I am going to trespass a little bit on your courtesy and ask you members of the American Federation of Labor who have served overseas in foreign lands and hostile waters in time of warfare, to look up your local VFW post, get behind us and help us in the work. We are quite sure that we will be able to help you whenever you need our services.

"I have heard resolutions here this morning which are most interesting because they are right in our field and because we had similar resolutions at our encampment in Sacramento. In fact, this is really Old Home Week to me to look on men in short sleeves and sports shirts going through the democratic processes.

"When you get back to your home, look up your VFW and if you are eligible, pitch in and help. We are all going for the same goals. You people are interested in wages, hours, conditions of employment and your fringe benefits, but over and above that, as the Governor pointed out to you Monday, you are interested in a strong America. Nobody questions your patriotism, least of all the veterans' organizations.

"This Commander—and I don't know of anybody in the VFW who thinks so—does not believe that a veterans' organization has any exclusive jurisdiction over patriotism or over Americanism or over love of America. We think it is pretty well spread out over all our organizations and over all of our people. Our particular function, however, is specialized. It is to obtain some benefits for these veterans.

"So we ask you, if you are eligible, to get in and join our organization. Because I want to tell you, as the Navy says, 'Now hear this': 80 percent of our members belong to a union. They probably belong to our organization because they are smart enough to know the value of an organization; that in unity there is strength.

"So much for our rehabilitation program.

### **Community Service Program**

"The second great program that we sponsor is our community service program. Our good comrade from Post 1660 in Sacramento, who addressed you Monday, was a judge in our community service contest last year, and I shall not forget his great surprise and pleasure when he looked over the evidence of eight thousand different community service projects carried on by the Veterans of Foreign Wars in the 58 counties in California.

"You men have helped us in our com-

munity service work by contributing your skills from trades, carpentry, stonemasonry, bricklaying. You have also helped us with money.

"When your VFW post in your community starts a community service project, cooperate with them. And I am going to ask them to contact the AFL any time to see if we cannot work together for the good of our local communities.

### **Americanism Program**

"Now, my third great project is the one that is probably the most misunderstood by the general public and by a lot of members of the AFL and CIO; that is Americanism. The great Dr. Johnson is supposed to have said to Boswell, 'Boswell, patriotism is the last refuge of a scoundrel.' I think maybe Mr. Johnson was misquoted, and I think if Mr. Johnson had used the accuracy of Churchill, he would have said that 'The last refuge of some political scoundrels and others is patriotism.' Because it has been our observation for a number of years that a great many people whose fortunes are ebbing, or who desire to obtain some unfair advantage over an opponent, usually resort to a veterans' organization in order to obtain a respectable label for their own bill of goods.

"In my office every day in San Francisco I receive communications through the mail from all over the country, mostly from Washington and New York. Some of that stuff is the most scurrilous I have ever read. League for Constitutional Government; some of the other stuff. It has the brand of Gerald K. Smith or, let's say, Westbrook Pegler, or his ilk.

"The Veterans of Foreign Wars and the other great patriotic organizations do not lend themselves to scurrilous attacks on American labor or on patriotic individual Americans. We believe strongly in the Constitution. We believe that no man is guilty until he is proved so through the constitutional processes. And we abhor the use of smear technique, either in politics or in business. We in the VFW know that, but we regret very many times that the general public and you men of the AFL are misled by headlines and by sensational attacks made by columnists and pundits over the radio and in the press.

"Get into the VFW. Get into the Legion and these other organizations. Find out for yourselves what they stand for: that our objectives are pretty much as your objectives that President Pitts stated; that we are all out for fair democracy and a fair deal.

### **Workmen's Compensation And Veterans' Benefits**

"One other thing. This morning I heard discussion about your workmen's compensation, industrial compensation. I would like to take this opportunity to

point out how closely the VFW and the AFL can work together on industrial compensation and on veterans' benefits. You have your fringe benefits gained through collective bargaining. We have certain benefits that are available to members of the AFL who are veterans which will supplement or complement your industrial compensation. Don't let those things go by. Look into it. And if you are ever in that unfortunate situation where you are an applicant for workmen's compensation, get in touch with the VFW and find out how they can help you. There are certain ways where you can benefit financially and, believe me, to a certain extent.

"Comrades, I said I was not a brother here, but next year maybe I will be. Because I have been spending the last two months in August putting out a publication we call the 'California Veteran.' We will have issues of that paper available here for distribution within the next 24 hours. But I just wonder if I am not serving my apprenticeship up there and whether or not I can get into the ITU. I have been going around looking for paper stretchers, left-handed monkey wrenches, and I have picked up the type. Now, if I don't get an ITU card, I am going to see our good comrade Chuck Hanna and see if we can't do something about the apprenticeship standards. Comrade Hanna is a member of Post 525. So I am going to have to protest here if I can't get a membership after my apprenticeship in putting out the 'California Veteran'!

"We have here our District Commander, George Taylor, who is the head of my local post in San Diego.

"George, take a bow.

"And may we adopt the slogan which is the slogan for my term this year, and let it apply to the AFL and VFW. It came from the great General Stillwell's campaign through Burma.

"Let's work together. Gung-ho!"

### **Communications**

Secretary Haggerty read the following communications addressed to the convention:

The Union Label and Service Trades Department of the American Federation of Labor takes pleasure in extending its best wishes to the officers and delegates of the California State Federation of Labor in convention assembled in San Diego for a pleasant and outstanding convention. We wish to thank you and your fellow officers and members for the splendid support and cooperation which your state federation has always given to our efforts to promote union labels, shop cards, and service buttons. Your federation has been a stalwart in the promotion of the union label, shop card and union button. We all hope that in the coming years this activity will be

increased tenfold in the great state of California. Many thanks again for your support and best wishes for a most successful convention. Sincerely and fraternally yours,

RAYMOND F. LEHENY,  
Secretary-Treasurer,  
Union Label and  
Service Trades Department, AFL

I deeply regret that, due to unforeseen developments in an urgent strike situation, I will be unable to attend your convention. The address prepared by me for your meeting will be delivered by Regional Director Wayne Kenaston. Best wishes for a successful convention and my warmest personal regards. Cordially,

JOSEPH F. FINNEGAN  
Director, FMCS  
Washington, D.C.

#### PRESENTATION OF THE FEDERATION'S FIFTH ANNUAL SCHOLARSHIP AWARDS

Secretary Haggerty was called upon by President Pitts to present the awards to the winners of the Federation's 1955 scholarship contest.

Secretary Haggerty spoke as follows:

"As you know, delegates, the State Federation of Labor conducts a scholarship contest every year. This is the fifth annual award being made here today to the winners of that scholarship contest.

"This year more than 400 students of high schools throughout the state of California and Hawaii competed in the contest, and, of course, only three could obtain the scholarship. I want to present to you now those three scholarship winners.

"You heard a young man this morning address the convention. We are always keen about these young people, anxious to render a little advice and counsel and all the help we can.

"I know that you want to see these boys and girls whom you are helping to at least get a start in their education on higher levels.

"I want you first to meet a young lady, who was the winner of our contest from San Fernando High School, and who has chosen Reed College in Portland as her university: Miss Eleanor Rosch."

Eleanor Rosch acknowledged the award with the following words:

"I want to thank all of you for the scholarship that you have awarded me. It is a great honor, and it will be a great help to me in my college education.

"I also greatly appreciate the opportunity of taking part in this convention, of seeing the labor movement in action, not as vague theories in books and magazines, but as a living reality, and of seeing the labor leaders, not as historic figures, but as real people at work.

"Thank you."

Secretary Haggerty continued:

"The next winner is a young man from Lowell High School, San Francisco. He has chosen Stanford University for his university. Lester O'Shea."

Lester O'Shea accepted the award, as follows:

"First of all, I should like to thank the Federation, and express my appreciation for this great honor, which is the scholarship award. It is not only a great honor; it is also a practical award, which will be very helpful to me in college. I am very grateful for it.

"Secondly, I would like to express appreciation to the Federation for the privilege of being a guest here at the convention in San Diego. This has been a very informative and interesting experience for me, and one which I shall long remember.

"Again, thank you."

Secretary Haggerty then presented the third award:

"The next one we have the pleasure to present is a young man from Los Angeles, Westchester High School, and he has chosen UCLA as his university.

"Welcome, Paul Wadsworth."

Paul Wadsworth received the award with these words:

"I should like to thank the Federation for making this scholarship possible, and I am sure I will find it very useful in the pursuit of my college career.

"I also want to thank you for making it possible to attend this very interesting and enlightening convention.

"Thank you."

#### CLYDE M. MILLS

Assistant Director, Federal Mediation and Conciliation Service for  
JOSEPH F. FINNEGAN, Director

President Pitts presented Clyde M. Mills, Assistant Director of the Federal Mediation and Conciliation Service, who addressed the convention, as follows:

"Mr. President, delegates and visitors to the California State Federation of Labor. I consider it a very high privilege to be able to attend and pay the respects of the Federal Mediation and Conciliation Service and our Director, Joseph Finnegan, to this great body of men and women.

"As your President stated, I have been a member of the Typographical Union for 31 years, and I can assure you that at the conventions and meetings I have attended and over which I have presided I have never seen such a quiet group of people as I have seen here this morning and this afternoon. I want to congratulate the officers of the organization here in having such a nice bunch of people to preside over.

"I am very happy that the Director



caught me while I was running from Hurricane Connie and wondering what I was going to do about Hurricane Diane. I have been on vacation, but because of conditions in Washington the Director couldn't be here, and he finally caught me and asked me to come out. I am very grateful to him for that privilege, and very grateful to you for the opportunity to be here.

"It is very nice to come out away from Washington from time to time and to view conditions and circumstances in their proper light. To show you the difference between what is going on here and what is going on in Washington, one of the principal reasons the Director cannot be here is because we have a strike in Washington of the Amalgamated Street and Electric Railway Employees. I think you have had such situations here, but it did not approach the proportion of a national emergency such as the strike we have in Washington. That strike received the attention of Congress. Congress adopted a law permitting the District Commissioners to seize the property, and the Director has to stay there because of what is in Washington considered to be a national emergency. I am sure that all of you in California have withstood the rigors of such strikes and such difficulties over the years, and it only proves the point that things are not what they seem at all times.

"I am very happy to be here, very happy to be visiting here with our Regional Director Wayne Kenaston and other Commissioners who are present in the group. It is a privilege to be here, and I wish you the best of everything, and I wish you luck in your convention."

The prepared address of **Joseph F. Finnegan**, Director, Federal Mediation and Conciliation Service, appears in the following words and figures:

"The American philosophy in the field of labor-management relations is clear. There are in the United States seventeen million workers who are organized into labor unions which are strong in their own right and exist without government help or control. The strength of these unions is economic and lies in the devotion and support of the workers in the shops and at the machines. Under the collective bargaining system in this country, over one-hundred thousand voluntary agreements between labor and management are made or renewed each year. This wide area of agreement demonstrates that free employers and free workers have learned to live and work together harmoniously and with mutual respect and understanding. This does not mean, however, that there are never disagreements. American workers and employers have the right, guaranteed by law, to disagree—and often do. When they do, the workers have the right to strike. When the employers disagree they have the

right to resist the demands of the workers and the unions. And the government policy is to refrain, whenever possible, from interfering in labor-management disputes.

"President Eisenhower recently expressed the government's philosophy on labor-management relations in these words:

"This government has gone on this theory: that the executive department, as such, will not project itself into the details of private negotiations between employer and employee. We do have a mediation service. When troubles arise they are called upon to assist in settling those things. But for the government to step in and take a side, we feel is unjustifiable, and only in the case of a national emergency, I mean such a strike creating a real emergency, would the government be justified in intervening."

"The government's philosophy further emphasizes the sanctity of the voluntary contract and the desirability of the parties themselves providing for internal means of disposing of any disputes as to application or interpretation that may develop during the contract term.

#### **Collective Agreements Under Dictatorships**

"One of the essential differences between collective bargaining in dictatorship countries and in free countries is that in the dictatorships, agreements are not honored by the state employer, and there is nothing that the workers can do about it. The facts show that collective bargaining agreements in the communist dictatorships are not worth the paper they are written on. They are violated continually. When they are violated the so-called trade unions do not even attempt to take action against the employer, since the employer is the state, which forbids the dispute. The worker himself can take no action since he is forbidden to strike and forbidden to quit. Should he strike or quit, his next residence would very likely be a concentration camp, where strikes also are forbidden. However, I would like to read a news account of the outcome of a strike in a Soviet concentration camp as reported by a man who was a prisoner in Russia for nine and one-half years:

"The strike of slave labor has ended in mass murder. General Maslennikov's Moscow troops had killed one hundred ten men and wounded five hundred in the two-minute burst of fire at Camp 29. The day after we returned to work three hundred men in my camp who were most active in the strike and seven thousand throughout Vordoka were arrested for interrogation. Two of the men were released a few days later and told me what had happened. One thousand prisoners were sent to the Far East, another thousand were sent to the prison camp, and most of the others were given three to

five years additional sentences and sent to other prison camps.'

"Conflicts of interest in the field of human relations will always exist so long as the field is preempted by free men instead of robots; free men who are not just symbols on an IBM card but are creatures of God for whom the state exists and who do not exist for the state.

"There is no easy road to industrial peace in our free democracy, and there is no magic in any law or executive order which can solve collective bargaining problems. The goal of our free enterprise system, whether viewed through the eyes of management or the eyes of labor, is to create a fuller life for all of our people, and the production of goods is only a necessary means of accomplishing that end. The whole growth of our country has been marked by conflict of one sort or another, and it is about time we accepted the fact that conflict in labor relations is not necessarily destructive. It is time we started directing our common efforts to the channeling of such conflicts along constructive lines.

"I have been asked to describe to you the activities of the Federal Mediation and Conciliation Service, and how it can be of help to you. There is no better way, it seems to me, to introduce this subject than by quoting a paragraph from a speech made by President Eisenhower before the 1952 convention of the American Federation of Labor. Referring to the need for wider acceptance of the mediation principle, he said:

"'Serious, dedicated mediation has found solutions to conflicting national interests; it has ended wars. Remember what Ralph Bunche did in mediating between the Arabs and the Jews. Surely no labor problem is as complex, as emotion-filled, as bitterly contested, as the problem he helped solve in bringing into being the new State of Israel. That is what mediation can do. Let us not lose that vision.'

### **Function of a Mediator**

"It is this theme I wish to pursue today. During the short time that I have been Director of the Federal Mediation Service, the fact has been brought home to me with increasing force that many people have a very mistaken idea as to the function of a mediator. A mediator is not a negotiator. He is a person who tries to assist the parties in reconciling conflicting viewpoints. Mediation is merely the process of interceding between either individuals, groups of individuals, or nations, in an effort to assist the parties to amicably compose their differences. There is no element of compulsion in mediation. The most effective tool of the mediator is persuasion. His power of persuasion is directly proportionate to the experience, integrity, intelligence and skill that he brings to a stalemated situation. It is not

his function to tell the parties what they must or must not do. His function is only that of helping them to make up their own minds, not to make up their minds for them. All too often, however, the parties to a dispute feel that a mediator should act as an advocate of their viewpoint, in order to help them gain a point from the opposite party which they were unable to obtain at the bargaining table. This is a very wrong and a very dangerous concept. The tendency to look to the government for decisions when a labor dispute arises is one of the old hangovers from the War Labor Board days when conditions were not typical of our free economy. When free men start looking to the government for decisions as to what should be the terms of the collective bargaining agreements under which they live from day to day, they have taken a long step toward a Communist approach to the solution of labor-management problems, and a long step away from the American concept of collective bargaining as a voluntary process. When either or both of the parties invite the government to sit in at the bargaining table and decide or dictate the terms of an agreement under which they are going to function, they have compromised the very essence of free collective bargaining, namely, complete freedom of each side to voluntarily determine their respective ways of life and conduct, subject only to the inhibitions of national safety and welfare.

### **Philosophy of Voluntarism**

"It seems to me that in few fields has there been so much wishful thinking as in the field of labor-management relations. It is all very well to dream of a Utopia where labor and management will compose their differences in an atmosphere of sweetness and light without strikes or lock-outs, but this type of thinking ignores 'the facts of life.' It may be said that strikes are a poor way to resolve a difference of opinion as to an economic issue, but the right to resort to strike, and the right of the employer to resist the demands of strikers, are basic rights if we accept the concept of voluntary free collective bargaining. These are rights which stem from our Christian belief that man is a creature of God and a free man. As free men, employers and employees should not, under normal circumstances, be required to submit to decisions of the state as to conditions governing their relationships. Once this underlying philosophy of voluntarism is accepted on the part of both management and labor, and both sides have recognized the danger of inviting government to have a determining voice at the bargaining table, at that point, I say, collective bargaining has been not merely 'recognized' but really accepted. So long as either labor or management looks to government for a decision in its problems, I submit

you have merely a formal, empty recognition of collective bargaining but no true, vital acceptance of the process.

"At least a part of this tendency to try to enlist the mediator as an ally or advocate stems from the desire to pass the decision-making buck to some person or agency. It is a fine tribute to mediators in general that both labor and management have shown a sharply increased desire to resort to mediation before invoking the more drastic remedies of strike or lock-out. I am convinced, however, that the potentialities of mediation have not been and will not be realized until the parties take it for what it is, a peace-making mechanism and not a substitute for collective bargaining.

### How Mediation Can Help

"You say, 'Well, those are all very fine generalities, but specifically, how can mediation be of assistance to me in connection with my collective bargaining problem?' That is a long story which I cannot cover fully now; but, for example, sometimes the mere calling of a meeting by a mediator is all the help that is needed to get a stalemated situation off dead center. That is particularly true in those disputes where the contending parties have gotten themselves out on a limb and can't retreat gracefully without a serious loss of face. In such situations, each party is reluctant to request a conference with the other for fear it will be interpreted as a sign for weakness and used as a basis for further demands or concessions. The mediator can take the parties off the hook and bring them together, in the public interest, for resumption of bargaining. As one expert in the field has said, 'A face saved may be a dispute resolved.' Someone else has described mediation as the process of rebuilding the bridges which the parties have burned behind them.

"On the other end of the mediation spectrum are those situations in which the mediator stays with the parties through long, strenuous negotiations until an agreement is worked out. It is in those cases that his tact, diplomacy, judgment, resourcefulness and sense of timing come into play. In his initial mediation conference he may encourage the spokesmen for both parties to state their positions on the issues in dispute, even though he may be fairly familiar with them. The negotiators need to feel that the mediator understands their respective positions and, because of this, they generally present their views with less emotion and greater objectivity than they ordinarily do when they are talking directly to each other in a deadlocked situation. The initial discussions often have a cathartic effect of getting rid of some of the extraneous issues, and opening the way for subsequent mediatory effort. You have a disciplined, orderly discussion from which agreements are more likely to flow than in the case

of those that are left to chance.

"Strong differences of opinion exist as to the effect public opinion has in the settlement of labor disputes but certainly, once a mediator has been accepted, neither of the contending parties wants, by refusing to attend mediation meetings scheduled by him, to be placed in the position of the bad man in a wrestling match. This is one of the virtues of mediation.

"Another important function of a mediator is to act as a go-between, or mechanism of communication, between the parties in facilitating a graceful retreat from stated rigid positions or in the development of new proposals. It often happens that one part or another has an offer or concession to make but fears to broach it until some response is received informally from the other side. The mediator can advance the proposal as his own idea as a feeler, without in any way committing the originating party. The same approach can be used in gaining consideration of alternative suggestions or solutions suggested by the mediator himself. Offers and counter-offers made through the mediator are informal and easily revocable and this procedure often helps to keep the negotiations flexible. In this way the much-abused 'last offer' tends to become the one that settles the dispute.

"It has not been my intention to describe in detail the many facets of the mediation process. I have only tried to indicate some of the ways a mediator can be helpful in minimizing labor-management conflict. I have spent most of my time talking about mediation which is, of course, the primary function of the Federal Mediation and Conciliation Service. The Service does, however, have a subordinate duty to provide arbitration facilities to parties upon request. I would like to devote a few moments to that aspect of our activities.

### Arbitration Facilities

"Out of approximately one thousand awards made in the fiscal year 1954 by arbitrators provided by the Federal Service, only about one percent involved disputes over the terms of new contracts. The rest were mostly matters of discipline or contract construction. You might be interested to know that disciplinary disputes accounted for twenty-eight percent of the issues, seniority seventeen percent, and job rates about seventeen percent. In contrast to this, our records on mediation show that well over ninety-five percent of the disputes in which our regular staff members were active during the same period involved modifications of existing contracts under reopenings or the negotiation of new contracts. Thus, the activity of mediators is largely confined to the field of 'interest' disputes, whereas arbitrators operate largely in the area of the disputes over 'rights.'

"Our mediators do not arbitrate nor

does the Service have any arbitrators on its staff. In line with the policy laid down by the Taft-Hartley Act, however, we do maintain a roster of some four hundred experienced private arbitrators who are made available to the parties upon request. Also, as a matter of policy, we prefer not to appoint an arbitrator from the roster until the parties have assumed the responsibility of selecting the man they want. Our regular practice is to submit to the requesting parties a panel of five or seven names from which they make their own selection. By joint request the parties can get a list as large or as small as they want. It can be tailored to their needs. The man selected is then appointed. If none on the first list is selected, we will be glad to send another list. The cardinal principle here is that the parties who have to live with the award should select the man who makes it. Sometimes, at the insistence of both parties, we make direct appointments from the roster without going through the panel process, but we don't like to do it.

"The Federal Service is only one of several places where arbitrators can be obtained. Some states, such as your California service, offer similar facilities. Then there is a private source, the American Arbitration Association, with which, I am happy to say, we enjoy the most friendly relations. Most of the arbitrators on the roster of the Federal Service are also on the roster of the American Arbitration Association and our policies and procedures are quite similar to theirs.

### Mediation Sources

"I have been speaking quite generally about what I conceive to be the role of mediation in the collective bargaining process. Now I would like to say something about the source of the mediator. If mediation is to be used voluntarily as a planned part of the bargaining procedure, then it follows that the parties should be permitted the greatest possible latitude in the selection of the peace-maker. A number of sources are available. The Federal Mediation and Conciliation Service is one; state mediation services such as in California, and local mediation agencies, to the extent that they exist, are others. Then, too, the parties are always free to employ persons from outside the regular mediation agencies for this purpose. Of paramount importance is the competence of the individual selected for this function and the confidence resided in him by the parties; the source from which he is drawn is incidental.

"The Federal Mediation Service has a staff of approximately 220 mediators, located in strategic industrial areas throughout the country, who are prepared to render assistance whenever they can properly do so. As most of you know, however, the law under which the Service operates does limit its activities to industries affecting interstate commerce

and directs the Service ' . . . to avoid attempting to mediate disputes which would have only a minor effect on interstate commerce if state or other conciliation services are available to the parties.' Quite apart from the constitutional limitations on federal jurisdiction, the Congress properly looked to state and local governments for the establishment of machinery to handle local disputes arising within their boundaries. Conversely, the federal government must assume primary responsibility for providing facilities in those disputes of great national concern. The bulk of labor-management disputes fall, however, in between these two extremes and are of equal concern to federal and state governments. Our Federal Service cooperates fully with state and local agencies in joint efforts to accommodate the parties in this respect.

"I conceive it to be the clear responsibility of the federal government, through the agency I direct, to provide the best attainable mediation facilities. This will be my major objective.

"There is an old saying to this effect: Stand up to be seen, speak out to be heard, and sit down to be appreciated. I would like to be appreciated."

### ISRAEL BLUMENFELD

#### Histadrut Haovdim

President Pitts introduced Dr. Israel Blumenfeld, representative of the Western Director of the American Trade Union Council of the National Committee for Labor Israel, who brought the fraternal greetings of the Histadrut Haovdim to the convention, and spoke as follows:

"Mr. Chairman, delegates and guests to this most inspiring labor convention. I am very glad, indeed, to bring you today the fraternal greetings of the Histadrut Haovdim, the general federation of labor in the State of Israel.

"While we look to our big brothers in the United States, the American Federation of Labor and the Congress of Industrial Organizations, for guidance in these turbulent days of world-wide struggle for lasting peace, and we in Israel are immensely impressed with the achievements of the labor movement, I should like you to also feel proud as trade unionists on the achievements of another movement far away from you, which is playing, in a very difficult part of the world, a very important role. The Histadrut Haovdim, the general federation of labor in Israel, was established in 1921. We have organized today in our country as a young democracy in Israel 85 percent of all workers. I believe that, except for the Scandinavian countries, this is the highest percentage of organized labor in the world.

"I would like you to feel also proud of our achievements in a very difficult part

of the world, in the Middle East.

"In bringing to you the heartfelt wishes of the Histadrut, I wish to say that we expect sometime soon to have your officers over to our conventions. By getting to know each other better we shall forge ahead in our mutual endeavors to make this world a better place to live for the working people."

#### **EDWARD P. PARK**

##### **California Labor Commissioner**

President Pitts presented Edward Park, the California Labor Commissioner, who addressed the convention, as follows:

"Chairman Pitts, Secretary Haggerty, distinguished guests and delegates: I am deeply appreciative of the opportunity to pay my respects to you and to tell you something about the activities of the Division of Labor Law Enforcement since my last report to you.

"The past year has been a fruitful one, and we have made substantial progress in a number of directions. I am particularly gratified to have been able to meet personally with a great many of you delegates here, to visit your locals and sit down and discuss with you matters of mutual interest, and to receive the benefit of your experience and your thinking in working out some of the problems we encounter. These meetings have been of immeasurable value to me, and I hope to continue them, as I believe they provide the best means we have of reaching the kind of understanding that enables us to be of better service to you, and you, in turn, to be of assistance to us. And we do need and appreciate your help, which has been generously given on more occasions than I could count.

#### **1955 Session of Legislature**

"During the last session of the legislature I spent a great deal of time in Sacramento on our labor bills. My efforts would have been fruitless without the loyal, energetic and successful support of your Federation staff, headed by Secretary Neil Haggerty, Tommy Pitts, Harry Finks and Charlie Scully. I could not in good conscience stand before you without taking this opportunity to thank them in a completely inadequate manner for the help they gave me. It would be impossible for me to tell you as to how hard they worked up there, from 9:00 o'clock in the morning until midnight on committees, and then into the small hours of the morning in individual meetings with the legislators, and then up again and back to work at 9:00 a.m. It is a difficult, gruelling task and I marvel that they are able to survive the session. My public thanks to them.

"As many of you know, we were successful this year in obtaining approval of a budget which provides for a much

needed increase in our staff. This was possible primarily because of the support given by Governor Knight. He not only initiated the budget which will allow us to function more efficiently, but he lent his weight and the prestige of his office at every step in the long and sometimes tortuous way of a bill through the legislature. I think I should take this moment to point this out to you, for without his aid we simply would not have the increased staff which we hope will soon be manning the Labor Commissioner's office.

"Right here in San Diego is a most striking example of our increased work load and our need for an increase in personnel. Here we have one of the largest and fastest-growing communities in the United States, bringing to our deputies, who have over the years devoted their lives in this service to the public, innumerable problems, and increasing case loads. Without additional help this would soon lead to a breakdown of the service rendered by such men as Stanley Gue, who has made history here in his devotion to the welfare of the working people of this area.

"We hope, and we are going to work towards providing additional help for Stanley Gue and his staff in the San Diego office at the next budget session of the legislature. Your local legislators have already indicated they will all support these efforts.

#### **Child Labor Violations In Sebastopol**

"I am privileged to talk to you at a time when this Division, charged with the responsibility of enforcing the child labor laws, is investigating shocking cases of the hiring of minors in places where employer and union disputes are in progress, making them in fact parties to the dispute. At the instigation of both the employer and labor groups our investigators have discovered that in the prolonged labor dispute between the AF of L Teamsters and certain canners in the Sebastopol area, represented by the California Association of Employers, children are being used as strike-breakers. They are being used in a tense situation in which a teamster organizer has been kidnapped and brutally flogged. At the Manzanita Products Corporation, 13 children under the age of 18 were found to be employed, and at the time of our investigation, were without work permits required by law. At the Sebastopol Cooperative Cannery, approximately 17 children under the age of 18 were employed with only five permits on file with the employer. We checked the two other plants in the area and found three children under the age of 18 employed. They could legally have been working under permits issued by the school authorities under Section 1299 of the Labor Code and under the employment permits section of the Education Code,

but the employers were apparently little interested in complying with the state and federal child labor laws.

"Now, as Labor Commissioner, I am operating under the philosophy so ably expressed by the legislature in the State Labor Code and it is my duty to advocate legislation and laws that will provide the working people of this state and the minors of this state who are to be employed every possible protection from exploitation or hazardous or immoral employment.

"It is my firm conviction that no employer should be permitted to employ children of tender years in any establishment as strike-breakers or behind picket lines.

"To prevent this, it will be necessary to institute legislation prohibiting this. This will be a dramatic change in our laws relative to the employment of minors, but I can assure you that as long as I am in this office I will do everything in my power to further such a movement. What sort of people could possibly oppose such legislation?

"Over the years you have been well informed about the functions of this Division, so I believe it more important to bring to your attention the continuing and existing need of this office rather than to just acquaint you with statistics. I am going to tell you about another shocking case of an employer in the construction industry, who has, by our audit of his payrolls, shown to be guilty of more than 4,000 violations of the state prevailing wage law in that the workers were not paid the rate provided for in the contract for overtime work on public works.

### **Prevailing Wage Violations**

"This firm, the Madonna Construction Corporation, has been charged with more than 4,000 violations of the wage laws on public works, and we have served notice on the awarding body to withhold from payment to this firm an amount in excess of \$40,000 in civil penalties. This is the most flagrant case of this kind ever to come to our attention and certainly one that should be brought to your notice.

"You along with responsible employer groups sponsored the legislation relative to prevailing wage rates on public works and this is a striking example of the need for such laws. It also indicates that these laws are not self-enforcing but require the constant vigilance of the Labor Commissioner's office to see that they are not violated.

"Monday, my boss, Governor Knight, talked here and I was impressed by his speech and now I am more so because the delegates have advised me that it is the greatest speech ever made by any governor to his State Federation of Labor.

"It was a difficult speech to make be-

cause it was a record of accomplishments, and it is always a difficult task to attempt to report your accomplishments without seeming to 'brag' about them. Now, the Governor could well 'brag' about his record. One outstanding bill sponsored by his own administration deserves further attention here. It was the bill which authorizes the Labor Commissioner to collect delinquent payments for health and welfare funds. We found that employers as well as labor representatives viewed these contributions as part of the wage structure and as such, proper matters for the attention of the enforcement officers of this Division. Under the law we are now in a position to take official action and invoke the criminal penalties of law, if necessary, if such payments are willfully withheld by defaulting employers.

"What has happened in connection with health and welfare plans is a good example of the dynamic movement in our economy and our society, which require that our laws cannot be static but must constantly be expanded and improved to reflect and meet the standards of the day. Ten or even five years ago, who would have believed that well over a million organized workers in California — better than 75 per cent of those covered by union agreements—would have, in times of sickness or other misfortune, the protection of these plans? Today this is such a commonplace and so generally accepted as an integral part of the wage agreement that preservation of these funds through maintenance of payments is a matter for public law. This points up the necessity that we be alert to the need for progress in our laws, so that they will keep pace and be in tune with the times. In this era of rapid change we must always move forward! If we stand still, we fall behind.

### **Increase in Labor Law Violations**

"In the past year, our Division received more than 32,000 complaints of labor law violations. This is the greatest number we have ever had, and more than three times as many as ten years ago. About 26,000 of these claims are for unpaid wages, and our wage collections approached the two million dollar mark. This is as against slightly less than half a million dollars ten years ago. Over this period our work has increased in even greater proportion than the population, or the working force, or than the general wage rate level. We are getting more claims of a complex nature, and more claims involving such things as vacation pay, termination pay and the like.

"Last year some 3,000 workers received legal assistance from the Division in 613 civil actions to protect their wages. These cases included suits on disputed claims, attachments to secure funds or assets for payment of wages, filing claims in bank-

ruptcies, asserting priorities in behalf of workers, and filing and foreclosing mechanics' liens. Ten years ago we had only 83 such civil actions, involving less than 300 workers. In connection with the various phases of our work, we instituted 811 criminal prosecutions, as compared with 418 ten years ago.

"In addition to wage claims, the Division last year investigated and took action on close to 4,000 complaints of other labor law violations, such as laws relating to solicitation of workers, hours of labor, conditions of employment, child labor, employment in public works, and so on. We heard and determined more than 2,500 controversies relative to fees claimed by private employment agencies from workers who sought to obtain employment through them. We checked some 29,000 places of employment as to workmen's compensation insurance and found 2,900 to be without insurance. It seems almost unbelievable that ten per cent of those investigated were without this very necessary protection for workers who might be injured in the course of their employment. But we have been directing our investigations primarily to new businesses, and this high figure shows that it is important to reach new ventures at the outset of their operations, so that they will know what their responsibilities are. Almost all of these uninsured employers obtained coverage immediately upon learning that it was required. Prosecution was instituted in 67 cases in which there was continued wilful failure to insure.

### **Increase in Workload**

"When I tell you that during the ten-year period in which our workload more than tripled, our staff was increased by only 50 per cent, you will understand why we had reached almost a crisis stage in trying to keep pace with our work, and why the provision for an increase in our staff, modest though it was, still was of great importance. It was a great accomplishment to have successfully steered this budget through the legislature, in view of the strict economy program which had to be instituted in order to avoid large tax increases, and it is a tribute to our Director, Ernie Webb, and also to the help given by your legislative representatives that we were able to secure this relief.

"The extent to which you give your support in seeking improvement of our services is especially commendable because the people you represent are not those who primarily benefit from our services. It is the worker who does not have any organization to represent and help him who must rely on our Division whenever his rights are being infringed. Of the wage claims which come to us, usually not more than three per cent arise under union agreements, although more than 41 per cent of non-agricultural workers in California are organized. This cer-

tainly shows that you are doing a fine job, and we are aware of the terrific burden that would fall on our office, and on many other agencies of the Department of Industrial Relations, if you weren't out there taking care of your people as you do.

"I do not intend by these remarks to minimize the importance of our labor laws to organized workers. On the contrary, I think we sometimes take them too much for granted, and forget that they provide a starting point on which to build and that without being spelled out they still form a part of any contract under which a worker is employed. We can only realize how beneficial they are if we would try to imagine how impossible it would be to write all the protection they afford into a collective bargaining agreement.

### **Penal Action Sometimes Necessary**

"In spite of the fact that you union representatives are able to handle most of your problems yourselves, there are always times when it is right and proper for you to invoke the authority of our Division, because the alternative would be economic action with resultant hardship on the workers themselves as well as on other innocent parties, or because penal action is warranted. There are times when legal measures are necessary because only a court can resolve an issue, or preserve rights through a judgment. And there are times when it is desirable and expedient to enlist our aid as a means of securing action more promptly than would otherwise be obtained.

"Another example of penal action is a case which arose in Los Angeles, where an employer advertised for workers without specifying in the ad that a strike was in progress. This violation was brought to our attention and we immediately initiated prosecution. The judge dismissed the case on the grounds that the language of the statute was uncertain, in that it used the phrase 'trade dispute' without defining what was meant by the term. We appealed, and the appellate court reversed the decision, and the defendant was tried and found guilty. This was a good case, not only because it resulted in penalties upon the guilty party, but also because it gave us a decision in a court of record upholding the constitutionality of a law of great importance to labor.

### **Insolvency Cases**

"Probably the situation in which our help is most needed by union members is that in which a business fails and the worker does not receive his pay. The most troublesome insolvency cases are those in which a business has been on shaky ground for a long time and workers have allowed unpaid wages to accumulate over many pay periods. Usually in this type of situation there are many other



creditors and almost always tax liens which under certain conditions have the first priority and may eat up all the assets so that nothing can be recovered for the workers. I know most if not all of you have had experience with cases of this kind. We have had several in the last year, and in some of them our attorneys have done a remarkable job of winding through legal mazes and conflicting claims or of negotiating settlements and making substantial if not full recovery where at first look prospects seemed hopeless. In one such case we collected over \$96,000. There have been many with collections running \$10,000, \$20,000 and more. Unfortunately, we have had others where in spite of all we could do the workers received only a few cents on the dollar or in some cases nothing at all.

"Labor should bear in mind that in such cases the battle is not with the insolvent employers but with trustees in bankruptcy and their attorneys who want large funds with which to pay administration costs, and with the representatives of the United States Government who desire everything for the tax claims, and with the state and local taxing agencies who want their tax claims paid first. There are always efforts to undermine and attack priorities giving to any other group, and not long ago an amendment to the Federal Bankruptcy Act did just this by greatly weakening the position of labor lien claims in relation to federal tax liens. This defeat of labor priorities once passed by Congress slipped through apparently unnoticed, and has been greatly to the disadvantage of wage earners. We have brought this adverse provision in the Bankruptcy Law to the attention of our representatives in Congress, but you can be assured that any move to amend the law back to its previous status will be bitterly fought by taxing agencies. If labor's former favorable position is to be restored, it will require determined and concerted effort and support on the part of all who work in the interest of labor.

#### **Better Pay for Deputy Commissioners**

"I trust you are already aware there is going to be an examination for the position of deputy labor commissioner on September 17 of this year. The last date for filing your application with the Personnel Board in Sacramento to take this examination is the 26th of this month. Now, I have talked to labor groups all over this state and requested that they have their qualified people file for this examination, but I have been disheartened and discouraged by their reluctance to do so because of the low wages paid to our deputies. You take these deputies so for granted because they have been with you over the years, that you have lost

sight of the increasing scope and complexity of their work and the necessity of increasing their pay accordingly. We are consistently being given additional duties and laws to interpret, investigate and enforce so I request that you give a closer examination of their jobs and get behind us in our efforts to see that they are paid the type of compensation that will attract the best brains in the labor movement.

"This can be exemplified by the fact that there are only two types of people eligible to take this examination: either you must have the benefit of the formal education of an attorney or you must have years of qualifying experience as a labor representative. That in itself should indicate to you that this is a job that requires the very best people we have. I hope this suggestion does not fall on deaf ears and that you will respond.

"We take pride in the fine labor laws and services given to the workers of our State—there are no finer in the nation, as Director Webb has told you—but this doesn't mean we can congratulate ourselves and rest on our laurels. Our task will never be completed."

#### **Report of Committee on Labels and Boycotts (Miami Hotels Strike)**

Chairman Jack Goldberger of the Committee on Labels and Boycotts reported for the committee, as follows:

**Resolution No. 193**—"Support Hotel Workers' Strike in Miami and Miami Beach, Florida."

The committee report:

"The subject matter of this resolution is concerned with the condemnation of the anti-union employers in the Miami Beach area of the state of Florida.

"The sponsors of this resolution appeared before your committee and requested that it be amended to read as follows:

'...be it further

'Resolved, That the State Federation appoint a committee to work with the Hotel and Restaurant Employees and Bartenders International Union to assist in a national boycott against the struck Miami Beach hotels and give all moral assistance to the Miami Beach Hotel strikers.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 16**—"Support Hotel Workers' Strike in Miami and Miami Beach, Florida"; **Resolution No. 192**—"Support Hotel Workers' Strike in Miami and Miami Beach, Florida."

The committee report:

"The subject matter of these resolutions is similar, namely, the request that im-



mediate contact be made by the Federation and all its affiliates and their members with the appropriate officials of the American Legion, requesting them to change their convention city for the 1955 convention from the Miami area to some other location because of the non-union conditions and anti-labor attitude of the hotel employers in that area.

"Your committee recommends concurrence in **Resolution No. 192** and recommends that **Resolution No. 16** be filed."

Several delegates spoke on the resolution, as follows:

**Delegate C. T. McDonough** (Cooks No. 44, San Francisco): Mr. Chairman, and delegates to the convention. I rise in support of the resolution. I would just like to give the delegates to this convention a few highlights on the situation in Miami in regard to the strike against the Miami Beach hotels.

"Today is 127 days that they have been on strike against the Miami Beach hotels. We have 3,000 people out of those hotels. I also want the delegates to remember that although we only have 3,000 people pulled out of those hotels, in the other hotels which we have not pulled we are in a position to pull them when we wish. Those hotels as of today are from 85 to 90 per cent organized, waiting for us to say when.

"The reason that we have not pulled further hotels is because these 3,000 people that we have out number among them many who live in the hotels. And when you pull those people out you must have a place for them to live and you must feed them, with the result that it became necessary for us to take over a complete hotel in Miami Beach so as to have a place for these people to sleep.

"We also have taken over a large museum where we feed them.

"Frankly, let me say to you, delegates to this convention, it is costing \$45,000 a week to carry on this strike. We are not asking for financial help from anyone. All we are asking is your moral support to help us propagandize this and to try and get this thing settled.

"We have a man here who will follow me as a speaker who will give you the details. He went through this thing for some six or eight weeks in Miami, helping run the strike, working with the strikers, and he will give you the details of it. I merely want to give you the highlights and ask that you support the resolution and help us carry it out to move this convention of The American Legion out of Miami. Because that is a large convention, and if we are able to move that, we are sure that that will be the key that will break the situation.

"The NLRB up to now has refused to take jurisdiction. They did give us a hearing. The hearing has been held, the briefs are in, but it will take some three or four

weeks before we will know whether or not they will take jurisdiction. In the meantime, it is important that every pressure possible be brought on the National Commander of The American Legion to move that convention out of Miami.

"I would like to have Brother John Cooper, the President of the Los Angeles Joint Board, give you some details of these people on strike in Miami."

**Delegate John Cooper** (President, Local Joint Executive Board of Culinary Workers, Los Angeles): "Mr. Chairman, and delegates to this convention. From the deep South I bring you the fraternal greetings of 3,000 strikers of our international union against the Miami Beach hotels. Up until January of this year the workers in these hotels were unorganized. Concentrated in a small area in Miami Beach are more luxury hotels than in any other section of the country. On Collins Avenue, within ten miles, there are over 250 of these luxury hotels. And they charge, if you please, rates starting at \$40 a day for a room during the winter season!

"Workers in these hotels work twelve hours a day, seven days a week, and some of them for as little as twelve and a half cents an hour.

"It was against this background that our General President, Ed S. Miller, personally led an organizing drive of these workers starting in January of this year. Within two months a majority of the workers in 26 of the leading hotels in Miami Beach were members of our international union.

"We contacted the owners of these hotels and requested that they meet with us and give us an opportunity to demonstrate that we represent a majority of their employees. These hotel owners refused to meet with us. We were forced to go on strike, starting the 14th of April in three hotels, and in two weeks we had 22 hotels on strike and these hotel workers were out 95 per cent.

"We have yet to have our first meeting with any of the owners of the struck hotels. They have consistently refused to recognize the right of American workers in Florida to organize into a union and to bargain collectively. We have not as yet had an opportunity to even present wage demands or improvement in working conditions demands.

"These hotel owners, of course, could not get away with this position if they did not have the open support of a majority of the judges on the bench in Florida. We have seen more different types of injunctions in the months of this strike than I had ever dreamed were possible. One judge enjoined us from picketing on the grounds that we were employing psychological violence. He said that because we had a relief picket captain parked in his car across the street from the picket line waiting his turn to go on

duty, this man was psychological violence. And he enjoined us from picketing.

"Times are so rough in Florida for a union organization that we even attempted to use the Florida right-to-work bill to help us get a meeting of these employers. The Florida right-to-work bill provides that workers have a right to join or not to join a union, and under this law we went into court and tried to get assistance in our right to belong to a union without being discriminated against and to force the employers to meet. We found three judges who agreed with us. Three judges refused to grant an injunction in six of the most important hotels on strike.

"Within one week the State Supreme Court met on the employers' appeal and reversed the lower courts, enjoined us from picketing, and remanded the cases back to the lower court for trial.

"We went to trial and again these three courageous judges gave us the right to picket—again in defiance of the State Supreme Court. Again the employers took us back to the State Supreme Court, and again in five days they met in full panel and again enjoined us from picketing, pending their consideration of the case. Then the court went into summer recess. They reconvene some time later in the fall, leaving the workers in Florida in this position: that there is no legal means that they can employ to force the employers to meet with them and to adjust this strike. The National Labor Relations Board has historically refrained from exercising jurisdiction over our industry. Yet in this case, because no legal remedy remains to us in the Florida courts, we have petitioned the National Labor Relations Board to reconsider its policy and to take jurisdiction over these cases. The Board met on the 9th of this month and has taken under submission our request.

"In this connection, it will be extremely helpful to us if each of you will contact your Congressman and your Senators and ask them to inquire of the status of the case involving the hotel strikers from members of the National Labor Relations Board and to use their influence to see that the Board does assume jurisdiction over this fight.

"Since the inception of this fight, we have had marvelous support from everyone. George Meany made a national radio broadcast a few weeks ago calling on all workers throughout the American Federation of Labor to give full support. We have had similar support from the heads of the CIO.

"The fight today has entered into its final and most difficult phase. We are conducting throughout the United States a national boycott against the hotel owners in Miami Beach. We have moved a number of important conventions from Miami already, thanks to this support.

The largest convention held in the United States is The American Legion convention. It is scheduled now to be held in Miami Beach in the middle of October. We are trying to bring all of the influence we can through individual members of The American Legion and others who have family members who are veterans to write letters to the Commander of The American Legion requesting that they not take sides with the employers in this fight by holding their convention in Miami Beach. We have reason to believe that with your support we can move this convention.

"I want to say that I have never in my experience seen a mass movement of workers for unionism as has been demonstrated in Florida, since the middle '30's when the workers in auto and steel moved into unions for the first time. I think this is indicative of the hunger and great need of all workers in the South for trade union organization. If we can win this fight, it will pave the way for all crafts, and I think that with your support we can win this fight.

"The members of our international union throughout the country, 450,000 strong, are all doing their part. We are carrying on a national boycott, handing out leaflets and parading with placards before travel agencies and airports, asking people not to go to Florida for their vacation. You can help in this regard, too, when you go back to your home and your districts.

"Today we want to ask you to join with us in this effort by writing a letter to the National Commander of The American Legion, asking him to take this convention out of Miami Beach, Florida."

**Delegate Helen Wheeler** (Miscellaneous Employees No. 110, San Francisco): "Brother Chairman, and brothers and sisters. So often we feel that because 3,000 people are on strike in a place like Miami Beach, Florida, we can do nothing in behalf of those people; or, secondly, that it is a fight basically and fundamentally which does not concern us. However, when we reflect more deeply on either aspect of this particular problem, we know that both of these situations are not true, because anything that happens in this nation of ours affects us. Particularly is this true of the deep south where there are literally thousands upon thousands of people working for sub-standard wages, and also we are aware that industry is moving from the north to the south in order to take advantage of this particular fact.

"Sometimes we say to ourselves, 'There is nothing that I can do. My behavior in this situation has no bearing whatsoever on the case.' However, here there are a great many things which we as delegates to this convention can do and ought to do.

"First of all, as Brother Cooper said, we all ought to write this letter to the

National Commander of The American Legion. In this way, in this convention, we are helping those 3,000 strikers in Florida—mind you, strikers working for two and a half a day, ten hours a day, seven days a week. This is one specific way in which we can help those people.

"Secondly, when we go back to our local unions, and the resolution so requests, we can get wires sent over the signatures of our presidents and secretaries of these local unions; we can have the same thing done in all of our central labor councils, and likewise we can have certain periods set aside in our local unions for this particular letter-writing campaign.

"And let me close by saying this to you: If these 3,000 hotel workers in Miami Beach, Florida, whose strike has, if you please, become a national issue, are able to win that strike, then that points the way for the organization of all the unorganized workers in the deep south, for the elimination of depressed wages and working conditions, and lastly, it will make a lot of industry in the north possibly think twice about moving down there to take advantage of such conditions.

"Just let me say one additional thing. Down there they don't have the protection of the law, so to speak. We here do. And when we remember all of these things—I mean local governmental law in many of those communities, and the apparatus of state governments as well in many situations—let us also remember that we have a triple responsibility to assist those people by getting these communications off, assisting them in making this kind of a campaign that it ought to be. And we certainly will have filled our responsibility to those strikers in Florida by keeping their morale high and letting them know that throughout the entire state of California there are 1,200,000 A F of L members who are extremely interested in their welfare."

**Delegate Elizabeth Kelley** (Waitresses No. 48, San Francisco): "Gentlemen, on April 13th the 'Pearl Harbor of America' struck the workers in Florida. Let us just for a moment stop and think and place ourselves down there. Assuming that The American Legion goes down there, there are mothers down there, there are relatives of dear ones, who will see those boys marching in parade. The loved ones stand there and they see buddies of the beloved ones who did not return. They say to themselves, 'God, why did this have to happen to me?'"

"We must remember that eternal vigilance is the price of freedom. We think, 'There goes a man. I am out here on the sidewalk trying to get only recognition.' There will be many union men and women of the Legion and the Auxiliary who will be there, and they too have to pass by and look at the faces of those who lost

loved ones. The south gave noble sons and daughters just as well as the north. Because when the call comes, the Greetings do not ask whether you are black, yellow or white. Nor do they overlook the poor. The poor could not get any exemption to stay behind, because they were not vital to industry like lots of people were, such as those in Wall Street, and so on.

"I cannot tell you of firsthand experiences in foxholes because I was not there, but I can tell you what a strike does to you as a little child. The people down there, lots of them, are old. Their lives are like ours. We can face a lot of things. But think of the young people down there who have children, who are the citizens of tomorrow, who carry Old Glory and who carry the flag of the American Federation of Labor. Think of what we can do to help them!

"I will tell you where I was raised as a little girl: back in the coal mines of West Virginia and Pennsylvania. Place yourself back there some time and learn what it means for your parents not to have anything. Of course, if your father is very friendly with the boss, you might get an extra apple for Christmas, and if your mother can sew and has the time to sew, she might have a few little remnants out of which to make stuff for you.

"That is what those people face down there. Let us place ourselves down there and know what it means for a man to go out there on a picket line and for a woman to go out there on a picket line, and not know whether they are going to come back safe and sound or whether they are going to come back with a sock in the head. How do we know? What does it mean for your little child not to have even a hamburger or a glass of milk at a Christmas time?

"We sit here and say, 'It can't happen to us.' Wake up, Brothers. It can happen to us and it will happen to us. And I say to each and every one of you that you are charged with the extreme responsibility right now to write a letter to The American Legion asking them in the name of what they say to us when the Auxiliary says, 'For God and country we stand,' to move their convention from Miami Beach, Florida. Let us stand now for the workers of America and for the men and women who produce the wealth that is created by mankind.

"I ask each and every one of you to write that letter immediately to The American Legion, and with the help of God, we may move that Legion convention to some place else so that those workers, too, may enjoy part of what we have."

**Delegate M. R. Callahan** (Bartenders No. 686, Long Beach): "Mr. Chairman and delegates, I rise at this time in support of the resolution. We have a large

number on the committee, some 200 culinary workers, who are ready at this time to circulate among the delegates assembled here, and to give you stationery and envelopes in the hope that you will comply with our request to write a letter in your own wording to the National Commander of The American Legion.

"With the indulgence of the chair and the delegates, I would like to offer an amendment to the resolution at this time: that the chair declare a recess of fifteen minutes. The committee will pass out the stationery. You can write a short note. The letters will be picked up by the committee and will be placed in the mail tonight. And believe me, it will do much for the 3,000 people who are on strike in Miami!"

The convention adopted the committee's recommendation on **Resolution No. 192**, and then the amendment proposed by Delegate Callahan.

President Pitts then declared the convention to be in recess for a period of fifteen minutes so the delegates might write letters to the National Commander of The American Legion.

## NOMINATION OF OFFICERS

### For President

Thomas L. Pitts (Wholesale Delivery Drivers No. 848, Los Angeles) was nominated by Delegate John T. Gardner (Municipal Truck Drivers No. 403, Los Angeles).

The nomination was seconded by Delegates Jack Arnold (Culinary Alliance No. 681, Long Beach), and George Chandler (Screen Actors Guild, Hollywood).

There being no further nomination, Thomas L. Pitts was declared to be the unanimous choice of the convention for President.

In accepting this honor, President Pitts said: "It is again the great pleasure in my life to be returned to this office with the confidence displayed by all of the delegates in this convention. Nothing greater could be bestowed on anyone than that which you have given to me steadily now since the year of 1950 in this Federation. It has been a source of great pleasure to be able to go about and, when somebody asks you who you are and whom you represent, to be able to say, 'I'm the President of the California State Federation of Labor, the AFL arm in California.'"

"In this Federation we have learned, I think, that teamwork is the greatest and most important thing. In the position which you have chosen to give me, this great honor which you have bestowed upon me, I have been able to find the greatest and finest type of teamwork. I am talking about teamwork from the executive officer of this organization, Secretary Haggerty, on down through the list

of members of the Executive Council, the staff and on down through each and every delegate and every representative of councils and local organizations. It is that kind of teamwork which has gone towards making this Federation as great as it is.

"We came here to work out the program, and design, if you please, the paths that we are going to cover for the next year. And here again is the great display of teamwork. We have to measure up in a convention of this kind to the fair and equitable honest opposition that is necessary to all the forces that would destroy our American labor movement. And believe me, they are alive. I could stand here and talk for the rest of the afternoon that they are alive and what they are attempting to do. But I am not going to dwell on any subject for any great length of time, except to say that I think that I am conscious of those things, and those of which I am not conscious I am sure the Executive Secretary of this Federation will make me conscious of!

"It is a pleasure, a real pleasure to have again bestowed upon me the job of trying to guide the force of this convention and to work with all of the people in our Federation for the coming year.

"I thank you sincerely, and from the very bottom of my heart, because I don't know what more you could do to make a man feel good than that which you have done since the year 1950 in each year returning me to office as President of this Federation by acclamation of the delegates in attendance. I will do everything in my power to justify the confidence you have placed in me. All I can do is turn my eyes to the good Lord above and say: 'Give me that guidance which belongs to the man who has been chosen by all of his fellow men to go straight down the road, which is one leading him to the brightest light, and to turn that brightest light upon the working people and those men and women in the state of California whom we here in this convention are privileged to lead and set the paths of progress for.'

"Thank you, delegates, from the bottom of my heart."

### For Vice President, District No. 1

Max J. Osslo (Butchers No. 229, San Diego) was nominated by Delegate John Quimby (Central Labor Council, San Diego).

The nomination was seconded by Delegate Robert Rees (Carpet, Linoleum and Resilient Tile Workers No. 1711, San Diego).

### For Vice President, District No. 2

Jack T. Arnold (Culinary Alliance No. 681, Long Beach) was nominated by Delegate C. T. McDonough (Cooks No. 44, San Francisco).

The nomination was seconded by Delegates William J. Fountain (Central Labor Council, Santa Ana), and Ed Brown (Central Labor Council, Long Beach).

#### **For Vice Presidents, District No. 3**

Elmer J. Doran (Hod Carriers No. 783, San Bernardino) was nominated by Delegate Ralph C. Conzelman (Hodcarriers No. 652, Santa Ana).

The nomination was seconded by Delegates Robert L. Robinson (Hodcarriers and General Laborers No. 1184, Riverside) and Harold M. McNeel (Operating Engineers No. 12, Los Angeles).

Harvey Lundschen (Miscellaneous Employees No. 440, Los Angeles) was nominated by Delegate John Cooper (Miscellaneous Employees No. 440, Los Angeles).

The nomination was seconded by Delegate Walter Cowan (Culinary Workers Joint Executive Board, Los Angeles).

William C. Carroll (Operating Engineers No. 12, Los Angeles) was nominated by Delegate Ralph Bronson (Operating Engineers No. 12, Los Angeles).

The nomination was seconded by Delegate Joe Christian (Los Angeles Building and Construction Trades Council).

C. T. Lehmann (Carpenters No. 25, Los Angeles) was nominated by Delegate Cecil Johnson (Central Labor Council, San Pedro).

The nomination was seconded by Delegates Ray Wallace (Carpenters No. 25, Los Angeles), and Nick Cordil (Lumber and Sawmill Workers No. 2288, Los Angeles).

John T. Gardner (Municipal Truck Drivers No. 403, Los Angeles) was nominated by Delegate Henry E. Spiller (Building Material and Dump Truck Drivers No. 420, Los Angeles).

The nomination was seconded by Delegates William P. Sutherland (California State Theatrical Federation, San Francisco), and Joe Christian (Los Angeles Building and Construction Trades Council).

Pat Somerset (Screen Actors Guild, Hollywood) was nominated by Delegate Ralph Clare (Studio Transportation Drivers No. 399, Hollywood).

The nomination was seconded by Delegates Carl Cooper (Stage Employees No. 33, Los Angeles), and Charles H. Kennedy (Musicians No. 6, San Francisco).

#### **For Vice President, District No. 4**

Robert J. O'Hare (Carpenters No. 1400, Santa Monica) was nominated by Delegate Earl Thomas (District Council of Carpenters, Los Angeles).

The nomination was seconded by Delegates Dale Keys (Carpenters No. 1478, Redondo Beach), and George E. Farmer (Carpenters No. 1571, San Diego).

#### **For Vice President, District No. 5**

William A. Dean (Painters No. 715, Santa Barbara) was nominated by Delegate Jay Smedley (Carpenters No. 1062, Santa Barbara).

The nomination was seconded by Delegates James Blackburn (Painters No. 256, Long Beach), and Al Whorley (Culinary Alliance and Bartenders No. 498, Santa Barbara).

#### **For Vice President, District No. 6**

Paul L. Reeves (Plumbers and Steamfitters No. 246, Fresno) was nominated by John Daly (Steamfitters No. 342, Oakland).

The nomination was seconded by Delegates Ralph A. McMullen (Building and Construction Trades Council, Los Angeles), and W. T. O'Rear (Central Labor Council, Fresno).

#### **For Vice President, District No. 7**

C. A. Green (Plasterers and Cement Masons No. 429, Modesto) was nominated by Delegate Wendel J. Kiser (Teamsters No. 386, Modesto).

The nomination was seconded by Delegates H. A. Gibson (Building and Construction Trades Council, Stockton), and Henry Hansen (Central Labor Council, Stockton).

#### **For Vice President, District No. 8**

Thomas A. Small (Bartenders and Culinary Workers No. 340, San Mateo) was nominated by Delegate M. R. Callahan (Bartenders No. 686, Long Beach).

The nomination was seconded by Delegates Toy L. Smith (Bartenders and Culinary Workers No. 340, San Mateo), and Herschell Morgan (Bartenders No. 577, San Jose).

#### **For Vice Presidents, District No. 9**

Arthur F. Dougherty (Bartenders No. 41, San Francisco) was nominated by Delegate Anthony Anselmo (San Francisco Joint Board of Culinary Workers and Bartenders, and Hotel and Club Service Employees).

The nomination was seconded by Delegate Frankie Behan (Waitresses No. 48, San Francisco).

Jack Goldberger (Newspaper and Periodical Drivers No. 921, San Francisco) was nominated by Delegate Joseph J. Diviny (Teamsters No. 85, San Francisco).

The nomination was seconded by Delegates George Hardy (Building Service Employees No. 87, San Francisco), and Hazel M. O'Brien (Waitresses No. 48, San Francisco).

Harry Lundeberg (Sailors Union of the Pacific, San Francisco), was nominated by

Delegate James Waugh (Cannery Workers of the Pacific, Terminal Island).

The nomination was seconded by Delegates C. T. Lehmann (Carpenters No. 25, Los Angeles), and C. A. Green (Plasterers and Cement Masons No. 429, Modesto).

Victor S. Swanson (Operating Engineers No. 3, San Francisco) was nominated by Delegate P. E. Vandewark (Operating Engineers No. 3, San Francisco).

The nomination was seconded by Delegate R. B. Bronson (Operating Engineers No. 12, Los Angeles).

#### **For Vice President, District No. 10**

Robert S. Ash (Central Labor Council of Alameda County, Oakland) was nominated by Delegate John F. Quinn (Bar-tenders No. 52, Oakland).

The nomination was seconded by Delegates S. E. Rockwell (Electrical Workers No. B-595, Oakland), and Leslie K. Moore (Auto and Ship Painters No. 1176, Oakland).

Paul L. Jones (Construction and General Laborers No. 304, Oakland) was nominated by Delegate Jay Johnson (Construction and General Laborers No. 304, Oakland).

The nomination was seconded by Delegate Cy Stulting (Teamsters No. 70, Oakland).

#### **For Vice President, District No. 11**

Howard Reed (Teamsters No. 315, Martinez) was nominated by Delegate Hugh Caudel (Central Labor Council, Martinez).

The nomination was seconded by W. E. Robble (Plasterers and Cement Masons No. 825, Pittsburg).

#### **For Vice President, District No. 12**

Lowell Nelson (Plasterers and Cement Masons No. 631, Vallejo) was nominated by Delegate James Pollard (Central Labor Council, Vallejo).

The nomination was seconded by Delegate Jack Laumann (Central Labor Council, Santa Rosa).

#### **For Vice President, District No. 13**

Harry Finks (Cannery Workers and Warehousemen No. 857, Sacramento) was

nominated by Delegate Mike Elorduy (Cannery Workers and Warehousemen No. 857, Sacramento).

The nomination was seconded by Delegates William Francis (California Pipe Trades Council, San Francisco), and James T. Harvey (Building and Construction Trades Council, Sacramento).

#### **For Vice President, District No. 14**

Albin J. Gruhn (Hod Carriers and Laborers No. 181, Eureka) was nominated by Delegate James S. Cottrell (Teamsters, Warehousemen and Auto Truck Drivers No. 684, Eureka).

The nomination was seconded by Delegates Dale Mosher (Carpenters No. 1040, Eureka), and Lucille Pope (Culinary Workers No. 220, Eureka).

#### **For Vice President, District No. 15**

Robert Giesick (Lumber and Sawmill Workers No. 2647, Greenville) was nominated by Delegate William H. Knight (California State Council of Lumber and Sawmill Workers, San Francisco).

The nomination was seconded by Delegates Arch Merrifield (Central Labor Council, Redding), and E. A. Doyle (Bar-tenders No. 654, Oroville).

#### **Secretary Casts White Ballot**

Since there was no opposition in any of the vice-presidential districts, President Pitts instructed Acting Secretary Harry Finks (in the temporary absence of Secretary Haggerty) to cast a white ballot for the nominees just selected, and when this was done, declared them to have been unanimously elected by the convention.

#### **Convention City, 1956**

On motion by Delegate Joseph J. Diviny (Teamsters No. 85, San Francisco), the convention voted to refer the selection of the 1956 convention city to the incoming Executive Council, with full power to act.

#### **Adjournment**

The convention was adjourned by President Pitts at 5:20 p.m., to reconvene at 9:30 a.m., Thursday, August 18, 1955.

## FOURTH DAY

Thursday, August 18, 1955

## MORNING SESSION

The convention was called to order at 9:40 a.m. by President Pitts.

**Invocation**

Dr. William MacInnes, Pastor of the College Presbyterian Church, delivered the morning's invocation:

"Let us pray.

"O Thou Eternal God, Father of us all, who in Thy Providence has bound us all together in the great bundle of life. Give us grace this day to understand how our lives depend upon one another. Help us to so pray for one another that all life shall be strengthened. Help us to understand that the worth of man is reckoned higher than the price of the things which he fashions with his hands or brain. And may we so use the resources of the earth that all Thy children may have meat enough, and yet help us to see that we can not live by bread alone, but must measure all our labor by Thy standards.

"Grant Thy blessing this day upon the deliberations of this organization, that all that they do may be in accordance with Thy will and for the welfare of Thy people everywhere, that the life of our nation may be established upon the principles of justice and of brotherhood, to the conquest of covetousness, want and unemployment.

"For we pray in the name of the Master of all of us. Amen."

**Report of Committee on Resolutions**

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

**Policy Statement I****International Affairs**

(a) Organized labor recognizes the new "smiling technique" of the Soviet Union as a change in tactics, rather than a change in its historic objective of world enslavement.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 160**—"Soviet Union to Prove Good Faith in Peace Overtures."

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The nature of the present world crisis requires a consistently democratic foreign policy, as advocated by the national AFL.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 5**—"World-Wide Ban on Nuclear Weapons."

The committee report:

"The subject matter of this resolution is concerned with the question of a world-wide ban on nuclear weapons.

"It is to be noted that in **Policy Statement I (b)**, it has been specifically stated that international control must be effective control with effective inspection and sanction.

"While we accordingly believe that the implementation of this program is essential, we believe the subject matter is more adequately covered in the statement of policy, rather than in this resolution, and recommend that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 130**—"World Peace."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 123**—"Reaffirm Support of the United Nations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 161**—"Central Bodies to Set Up Special United Nations Committees."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 171**—"Governor to Proclaim United Nations Day."

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) American labor continues to champion the work of the International Confederation of Free Trade Unions.

The committee recommended concurrence.

The committee's recommendation was adopted.

(d) The AFL's Free Trade Union Committee continues to guide free labor in its fight against despotism.

The committee recommended concurrence.

The committee's recommendation was adopted.

(e) Organized labor, while pledging continued full support of the ILO, strongly opposes the efforts of U. S. employer organizations to withdraw U. S. participation and destroy the effectiveness of the organization.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 141**—"Amend and Extend Refugee Relief Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement II

#### Full Employment and the Economy

(a) The continued existence of a hard core of unemployment, despite the general upturn in economic activity since the 1953-54 recession, serves as a warning against do-nothing economic policies based on blind faith in the economic system.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The key to economic growth and full employment is the expansion of wages and purchasing power commensurate with increases in the ability of American labor and industry to produce. Government and collective bargaining policies in the present era of rapid technological advancement, must increasingly be geared to this essential fact.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 9**—"Bargain for 30-Hour Week Without Reduction in Pay"; **Resolution No. 79**—"Six-Hour Work Day"; **Resolution No. 106**—"Establish Seven-Hour Day"; **Resolution No. 114**—"Shorter Work Day, No Reduction in Pay"; **Resolution No. 142**—"Support Move for 35-Hour Week."

The committee report:

"The subject matter of these resolutions is similar, namely, the reduction of the work day and the work week.

"In **Policy Statement II (b)**, which has just been adopted, it was pointed out that the subject matter of a shorter work week should be based upon a decision of the respective individual unions which must individually measure the circumstances surrounding their own particular employment problems.

"Your committee accordingly believes that it is inappropriate for the Federation to establish at state level, any uniform policy which in any way might be construed as mandating local unions to follow a particular course of conduct in this respect. This is emphasized by the very resolutions themselves which call for inconsistent numbers of hours per day as well as varying work weeks.

"We accordingly recommend nonconcurrence in **Resolutions No. 9, 79, 106, 114 and 142**, for the reason stated, but reaffirm the historic position of the Federation in favor of a shorter work week as determined by the respective individual unions, and urge the officers of the Federation to cooperate with the respective individual unions in seeking this objective."

The committee's recommendation was adopted.

**Resolution No. 104**—"Plan Ahead for Automation."

The committee report:

"The subject matter of this resolution is concerned with the overall problem of automation.

"Your committee directs the attention of delegates to **Policy Statement II (b)**, where this subject matter is discussed.

"While your committee recommends concurrence in **Resolution No. 104**, it does so on the basis that the entire subject matter is one which must be resolved at the local level by the individual unions in accordance with their evaluation of the bargaining situation in their particular industry.

"Your committee is recommending concurrence in **Resolution No. 104** only as a result of such construction of the resolution. It is to be stressed, accordingly, that while the Federation is to assist the respective individual unions in every way possible in implementing and effectuating the policy resolved by them, it is for the individual local unions themselves to initiate this policy in the first instance.

"We accordingly recommend concurrence in **Resolution No. 104**, subject to these qualifications."

The committee's recommendation was adopted.

**Resolution No. 80**—"Public Works Projects."

The committee report:



"Your committee concurs in the intent of this resolution, but believes that during the past five years there has not been a consistent widespread unemployment, but on the contrary, certain periods of peaks and valleys.

"Your committee accordingly recommends that the first Whereas be amended by inserting in line two, between the words 'been' and 'widespread,' the words 'at times.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

### Policy Statement III

#### Taxation

(a) Organized labor renews its pledge to seek federal income tax reductions for lower income groups which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to consumer purchasing power.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 1**—"Repeal Amusement Tax."

The committee report:

"The subject matter of this resolution is concerned with the repeal of the amusement tax on the ground that it was adopted as a wartime emergency measure and, accordingly, the continuance is no longer warranted.

"Your committee reaffirms the historic position of the Federation in opposition to all regressive consumer taxes. Your committee, however, believes that there is a particular merit to the resolution submitted, but that a question exists as to the correctness of the fourth Whereas, in view of the historic position of the Federation, that all such types of regressive taxes should be eliminated.

"Your committee accordingly recommends that the fourth Whereas be stricken, and as so amended, the resolution be concurred in."

The committee's recommendation was adopted.

**Resolution No. 89**—"Increase Income Tax Exemptions in Lower Income Brackets."

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Additional revenues necessary to meet growing state budgetary deficits should be obtained by an upward revision of the California tax structure

in line with the principle of ability to pay.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 164**—"Oppose Imposition of Local Sales and Use Tax."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement IV

#### Taft-Hartley Act and Labor Relations

(a) The Federation, while reaffirming its demand for far-reaching modifications of the Taft-Hartley Act to remove its numerous anti-labor provisions and to enact a more just and workable law, condemns the alarming changes in the Act accomplished by administrative rulings of the anti-labor packed National Labor Relations Board.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 61**—"Repeal Taft-Hartley Act"; **Resolution No. 137**—"Condemn Taft-Hartley Law."

The committee report:

"The subject matter of these resolutions is similar, namely, a condemnation of the existing provisions of the Taft-Hartley law.

"**Policy Statement IV (a)** set forth in detail the position of the Federation that the detrimental provisions of the Taft-Hartley Act should be eliminated and a more just and workable law enacted.

"Insofar as **Resolutions No. 61** and **137** might be construed to call for a complete elimination of any labor-management act of any type, your committee accordingly believes that the resolutions should be filed, with the reaffirmation of the historic position of the Federation that the immediate objective is the obtaining of an effective and just labor relations act."

The committee's recommendation was adopted.

**Resolution No. 97**—"Urging Passage of NLRA Amendment to Protect Union Security."

The committee report:

"Your committee recommends that the resolution be amended by striking the two Resolveds and inserting the following:

Resolved, That the 53d convention of the California State Federation of Labor go on record as favoring the amendment to Section 14(b).

"As so amended, your committee rec-

ommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 99—"Halt Spread of Company Unions."**

The committee report:

"Your committee recommends that the first Resolved be amended by striking in line eight thereof, the words, 'independent or.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

(b) Organized labor remains unalterably opposed to the program of the NAM and the Chamber of Commerce to give states regulatory authority over labor relations matters affecting interstate commerce which presently fall within the exclusive jurisdiction of the federal government.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 30—"Right to Work Laws"; Resolution No. 102—"Oppose State 'Right to Work' Bills"; Resolution No. 157—"Condemn Open Shop Campaign of U. S. Chamber of Commerce."**

The committee report:

"The subject matter of these resolutions is similar, namely, opposition to the so-called right-to-work bills and the organizations who have established a full scale program to attempt to effectuate their enactment.

"Your committee recommends concurrence in **Resolution No. 30**, and further recommends that **Resolutions No. 102 and 157** be filed, since they are covered either by the provisions of **Resolution No. 30** or **Policy Statement IV (b)**."

The committee's recommendation was adopted.

(c) The efforts of the NAM and the U. S. Chamber of Commerce to place union activities under the anti-trust laws can be interpreted as nothing more than an attempt to divert attention from the proper enforcement of such laws as they relate to business operations.

The committee recommended concurrence.

The committee's recommendation was adopted.

(d) The increase in the federal minimum wage from 75 cents to \$1.00 per hour represents substantial progress in the right direction, but falls short of the \$1.25 minimum recommended by organized labor, and fails altogether to shorten the work week or to extend the minimum wage pro-

tection of the Fair Labor Standards Act to the millions of workers who remain uncovered.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 32 — "\$1.25 Minimum Wage"; Resolution No. 63—" \$1.25 Minimum Wage for Both Men and Women."**

The committee report:

"The subject matter of these resolutions is similar, namely, \$1.25 federal minimum wage.

"Your committee believes that the subject matter of these resolutions is more adequately covered in **Policy Statement IV (d)**, and accordingly recommends that **Resolutions No. 32 and 63** be filed."

The committee's recommendation was adopted.

(e) The state minimum wage of 75 cents should also be increased to \$1.25 per hour and coverage extended to include men as well as women and minors.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 7—"Organization of Office Employees."**

The committee report:

"Your committee recommends that both of the Resolveds be stricken and that the following be inserted:

Resolved, That the 53d convention of the California State Federation of Labor hereby reaffirms its position in favor of organizing office employees.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 17—"Assist Tulare-Kings Counties Building Trades in Visalia Dispute."**

The committee report:

"The subject matter of this resolution is concerned with recommended requirements with respect to the contractual provisions of the contracts of the various local unions.

"The sponsors of this resolution, at the request of your committee, appeared before it and indicated that the intent was to require the enactment of such provisions in the various contracts of local unions.

"Your committee believes that this is a matter primarily for resolution by the individual locals, consistent with local autonomy and, accordingly, that this resolution be filed.

"Your committee, however, felt it es-

sential to reiterate the full cooperation that has been extended by the Federation in the past with respect to the organizational activities of the various unions in this area, and reaffirms that position of the Federation and recommends the full and complete support of all affiliated organizations in the hope that that area, in the near future, may be fully organized.

"Your committee also desires to reiterate the position of the Federation condemning the tactics of the California Association of Employers in their open-shop drive in the state of California."

The committee's recommendation was adopted.

**Resolution No. 65**—"Commend Federation Officers for Assistance to Marine Cooks & Stewards, AFL."

The committee report:

"Your committee recommends that the third Whereas be amended by striking in lines six and seven, the words, 'physically, financially and morally' and as so amended, recommends concurrence."

The committee's recommendation was adopted.

Upon request by Delegate Ed Turner (Sailors Union of the Pacific, San Francisco), the delegates voted to make a part of the convention record a summary of the Marine Cooks and Stewards, AFL's organizing drive for the past three years, as follows:

**Report to the Convention of the  
California State Federation of Labor  
from the  
Marine Cooks & Stewards Union, AFL  
August 1955**

The Marine Cooks & Stewards Union, A.F.L., was chartered by the Seafarers International Union of North America in April, 1951. Four years later, it successfully concluded its organizing drive against the communist-dominated National Union of Marine Cooks & Stewards (Independent). This victory was achieved in conjunction with the Sailors Union of the Pacific and the California State Federation of Labor.

In the four-year battle against the commies, the Sailors Union and the Seafarers International Union bore the greater cost of the drive. However, the State Federation and various affiliated unions contributed greatly to the successful fight by their liberal donations to the organizing fund. Secretary-Treasurer, C. J. Haggerty, early recognized the importance of bringing the unaffiliated seamen into the American Federation of Labor. Haggerty, together with Brother John Henning, worked closely with MCS-AFL organizers. They share a great deal of the credit in helping wipe out the last vestige of com-

munist control of American seamen.

The current victory did not come easy. As the MCS-AFL whittled away at the NUMCS's strength, the communist officials of the NUMCS and Harry Bridges' International Longshoremen's and Warehousemen's Union killed off the NUMCS and forced the non-AFL Stewards into the ILWU.

Early in 1954, the NLRB conducted a representation election among employees in the Steward Department aboard ships. The ILWU was not permitted a place on the ballot, although the now-defunct NUMCS was. Admittedly unable to administer a contract even if it won, the NUMCS advocated, amazingly, a "non-union" vote. The MCS-AFL received over seven hundred votes against 14 for the NUMCS. However, the scare propaganda of the NUMCS-ILWU combine confused enough employees to achieve a majority vote for no-union.

This result forced a deadlock because a federal court order, in effect at the time, specified that its consent decree, under which the Steward Department employees were working, would remain in effect until a specific union was certified by the NLRB as an exclusive bargaining agent.

With the Steward Department employees still without union representation, the employers were able to force lower and lower working conditions upon the employees, and at the same time prevent any increase in wages, overtime rates and welfare and pension fund contributions. Obviously the situation was intolerable. The employees themselves appealed to the International for assistance.

In the fall of 1954, in response to demands from the AFL employees on the various ships, the MCS-AFL, Sailors Union of the Pacific and the Marine Firemen's Union jointly petitioned the NLRB, in the name of the Pacific District of the Seafarers International Union, to hold an election among all unlicensed personnel on the ships.

A hearing was held by the NLRB on the petition, at which time the commies of the ILWU and NUMCS sought by every means to prevent such an election. They trotted out every time-worn argument, device and distortion customarily employed by the Communist Party and its stooges. Nevertheless, the NLRB agreed to the AFL request and ordered such an election. The comrades appealed all the way to the United States Supreme Court, but to no avail.

The election was held this spring. The AFL won a smashing victory over Harry Bridges and his ILWU. This time the ILWU was on the ballot in place of the dead NUMCS. The victory showed 80 per cent of the unlicensed employees voted for the AFL.

During all this time the employers continued their aiding and abetting the com-

mies. Every obstacle was put in the path of the AFL employees by the employers. As was to be expected, as soon as the AFL won the election, the employers changed their tactics and, according to their stories, "knew all the time" the AFL would win. Just how sincere they are is still to be shown.

The MCS-AFL, together with the SUP and MFOW, are currently in negotiations with the employers for a collective bargaining agreement. In addition to the usual matters of wage and overtime rate increases and pension and welfare matters, the MCS-AFL has a problem with which the other organizations are not confronted. For several years the Steward Department employees have not received the same wage and overtime increases such as were obtained by the other departments. Consequently, there is a matter of obtaining these on parity and making it retroactive. There is not a doubt but that the three unions comprising the Pacific District of the SIUNA will obtain their demands, but how soon we can not predict here.

Currently, the MCS-AFL has been forming a comprehensive and ambitious program for the future. It might be noted here that the commie regime of the NUMCS drained a once large treasury and kept the members in rat holes the commies called "union halls." In contrast to this, the MCS-AFL has begun a building program which will furnish its members with the best of quarters and recreational facilities. Preliminary work on a building in San Francisco for union headquarters has already begun. The union is currently surveying its needs in other ports. In addition, a training program is taking shape which will enable the union to furnish employers with the highest sort of skilled craftsmen. A combination school-resort-pensioner's home is planned. We expect to thus combine facilities for our trainees in the seagoing culinary crafts, our retired members who have no other places to go, a place for members who are convalescing and a resort where members and their families can enjoy vacations, all of these things at a minimum cost to the individuals involved.

The union has taken the welfare and pension plans in effect under joint union and management control, replacing the plans which were entirely employer-managed. We are planning extensive overhauling of these plans to broaden the scope of them. A broader, more comprehensive vacation plan is currently the subject of negotiations between the union and the employers.

One result of our victory is a change in the hiring procedures. For the past three years hiring was done through a so-called neutral hiring hall, but which was in actual practice administered by the employers under the supervision of the court. All

hiring is now done through the union hall.

The MCS-AFL currently maintains offices in San Francisco and Wilmington, California; Portland, Oregon; Seattle, Washington; Brooklyn, New York; and Honolulu, Hawaii. It publishes a bi-weekly, eight-page tabloid, *The Stewards News*, which is listed in the official list of publications by affiliates of the State Federation.

We are finally on a solvent basis in so far as finances are concerned, although we will borrow money for our building program. We have revamped our financial structure but still have a problem in that we must admit members on an extremely slow basis. We desire to admit to membership the most skilled seamen we can obtain rather than a hodge-podge basis of anyone who comes along.

While the Marine Cooks & Stewards, AFL, officially affiliated with the State Federation of Labor in April, 1953, it was already cooperating with State Federation activities and had already been receiving moral and financial assistance from the State Federation.

The union participated in the 1953, 1954 and 1955 annual conventions of the Federation. In addition, the union is affiliated with the San Francisco Central Labor Council. The union has also participated in the past three annual Labor Press Conferences sponsored by the Federation. Various welfare and employment conferences have also been participated in.

As can be seen by the foregoing, a new and militant organization has joined the ranks of the trade union movement. We cannot express our thanks and gratitude to our brothers and sisters in the various unions for their help without paying special tribute to Brothers Haggerty and Henning. We hope that we will be able, in the future, to give our aid and support to our affiliated unions whenever we are called upon for such aid.

The aid and support and unity of our fellow-unionists has made a great trade union victory in California and throughout the nation possible.

Thank you again.

Fraternally submitted,  
Ed Turner.

**Resolution No. 87**—"Oppose Legislation Abridging Seamen's Rights."

The committee recommended concurrence.

After a brief discussion by Delegate Paul Scharrenberg (Sailors Union of the Pacific, San Francisco), the committee's recommendation was adopted.

**Resolution No. 49**—"Assist Bona Fide Labor Unions Against Employee Associations."

The committee report:

"This resolution, as construed by your

committee, would apparently purport to circumscribe the legislative authority of the State Federation of Labor and subordinate it to any particular local union which might be affected by the suggested legislative enactment.

"Your committee believes that, as a practical matter, the Federation must represent the wishes of the majority of its affiliates and cannot be so hamstrung as to be permitted to introduce legislation only if it first attain the approval of each single affiliated union.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 6—"Bargain for Equal Pay for Equal Work."**

The committee report:

"Your committee recommends that the second Whereas be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 158—"Condemn NAM Attacks on Collective Bargaining."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 190—"Fresno Barbers' Organizing Campaign."**

The committee report:

"There is no 'Resolved' in this resolution, as you will notice, or so-called resolution.

"**Resolution No. 190**, as presented, is not only improperly drafted, but it is impossible for the committee to determine any desired objective or action that is being requested of this convention by the sponsors.

"Since your committee does not believe it is its duty to rewrite resolutions under such circumstances, your committee accordingly recommends that **Resolution No. 190** be filed."

The committee's recommendation was adopted.

**Resolution No. 168—"Pledge Full Support to Palm Springs Unions"; Resolution No. 185—"Support Culinary Workers' Organizing Efforts in Palm Springs."**

The committee report:

"The subject matter of these resolutions is similar, namely, the support of so-called Palm Springs unions in their organizational drive in the Palm Springs area.

"Your committee recommends that **Resolution No. 168** be amended by striking the first five Whereases and inserting the following:

Whereas, The City of Palm Springs, California, although a famous resort area, is still substantially unorganized; and

Whereas, The City of Palm Springs has enacted local ordinances seriously restricting the rights of organized labor; and

Whereas, The employers in the area have grouped together in a consolidated effort to prevent legitimate organization of the employees; and

Whereas, This conduct by the city and by the employer groups has caused the employees in the area to be without many of the benefits of collective bargaining, such as adequate wages, etc.; and

"As so amended, your committee recommends concurrence in **Resolution No. 168**, and further recommends that **Resolution No. 185** be filed."

The committee's recommendation was adopted.

#### VICE ADMIRAL WILDER BAKER (Ret.)

President Pitts introduced Vice Admiral Wilder Baker (Retired), who addressed the convention, as follows:

"Thank you, Mr. Chairman, and delegates to the California State Federation of Labor convention.

"This morning I want to take only a few minutes of your time, but to talk about the participation that organized labor has given to our community and the results of that participation that have made this a community really worthwhile.

"Three years ago the health and welfare services in this community were in pretty bad shape. We had not made a Community Chest goal since the end of the war. The Chest had to borrow money to keep the agencies going in 1953. As a matter of fact, this community was finding it impossible to get together on anything. We were prosperous, sure, but we couldn't agree on civic improvements. Our tourist industry was in bad shape because we couldn't agree on how to handle that. As one leader put it, 'We had a good healthy economic body, but we had neglected our heart.' And we had a real health and welfare depression on our hands.

"In April 1953, some of the leaders in this community got concerned and started doing some serious thinking. And when I say 'leaders' I mean not just the business and industrial leaders, but also the John Quimbys, the Freeman Browns and the 'Spud' Taylors who are our local labor leaders.

"We went to work as a community. We called in a fund-raising expert to help us, and we followed his recommendations and hired qualified staff. We changed our name from the Community Chest to the United Success Drive, emphasizing that

in unity, success could be achieved. But most important, we got together as a community and we worked ourselves day and night to do the job.

"Just for example, in 1952 we had three thousand people working on the campaign; and in 1953 ten thousand of us went to work on it. We made our goal that year. We raised \$1,287,000, better than half a million dollars more than the previous year.

"Last year United Success Drives had become the community cause, and we raised \$1,340,000. In two years we almost doubled the amount of money we raised for health and welfare services. I do not know of any other community in the whole United States which can match that record.

"I want you to know that this is the kind of record that can be established only when all parts of a community truly join together. I want you to know that we learned to work together in the United Success Drive and we found we could work together on other community projects. I am not saying there are no differences of opinion between labor and management in San Diego. There are, and I guess there will always be—here and everywhere else. But what I am saying is that when it comes to a project like the United Success Drive, that which is good for the whole community is good for each part of it.

"The best example I can give you is that our campaign chairman this year is John W. Quimby, who is Secretary-Treasurer of the Central Labor Council. John has the full support of our business community. And it isn't just at the top level. All the way down the line of campaign organizations, on the board of directors, on the budget committee, representatives of organized labor serve side by side with the so-called captains of industry. Men from the shop sit next to bank presidents at board meetings. The business agent of one of our construction locals is working with the head of a large construction firm to whip one of the weak spots in our campaign. All the way up and down the line people from labor and people from management have discovered, sometimes with amazement, that both sides are pretty good people and have learned to work together.

"We are getting ready here to go into our third United Success Drive, with the community united because we have learned this lesson. Monday, right here in this building, several hundred people will come together to set the goal for this fall's campaign. Some of these people will be fighting for a goal which represents the needs of the agencies for 1956. Others will be fighting to keep the goal at a figure which we can raise. But this I promise you: once that goal has been set, every one of those people will give their word to John Quimby that they will do their best to back him up and to

put the campaign over the top.

"I wish you would take this story back to your own communities. And I think I speak for John, too, when I say this: community affairs are your affairs. To make it better, Community Affairs are Our Affairs. Your participation in community affairs is the greatest contribution you can make to the democracy we all cherish. Serve on the boards of Red Feather agencies; work on the budget committee and campaigns for your Community Chest. Play your proper role in the health and welfare services of your community. You will find, as we have found here in San Diego, that all things are possible when we unite to succeed."

#### **CHARLES F. HANNA**

**Chief, Division of Apprenticeship Standards  
California Department of Industrial Relations**

President Pitts presented Charles F. Hanna, Chief of the Division of Apprenticeship Standards of the State Department of Industrial Relations, who spoke to the convention, as follows:

"President Pitts, distinguished guests, and ladies and gentlemen. I know you have a very busy schedule, and out of deference to the work that you have to do, I am going to make my words just as brief as I possibly can.

"You have heard, as I have, that we are now living and working in the middle of the second Industrial Revolution. With electronics and automation, our machines are beginning not only to run themselves but almost to think for themselves. Submarines powered by atomic energy can travel underwater months on end, and in a couple of years we'll have a basketball circling the earth in outer space in an hour and a half. We are living in an era when our way of living is being changed completely, and I am grateful for this opportunity to talk to you about the place of apprenticeship training in this changing world and some of the problems it can help solve for both labor and management.

"The problems facing the laboring man and trade unionist today and those he will have to contend with in the near future, are difficult and complex and will take all the strength and persistence he can muster. Fortunately for him in California under the present administration of Governor Goodwin J. Knight, his interests and welfare are receiving more attention and sympathetic understanding and he has been consulted more on the things that affect him than at any other time in the state's history. The fact that it is so can be attributed in no small measure to the foresight and ability of your secretary, Cornelius J. Haggerty, and the leadership of your president, Tom Pitts. It was demonstrated at this year's session of the state legislature and by the

appointment by Governor Knight of Ernest B. Webb as Director of our State Department of Industrial Relations. Under their guidance, the membership of the California Apprenticeship Council was increased so as to give it wider representation, and our division's budget was approved for the first time without a cut. I want to take this opportunity to thank your secretary, your president and Director Webb for their efforts and support which made my appointment as chief of the division possible. I know that under Director Webb's leadership of the Department of Industrial Relations, the interest and welfare of all the people, especially the laboring man, will never be overlooked. As for myself, while I can never hope to emulate our beloved former chief, Archie J. Mooney, I pledge to you that under the leadership of Director Webb and the support of the American Federation of Labor, our Division of Apprenticeship Standards will serve labor and management to the utmost of its ability, and I welcome this opportunity of talking to you about the way the division wants to serve you in the days ahead.

### **The Second Industrial Revolution**

"As I said, we are supposed to be living right in the middle of the second Industrial Revolution. Now, I am not an historian—I am only a carpenter who, as the business agent for his union, got so interested and involved in the problem of training apprentices more than twelve years ago, that I haven't hammered a nail since. We are told that the development, 150 or 200 years ago, of the steam engine and electricity as sources of power to run our machines, started the first Industrial Revolution. I don't know when the first revolution is supposed to have ended and the second one to have started! Actually, I don't think we stopped growing at any time and got started again. True, during the last fifty years, we have lived through a couple of bad depressions that slowed us down considerably for a time, but we have also survived several wars that pushed us ahead tremendously. In the main, perhaps, the process of developing new materials, new machines and new methods to turn out more things, better and cheaper, of creating more jobs for more people—in short, the process of increasing our production and purchasing power, both per capita and in total volume—has been going on continuously. It certainly is going on today at a faster rate than ever before.

"Two recent developments are speeding up the process of displacing the human toll with machines that can turn out work more economically and better than he can—automation and the prospect in the near future of the use of a new source of power—atomic energy. We can get some idea of what is happening to us from a statement made by your president, Thomas Pitts, in an address on automa-

tion last April before the 8th Annual State AFL Education Conference in Santa Barbara, one of the most penetrating discussions on automation that I have heard. In that address, which I shall take the liberty of quoting later on, he pointed out that in January, 1955 about 12½ million workers were able to produce as much as 13½ million produced fourteen months before, and that man-hours worked during the same period fell seven per cent while output per man-hour rose by eight per cent.

"Now, the first Industrial Revolution did several things to us. It created in time new industries, new trades and new jobs that were not possible 150 years ago. Think of all the skilled trades and the many thousands of other jobs that have come into being just in our own lifetime in the automobile, the airplane, the radio, TV and electronics industries, to mention but a very few. But it did not only create new industries and jobs—it also completely changed the old ones—and it improved our standard of living. While a few of the industries, trades and occupations that existed 150 years ago have disappeared, most of them have grown and developed into many trades and occupations, each one of which requires today more skill, more knowledge and more training than the whole of the predecessor did 150 years ago.

"Take the metal worker, for instance. Practically the only method of working iron 150 years ago was to cast it or pound it into shape while hot; the iron worker then was the village blacksmith. Today, think of the millions of people employed in the metal industries and trades and the skills needed by them in manufacturing, operation and maintenance; the workers in the steel mills, the metallurgists, machine tool designers and makers, machinists and all the other metal workers in the automotive, aircraft, construction and other industries.

### **Machines Replace Men—More Jobs, Higher Skills Result**

"The result has been twofold. One result has been that while machines have replaced men more and more, more and more jobs have sprung up for men—in the long run, of course. This week there are 65 million people working in the United States, a new all-time record high. The other result has been that as machines have taken over some of the work that men used to do, the work that men have thereafter continued to do requires more and more skill. In California, for instance, in the skilled trades, there were over three hundred thousand more people employed in 1950 than in 1940, a period of only ten years. But it isn't only the number of jobs in the skilled crafts that have increased. The skill required in each skilled craft keeps getting greater and greater. I have mentioned that the vil-

lage blacksmith has become the metal-lurgist, the machine tool designer and maker, the machinists and hundreds of other present-day skilled trades in the metal industries, each of which is a far more skilled craftsman than the village blacksmith ever was. The same process is continuing today in almost all the skilled crafts. Compare, for instance, the skills and knowledge the automotive mechanic has to have today with what he had to have 25 years ago or even 10 years ago. The trade has grown so that it is approaching the point, if it has not already done so, that all the skills are too much for any one human being to acquire and to practice in one lifetime.

"New materials, new automatic machines and new techniques do not merely create new jobs in manufacture, installation and maintenance, but require more skill in the workers that use or operate them, and this is not only true in the skilled trades, but it is also true in the occupations which we still call semi-skilled and unskilled.

"The mule skinner of years ago is today a truck or bus driver, a railroad engineer or an airplane pilot. Cooking and waiting on tables have changed. The washing of clothes that the housewife or domestic servant used to do by hand is now done by a laundry and dry-cleaning industry employing thousands of skilled people. Moving earth used to be a simple thing with a pick and shovel and a wheelbarrow, but look at it now. Calling a construction laborer today unskilled is not facing the facts; he may not require as many skills as some others, but he is not unskilled today, and as time goes by he will be required to have even more skill.

### **Mechanical Slaves**

#### **Need Maintenance**

"The effect of our industrial progress of creating new skilled jobs and of continually increasing the skills needed to perform both the new and old jobs, was pointed out by your president in his address last April when, in talking about what automation today means for the worker, he said:

"Automation cuts down the need for unskilled and semi-skilled factory or office workers doing repetitious or boring jobs, such as materials handling and machine tending. Many workers will have to upgrade themselves with more training. Engineers and their maintenance crews composed of skilled mechanics will be needed more than ever to do maintenance work on the mechanical slaves.

"It is fairly safe to conclude that over a period of years the work force of the country will require a higher degree of skill than they do at the present time. Plants have reported that before automation, they had 70 per cent operators (so-called 'direct labor') and 30 per cent main-

tenance men. After automation, the figures were likely to be 55 per cent for operators and 45 per cent for maintenance men.

"Automation eliminates routine and uninteresting jobs; it removes human drudgery from production operations. At the same time, it will probably create more responsible and challenging jobs.

"A recent study on the nation's manpower needs in the years ahead points out that the push-button plant will require more technicians, more skilled workers to replace the unskilled factory hands. The study also adds that "there may be almost no place left for the unskilled industrial worker." Today even a hand trucker must be able to interpret charts to see where the supplies are needed.

"Now, this business of creating new, faster and better ways of doing old things, discovering new things to do that we haven't ever done before, of increasing production higher and higher and higher, which you can call industrial revolution or industrial progress as suits you, presents a host of problems to labor, to management and to our people. And as our progress today goes faster and faster as time goes on, the problems as a whole affect more and more people and keep getting more urgent, and we have less and less time in which to solve them or make adjustments.

"We can't fight progress, and we don't want to. What can we do about it? Well, it is an old saw, but I long ago learned that when you can't fight something, you join it, and one of the ways of joining our ballooning industrial growth and making it do what you want it to do is through training on the job.

### **Wages, Employment, Training**

"The first and foremost problem, of course, is the problem of increasing employment and wages and to keep pace with the increase in production; to maintain a purchasing power able to buy and consume all that we produce. Training can help here because it is the trained worker who is employable and commands higher wages.

"An immediate problem that always arises is that mechanization, and especially automated mechanization, displaces the human worker. Your president in his address reported that in a radio plant in Chicago two men watching automated equipment now assemble 1,000 radios a day where it used to require 200 men. The problem of finding other immediate employment for the displaced worker is always urgent. Training obviously is a solution here, not only in training him for transfer to another job after displacement but also training him while employed to give him greater versatility which will make his reemployment easier.

"It is not only a problem of training new people to enter a trade or industry,



but the rapid rate at which new materials, new machines and new techniques are being developed also requires continual retraining of all workers. Gone is the day in which a worker can afford to learn his trade or job once and rest on his laurels, and this is just as true in the so-called semi-skilled and unskilled jobs as it is in the skilled crafts.

"What employers individually and as a group want is a trained and competent work force. They not only want beginners trained, they also want all journeymen and workers upgraded and trained in current materials and methods, as well as news ones. They want to make a profit from the workers they employ, even the trainees. They want to lower unit labor and other production costs. They want to engage in research and try out and use new materials and methods. They want enough workers where they need them. They want the necessary cooperation from the union and the worker. They want a voice in the selection of the people who are to be trained and how they are to be trained, and they want protection from other employers proselytizing the worker after they have finished training him or even before. Training can help in all of this.

#### **Labor Wants Planned Transition**

"What labor unions want is enough trained workers to replace retiring ones and to fill the new jobs that are created by our economic growth; they want them trained properly but they do not want too many trained to glut the market and produce unemployment. They want immediate re-employment of workers displaced by technological change. They want fair wages and working conditions. They want to avoid cheap labor. They want to perpetuate their trades and job and when a change has to occur, they want a voice in it. They demand a decent standard of living. As your president has said, 'What labor wants is a planned transition, with shock absorbers to soften the bumps on the way to an abundant life for all America.' Labor unions also want work to be done in safe surroundings and workers trained in the safe way of doing a job. They also realize that in order to maintain wages and working conditions they have already won and to further improve them, the skill and productivity of their members individually and as a whole must be maintained and increased. Training can help in all of this.

"Both employers and labor unions and their members want, above all, stability and security; labor turnover and unemployment are too costly. When work is slack, employers first let go the least trained and the least capable workers. Many employers keep capable workers on during a slack period in order to hold onto them. Training can help in all of this.

"Some industries today are facing a

revolutionary change. The International Brotherhood of Electrical Workers, for instance, are faced with the fact that the electrician's trade is not what it used to be. Radio, television and the whole electronics industry are not only changing the electrician's trade but also have given rise to a whole new group of skilled craftsmen and technicians. The use of plastics in the aircraft and other industries is presenting the same sort of problem to the International Association of Machinists. These unions, and others in similar positions, may have to revise some of their traditional approaches, but unless they take some action, they will find themselves left behind.

#### **Training Is The Answer**

"Training is the answer to these problems and to many others. Provide the skilled men for the jobs and your organizational problem is greatly diminished. The craft unions were founded upon, and their continued existence will depend upon their ability to do this.

"The training I am talking about is not just school training. I mean on-the-job training combined with related instruction, like apprenticeship training, where the apprentice learns his job on-the-job under a journeyman, working at it full time for an employer for pay, at the same time attending a school class in the evening acquiring the related and technical knowledge he needs. This kind of training is your responsibility and that of your employers and neither of you can duck it. You've got to do it yourselves. You can't pass the buck to the schools—or to anyone else. The only way to train a carpenter, a plumber, an electrician is to put him under a qualified journeyman and put them both to work building houses. The only way to train a truck driver is to have him drive loaded trucks on the highway. The schools can train the skilled men we need if they can go into the construction business, the trucking business, the automobile repair business, and every other kind of business. Until they do, they can only continue doing what they are now doing, which is to offer pre-employment training in some of the basic common skills to our young people, and trade extension or related course to all those who want it.

"But the kind of combined on-the-job training and related instruction which will do you any good involves planning and organizing and supervising a program which all employers and the labor union in an industry can accept and follow; it involves problems of how many should be trained and how; it involves problems of wages, hours, working conditions, layoffs, rehiring, transfers, discipline, evaluation and a host of others. It is a negotiated program because it is an industrial relations problem, as well as an educational one, and in California today it is handled as such by labor, management,

the Federal Bureau of Apprenticeship, our Division and the schools, all working as one team.

"In the past, and to a lesser extent today, the problem of training a person for a job was left to the individual. If a man wanted to work as a truck driver, the problem of learning to drive a truck was up to him. And, in the past too, whether an employer wanted to train new people and how many and how, was something that was also left to the individual employer's sense of responsibility.

### **Training A Group Responsibility**

"Today that it all changing. More and more we are getting away from the idea that training is the responsibility of the individual worker and the individual employer and more and more we are reaching the conclusion that it is a group responsibility and undertaking; that the whole group of employers and the whole group of employees in an industry are interested and concerned, and their mutual welfare demands that they all participate in it as a joint industry undertaking.

"A good, sound, effective job training program in any industry can be of maximum benefit to the employer, to the labor union, to the workers, and to the general public, but to be so it cannot be operated by the employers alone or the labor union alone. It must be jointly negotiated, jointly planned, and jointly operated and administered. The employer hires and pays the worker, but it is the worker's experienced union brother who trains him on-the-job. There is always a best way to train a worker on-the-job, but there are many ways in which the time, money, and material of the employer can be wasted or lost. The labor union and its members must assume the responsibility for their part of the training on-the-job, and for doing it in the most effective and economical way. All have a stake in safety training. The right way to perform a task is also the safe way. It takes a joint negotiated agreement to fix what fair wages are. It takes a joint agreement to determine how many is enough and how many are too many to train. It takes a joint agreement to prevent proselyting among employers and to see that all or most of the employers in the group participate in the program and share their responsibility and the cost of the program. It takes a joint agreement to solve the problems of selection, evaluation, rotation, related instruction, and all the others. In short, it takes a joint agreement to plan, to organize, and to jointly self-administer the training program for the maximum benefit of all without disadvantage to anyone.

### **State Apprentice Training Program**

"Apprentice training under our state law is just such a joint labor-management self-planned, self-organized and self-ad-

ministered industry program. Since the Shelley-Maloney Act was passed in California in 1939, one of the main functions of our division has been to promote and help negotiate just such collective bargaining agreements on training. There are in California about 600 joint apprenticeship committees established under such collective bargaining agreements, operating apprentice training programs in some 250 crafts. In December of 1954 we registered the 100,000th apprentice in the state (105,000 now). Since 1936, 38,800 apprentices have been turned out as trained journeymen under these agreements. We have some 18,500 currently in training. Our schools are cooperating in the program so wholeheartedly that about 80% of the apprentices are receiving the needed related instruction in organized classes, a far greater number and percentage than ever before in California. But while we have the largest and the best apprentice training program in the nation, it is not anywhere near large and good enough. I have mentioned that in California today there are more than 300,000 more skilled craftsmen working than 15 years ago, but in that time only 39,000 of them have been trained and turned out through apprenticeship. How well trained and skilled the others are, you know better than I.

"Everyone connected with apprentice training is sure that the work they are doing and the time they are spending on it is paying dividends to all concerned, but how much and to whom they don't know.

### **Questionnaire On One Program**

"The Palo Alto Carpenters JAC got curious and sent out questionnaires to 82 completed apprentices and asked some mighty pointed and personal questions. They got back 60 answers, or 75%, which is good.

"The committee expected some good results, but nothing like this!

"This program, like most in the state, is less than 10 years old, but of those boys who have been turned out over three years, 85% are foremen, superintendents and contractors!

"Only two have left the trade and those two are in trades closely related and making good money.

"76% of these boys made better than \$5,000 in 1954 which, for the building trades, was a recession year. Four of them made between \$7,000-\$8,000, and four over \$8,000—which isn't bad!

"Asked if any had been laid off because they lacked knowledge or ability to do any job in their trade, 100% replied no.

"Asked if their training as indentured apprentices had helped to keep them on the job when others had been laid off, 80% of them said yes; the others couldn't say for sure.

"We feel that apprenticeship makes for

stable, happy and contributing citizens, and the fact is that 48 of the 60 boys are buying their own homes and 33 of them started buying them while they were still apprentices. In other words, the property and income taxes they have paid as apprentices helped pay for their own education and training.

"The committee wanted to know how the boys felt about their sweaty old trade and would they encourage other young men to enter it — especially their own kids.

"All but one said he would encourage young men to enter an apprenticeable trade and all but two said they would recommend it to their own sons.

"These are the results from just one of the about 600 committees in the state which could probably come up with results just as good or better.

"There is no doubt about it. Apprenticeship training pays off—but big!

### **Craft Union Training Activities**

"Training is a major concern of some of the craft unions and they are devoting a great deal of effort and money to it. The Plumbers International Union has hired four full time apprentice coordinators whose job it is to work with and assist state councils and local unions in promoting, increasing, and improving their training. It has already negotiated in some areas, to be extended in time to others, a contract providing for a contribution of one cent for every journeyman-hour by every employer into a fund to be used to promote and conduct the industry's apprenticeship and journeyman upgrading training programs.

"The Brotherhood of Carpenters, the Typographical Union, and some others have spent a good deal of money in preparing and publishing a whole training course for their craftsmen. In California, labor organizations like the Bay Area District Council of Carpenters, the Los Angeles District Council of Carpenters, and the Los Angeles Electrical Workers, have full time paid apprentice coordinators who are being paid to administer the industry's program in those areas. The Plumbers, the Brickmasons, and the Painters hold annual contests to choose the outstanding apprentice.

"However, outside of the craft unions, there is very little being done in training. But, just because it takes perhaps six months or a year to train a truck driver or a laundry worker, or a building service worker, instead of the four years it takes to train a carpenter or an auto mechanic, does not mean that the truck owners or laundry plant owners or the building owners and their labor unions and workers do not have a training problem or that their training problem is any different from the carpenters or the auto mechanics. The fact is, I am afraid, that

outside of the crafts, labor and management have not gotten past the point of each blaming the other for the lack of a mutually beneficial joint program. One union may say it is not going to do anything because all the employers want is cheap labor, and the employers say that they are not going to do anything about it because it would mean more interference by the union in their business, and so nobody does anything about it. When the fact of the matter is that the problems and the fears of both sides can be negotiated away, as the craft unions have demonstrated.

### **Collective Bargaining and Training**

"This is the era of collective bargaining and joint labor-management undertaking. Gone is the day when the strike was the only way a labor union could win better conditions for its workers. Today the bargaining table has replaced the picket line. Labor and management do not have to necessarily be mortal enemies and generally they no longer are. Today economic action is employed only in rare cases. We, in apprenticeship, have seen negotiating committees, even during work stoppages, meet during the day in negotiation over a contract and wrangle over wages. We have seen the same representatives meet in the evening as members of a joint apprenticeship committee and adjust apprenticeship matters jointly and amicably, and then reconvene the next morning as members of the negotiating committee and continue to wrangle over wages and a contract. Working jointly and cooperatively in apprenticeship has taught and led labor unions and employers to work jointly in other matters, too.

"Ernest B. Webb, the Director of our Department of Industrial Relations, in an address in Fresno earlier this year, stated that the negotiation and establishment of welfare plans by labor and management would prove in the future the strongest single stabilizing influence in our industrial life. All areas of industrial relations are not controversial. Some, like welfare and training, are not; and whenever labor and management succeed in agreeing to work together and jointly, it will be a stabilizing influence.

"This State Federation, and many labor unions, have for some time and are still conducting research in economic conditions and trends, health and welfare plans, and legislation. Also, many unions have already won for their members benefits in the more pressing areas of wages, union security, welfare plans and the like. We can hardly say, however, that similar attention has been given or progress has been made in the negotiating of agreements on training. The climate these days may be just about right for labor and management to explore their on-job training problems. A business agent has, in the area of job training, the oppor-

tunity, in many cases, to be of great service to his members and to his industry.

"One other thing is generally overlooked, but I think is important to all of you. The apprentice is trained not only in his trade or job as he should be, but he receives invaluable training in trade unionism and citizenship and learns his duties and responsibilities as both. I hope to see this State Federation of Labor develop plans to increase its sound activity in the broad field of training on-the-job in the same manner that it has done to accomplish so much in the field of free public education for this country's children.

"We make the suggestion not only to the craft unions but to all union and management representatives, especially in those industries employing equipment operators like the operating engineers, truck drivers, those composed of culinary workers, laundry workers, equipment maintenance men, production workers, clothing workers, service workers and technicians.

### **Training to Increase Skills**

"You should explore the problem you may have with the training of not only new workers, but also of your present labor force. You may find some safety problems that training may help solve. You should explore enlarging or increasing the skills of all workers. Industry is more and more getting away from workers who can perform one or two jobs only—specialists and operators — and learning the hard way that training workers in more skills is the way to lower labor and production costs, more efficient production, and higher morale. One large manufacturing company that operates one plant in San Francisco and several others in the midwest and in the eastern part of the country has operated the San Francisco plant for years by training and employing all-around machinist journeymen. It has operated an apprentice training program in the San Francisco plant continuously since 1936. Until after the war, it operated its other plants in the other parts of the country under a job classification system under which they employed lathe hands, mill hands, grinders, and the like, each of whom operated one piece of equipment. The hourly wage rate, of course, paid in San Francisco to an all-around journeyman worker was higher than the hourly rate paid to the machine operators in the other plants. After the war when the union and the company started negotiating for a uniform contract for all of the plants of the company, the company took a close look at its operations and discovered that in San Francisco, despite the higher hourly rate of pay, the cost of manufacturing its machinery was lower. Its Personnel Manager (Edward J. Hibbert of American Can) has stated:

"We have now become such converts

that we are not only training apprentices in all our plants, but even taking old-time lathe hands, mill hands, etc., in our eastern shops and training them on other machine tools so that they may acquire the rating of journeyman."

### **"Lead Time" Factor**

"There is another problem that should be considered and that is what former Secretary of Labor Martin P. Durkin, General President of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry recently called 'lead time.' He pointed to the fact that long periods of time are required to take a fighting plane off the drawing boards, through the testing periods and then finally to the production and assembly lines. This 'lead time' factor is measured in terms of years before a plane is delivered. Mr. Durkin pointed up this same problem in training workers by saying '... has anyone thought of the necessary "lead time" to produce qualified journeymen? ... Yet the undeniable fact is that qualified journeymen do not "just happen." They are, as we know, the end product of years of training.' Mr. Durkin was reminding all of us that the day you need a trained worker is too late to start training him; that the time to have started training the worker you need today was some time ago, and the time to start training the trained workers you will need next year or the year after, is now.

"You know, there is another way that an industry's investment in training from the ground up pays off. Not all progress comes from the ideas and the inventions of the scientists and theorists. As a matter of fact, much of our progress has come from people who were thoroughly trained from the ground floor up, and who have come up with an idea for doing the work better or cheaper or faster.

"I have tried to suggest some of the benefits that can accrue, both to labor and to management, from an industry training program; and some of the problems such a training program can help solve. Labor unions and workers can no longer just think of their jobs and status today; they have to think about what is happening to their jobs, their union and their industry, and what they will be like tomorrow. All employers, as so many are beginning to realize, must recognize that while they compete with each other for business, there are some things in which they must work together, or some of them will not be able tomorrow to compete for business. We are growing and changing so fast, new methods and materials are being developed so rapidly, that training has to be a continuous daily activity.

"You may think your difficulties and obstacles in organizing a training program in your industry are insurmountable, but

they are not, as others have found. If you explore the problem, you will find that some employers and workers are already in favor of it. Start with them. Start with anything and anyone you can, even if it is one employer. You will find it will grow and spread. Start anywhere you can, but start.

"Another thing—you will not be alone. If you have a problem of getting technical instruction relating to an occupation in your industry, go see the high school or junior college in your community. If it is not already giving the instruction in its adult education or trade extension program, you will find in most cases that if you can gather about 15 people together who are interested in the course, the school can arrange to offer it. Local schools and local offices of the Department of Employment have testing and counselling services which are at your disposal. Our colleges and universities also have extension courses which they offer in all kinds of fields.

"Our own Division of Apprenticeship Standards and the Bureau of Apprenticeship of the U. S. Department of Labor have field staffs located in some twenty cities in California. They are there to assist you in advising, negotiating, planning, organizing and operating a job training program to fit your needs.

"Whatever your job training problem may be, whether it's small or big, whether it is in a skilled craft or not, whether it is a long-range program or a short one, whether it is a problem of training on-the-job or in school or both, whether you merely need technical advice or help in negotiating and organizing a program, at least one of us, either our own division or the Federal Bureau of Apprenticeship, or your local schools can help you.

"Ladies and gentleman, I am about to the end of the trail. I do want to offer the services of our own division and point out to you that we have cooperative groups set up to work out your problems with you. We have consultants in 20 cities in California. You have only to call on them, not only in the skilled crafts but in any other occupations. We will try to be of help to you wherever we can.

"Chairman Pitts, this is my first opportunity in 20 years as a member of labor to appear before this group. I am deeply appreciative of your invitation, and I certainly hope that I will get a chance to come back again."

#### Report of Committee on Resolutions

Chairman Small of the Committee on Resolutions reported for the committee, as follows:

#### Policy Statement V Social Security

(a) The Federation reaffirms its gen-

eral social security and social welfare goals in state legislation as set forth in the 1954 policy statements, but will not elaborate on them until the next convention because 1956 is not a state legislative year.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The federal old age and survivors' insurance program should be further liberalized to increase benefits, provide disability benefits for workers forced to retire before the age of 65, lower the retirement age of women to 60, and to extend coverage in accordance with the over-all liberalization program of the national AFL.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Resolution No. 19—"Retirement Liberalization."

The committee report:

"The subject matter of this resolution is concerned with the problem of the post office clerks' retirement program and certain legislative reports dealing with it.

"Aside from the fact that the entire Kaplan Report was not available to the committee for its consideration and review, certain of the items mentioned in the Resolved, namely, compulsory retirement and tax exempt annuities, are inconsistent with the position previously adopted by this Federation in regard to them. Furthermore, your committee is convinced that other recommendations are not actuarially sound.

"Your committee, therefore, recommends non-concurrence in **Resolution No. 19.**"

The committee's recommendation was adopted.

#### Resolution No. 51—"Reduce Social Security Eligibility to Age 60."

The committee report:

"The subject matter of this resolution is concerned with the reduction of eligibility age for old age and survivors' insurance to 60 years.

"While your committee is sympathetic to the recommended change and believes that it is ultimately desirable, your committee directs the attention of the delegates to **Policy Statement V (b)**, and believes that the objectives in that statement are more pressing and immediate in nature.

"Your committee accordingly believes that the suggestion of the reduction to age 60 at this time is inopportune until the other liberalizations in **Policy Statement V (b)**, are attained, and accordingly

recommends that **Resolution No. 51** be filed."

The committee's recommendation was adopted.

**Resolution No. 177**—"Endorse Passage of Social Security Amendments in HR 7225."

The committee report:

"The subject matter of this resolution is concerned with improvements in the social security program which are consistent with the policy statement.

"Your committee accordingly recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 191** — "Social Security Coverage for Person Employed by Son."

The committee report:

"The subject matter of this resolution is concerned with the extension of social security coverage for the limited purpose of individuals being employed by their sons.

"**Policy Statement V (b)** calls for full extension of coverage and more adequately covers this subject matter.

"Accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

(c) Organized labor reaffirms its position in support of a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 121**—"National Health Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 111** — "Group Medical Practice and Preventive Medicine."

The committee report:

"As interpreted by your committee, **Resolution No. 111** proposes that group medical practices programs be considered together with other existing programs in order that the particular individual unions can resolve at their various levels what is most desirable and effective for their group in the field of so-called health insurance.

"Your committee, however, does not construe this resolution as proposing that any particular one of these methods is per se the best from a statewide standpoint since your committee firmly believes

that this is a matter for resolution by the individual unions since they are more familiar with their particular problems.

"Your committee accordingly recommends that the Resolved be amended by striking in line six the words, 'in distinction to,' and inserting the words, 'as well as.'

"As so amended, your committee recommends concurrence in the resolution as interpreted by your committee."

The committee's recommendation was adopted.

(d) Labor remains unalterably opposed to President Eisenhower's pitifully inadequate "reinsurance" plan as a substitute for the bold type of program needed to solve the problems of financing the cost of medical care.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 46**—"Bargain for Free Choice of Doctor by Injured Workers."

The committee report:

"Your committee construes this resolution as providing for the negotiation by unions of individual free choice of doctor by employees suffering an industrial injury.

"In keeping with this interpretation, your committee accordingly recommends that the last Whereas be stricken and the following substituted for it:

Whereas, This tendency would be less pronounced and perhaps overcome if, as a result of negotiating a collective bargaining agreement, the union provided a free individual choice of doctor to its members who incur an industrial injury, particularly in cases requiring the services of a specialist; now therefore be it.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 47**—"Supplemental Income Insurance for Injured Workers."

The committee report:

"The subject matter of this resolution is concerned with the supplementation by insurance of the workmen's compensation benefit received by an injured worker.

"The historic position of the Federation has been that industry should provide adequate benefit payments for individuals suffering injuries as a result of their employment.

"Your committee accordingly believes that it cannot be assumed that adequate benefits cannot be provided under the existing law if constant and persistent efforts are maintained seeking their enactment.

"Your committee accordingly believes

that the adoption of this resolution at this time would be a premature admission of defeat and accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

### Policy Statement VI

#### Housing

(a) Present housing developments are failing to meet the nation's needs both in regard to the volume of construction and the price that can be afforded by families most in need of housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) To assure a sustained high level of housing construction, the nation's housing program must be expanded to provide for (1) annual construction of at least 200,000 low-rent public housing units, and (2) low-cost, long-term loans for rental and cooperative housing, and housing available for purchase by middle-income families.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 90** — "Support Public Housing"; **Resolution No. 136**—"Public Housing."

The committee report:

"The subject matter of these resolutions is similar, namely, support of public housing.

"Your committee recommends concurrence in **Resolution No. 136**, and further recommends that **Resolution No. 90** be filed, since it is already covered by **Resolution No. 136** and **Policy Statement VI**."

The committee's recommendation was adopted.

**Resolution No. 36**—"Prevailing Wage Rates for Demolition and Removal of Federal Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement VII

#### Education

(a) The improvement of salaries and working conditions of teachers sufficient to insure an adequate supply of qualified teachers is dependent upon their organization into bona fide unions.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 66**—"Fair Hearing for Probationary Teachers."

The committee report:

"The subject matter of this resolution is concerned with the discharge of a specific teacher who did not have tenure for alleged improper causes.

"While your committee reaffirms the historic position of the Federation in support of the proposition that probationary teachers should be discharged only for cause and after hearing, your committee believes that the charges set forth in this particular resolution are of such a nature as to require extensive investigation.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for study and action and that **Resolution No. 66** be filed."

After a brief discussion of the resolution by Delegate Henry Clarke (California Federation of Teachers), the committee's recommendation was adopted.

**Resolution No. 67**—"Fair Labor Practices in the Public Schools."

The committee report:

"Your committee recommends that the first Whereas be amended by inserting in the third line immediately prior to the word 'school,' the word, 'some,' and that the first Resolved be amended by inserting in line five, immediately prior to the word 'school,' the word, 'some.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 68**—"Assist Organization of Teachers."

The committee report:

"The subject matter of this resolution is concerned with the requirement that any teachers employed during the summer months in other craft work, as a result of which they are members of the craft during that period, should be compelled, as a condition of working during such summer period, to be a member of the AFL Teachers Union.

"Your committee is convinced that this is a direct invasion of the local autonomy of the local unions and is outside of the permitted area of action by this Federation.

"Your committee accordingly recommends non-concurrence."

Discussion ensued, during which a substitute resolution was offered by Delegate Doyne Lovelace (Teachers No. 1119, South San Francisco), which President Pitts declared he was unable to accept at that time.

The committee's recommendation on **Resolution No. 68** was adopted.

Following this action, on motion by Delegate Albert A. Aron (Post Office Clerks No. 64, Los Angeles), Delegate Lovelace was granted unanimous consent to introduce the resolution from Teachers No. 1119, South San Francisco. This resolution, No. 212 of the 1955 convention, appears on page 327.

(b) In opposition to the Eisenhower Administration's weak proposals and general policy of procrastination, the Federation reaffirms its position in support of urgency action by Congress to enact a substantial program for direct federal aid to education.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 117**—"Federal Aid to Education."

The committee report:

"Your committee recommends that the second 'Whereas' be stricken, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 156**—"Immediate Federal Aid to Local School Districts."

The committee report:

"Your committee recommends that the first 'Whereas' be amended by striking in line 3 the word 'informal' and inserting the word 'informed.'"

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

(c) Intensified activity on the part of local unions and labor councils in assuming a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society, remains an urgent necessity.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 118**—"Organized Labor and Public Education."

The committee report:

"The subject matter of this resolution is concerned with the alleged domination of the public schools by forces hostile to labor.

"It is the feeling of your committee that many of the allegations of this resolution are grossly inaccurate wherein they infer

that the conditions of the California schools have continued to deteriorate as far as domination by hostile groups are concerned. On the contrary, it is the opinion of your committee that the situation in California has consistently improved during the recent years.

"Your committee accordingly reaffirms the historic position of the Federation in opposition to domination of the school system by organizations hostile to labor, but because of the inaccuracies noted, recommends that this resolution be filed."

The committee's recommendation was adopted.

(d) Established Federation programs in the field of education should be continued. These include (1) the annual week-long labor institute, (2) the annual week-end labor press institute, and (3) the annual Federation scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 120**—"Federation to Increase Workers' Education Activities."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 199**—"Expand Federation Education Activities."

The committee report:

"The subject matter of this resolution is concerned with the expansion of the educational program of the State Federation of Labor.

"Since, in the opinion of your committee, this would involve extensive planning, establishment of procedures, and substantial expenditures of funds, the committee recommends that the matter be referred to the incoming Executive Council of the Federation for study and action, and that **Resolution No. 199** be filed."

The committee's recommendation was adopted.

**Resolution No. 178**—"Observance of Labor Day."

The committee report:

"The subject matter of this resolution is concerned with the proper observance of Labor Day.

"However, since your committee believes that the schools are themselves closed on Labor Day, the committee recommends that the first Resolved be stricken, and as so amended, recommends concurrence."



The committee's recommendation was adopted.

**Resolution No. 204**—"State To Observe Apprenticeship Standards."

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Policy Statement VIII Civil Rights**

(a) The Federation, while reaffirming its support for national FEPC legislation with enforcement powers, will continue to work cooperatively with the California Committee for Fair Employment Practices for the enactment of such legislation on the state level.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 147**—"Congratulate C. J. Haggerty for Role in Fair Employment Practices Campaign."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 149**—"Support Fair Employment Practices Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 194**—"Bargain for Fair Employment Practices."

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The Federation urges full cooperation with the Government Contracts Committee to eliminate job discrimination by companies holding government contracts.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 38**—"Increase Funds for President's Committee on Government Contracts."

The committee report:

"The subject matter of this resolution is concerned with the President's Committee on Government Contracts.

"Your committee believes, however, that the statements contained in the resolution, such as that in the second Whereas, indicating that every government contract contains the non-discriminatory clause,

are inaccurate and that the subject matter is more adequately covered in **Policy Statement VIII (b)**, and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

(c) The Federation gives full support to the national AFL's demands that an impartial commission be created, with labor representation, to make a thorough review of the nation's security program before legislation dealing with security in defense plants is enacted.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 3**—"Complete Integration in Government Employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 146**—"Pledge Support to Eliminate Racial Discrimination in City and Local Governments."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 59**—"Support Integration in Los Angeles Fire Department"; **Resolution No. 131**—"Integration of the Los Angeles Fire Department."

The committee report:

"The subject matter of these resolutions is similar, namely, the integration of personnel in the Los Angeles Fire Department.

"Your committee reaffirms the historic position of the Federation in support of civil rights and, particularly, freedom from discrimination in all areas of employment.

"Your committee further recommends that **Resolution No. 59** be amended by striking the last line of the second 'Resolved' and the entire third 'Resolved' and inserting the word 'department.'

"As so amended, your committee recommends concurrence in **Resolution No. 59**, and further recommends that **Resolution No. 131** be filed."

After a brief discussion, the committee's recommendation was adopted.

**Resolution No. 48**—"No Interference with Internal Affairs of Local Unions."

The committee report:

"The subject matter of this resolution is concerned with a prohibition of any interference with the internal affairs of an individual local by outside organizations, and states that any resolution coming before the convention involving this

matter must be rejected by the Resolutions Committee.

"The members of your committee desire to point out that recommendations already made to you during the course of this convention and acted upon favorably by this convention, have established the principle that your committee and the convention are anxiously safeguarding the local autonomy of the individual unions.

"On the other hand, however, there are many matters which may affect the internal affairs of individual unions but which are concerned not with autonomy as such, but rather with an attitude on the part of these individual unions to refuse to comply with the statewide policy adopted on matters of fundamental rights

by your Federation and its convention.

"Your committee is convinced that on such matters as civil rights and in particular, freedom from discrimination in employment, the question presented is not one of autonomy in any sense of the word.

"Your committee accordingly, because of its understanding of the purposes of this resolution, recommends non-concurrence."

After a short discussion, the committee's recommendation was adopted.

#### Recess

The convention thereupon recessed, to reconvene at 2:00 p.m.

### THURSDAY AFTERNOON SESSION

The convention was called to order at 2:10 p.m. by President Pitts.

#### THOMAS H. RYAN

##### Director of Labor Relations, Public Housing Administration

President Pitts introduced Thomas H. Ryan, Director of Labor Relations for the Public Housing Administration, who acknowledged the introduction and then placed his prepared speech into the record. This speech is as follows:

"To a man who late last month almost froze to death in San Francisco, who has recently had his eyeballs seared by Los Angeles smog, holding this convention in San Diego is but a further demonstration of the high intelligence that marks the California Federation of Labor. As a card-carrying bricklayer for 29 years, I am always happy to be with union men. I am doubly happy that our host, John Quimby, has such a year-around supply of sunshine, blue skies, and delightful weather with which to entertain us.

#### New Public Housing Bill

"I am expected to talk to you about public housing. If I talked about anything else there would be some doubt as to why I was up in this rarified atmosphere. However, until this last week, there was some doubt as to whether or not I would have a topic. The President was still ruminating on the wisdom of signing the bill. He finally did.

"That means that there will be 45,000 additional public housing units added to a backlog of roughly 55,000 units which we now have under contract but not yet under construction. To labor that means a minimum total of a quarter of a billion dollars for on-site wages alone. Wherever that is paid, labor will welcome it. I imagine, however, you would like to see

a little more of it on the West Coast. So would we—in those places that need and desire it.

"I have indicated a reluctance on the part of the President to sign the housing bill. He, and my boss, Public Housing Commissioner Charles E. Slusser, had hopes of a two-year program and 25,000 additional units which would have taken the program out of the political arena. That would also have meant around \$75,000,000 for on-site wages to labor. Perhaps a bird in the hand is worth two in the bush, and on that basis we who have supported public housing through the bitter years should be grateful for the 45,000 units which we do have. Commissioner Slusser, however, is an optimist, a realist, and a fighter all rolled into one. Consequently, when his recommended program made economic sense, he saw no reason for compromising his principles. He knew he could do a better job for public housing with a two-year program that would stop the feast and famine life for public housing, stop the spread of blight, and speed the removal of our slums. He also knew that 45,000 units is not the answer to the needs of this nation, and he was concerned with the need to rebuild much of the physical plant of our cities now going neglected. As a former mayor he is acutely aware of such things.

"On the theory that there was not enough at stake to hold up the entire housing industry, the bill was signed. We are, of course, happy to have what we do. And, looking back two or three years, if we are honest, we who are in public housing must admit that what we received this session is much more than was expected then.

"To that, many things have contributed. The contribution of many members of this organization has been important. That of your secretary, Neil Haggerty, has

been tremendous. Words to describe what he has done for public housing nationally and locally would hardly be adequate. Those of us in public housing know, however, Neil, and I might say we are, and will be eternally grateful.

### Commissioner Slusser

"I would like, also, to say a word about my present boss, Public Housing Commissioner Charles E. Slusser, and the work that he has done. I might add that this is done without thought of currying favor. I think that the work I can do for public housing as a member of its immediate family is largely finished and that the time is about nigh when I should return to the labor movement proper for further service there. So as a sort of an early public housing swan song, I would like to try to tell you what he has meant to public housing.

"He has been for us a champion such as we have not had in public housing's official family in some time. I say that, having been a long time member of that family and one who has esteemed many Public Housing Commissioners.

"Mr. Slusser has not just been for public housing. He has spoken up for it and handsomely. Nothing has scared him and enemies of the program have not gotten away with one false charge that came to his notice during his term of office. He has refuted false propaganda with facts, and better than that, he has put, most articulately, the case for public housing. Since he has been fighting for something for which we took a stand, I think you can well say that he has been fighting for you also.

"This I know of my own knowledge—he has backed up our labor relations department unreservedly, and there have been times when for any other Commissioner it would have been difficult to do so. I am happy to assert that I do not think there was a time when we were out of line, but at the same time he has made short work of opponents of our labor relations operations. This is a man who can appreciate labor's problems because he has known them first hand. We are lucky to have him.

"Speaking frankly, and I always have, I would like to see Commissioner Slusser backed more strongly when he next takes his public housing program to Congress. I don't have to ask for greater support from the California Federation of Labor. Nobody in the labor movement has given more support, kept himself and the organization more informed than has Neil Haggerty. But at the same time I would like to see the International organization take on a bigger role in supporting the cause of public housing.

"As I have pointed out, the present backlog of contracts of the Public Housing Administration means roughly a quarter of a billion dollars in salaries to la-

bor. That is a quarter of a billion dollars which we would not otherwise have. So we do have a stake of some size in the public housing program. This is particularly true of the construction trades of which I have the honor of being a long time member.

### Labor's Interest in Public Housing

"Labor's interest in public housing goes back at least two decades. The AF of L was active in 1935 when the first low-rent public housing bill was introduced into Congress. Two years later, labor's work was crowned with success with the passage of the original United States Housing Act of 1937. But labor was not content with the enactment of legislation. It took the lead in many communities to secure the creation of local housing authorities, assuring low-rent public housing for the ill-housed. It has since followed through with unpaid personal services on housing authorities, where men like Al Mailloux of San Francisco have made great social service records.

"The AF of L was also active during the 1944 legislative campaign to obtain a comprehensive postwar housing program. The housing bill finally passed by Congress in 1949 was due in no small measure to its considerable efforts.

"Labor has always made efforts to secure decent housing for the nation's low income families. True, it has not meant homes for us personally, because today's labor income has taken many of us beyond the determining factor for admission to low-rent public housing. I do not think, however, that we should take a completely detached attitude of self-interest.

"We must not forget that there are still a substantial number of working men and women and their families who are unable to find decent accommodations within their means. Low-rent public housing has given and will continue to give many of them their first opportunity to live as Americans should—in decent, safe and sanitary homes.

"The fact that we have low-rent public housing legislation on the books and a fighting Public Housing Commissioner in Washington, D.C., does not mean that labor can sit back and relax. You must be alert to your responsibilities to the thousands of families still living in quarters ripe for wrecking crews.

"I found 12 representatives of organized labor serving as housing authority commissioners in California. The local housing authority is the group responsible for the initiation, planning, building and operating of low-rent public housing. Without a housing authority, you can't have low-rent housing. The federal government does not come into your community and determine that you need public housing. You've got to make that determination yourselves.

"In most cases, local architects prepare the building designs, but in any event, the architects are selected by the local housing authority. Finally, local labor helps to build the projects. When the buildings are ready for tenants—local families—eligible low income families—move in, and the project is owned and managed by the local housing authority. The housing belongs to the community, just as its parks, streets, fire trucks and all public property.

"So you as representatives of organized labor, should have more than a casual interest in the low-rent public housing in your community. If you serve on a local housing authority, give it all the time and effort you can spare. True, housing commissioners are not paid. Their reward is a permanent community asset in the form of a completed and lived-in public housing project. They are also repaid by the knowledge that labor contributed considerably toward its creation.

#### **Public Housing for Senior Citizens**

"Before I leave you, I would like to talk for a moment on the problem of housing for our senior citizens—a problem that is receiving ever-increasing public attention. Commissioner Slusser is aware of the importance of this, and within the limits of present legislation PHA is giving technical assistance and advice to housing authorities who are setting aside some of their low-rent accommodations for elderly people.

"At the present, elderly families are admitted to low-rent public housing on the same basis as other low-income families. They have the same preference if displaced by public slum clearance activities, and have the same veteran's preference as other families.

"Single persons, regardless of age, cannot be admitted to public housing under the present provisions of law. However, if there is one person surviving out of a family previously admitted, that person is permitted to continue in low-rent housing.

"In 1953, six per cent of all families admitted to low-rent housing had heads of families who were 65 years of age or over.

"The best picture of the extent to which public housing aids elderly persons is shown by those actually living in the projects. In 1953, 10 per cent of all families had heads 65 years of age or over. Of these families, almost 18 per cent were single persons—survivors of families previously admitted—62.3 per cent consisted of two adults with no children, while other types of elderly families accounted for the remaining 20.1 per cent.

"The income of elderly families is very much lower than that of other families in public housing. In 1953, single elderly per-

sons had incomes averaging only \$766, families consisting of two adults but no minors had average incomes of \$1548.

"Only 17.2 per cent of elderly families were living wholly on their own resources. There were 52.7 per cent of these families on relief, while 30.1 per cent were receiving public benefits such as old-age or survivors' insurance.

"The point I would like to make by all this is a simple one—we are taking care of a great number of our senior citizens through public housing. We will continue to do so to the great betterment of this nation and its social conscience.

"In these few short minutes I have tried to explain to you a little of our hopes, our operations, and our plans for the future. I have also tried to tell you about some of the people who are working night and day to make these hopes, operations, and plans possible and why it is important to labor to continue and augment its support of our program. You have been a tower of strength in our behalf and we would like to have you continue to build upward."

#### **DANIEL V. FLANAGAN**

##### **Western Director, American Federation of Labor**

President Pitts introduced Daniel V. Flanagan, Western Director of Organization for the American Federation of Labor, who spoke as follows:

"Chairman Tommy, Secretary Neil, delegates and friends. As you know, President Meany of the American Federation of Labor upheld the great prestige of our national organization on opening day. That plus the fact that you people have a full agenda of business ahead of you yet causes me to restrict my remarks to one or two minutes. With that in mind, I thought it might be well, even though the subject of the Miami Beach strike situation has been thoroughly discussed here in the previous days of our convention, to point out to you a couple of initial actions being taken by the national headquarters of the American Federation of Labor itself.

"Just recently President Meany, on a nationwide radio broadcast, gave all-out support of this completely worthy cause in Miami Beach to our striking brothers and sisters, and also gave full condemnation to the Hotel Employers Association down there that is trying to continue to place the shackles on workers of that area. In addition to that, the national office of the AF of L has requested the full support of all of the central labor councils throughout the United States in developing a publicity program and other activities, with the hope that very soon we will have a victory in that fight.

"All of us know that for many years past the southern states section of our na-

tion has been the weak link in the chain of organized labor. However, in recent months there has been a very definite trend for good. Organized labor is finally developing some muscle in that very vital area of our country. The telephone industry had a big strike put on by the CIO communications unions that lasted for several weeks but ended in a victory for organized labor. At about the same time there was a strike of our AF of L unions in the railroad industry in the South. That was a vicious, rough-and-tumble affair. And again the AF of L organized labor, came out on top.

"This is the third situation. As they say in baseball, 'three strikes and you are out.' The first two strikes we have won. If we win this one, then organized labor opposition will be out of existence, or at least on the way out.

"And so I think that all of us should go back to our respective areas and give full support to our central labor councils in their program of help to the culinary workers in the Miami Beach area who have been on strike now for over four months.

"In connection with the central bodies, I would like to refresh your memory. I have said the same thing on previous occasions, but I would like to reemphasize the necessity for affiliation with the central labor councils.

"I realize, as all of us do, that personalities get into things once in a while in a few political divisions, or maybe you want to save a few pennies' tax. But I think, basically and fundamentally, the founding fathers of the American Federation of Labor set up central labor councils for the special purpose of coordinating the strength of organized labor in those areas. That is basic and fundamental, and all of us should be big enough as trade unionists to know that and to realize that, and see to it that our local unions affiliate with the central labor councils.

"As an extra incentive, we should affiliate and get our central labor councils at full strength. Because, as all of you know, by the end of this year the AF of L and the CIO will be merged into one, and then all of the CIO officials will be coming into the central labor councils. So if we have our central organizations at full strength and operating at top efficiency with our AF of L unions, then the CIO locals can come in in a very smooth way.

"Finally, I would like to say this: Our organizers out here in California have as their big job, as their title shows, the organizing of new members into the AF of L for the different affiliated unions of our great organizations. We have an office in Los Angeles. Tom Randall and Irving Carey work out of there. We have an office in Fresno, or at least we use the central labor council office in Fresno. We have Johnny Owens working there for

the Central Valley. Gene deCristoforo works out of the central body out of Oakland and handles the Bay Area. Then our regional office is in San Francisco.

"So if any of your organizations have organizing programs or problems that you feel are problems where we can be of help, that is our business and we want to give you all the help we can.

"In closing, I want to thank Tommy and Neil for their kindness in inviting me here year after year to say a few words to the boys and to the girls."

### **NATHANIEL S. COLLEY**

#### **National Association for the Advancement of Colored People**

President Pitts presented Nathaniel S. Colley of the National Association for the Advancement of Colored People, who addressed the convention, as follows:

"Mr. Pitts, distinguished guests and delegates. When I was requested to speak I was asked what thing in particular I would like to have said. So I quickly added 'Tell them I am a member of the Sacramento Chamber of Commerce.' Because I was afraid that unless I brought that out, there might not be a speaker here from the Sacramento Chamber of Commerce. I don't know how active I am, but I am a member just the same.

"We regret that our Regional Secretary-Counsel, Franklin H. Williams, could not appear personally to bring greetings from the National Association for the Advancement of Colored People. At first it was thought that he would simply wire his greetings and regrets, but upon reflection it was decided that someone should appear in person for an occasion as important as this. We felt that the cause of the American Federation of Labor and that of the National Association for the Advancement of Colored People had too much in common for us to ever pass up an opportunity to come in and share our hopes and aspirations with you, learn from you, and if we may say, give you the benefit of our thinking and experience in our field of special competence.

#### **Georgia Teacher Blacklist**

"Many of you, I am certain, soberly reflected upon your past experiences as labor leaders when you learned through radio and press that the state of Georgia proposes to revoke for life the license of any teacher who is a member of the NAACP and does not resign at once. This is certainly reminiscent of the union-busting days when union members were blacklisted. The dishonest, selfish and undemocratic blacklist did not destroy trade unionism, and let us assure you that the teacher blacklist of the Georgia bigots will not destroy the NAACP. Just as Samuel Gompers, William Green and oth-

ers of the illustrious predecessors of your present leadership found in the blacklist and lockout a challenge to build strong unions which could use their political influence to outlaw such incidents of economic slavery, our leadership in the NAACP will find in the present repressive measures in Georgia a challenge to redouble their efforts to 'nationalize' democracy by cleansing every section of our nation of the blight of racial bigotry.

### **Segregation in Schools and Housing**

"We must not assume, however, that racial bigotry is a product which thrives exclusively on the red clays of Dixie. Much of it flourishes in the beautiful California sunshine. For instance, we still have Jim Crow schools in Imperial County. Rather than voluntarily give up their unlawful system of racial segregation, the El Centro School Board suffered itself to be sued. They are now wasting thousands of dollars of taxpayers' money defending racial segregation.

"In the field of housing, racial segregation is still the rule. Practically all of the new subdivisions constructed with money guaranteed by the FHA exclude Negroes from occupancy. Negroes are forced into ghettos by real estate brokers who, professing to be experts in race relations, claim that Negroes want to live among their own people. As Thurgood Marshal once observed, this is true. We want to live among our own people—American people, that is—in the true democratic tradition, without regard to race, color or creed.

"While this is no longer the problem it once was, the fact remains that there is much room for improvement within our own ranks and within yours also. There are still some labor unions which either exclude Negroes or discourage their participation. One incident in my personal experience illustrates the folly of such a policy.

"I wrote this out, but after I got down here and saw so many people from Sacramento I scratched it out three times and then decided to say it, anyway. First of all, it is the truth; and second of all, I think it is well enough known by those who know me that our friendship with organized labor is such that nothing could be taken from what we say to mean anything but that true leaders of organized labor want to make democracy work as much as anybody else.

"Now I am going to tell the personal story.

"I arrived in Sacramento in 1948 fresh out of law school, full of ambition, looking for a case. A young man stumbled into my office before the office was completed and he said to me, 'I have got a grievance.'

"I said, 'What is it?'

"He said, 'I'm a member of a craft'—

I won't specify the craft, but if anybody wants to know I can tell you—and I have been paying permit money to work, and I want to join the union and I can't seem to get in for love or money.'

"So certainly this appeared to me to be wrong. So I said, 'All right. We'll sue them.'

"So the first lawsuit I ever filed in my life was a lawsuit against a union to compel them to take in the man whom we thought they were keeping out because of his race.

"Well, I got into a hornet's nest. First of all, the union had a lot more money than my client or myself had. They hired a lawyer, and I understand they paid \$2,000 in fees to keep this member out of the union. The lawyer was very successful. He did keep him out. But something happened in the process. This lawsuit ran for two years without being decided one way or the other.

"Then my client came to me one day and said, 'Well, you know, Mr. Colley, I am tired of waiting for this thing. Why can't I take an examination and get a contractor's license? How much money will it take?'

"I said, 'I don't know. Let's look into it.'

"So he took the examination and passed it the first time with flying colors and became a contractor.

"Well, he has been doing very well by himself. And the coup de grace, so to speak, is this: Last year that union had an election and for reasons of their own they put the business agent out of office and got a new business agent.

"The old business agent, who had worked so hard to keep my client out of the union, went back to his old craft. And where was his first job? He was dispatched from the union hall to work for this Negro contractor.

"When the contractor came to tell me about it he said, 'You know, the greatest thrill of my life has come to me.'

"I asked, 'What is that?'

"He said, 'I signed that guy's paycheck, and he's the guy that kept me out of the union. I signed it with the greatest of pleasure, because that's the biggest favor he ever could have done. I would still have been working for other people, and now I have them working for me, and I sort of like it.'

### **AFL-NAACP Cooperation**

"There is much that the American Federation of Labor and the NAACP can do for each other. We can help you prevent the use of unorganized Negroes as strikebreakers. This was illustrated at Norwalk, Connecticut, last year when the United Hatters, Cap and Millinery Workers, AFL, found itself faced with the use of unorganized Negroes as strikebreakers. The National office of the NAACP, to-

gether with the Bridgeport and Norwalk Branches, held meetings with the strike-breakers and even went into their homes to urge them to leave the plants until the strike was settled. This effort was so successful that the union leadership publicly thanked the NAACP for its cooperation and assistance.

"We can help you in the fight against 'right-to-work laws.' Only recently some of our leaders were approached by the union-hating right-to-work crowd with a proposal to guarantee every person the so-called right-to-work without regard to union membership or lack of it, and without regard to race, color or creed. We took the proposal as an insult to our intelligence. We want FEP legislation, but not at the expense of the hard-won gains of organized labor. We want to get FEP with the support of organized labor, and judging by the cooperation given us by your leadership in the past, we will get it sooner than the bigots would like to believe.

"You can help us in our program of equality of opportunity for all citizens, without regard to race, creed or color, by joining our fight for integrated public schools in Imperial County, California. You can help us to secure decent housing and jobs. You can help us by seeing to it that your unions do not discriminate because of race, color or creed.

"Let me say on behalf of the National Association for the Advancement of Colored People that we stand ready to cooperate with you and with any union which works to advance the cause of all workers without regard to race, color or creed. But, by the same token, let me also say that we stand ready to fight tooth and nail, without giving any ground whatsoever, any union, any employer or anybody else on the face of the earth or below the earth or above it, who advocates racial discrimination and racial segregation.

"We believe, our friends in organized labor, that we have chosen to cast our lot with you. We realize that by working together we can all grow stronger in the process.

"May God bless you in your endeavors. Long live trade unionism!"

#### Report of Committee on Resolutions

Chairman Small of the Committee on Resolutions reported for the committee, as follows:

**Resolution No. 124**—"Reaffirm Support of NAACP"; **Resolution No. 148**—"Support NAACP."

The committee report:

"The subject matter of these resolutions is similar, namely, commendation of the NAACP.

"Your committee recommends concurrence in **Resolution No. 124** and recom-

mends that **Resolution No. 148** be filed."

The committee's recommendation was adopted.

#### Reconsideration of Resolution No. 19

A motion to consider **Resolution No. 19** was made by Delegate John O'Connor (Post Office Clerks No. 78, Oakland).

Lengthy debate ensued, at the end of which the convention voted to reconsider the resolution.

A motion by Delegate Pat Somerset (Screen Actors Guild, Hollywood) to refer **Resolution No. 19** to the incoming Executive Council, with full power to act, was then adopted by the convention.

**Resolution No. 138** — "Federal Civil Rights Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 119**—"Action to Halt Segregated Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 133**—"U. S. Security Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 122**—"Amend McCarran-Walter Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 145**—"Community Relations Programs."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 125**—"Commend Community Service Organizations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 126**—"Commend the Urban League."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 129**—"Commend Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Message From President Miller  
of Culinary Workers**

Delegate M. R. Callahan (Bartenders No. 686, Long Beach) brought a message to the convention from President L. S. Miller of the International Union of Culinary Workers, Bartenders and Hotel Service Employees, in the following words:

"I rise at this time to extend to the officers of this Federation and the delegates assembled here the personal thanks of our general President, L. S. Miller. I talked to him this morning and told him what was done here yesterday by the assembled delegates: how, with the permission of the chair, the delegates assembled here in San Diego wrote over one thousand letters to the National Commander of The American Legion asking him to switch the national convention from the city where a strike situation exists among the workers of our International Union to a city that has fair conditions.

"I want to assure you that if our general President was here that he would be on the floor at this moment to thank each and every delegate here.

"I know that the officers and the delegates of this convention have the personal thanks of some 200 culinary delegates who are present here today and appreciate the time and effort that you delegates have extended to us.

"I also wish to thank Dan Flanagan, Regional Director of the AFL, for his remarks on the Miami dispute and for the offer of the support of his office in bringing about a settlement of the dispute that exists today in Miami Beach, Florida."

**H. J. SOUTER**

**Research Director, Australian Council  
of Trade Unions**

President Pitts introduced H. J. Souter, Research Director of the Australian Council of Trade Unions, who briefly greeted the convention, as follows:

"Mr. President, Executive Officers, delegates and guests. I appreciate this opportunity of your welcome, and I regard the invitation and the reception as a tribute to the Australian trade union movement, whom I am representing in a tour of the United States studying industrial relations.

"I wish your convention every success. I am rather surprised at the numerical strength of the convention, and somewhat also surprised at the passive manner in

which you conduct your business. We have somewhat more stormy sessions down there.

"I wish you success."

**Report of Committee on Resolutions**

Chairman Small resumed the report for the Committee on Resolutions, as follows:

**Policy Statement IX**

**Agricultural Labor**

(a) The Federation will continue to press for the extension of the benefits of social legislation enacted in the past 20 years to agricultural workers, while working cooperatively with other organizations and governmental agencies toward the solution of the total agricultural labor problem.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 166**—"Federation to Aid Organization of Agricultural Workers."

The committee report:

"Your committee recommends that the fourth Whereas be amended by inserting before the word 'agricultural' the word 'some.'

"Your committee further recommends that the 'Resolved' be amended by striking in line 9 the semi-colon and the words 'that this State Committee,' and inserting the word 'and.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

(b) Organized labor, while pressing for the complete elimination of "wetback" traffic, insists upon modification of the contract national program to prevent its further degeneration into an outright program for the legalization of "wetback" labor under Administration policies.

The committee report:

"Your committee recommends concurrence, with the addition of the following statement:

"Since the writing and adoption of this Statement of Policy by the Executive Council, the Mexican labor program under the Eisenhower Administration has in fact become a program for the legalization of 'wetback' labor.

"By order of General Swing, Commissioner of the U. S. Immigration and Naturalization Service, a new system has been established and put into operation for the issuance of identification cards to Mexican nationals who have satisfactorily completed work contracts in this country. A mere showing of such a card at the border permits unrestricted entry into



the United States by the holder, thereby opening the border to the mass of Mexican workers, encouraged to migrate toward border recruiting centers by the new open door policy.

"This action, taken unilaterally by the United States, is in direct violation of the letter and spirit of the international agreement with Mexico, as well as Public Law 78 under which importation has been authorized by Congress. The result has been a complete breakdown of the already inadequate controls over the contract national program, as administered by the Bureau of Employment Security of the Department of Labor. The corporate farmers, on the other hand, have been given a virtual unlimited supply of cheap labor for exploitation to the detriment of domestic farm workers.

"Your committee believes that President Eisenhower should be held personally responsible for the chaotic conditions which have developed as the result of the indefensible action taken by his appointee in charge of the Immigration and Naturalization Service. We therefore recommend that this convention go on record as demanding that corrective action be taken immediately."

The committee's recommendation was adopted.

**Resolution No. 172—"Enforce Public Law No. 78 to Give Employment Preference to Domestic Workers."**

The committee report:

"Your committee recommends that the third Whereas be amended by striking in lines 8 and 9 the words 'refuse to enforce' and inserting the words, 'been lax in enforcement.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 173—"Sanitary Facilities in the Fields for Contract Nationals."**

The committee report:

"Your committee recommends that the Resolved be amended by inserting in line 4 after the word 'corrected' a period, and striking the remainder of the Resolved.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

#### Policy Statement X

##### Water and Power

(a) The Federation reaffirms its support of full and integrated development of California's water resources under the terms of our reclamation law.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The Federation supports the activities of the newly organized California Water and Power Users Association established to advance and protect the interests of the general public in the development of our water and power resources.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 132—"Disapprove Administration's Public Power Policy."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 14—"Union Recognition for Postal Employees"; Resolution No. 18—"Personnel Management Relations."**

The committee report:

"The subject matter of these resolutions is similar, namely, the recognition of the right of postal employees to organize.

"Your committee recommends that **Resolution No. 14** be amended by inserting in line 5 of the first Resolved after the word 'form' a period, and striking the remainder of the resolution.

"As so amended, your committee recommends concurrence in **Resolution No. 14**, and further recommends that **Resolution No. 18** be filed."

The following additional Resolved to **Resolution No. 14**, proposed by Delegate John W. MacKay (Post Office Clerks No. 64, Los Angeles), was included in the report when the committee's recommendation was adopted:

Resolved, That copies of this resolution be directed to the members of the California Congressional delegation.

**Resolution No. 13—"Seniority by Law for Postal Employees"; Resolution No. 23—"Seniority by Law."**

The committee report:

"The subject matter of these resolutions is similar, namely, the protection of seniority of post office clerks by law.

"Your committee recommends that **Resolution No. 13** be amended by inserting in the first Resolved in line 4, after the word 'law,' the words 'in the postal service.'

"As so amended, your committee recommends concurrence in **Resolution No. 13**, and further recommends that **Resolution No. 23** be filed."

The committee's recommendation was adopted.

**Resolution No. 15—"35-Hour Work-Week for Postal Employees"; Resolution No. 20—"Time and One-Half for Substitutes"; Resolution No. 21—"Compensa-**

tory Time"; **Resolution No. 22**—"8 in 8-Hour Work-Day in Postal Service"; **Resolution No. 31**—"35-Hour Work Week."

The committee report:

"The subject matter of these resolutions is similar, namely, working conditions of postal employees.

"Your committee recommends that **Resolution No. 31** be amended by striking the last line of the first Resolved and the entire second Resolved, and inserting instead the word 'employees.'

"As so amended, your committee recommends concurrence in **Resolution No. 31**, and further recommends that **Resolutions Nos. 15, 20, 21, and 22** be filed."

The committee's recommendation was adopted.

**Resolution No. 24**—"National Policy on Grievances."

The committee report:

"The subject matter of this resolution is concerned with the handling of grievances of post office clerks with the Post Office Department.

"Your committee believes that the contents of the resolution require more extensive study than can be devoted to it by your committee during this convention, and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for study and action, and that **Resolution No. 24** be filed."

The committee's recommendation was adopted.

**Resolution No. 28**—"Dissemination of Propaganda."

The committee report:

"The subject matter of this resolution is concerned with dissemination of propaganda by certain organs of the Post Office Department.

"Your committee believes that the contents of the resolution require more extensive study than can be devoted to it by your committee during this convention, and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for study and action, and that **Resolution No. 28** be filed."

The committee's recommendation was adopted.

**Resolution No. 29** — "Postal Congressional Policy—Continuation of Service Principle."

The committee report:

"The subject matter of this resolution is concerned fundamentally with the establishment of a principle that the Post Office Department should not be a self-supporting institution.

"The Federation, historically in the past, has taken a position opposing the inequities that exist in the present postal rates

whereby newspapers and other business enterprises are permitted the use of the facilities of the post office without any adequate charge being assessed against them for those services.

"The Federation has asserted in the past that if such charges were made, the Post Office Department could be operated on a financially sound basis.

"Accordingly, in view of the inconsistency between **Resolution No. 29** and the past position of the Federation, which your committee reaffirms, your committee recommends that **Resolution No. 29** be filed."

Debate ensued, at the conclusion of which the committee's recommendation was adopted.

A call for a division by Delegate John W. MacKay (Post Office Clerks No. 64, Los Angeles), later changed to an appeal of the decision of the Chair, was lost.

Following this, the following delegates asked to be recorded as voting against the committee's recommendation:

Aage Petersen (Boilermakers No. 92, Los Angeles).

John O'Connor (Post Office Clerks No. 78, Oakland).

Robert C. Ryan (Post Office Clerks No. 2, San Francisco).

John W. MacKay (Post Office Clerks No. 64, Los Angeles).

Robert Sanders (California Federation of Post Office Clerks, Huntington Park).

Henry F. Clayborn (Post Office Clerks No. 78, Oakland).

Marvin T. Bryant (Boilermakers No. 92, Los Angeles).

Albert A. Aron (Post Office Clerks No. 64, Los Angeles).

**Resolution No. 26**—"Protest Loss of Work"; **Resolution No. 27**—"Protesting Transfer of Post Office Activities to Private Business."

The committee report:

"The subject matter of these resolutions is concerned with the alleged transfer of post office functions to private industry.

"Your committee is convinced that the subject matter of these resolutions directly involves itself in the field of jurisdiction of its various affiliated local unions.

"Your Federation is without authority to act in this sphere, and accordingly it is recommended that **Resolutions No. 26 and 27** be filed."

Debate ensued, after which the committee's recommendation was adopted.

**Resolution No. 43**—"Merger of AFL and CIO in California"; **Resolution No. 53**—"AFL-CIO Merger to Fight Anti-Labor Forces"; **Resolution No. 143** — "Labor Unity."

The committee report:

"The subject matter of these resolutions is similar, namely, the labor unity that is about to occur if the merger of the AFL and the CIO is successfully concluded.

"Your committee believes, however, that the subject matter both of **Resolution No. 43** and **Resolution No. 53** proposes a suggested solution to problems of integration which at the present time are premature, since not only has the merger not in effect transpired, but the procedures to be followed in effectuating the merger have not as yet been crystallized even at a national level.

"Your committee accordingly for this reason recommends concurrence in **Resolution No. 143**, but further recommends that **Resolution No. 43** and **Resolution No. 53** be filed."

The committee's recommendation was adopted.

**Resolution No. 8**—"1956 Election Activity."

The committee report:

"The subject matter of this resolution is concerned with election activity.

"Your committee believes it desirable to re-emphasize that, as a result of past actions of this Federation and its conventions, a separate and detailed organization has been established to carry on the political activities of the so-called American Federation of Labor organizations in this state under the title of the California Labor League for Political Education. It is essential that if this program is to be effective, the duties assigned to that organization should be continued to be performed through it.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the Executive Council of the California Labor League for Political Education, for consideration and study."

The committee's recommendation was adopted.

**Resolution No. 40**—"Establish Political Committees in Congressional Districts"; **Resolution No. 139**—"Special Commission on Political Education."

The committee report:

"The subject matter of these resolutions is similar, namely, the problem of political education.

"Your committee again wishes to re-emphasize that a separate arm has been created in the state of California to handle political matters for the so-called American Federation of Labor affiliates and that everyone should cooperate in insuring the successful attainment of its objectives. This can be done if every AFL affiliate in this state joined the California League with full payment of per capita.

"Your committee accordingly recommends that **Resolutions 40** and **139** be re-

ferred to the Executive Council of the Labor League for Political Education for study and action."

The committee's recommendation was adopted.

**Resolution No. 110**—"Political Action Against 'Right to Work' and Anti-Political Action Legislation."

The committee report.

"The subject matter of this resolution is concerned with political activity, which is properly the subject matter of the California Labor League for Political Education.

"Your committee again wishes to re-emphasize that a separate arm has been created in the state of California to handle political matters for the so-called American Federation of Labor affiliates and that everyone should cooperate in insuring the successful attainment of its objectives.

"Your committee accordingly recommends that **Resolution No. 110** be referred to the Executive Council of the Labor League for Political Education for study and action."

The committee's recommendation was adopted.

**Resolution No. 198**—"Federation to Plan Grass-Roots Political Movement."

The committee report:

"The subject matter of this resolution is concerned with an alleged grass-roots political movement.

"Your committee again desires to reiterate its position that there has been established an existing political arm in the Federation for the carrying out of the objectives mentioned in this resolution, namely, the California Labor League for Political Education.

"Your committee accordingly, while recommending referral of this resolution to the Executive Council of such League, reemphasizes its suggestion that all of its affiliates participates actively in such League in order that its objectives can have full realization."

The committee's recommendation was adopted.

**Resolution No. 115**—"Political Activity to Increase Minimum Wage and Achieve Other Labor Goals."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 12**—"Repeal Hatch Act"; **Resolution No. 25**—"Political Rights for Federal and Postal Employees"; **Resolution No. 182**—"Right of L. A. County Employees to Engage in Political Activity."

The committee report:

"The subject matter of these resolutions is similar, namely, the repeal of the Hatch Act, and granting of full freedom

of political expression to various governmental employees.

"Your committee recommends concurrence in **Resolution No. 12**, and further recommends that **Resolutions No. 25 and 182** be filed."

The committee's recommendation was adopted.

**Resolution No. 72**—"AFL to Sponsor National Television Show"; **Resolution No. 88**—"Labor-Public Relations."

The committee report:

"The subject matter of these resolutions is similar, namely, a program of labor public relations.

"Your committee recommends concurrence in **Resolution No. 88** and further recommends that **Resolution No. 72** be filed."

The committee's recommendation was adopted.

**Resolution No. 4**—"Support Community Chest and Other United Fund Campaigns"; **Resolution No. 34**—"Support Community Chest, United Crusade and Other Federated Fund-Raising Drives."

The committee report:

"The subject matter of these resolutions is similar, namely, the support of the so-called United Fund-Raising Programs.

"Your committee recommends concurrence in **Resolution No. 34**, and further recommends that **Resolution No. 4** be filed."

The committee's recommendation was adopted.

**Resolution No. 83**—"Assist AID Chapters."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 205**—"Support California Heart Association Cardiac in Industry Committee."

The committee report:

"The subject matter of this resolution is concerned with the commendation of the California Heart Association through its 'Cardiac in Industry' Committee.

"Your committee, however, has been advised by the attorney for the Federation, that although the Association itself has not officially expressed its views, many leaders of the Association, particularly in the medical associations, have adopted positions diametrically opposed to that of the Federation with respect to the question of the industrial causation of heart diseases.

"Your committee accordingly believes that if the resolution were concurred in as presented, it might be misconstrued as an agreement with this undesirable ex-

pression of opinion by leading members of the Heart Association.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 181**—"Public Employees Statewide Conference to Discuss Proposed OASI Coverage"; **Resolution No. 183**—"United Front on Proposed Legislation."

The committee report:

"The subject matter of these resolutions is similar, namely, the calling of statewide conferences with respect to matters involving so-called public employee groups.

"Your committee, however, is convinced that the items embraced would affect the interests of groups other than public employees, and accordingly recommends that the subject matter of these resolutions be referred to the incoming Executive Council for study and action, and that **Resolutions No. 181 and 183** be filed."

The committee's recommendation was adopted.

**Resolution No. 45**—"Promotional Status of the Psychiatric Technician, California Department of Mental Hygiene."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it.

"The only delegates who appeared were Brothers Bill Jinks and Jess Payne of the Napa Central Labor Council, who stated that they were unfamiliar with the resolution and were unable to answer the questions of the committee.

"Your committee believes that in the absence of adequate information to explain the purposes of the resolution and to answer the pertinent questions of the committee, your committee is not in a position to recommend intelligent action on this matter at this convention, and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 208**—"Increase in Pay for Deputy Labor Commissioners and Supervising Deputies."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 109**—"Assist Atascadero State Hospital Employees in Wage Review."

The committee report:

"Your committee recommends that the sixth Whereas be stricken and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 169** — "Deduction of Union Dues for Public Employees."

The committee report:

"The subject matter of this resolution is concerned with the endorsement of the principle of dues deduction.

"In the opinion of your committee, the determination of dues deduction is a matter of local autonomy for resolution by the particular individual local union in keeping with its evaluation of the circumstances surrounding its craft.

"Your committee accordingly believes that it would be inappropriate to establish a statewide policy in this regard, even though this resolution purports to confine it to so-called governmental employees.

"Your committee accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 52**—"Remove Burkett as Director of Employment."

The committee report:

"The subject matter of this resolution is concerned with the removal of the Director of the California Department of Employment, William A. Burkett.

"In view of the fact that Mr. Burkett's employment with this Department has already been terminated, and your committee has been advised such termination was to a large degree the result of the demand by your Federation, the objective sought by this resolution is no longer necessary, and accordingly your committee recommends that it be filed."

The committee's recommendation was adopted.

**Resolution No. 163**—"Federation to Discuss Policies and Procedures with New Employment Director."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 100**—"Improve Unemployment Insurance Regulations."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 50**—"Fair Share of Contracts for West Coast Shipbuilding Industry."

The committee report:

"The committee recommends that the Resolved be amended by inserting in line 4 before the word 'Congressmen' the word 'California'—so it would then read 'California Congressmen.'

"And as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 73**—"Foreign Construction of Ships by American Companies."

The committee report:

"The committee recommends that the second and fifth Whereases be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 74**—"Shipbuilding Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 75**—"Cargo Preference Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 76**—"Foreign Registry."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 77**—"Study of Wages and Working Conditions for Seamen."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 78**—"Six Percent Differential to West Coast Yards."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 81** — "Restoration of Shipyard Facilities."

The committee report:

"Your committee recommends that the third Whereas be stricken and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 2**—"Oppose Local Option"; **Resolution No. 202**—"Oppose Local Option Referendum."

The committee report:

"The subject matter of these resolutions is similar, namely, the opposition to any local option referendum.

"Your committee recommends concurrence in **Resolution No. 202**, and further recommends that **Resolution No. 2** be filed."

The committee's recommendation was adopted.

**Resolution No. 84**—"Standardized Procedures for Federal Fire Fighters"; **Resolution No. 70**—"Amend Public Law 763 for Federal Fire Fighters"; **Resolution No. 184**—"Standardized Wage, Etc. Procedures for Federal Fire Fighters."

The committee report:

"The subject matter of these resolutions is similar, namely, the improvement of procedures with respect to federal fire fighters.

"The sponsors of **Resolutions No. 70** and **84** appeared before your committee and requested that they be withdrawn in favor of **Resolution No. 184**.

"Your committee accordingly recommends concurrence in **Resolution No. 184**, and further recommends that the request of the sponsors to withdraw **Resolutions No. 70** and **84** be granted."

The committee's recommendation was adopted.

**Resolution No. 11**—"Support Israel and Histadrut"; **Resolution No. 127**—"Fraternal Greetings to Histadrut."

The committee report:

"The subject matter of these resolutions is similar, namely, fraternal greetings to Histadrut.

"Your committee recommends concurrence in **Resolution No. 127**, and further recommends that **Resolution No. 11** be filed."

The committee's recommendation was adopted.

**Resolution No. 128**—"Fraternal Greetings to the Italian-American Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### Adjournment

The convention was thereupon adjourned by President Pitts at 5:00 p.m., to reconvene at 9:30 a.m., Friday, August 19, 1955.

## FIFTH DAY

Friday, August 19, 1955

## MORNING SESSION

The convention was called to order at 9:30 a.m. by President Pitts.

**Invocation**

Major Robert Angel of the Salvation Army delivered the morning's invocation:

"Shall we pray.

"For many things, Our Father, we thank Thee this morning: for the day in which we live; for the challenge of this day; for the courage that Thou dost give us, Lord, to face into the challenge of the day.

"We thank Thee, Our Father, for the privilege of assembling ourselves together in this manner, for the fellowship which we enjoy, for the harmony for which we strive.

"We thank Thee, Our Father, for the privilege of disagreement. We pray, Lord, that disagreement shall never be accompanied by discord but, rather, shall find itself being under the canopy of harmony as well.

"We do pray, Our Heavenly Father, for a vision and an understanding and a wisdom which shall surpass even our capacity as we face into the problems of the day. For we understand, Lord, that in the hands of each and every one of us there rests a definite responsibility for the peace which we need so badly in the world today.

"We thank Thee, Lord, for these our friends who are gathered here for this purpose of striving to find a way and striving to make a way, striving to clear the way which they see to live in the world today. We do pray, Lord, that we shall have the wisdom from heaven to recognize the difference between opinion and principle. May we consider opinion expendable, but, Lord, may we have the courage to stand forever for principle, and may we never let down on that.

"We do pray, Our Heavenly Father, that Thou give us each a sense of personal righteousness for it still stands true, Lord, that righteousness exalteth the people.

"Help us to understand, Our Father, that if the nation be righteous, then men and women must be righteous first.

"Bless us, Lord, as we seek ever to attain that degree of perfection which Thou dost give us the ability to attain.

"In Christ's name we ask it. Amen."

**Report of Committee on Labels and Boycotts**

Chairman Jack Goldberger of the Committee on Labels and Boycotts reported for the committee, as follows:

**Resolution No. 33** — "Union Label is Part of American Economy."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 39**—"Buy Union Insurance from Union Insurance Agents."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that it be amended by striking out the Resolveds and inserting the following:

Resolved, That the 53d convention of the California State Federation of Labor go on record that all insurance purchases wherever possible be transacted through union agents affiliated with the AFL.

"Your committee recommends concurrence as amended."

The committee's recommendation was adopted.

**Resolution No. 85**—"Union Label on All Union-Made Products."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 91** — "Demand Union Label, Union Shop Card, Union Button and Union Service."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 92**—"Endorse Campaign Against Los Angeles TIMES and Los Angeles MIRROR and DAILY NEWS."

The committee report:

"The subject matter of this resolution is concerned with the campaign against the Los Angeles Times and Los Angeles Mirror and Daily News.

"Your committee believes that it is appropriate, in reporting on this resolution, to commend the representatives from the Los Angeles area not only for

their excellent past intensive campaign in this regard, but also for the manner in which they have brought their dispute to the attention of all the delegates by the daily distribution of fair newspapers from the Los Angeles area.

"We believe that as a result of the daily receipt of these newspapers, every delegate to this convention has been more fully advised of the problem facing the labor movement in the Los Angeles area as far as the two unfair newspapers in question are concerned.

"Your committee accordingly recommends concurrence in the resolution and commendation of the union officials of the Los Angeles area."

The committee's recommendation was adopted.

**Resolution No. 96**—"Improve and Extend Use of Union Label."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 151** — "Condemn Tidewater Associated Oil Company."

The committee report:

"The subject matter of this resolution is concerned with the condemnation of the Tidewater Associated Oil Company and the request that it be placed on the "We Don't Patronize" list of the Federation.

"Your committee believes ramifications resulting from the placing of a state-wide firm on a state-wide unfair list, are extensive since they will of necessity involve numerous other crafts which may well have contractual relationships with this company.

"Your committee accordingly is not in a position within the short time available to it at this convention, to give the extensive consideration to this matter that it requires.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council of the Federation to determine what action is appropriate to carry out the purposes of the resolution and that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 175**—"Condemn Certain Sebastopol Canneries."

The committee report:

"The subject matter of this resolution is concerned with the anti-labor conduct presently being employed by various Sebastopol canneries.

"There are numerous brand names which are distributed by these canneries, but it would be impractical at the present time to submit them to you in order that an effective campaign of refusing to purchase these products could be carried out.

"Your committee accordingly recommends that the Secretary of the State Federation of Labor be authorized to distribute in the immediate future, through appropriate channels, a complete list of these brand names and recommends that all of the affiliates of the Federation immediately advise each and every one of their members in order that an effective campaign of refusal to buy can be carried out."

The committee's recommendation was adopted.

**Resolution No. 186** — "Sterling Drug Filmed Commercials."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 197**—"Union T-V Servicing."

The committee report:

"The subject matter of this resolution appears to concern itself with the insistence that the only TV service that should be used is that which bears the emblem of the IBEW.

"Your committee believes that the subject matter of this resolution may involve a jurisdictional problem as far as various affiliated crafts are concerned. If this were the case, of course, then it would be outside the jurisdiction of this Federation to act upon the matter.

"Your committee, however, does not have available to it sufficient time to conduct an investigation on this question, and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for consideration and action in order that it may determine whether any questions of jurisdictions are involved, and if no questions of jurisdiction are involved, to determine what action, if any, is appropriate with respect to the subject matter of this resolution.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for study in accordance with the expressions of the committee noted in this report, and further recommends that **Resolution No. 197** be filed."

The committee's recommendation was adopted.

**Resolution No. 206**—"Assist in Protecting Jurisdiction of AFL Printing Trades Unions."

The committee report:

"The sponsors of this resolution informed the members of your committee that the objectives of the resolution sought to be accomplished are not necessarily a boycott of any existing operations, but instead, the full implementation of use of printing trades methods in preparing and distributing various govern-



mental documents, such as the great register of voters in the various subdivisions in the state.

"Your committee concurs in the intent of the resolution that this program should be fully implemented so that all of these documents will be printed in accordance with the best standards of the allied printing trades industry.

"Your committee accordingly recommends concurrence in this resolution as construed by your committee."

The committee's recommendation was adopted.

Chairman Goldberger then stated: "I would like to thank the members of the Committee on Labels and Boycotts.

"Jack Goldberger, Chairman

"Kathryn Arnold

"Elmer Doran

"Ed Dowell

"Herbert J. Shoup

"E. P. Taylor

"Charles Brown

"Burnell Phillips

"Joseph Spitzer."

On motion by Chairman Goldberger, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

#### **Report of Committee on Union Label Investigation**

Anthony Agrillo, member of the Committee on Union Label Investigation, reported for the committee, as follows:

"It has been the procedure of the California State Federation of Labor at past conventions to have the Union Label Investigation Committee pass upon the delegates as to whether they have conformed with the regulations of the California State Federation of Labor by having five Union Labels on their wearing apparel or person. In this connection, your committee had in its possession the credentials that had been submitted to this fifty-third convention.

"We find that the lack of Union Labels on wearing apparel that may be purchased is really not the fault of the members of organized labor, but is to be blamed on the system now prevailing because of the manner in which the Union Label is placed on finished union-made wearing apparel.

"First of all, every manufacturer who is attempting to increase his business places on his products his own firm's name, or trade mark, in order to acquaint the general public with his product; such labels or trade marks are made up in fancy colors and the very best of materials.

"In reverse, the labor organization of wearing apparel does not supply the manufacturer with its Union Label, which it should have for the same reasoning

used by the manufacturer, that is, to identify a product produced by organized labor of the respective crafts.

"The local wearing apparel unions through their Internationals should find ways and means to supply their Union Label to the manufacturer and make it compulsory to place said Union Labels on their union-made products, by the addition of a clause in their labor agreement by making it mandatory that every item in the wearing apparel industry produced by union labor must bear the Union Label.

"That where such a label is not made available to the involved manufacturer, he shall be required on his own label, or by use of a waterproof stamp, to indicate the involved merchandise is manufactured in an American Federation of Labor union shop.

"Your committee wishes to thank all the delegates for their wonderful cooperation, as in all cases they did their utmost to comply with the regulations of the California State Federation of Labor by having the five Union Labels on their wearing apparel or person.

"James Symes, Chairman

"John Ulene

"Thomas Rotell

"Anthony Agrillo

"Fred Schoonmaker

"William Leshe

"Henry Wadsworth

"Charles Downey

"Anna Clingman."

The convention adopted the report of the Committee on Label Investigation and President Pitts discharged the committee with thanks.

#### **Report of Committee on Constitution**

Chairman C. T. McDonough of the Committee on Constitution reported for the committee, as follows:

#### **Resolution No. 60—"Affiliation With Central Bodies."**

The committee report:

"The subject matter of this resolution is concerned with the constitutional mandate that no one could run for office in the Federation unless in addition to affiliation with his particular organization, his organization also be affiliated with a local central labor council which in turn is affiliated with this Federation.

"Your committee desires to re-emphasize the historic position of the Federation that all AFL affiliates in the state of California should not only affiliate with the Federation on a full per capita tax-paying basis, but also should be affiliated with all other district and central labor bodies.

"Your committee accordingly reaffirms this historic position of the Federation, but believes that the requirement contained in this resolution would not only

raise a serious question as to its propriety as far as a state body affiliated with the national AFL is concerned, but would appear to circumscribe the local autonomy of various local unions directly affiliated with the Federation.

"Your committee accordingly recommends that in the selection of officials of the Federation, due consideration be given to the fact as to whether his organization is affiliated with the various AFL groups as outlined already by your committee, but recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 64**—"Increase Per Diem, etc. for Federation's Officers."

The committee report:

"The subject matter of this resolution is concerned with the increase of various allowances for the members of the Executive Council of the Federation.

"As presented, it would propose an increase from \$35 to \$50 per diem, and \$10 to \$15 per day hotel accommodations, as well as an increase in traveling allowance from 8 cents to 15 cents a mile.

"It was the opinion of your committee that although the amount currently provided for reimbursement for hotel expenses and per mile traveling reimbursement were not consistent with the cost of such items and the practices of the various locals and internationals prevailing today, it was felt, however, that the per diem expense of \$35 was in keeping with that currently provided by affiliated locals and internationals.

"Your committee accordingly believes that while an increase was warranted in the per mile traveling expense and the hotel accommodation expense, there was no justification in the increase in the per diem at this convention, particularly since it can be re-evaluated at the next convention of the Federation.

"Accordingly, your committee recommends that the resolution be amended in the following respects: (1) that the per diem traveling expense be increased from 8 cents to not less than 10 cents per mile; (2) that the hotel accommodation expense be increased from \$10 to \$15 a day, but that the per diem expense be retained at its present amount.

"As so amended, your committee recommends concurrence, but further recommends that the exact language to implement this recommendation of your committee be prepared by the counsel of the Federation consistent with the views adopted by this convention."

The committee's recommendation was adopted.

**Resolution No. 93** — "Increase Salary and Retirement Pay of Secretary-Treasurer."

The committee report:

"The subject matter of this resolution is concerned with an adjustment in the salary and retirement of the Secretary-Treasurer of the Federation.

"As the convention knows, there has been created by action of the Executive Council of the Federation a retirement program for all of the employees of the Federation which, however, is not a matter of constitutional provision. The constitutional provision is confined to the office of the Secretary-Treasurer, but it is the understanding of your committee that the retirement program of the employees is constantly subject to review and re-evaluation by the Executive Council of the Federation in order to establish any equitable adjustments that may be necessitated by change of time and circumstances.

"Your committee accordingly recommends concurrence in **Resolution No. 93**, but further recommends to the Executive Council that it review the pension program of the Federation for its employees in order to determine that any adjustments similar to that provided by this resolution for the Secretary-Treasurer can be insured to the other employees."

The committee's recommendation was adopted.

Chairman McDonough then stated: "This completes the report of the Committee on Constitution.

"C. T. McDonough, Chairman  
 "Mark Whiting  
 "John Quimby  
 "Lowell Nelson  
 "George W. Johns  
 "Joseph DeSilva  
 "Joseph F. Cambiano."

On motion by Chairman McDonough, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

#### Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

**Resolution No. 10**—"Establish AFL Retail Service Trades Department."

The committee report:

"Your committee recommends that the Resolved be stricken and the following be inserted:

Resolved, That the 53d convention of the California State Federation of Labor endorse the principle of creating a separate department in the AFL covering the retail field.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 35—"Increase Size of Timber for Cribbing Open Trenches."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 140—"Program to Eliminate Smog."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 150—"Endorse and Support the Harry S. Truman Library."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 154—"Condemn Lien Release Practice."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 155—"Appreciation of Federation's Officers and Staff for Legislative Achievements."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 159—"Expand Civilian Defense Program."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 162—"Hold National Conference on Polio Prevention."**

The committee report:

"The subject matter of this resolution is concerned with the calling of a national conference on polio prevention.

"At the request of your committee, the sponsors of the resolution appeared before it but were unable to answer the questions of the committee as to the type and extent of conference that was desired.

"Accordingly, it is the feeling of your committee that this subject matter should be referred to the incoming Executive Council of the Federation for study and action, and that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 176—"Oppose Proposed Changes in YDSO Purchasing at Port Hueneme."**

The committee report:

"Your committee believes that the subject matter of this resolution involves

jurisdictional matters affecting various affiliated locals of the Federation.

"Since this is outside of the authority of the Federation, your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 179—"Approve Passage of HR 5053."**

The committee report:

"The subject matter of this resolution is concerned with the favorable endorsement of various provisions of **HR 5053**.

"Since the bill was not available for full consideration by your committee, and since the time available to your committee at this convention does not permit a full evaluation of the problem, your committee recommends that the subject matter of this resolution be referred to the incoming Executive Council of the Federation for study and action, and that **Resolution No. 179** be filed."

The committee's recommendation was adopted.

**Resolution No. 187—"Oppose Pay-As-You-See TV."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 196—"Licensing of Sub-Contracting Work."**

The committee report:

"The subject matter of this resolution is concerned with the desired correction in certain licensing procedures of contractors in the state of California.

"Your committee believes that there may be jurisdictional problems involved in this request, and accordingly recommends that this matter be referred to the incoming Executive Council of the Federation for study and action, and that if no jurisdictional problems exist, the Federation and its officers cooperate in obtaining the desired result.

"With this statement, your committee recommends that **Resolution No. 196** be filed."

The committee's recommendation was adopted.

**Resolution No. 203—"Complete Sacramento Ship Channel Project."**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 207—"Cover Civil Air Patrol Members by Federal Employee's Compensation Act."**

The committee report:

"The subject matter of this resolution is concerned with the desired support of

certain specific federal legislation.

"Not only is such legislation not available to the committee for its consideration, but time limitations at this convention preclude it from giving it the extensive study that would be necessary in order for the committee to recommend intelligent action to this convention.

"Your committee accordingly recommends that this resolution be referred to the incoming Executive Council of the Federation for study and action, and that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 211** — "Support Trade Advisory Councils Program."

The committee report:

"The subject matter of this resolution is concerned with the support of a trade advisory council outside of the framework of the Shelley-Maloney Act with respect to the apprenticeship program in the prisons in the State of California.

"Your committee believes that any such apprenticeship program should be conducted under the framework of the Shelley-Maloney Act and subject directly to the requirements of such programs.

"Your committee accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 212**—"Central Councils and Affiliated Locals to Encourage Membership in Teachers' Union."

The committee report:

"The subject matter of this resolution is concerned with membership in the Teachers' Union.

"Your committee recommends that the first Whereas be amended by striking in lines 1 and 2 the words 'more than five thousand vocational and industrial' and inserting 'thousands of credentialed.'

"Your committee further recommends that the Resolved be amended by striking in lines 3 and 4 the words 'central labor.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 94**—"In Memoriam—Roy W. Brewer"; **Resolution No. 103**—"In Memoriam—Roy Brewer"; **Resolution No. 95**—"In Memoriam—Charles E. Sutphen"; **Resolution No. 174**—"In Memoriam—George H. Kelly."

The committee report:

"The subject matter of these resolutions is similar, namely, In Memoriam resolutions, **Resolutions Nos. 94 and 103** relating to deceased Vice President Roy W. Brewer, **Resolution No. 95** relating to deceased Vice President Charles E. Sutphen, and **Resolution No. 174** relat-

ing to deceased Vice President George H. Kelly.

"Your committee recommends concurrence in each of these resolutions, but also desires to call the attention of the convention to the passing of many other stalwart labor leaders and friends of labor whose names may be unknown to the members of your committee but who certainly have left their impression on the members of the labor movement, such as Brother Scott Milne, General President of the IBEW and also Vice President of the AF of L, David Ryan, Secretary of the San Francisco Bay District Council of Carpenters, and Albert Packard, who was a member and an elected delegate to this convention but who passed away before he could come here to represent Millmen No. 2090 of San Diego.

"In addition, however, we should not leave unheralded the activities of uncounted thousands of everyday ordinary members of labor who have passed on since our last convention, but whose work in the final analysis actually insured the success that the labor movement has encountered to date.

"Your committee accordingly recommends concurrence in these resolutions and respectfully requests that when this convention adjourns it do so out of respect to these deceased brothers and sisters, mentioned above."

The committee's recommendation was adopted.

Chairman Small then stated: "This concludes the report of the Committee on Resolutions.

"Thomas A. Small, Chairman

"Albin Gruhn

"Paul Reeves

"Henry Spiller

"Earl Thomas

"Albert Marty

"Walter Cowan

"Mary Olson

"William Pollard

"C. O. Taylor

"Joe Christian

"Phil Deredi

"Al Mailloux."

On motion by Chairman Small, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

**Report of Committee on Grievances**

Chairman C. O. Taylor of the Committee on Grievances reported for the committee, as follows:

"Mr. Chairman, delegates. To date there have been no grievances officially submitted to the Committee on Grievances. I want to thank all of the delegates for working out their own problems and not burdening the committee.

"I do want to thank the committee personally for standing by and being ready to adjudicate any grievance that might have been submitted to us.

"C. O. Taylor, Chairman  
 "Pat Somerset  
 "George Deck  
 "Henry Hansen  
 "Tony Cancilla  
 "John S. Quinn  
 "Hugh Caudel  
 "Edward A. Doyle  
 "Paul E. O'Bryant."

On motion by Chairman Taylor, the convention adopted the committee's report, and President Pitts discharged the committee with thanks.

#### **Report of Committee on Officers' Reports**

The report of the Committee on Officers' Reports was presented for the record by Secretary Haggerty, on behalf of the committee's chairman, Edd X. Russell. The report is as follows:

#### **Report of President Thomas L. Pitts**

Legislative accomplishments of the 1955 general session proved encouraging, although the state still faces critical question of water and power distribution sufficient to meet the needs of expanding population. Labor must keep pace with organizational responsibilities as the California work force grows; prospects of united movement offer possibilities of stepped-up organization campaigns.

#### **Report of Vice President Max J. Osslo For District No. 1**

(San Diego and Imperial Counties)

Present period of prosperity is due largely to maintenance of consumer purchasing power, with more and more attention being given to the increased efficiency of production and its effect upon employment. Virtually all San Diego union negotiations resulted in progress during the year; culinary workers were faced with company union threat, and the tuna fish industry threatened with liquidation by the importation of Japanese tuna.

#### **Report of Vice President Jack T. Arnold For District No. 2**

(Long Beach and Orange Counties)

Construction fell off in Long Beach area during 1954, but the year still ranked third in all-time high in dollar value of permits issued. Construction was up in 1955. Service trades faced new organizing challenges with the growth of shopping centers, restaurants and related industries in Long Beach. Orange County enjoyed a tremendous population growth. Disneyland is one-hundred per cent organized.

#### **Reports of Vice Presidents for District No. 3**

(Los Angeles City Proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside Counties)

**Report of Vice Presidents C. T. Lehmann,  
 Harvey Lundschen, Elmer J. Doran, Pat  
 Somerset, William C. Carroll, and  
 John T. Gardner**

Building trades unions made substantial contract gains, with wages up and health and welfare plans broadened. Teamsters were involved in strike and lockout affecting line drivers and dock workers in eleven western states; results successful. Culinary unions intensified their organizing activities in Los Angeles as part of the 1955 national drive. Employment was high in southern California motion picture studios, largely because of the increase in production of TV films. Employment was up in San Bernardino-Riverside Counties. Building trades unions were forced to oppose company union campaign involving court action. New labor temple was dedicated in Riverside.

#### **Report of Vice President For District No. 4**

(San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

The labor movement in District No. 4 suffered a great loss with the sudden passing of Vice President Roy Brewer on February 18, 1955.

At its June meeting, the Executive Council of the California State Federation of Labor filled the vacancy created by Brother Brewer's death with the election of Robert J. O'Hare, president of the Los Angeles District Council of Carpenters and business agent of Carpenters No. 1400 of Santa Monica.

Due to these circumstances, no report was requested for this district.

#### **Report of Vice President William A. Dean For District No. 5**

(Ventura, Santa Barbara and San Luis Obispo Counties)

Construction activity was high in Ventura, Oxnard, Ojai, Santa Paula and Santa Barbara. New school construction was completed in Ventura, Santa Barbara and San Luis Obispo Counties.

#### **Report of Vice President Paul L. Reeves For District No. 6**

(Bakersfield to Merced)

Employment has been healthy in all organized areas. Residential construction was extremely heavy in the Fresno region. New highway projects were of great benefit to construction workers. Organizing activities in Tulare County are being strongly opposed by California Associa-

tion of Employers. Organizing problems are serious in Madera County. The State Federation is giving assistance in defense of building trades unions against open-shop drives.

**Report of Vice President C. Al. Green  
For District No. 7**

(Stanislaus, San Joaquin and Adjacent Counties)

The past year has shown progress on all fronts with few work stoppages required. Building trades in Stanislaus, Merced, Tuolumne and Mariposa counties are still facing open-shop situation. The State Federation is assisting building trades with this fight. Cannery Workers' contract has stabilized frozen food industry. Modesto Teamsters launched new organizing drive. Stanislaus County and San Joaquin County Central Labor Councils stepped up LLPE political activities.

**Report of Vice President Thomas A. Small  
For District No. 8**

(San Mateo and Adjacent Counties)

Employment has been high, economic gains and greatly improved public relations were recorded during the year. The San Jose AFL conducts 14 different radio programs a week, with Watsonville also pushing radio as a public relations medium. Labor councils in Salinas, San Jose and San Mateo sponsored student scholarship programs.

**Reports of Vice Presidents for District No. 9  
(San Francisco)**

**Report of Vice President Arthur F. Dougherty**

Culinary negotiations with the San Francisco Hotel Owners Association brought improvements in wages and the health and welfare plan, with long-term agreement providing annual re-openings for wages. Culinary workers are permitted to choose between insurance health and welfare program and "comprehensive" type program. A month-long strike was necessary at two private golf clubs to secure culinary contracts. Hotel and restaurant industry culinary unions signed an historic pension plan contract with employers.

**Report of Vice President George Kelly**

The San Francisco Labor Council led the fight to save Hetch-Hetchy power sites for city, sending President Goldberger, Secretary Johns, and former Congressman Franck Havenner to Washington to testify before congressional committees. The Labor council was awarded a citation by the Northern California Academy of Television for TV observance of 1954 Labor Day. Former President Harry Truman was the key speaker at the United Nations banquet sponsored by the labor

council. Children of three major orphanages in the city were given the annual Christmas party by the labor council. The Union Labor Party was largely successful in the elections of November 1954.

**Report of Vice President Harry Lundeberg**

The unemployment situation has been severe in the Pacific Coast shipping industry, with foreign-flag ships moving into business once enjoyed by American vessels, and with the federal Maritime Board allowing U.S. ships to be transferred to Panamanian and Liberian flags to compete for American cargo. The Sailors Union of the Pacific protested to Congress, calling for the elimination of unfair competition. Relations between the Pacific Maritime Association and the SUP reached an all-time low, with the PMA playing with agents of the Communist Party. SIU Pacific District won an historic victory in the election for bargaining rights for unlicensed personnel on PMA ships. The SIU won by a 4-1 margin, eliminating the communist-dominated Marine Cooks and Stewards Union.

**Report of Vice President Victor S. Swanson**

Job activity among operating engineers has been the heaviest in several years. The present building program in all departments—freeways, housing, industrial—are the inevitable results of meeting the needs of a greatly expanding population. A program of air-tight policing of construction in San Francisco was undertaken in late 1954 and 1955 by action of the San Francisco Building and Construction Trades Council. Success of the program was immediate. By mid-July, the Inspection Committee was able to report virtually no violations in the city. Due to the activities of the Building and Construction Trades Council, all bidders on public contracts must pay welfare fund contributions for crafts whose union agreements call for such payments.

**Reports of Vice Presidents for District No. 10  
(Alameda County)**

**Report of Vice President Robert S. Ash**

Wage increases for affiliated unions in Alameda County ranged from 16 cents to 22 cents an hour, with working conditions and fringe benefits improved. Membership in Alameda County unions continued to increase. The Retail Clerks signed a union shop agreement with Kahn's Department Store after a struggle of many years. Political action was generally successful.

**Report of Vice President Paul L. Jones**

All locals affiliated with the Alameda County Building Trades Council received substantial pay increases for their mem-

bership. Carpenters and Cannery Workers and Warehousemen opened a new building in Hayward. Political activity was high, with most local unions in the area affiliated on a per capita basis with the Political Education League.

**Report of Vice President Howard Reed  
For District No. 11  
(Contra Costa County)**

Unions in the area continued progress on wage and conditions front. Councils and unions showed aggressive interest in community problems affecting the welfare of all people. Sugar Workers in Crockett were forced to strike to win more equitable pension plan and guaranteed annual wage. Building trades unions negotiated wage increases and better health and welfare plans, plus an employer contribution for an apprenticeship training plan.

**Report of Vice President Lowell Nelson  
For District No. 12  
(Marin, Sonoma, Napa and Solano Counties)**

Wages and conditions up in all crafts. The construction industry in Marin County enjoyed a year of expansion of housing with the adoption of a new building program. A Tri-Council Committee was formed in Sonoma County, with equal representation from Petaluma and Santa Rosa Central Labor Council and Building Construction Trades Council. Construction work held up in Solano County despite the reduction in military spending. Construction work has been healthy in Napa County, but small pockets of anti-union thinking present special difficulties.

**Report of Vice President Harry Finks  
For District No. 13  
(Sacramento and Northern Counties)**

Sacramento Labor Council had a particularly active year not only in connection with trade union matters but in community and civic affairs as well. The California Conference of Typographical Unions waged a successful program to have school text books printed in this state rather than in East. The Council gave assistance to Lumber and Sawmill Workers No. 3170 of Sacramento during the industry-wide strike. Governor Goodwin Knight addressed the installation ceremonies for council officers in 1955. The Central Labor Council was active in supporting humanitarian civic projects.

**Report of Vice President Albin J. Gruhn  
For District No. 14  
(Humboldt, Del Norte, Trinity, Tehama,  
Mendocino and Lake Counties)**

The unions and councils in this district

all secured improvements in wages, hours and working conditions for their respective memberships. Strike action was successful in all instances because of united action supporting the striking unions. The Humboldt Central Labor Council established a high school scholarship award. The building trades unions were very successful in Humboldt County negotiations. The Mendocino Central Labor Council started an organizing campaign and a labor education program. Humboldt County political action was successful in the elections.

**Report of Vice President Robert Giesick  
For District No. 15  
(Siskiyou, Modoc, Lassen, Plumas,  
Shasta and Sierra Counties)**

The Shasta County Labor Council was active in promotion of the Trinity River Project as part of the overall Central Valley Project. Lumber and Sawmill Workers locals negotiated 7½ cents per hour wage increase effective February 1, 1955. Building trades unions had busy year. Service trades were active in organizing problems.

**Report of Delegate C. J. Haggerty to 73rd  
Convention, American Federation Of  
Labor, Los Angeles, California,  
September 20-27, 1954**

The annual convention adopted the report of the Executive Council on labor unity, calling for a merger of AFL-CIO. The convention also approved a plan for voluntary settlements of jurisdictional disputes as recommended by the Executive Council. Five of seven resolutions presented to the convention by the California State Federation of Labor were adopted. Other two were approved in principle and referred to the Executive Council.

**Report of Secretary-Treasurer  
C. J. Haggerty**

The 1955 general session of the state legislature was one of the most productive for labor in state history, with gains being won in all major compensation programs and all anti-labor legislation successfully killed. The California Labor League for Political Education was highly successful in the November election of 1954. Condition of affiliated unions throughout the state healthy and promising.

The report was signed by the following:

Edd X. Russell, Chairman  
James F. Alexander  
Charles Foehn  
Charles Flanders  
Ted C. Wills

Fannie Borax  
M. J. Collins  
Al E. Albertoni  
Jack Laumann

On motion by Secretary Haggerty, the convention adopted the report of the Committee on Officers' Reports, and President Pitts discharged the committee with thanks.

#### SECRETARY C. J. HAGGERTY

Secretary Haggerty spoke to the delegates, as follows:

"Delegates, I am taking the microphone now, not to make a motion, but to express my thanks and gratitude, which has been done in writing to you, if you read the report before you on your first day, for the support and cooperation given to me as your Secretary during the years I have had the pleasure and honor to hold that position.

"Particularly, I am grateful for the support received during the last session of the legislature, where we faced a very difficult situation but came out, I think, very well. We did so because we had the support of the rank and file, the councils and officers back home.

"I have not been able to get around to all the councils and local unions to express my thanks verbally in person. I have done so in writing. Again, I have done so in my report to this convention.

"But I felt obliged to say this today as we approach the close of this convention, because I want to express to you my personal thanks for that support all during my incumbency as your Secretary-Treasurer.

"I also want to express my thanks for the adoption of the resolution this morning. It is always nice to receive an increase in pay. I think that is the credo of our trade unions, which includes the Secretary of the Federation as well. I am very happy that you did adopt that, and it means a little more in the coffers as we go on.

"I would like to inform you that upon the close of this convention I shall leave for a trip to England, where I will represent the American Federation of Labor as its delegate to the British Trades Union Congress on the 4th to the 9th of September. I am leaving on Monday morning for that trip.

"I have been there before, as you know, in 1946, when I was appointed by President Green. This time I have been appointed by President Meany. I am highly honored at the appointment. I shall enjoy meeting with my co-delegates in Great Britain and the many delegates throughout the world. I shall bring to that body the warm greetings of this Federation of Labor, as well as the American Federation of Labor. I think they should be told

something about the wonders of the great state of California.

"I recall when George Meany asked me if I would go I said, 'Yes, I will be happy to go.'

"I have been invited several times, but each time it has been at a time when I couldn't get away. I can get away this time. The convention has been adjourned, and there is nothing more that will come up that will need my attention until December. So I do have that 30 or 40 days to make this trip. And I told George I would be happy to go.

"He said, 'Your co-delegate will be George Harrison, Vice President of the AFL.'

"Fine, I said. 'He is the General President of a big organization. He will make the speech.'

"'Oh, no!' President Meany said. 'You have to make the speech. Anybody from California can always talk about California, so it's in your lap.'

"I want you to know that, and I want you to know that we appreciate the very fine things that have been said in this convention just about finished.

"At the close of it, I want you to know that I think this is one of our greatest conventions. I want to express our sincere thanks, and I am sure your thanks, to the local committee for the fine job they have done here. The opening, I think, was one of the most impressive I have seen in any convention in this country. The setup was ideal, as only the local boys from San Diego can do.

"It is always a thrill for me to take part in the convention, to take part in setting them up and organizing them, and see the business of the convention being handled. In this convention, you have handled a total of 212 resolutions in a short space of time. Most of those are important resolutions to either a local union, a council, or the entire membership of the State Federation of Labor. It is incumbent upon the Secretary-Treasurer, the President and the Executive Council to follow the things through. We will do so.

"I just wanted to say these few words of appreciation for your cooperation in the past and for your cooperation during the past week."

#### Installation of Officers

Edward H. Dowell, past vice president of the California State Federation of Labor, as installing officer, administered the oath of office to the following newly elected officers of the Federation:

#### President

Thomas L. Pitts



**Vice Presidents**

- District No. 1—Max J. Osslo.  
 District No. 2—Jack T. Arnold.  
 District No. 3—Elmer J. Doran, Harvey Lundschen, C. T. Lehmann, Pat Somerset, William C. Carroll, John T. Gardner.  
 District No. 4—Robert J. O'Hare.  
 District No. 5—William A. Dean.  
 District No. 6—Paul L. Reeves.  
 District No. 7—C. A. Green.  
 District No. 8—Thomas A. Small.  
 District No. 9—Arthur F. Dougherty, Jack Goldberger, Harry Lundeberg, Victor S. Swanson.  
 District No. 10—Robert S. Ash, Paul L. Jones.  
 District No. 11—Howard Reed.  
 District No. 12—Lowell Nelson.  
 District No. 13—Harry Finks.  
 District No. 14—Albin J. Gruhn.  
 District No. 15—Robert Giesick.

**PRESIDENT THOMAS L. PITTS**

President Pitts then spoke as follows:

"Delegates, I want to take just a moment of your time to express my own personal appreciation for the conduct of all the delegates during all of the sessions of this 53d convention.

"I can recall four years ago when we were here in San Diego at the Golden Anniversary Convention (it was our 49th at that time, but 50 years' existence of the Federation) that we had probably a little more difficulty in maintaining order in the convention sessions than during this one. That is something for which I think we can thank the acoustics. There has been a great measure of improvement in the facilities of this auditorium and also it is due to the individual who handles the P.A. system. I think we have had splendid cooperation from that end. And all of these things put together, with the fine attitude and interest of the delegates in this convention, have made it a job much easier from this platform than it was four years ago.

"We have come here and, as Secretary Haggerty has told you, we have acted upon 212 resolutions, plus all the policy statements brought to you from the Executive Council. We have put together the pieces which are important to the whole program of the American Federa-

tion of Labor in California for the next year. We have tried to design the tools with which to work to combat those who are continually attempting to destroy the American Federation of Labor movement in this nation. And they are still alive; they are still working. We have but to look at the press to pick up stories where they are attacking such programs as the guaranteed annual wage. In the remarks of their leaders and those who go out to tell the story of the National Association of Manufacturers, they refer to it as 'economically unsound,' they call it 'dangerous' and they use those words in talking to their people and trying to rally them to additional stronger and further efforts to destroy the movement of the trade unions in this country.

"We have but to look at what has come from the mouths of the American Medical Association speakers when they get up to oppose those things that are liberal and good for the working people and those who are reaching the later years of their lives. They refer to things that we have supported all the way down the line as 'smacking of socialized medicine.' And how they can use that phrase in those instances I do not know, except that it has been coined and they found that it was accepted by some people in the nation and they found that maybe it had some potency. I think that it probably has begun to lose its potency, because when it is used as loosely as they are using it, certainly the American people are not gullible enough to swallow that kind of propaganda forever.

"But those forces who would oppose us are still with us, and the work that we have done in this convention will begin to reach out and counteract that kind of propaganda.

"I want to commend the delegates for their conduct while in the city of San Diego. I think we leave this convention with a good feeling, knowing that we do not wear horns, that we are not the 'devils' we are advertised to be by some people in the propaganda field.

"I appreciate the fact that the conduct of our delegates has been what it was and that we leave this community with this fine taste of what can come from a convention of the American Federation of Labor.

"Lastly and likewise, I think that we could not leave this convention without expressing to those who worked so hard and so long here in San Diego—officers of the Central Labor Council, Building Trades Council and local organizations here—our deep appreciation. They have done again a splendid job in providing the facilities, the entertainment and a wonderful reception upon the part of the community. To them I think we owe a great debt. To all the citizens of this community we owe a great debt for the fine reception that was given to us on

the part of the people of this community, their public office holders as well as others.

"I trust that each and every one of our delegates has gained a knowledge from this convention which now fortifies them even better to represent the people who chose to send them here. I hope that each and every one of you is now better qualified upon your return home to recognize the problems that come before the American Federation of Labor in this state; that when you recognize them, you will be fully prepared to go out and grapple with the problems and bring them to a fair and successful conclusion.

"I want to say thanks again from the bottom of my heart to each and every delegate in this convention for having once more bestowed upon me the honor and privilege of being the President of this great Federation and the honor and privilege of associating with all my colleagues on the Executive Council. And on their behalf, too, I extend appreciation to all of you and to all of our people throughout the entire state of California.

"Now, delegates, we arrive at the time when there is no more business to be transacted by this convention except that set forth by the resolutions which referred to the departed brothers who have

left us since the last convention of this Federation, particularly Vice President Roy Brewer, Vice President Charles E. Sutphen, Vice President George Kelly, Scott Milne, Dave Ryan, Albert Packard, and all of the other departed brothers and sisters of the American Federation of Labor in this great state.

"We'll miss them. God in His wisdom has seen fit to take them away, feeling that somewhere they have performed their mission on this earth. In His wisdom He will take more of us as time goes on through this next year. We miss them immensely.

"We now rise in this convention and bow our heads in silence and in memory of those who contributed so much to the great free trade union movement as we know it.

"May we have your silence for one moment."

The delegates rose in silent tribute to the memory of departed brothers and sisters.

#### **Adjournment**

Thereupon, at 11:00 a.m., on Friday, August 19, 1955, the 53d convention of the California State Federation of Labor was concluded.

# STATEMENTS OF POLICY AND RESOLUTIONS

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## STATEMENTS OF POLICY

### Submitted by the Executive Council of the California State Federation of Labor

Statements and justification of policy are required of any organization that would shape society according to standards it believes best for mankind.

Within its province, labor holds to certain definite concepts of progress. These concepts are here submitted and argued as viewed by the Executive Council of the California State Federation of Labor.

The advance of our movement demands an informed membership. To the end of achieving such a goal, the Executive Council presents these statements to the 1955 convention.

## Digest

### 1. INTERNATIONAL AFFAIRS

- a. Organized labor recognizes the new "smiling technique" of the Soviet Union as a change in tactics, rather than a change in its historic objective of world enslavement.
- b. The nature of the present world crisis requires a consistently democratic foreign policy, as advocated by the national AFL.
- c. American labor continues to champion the work of the International Confederation of Free Trade Unions.
- d. The AFL's Free Trade Union Committee continues to guide free labor in its fight against despotism.
- e. Organized labor, while pledging continued full support of the ILO, strongly opposes the efforts of U. S. employer organizations to withdraw U. S. participation and destroy the effectiveness of the organization.

Referred to Committee on Resolutions.  
Adopted, pp. 191-192.

### 2. FULL EMPLOYMENT AND THE ECONOMY

- a. The continued existence of a hard core of unemployment, despite the general upturn in economic activity since the 1953-54 recession, serves as a warning against do-nothing economic policies based on blind faith in the economic system.
- b. The key to economic growth and full employment is the expansion of wages and purchasing power commensurate with increases in the ability of American labor and industry to produce. Government and collective bargaining policies, in the present era of rapid technological advancement, must increasingly be geared to this essential fact.

Referred to Committee on Resolutions.  
Adopted, p. 192.

### 3. TAXATION

- a. Organized labor renews its pledge to seek federal income tax reductions for lower income groups which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to consumer purchasing power.
- b. Additional revenues necessary to meet growing state budgetary deficits should be obtained by an upward revision of the California tax structure in line with the principle of ability to pay.

Referred to Committee on Resolutions.  
Adopted, p. 193.

#### **4. TAFT-HARTLEY ACT AND LABOR RELATIONS**

- a. The Federation, while reaffirming its demand for far-reaching modifications of the Taft-Hartley Act to remove its numerous anti-labor provisions and to enact a more just and workable law, condemns the alarming changes in the Act accomplished by administrative rulings of the anti-labor packed National Labor Relations Board.
- b. Organized labor remains unalterably opposed to the program of the NAM and the Chamber of Commerce to give states regulatory authority over labor relations matters affecting interstate commerce which presently fall within the exclusive jurisdiction of the federal government.
- c. The efforts of the NAM and the U. S. Chamber of Commerce to place union activities under the anti-trust laws can be interpreted as nothing more than an attempt to divert attention from the proper enforcement of such laws as they relate to business operations.
- d. The increase in the federal minimum wage from 75 cents to \$1.00 per hour represents substantial progress in the right direction, but falls short of the \$1.25 minimum recommended by organized labor, and fails altogether to shorten the work week or to extend the minimum wage protection of the Fair Labor Standards Act to the millions of workers who remain uncovered.
- e. The state minimum wage of 75 cents should also be increased to \$1.25 per hour and coverage extended to include men as well as women and minors.

Referred to Committee on Resolutions.  
Adopted, pp. 193-194.

#### **5. SOCIAL SECURITY**

- a. The Federation reaffirms its general social security and social welfare goals in state legislation as set forth in the 1954 policy statements, but will not elaborate on them until the next convention because 1956 is not a state legislative year.
- b. The federal old age and survivors' insurance program should be further liberalized to increase benefits, provide disability benefits for workers forced to retire before the age of 65, lower the retirement age of women to 60, and to extend coverage in accordance with the over-all liberalization program of the national AFL.
- c. Organized labor reaffirms its position in support of a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.
- d. Labor remains unalterably opposed to President Eisenhower's pitifully inadequate "reinsurance" plan as a substitute for the bold type of program needed to solve the problems of financing the cost of medical care.

Referred to Committee on Resolutions.  
Adopted, pp. 205-206.

#### **6. HOUSING**

- a. Present housing developments are failing to meet the nation's needs both in regard to the volume of construction and the price that can be afforded by families most in need of housing.
- b. To assure a sustained high level of housing construction, the nation's housing program must be expanded to provide for (1) annual construction of at least 200,000 low-rent public housing units, and (2) low-cost, long-term loans for rental and cooperative housing, and housing available for purchase by middle-income families.

Referred to Committee on Resolutions.  
Adopted, p. 207.

## 7. EDUCATION

- a. The improvement of salaries and working conditions of teachers sufficient to insure an adequate supply of qualified teachers is dependent upon their organization into bona fide unions.
- b. In opposition to the Eisenhower Administration's weak proposals and general policy of procrastination, the Federation reaffirms its position in support of urgency action by Congress to enact a substantial program for direct federal aid to education.
- c. Intensified activity on the part of local unions and labor councils in assuming a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society, remains an urgent necessity.
- d. Established Federation programs in the field of education should be continued. These include (1) the annual week-long labor institute, (2) the annual week-end labor press institute, and (3) the annual Federation scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii.

Referred to Committee on Resolutions.  
Adopted, pp. 207-208.

## 8. CIVIL RIGHTS

- a. The Federation, while reaffirming its support for national FEPC legislation with enforcement powers, will continue to work cooperatively with the California Committee for Fair Employment Practices for the enactment of such legislation on the state level.
- b. The Federation urges full cooperation with the Government Contracts Committee to eliminate job discrimination by companies holding government contracts.
- c. The Federation gives full support to the national AFL's demands that an impartial commission be created, with labor representation, to make a thorough review of the nation's security program before legislation dealing with security in defense plants is enacted.

Referred to Committee on Resolutions.  
Adopted, p. 209.

## 9. AGRICULTURAL LABOR

- a. The Federation will continue to press for the extension of the benefits of social legislation enacted in the past 20 years to agricultural workers, while working cooperatively with other organizations and governmental agencies toward the solution of the total agricultural labor problem.
- b. Organized labor, while pressing for the complete elimination of "wetback" traffic, insists upon modification of the contract national program to prevent its further degeneration into an outright program for the legalization of "wetback" labor under Administration policies.

Referred to Committee on Resolutions.  
Adopted, p. 216.

## 10. WATER AND POWER

- a. The Federation reaffirms its support of full and integrated development of California's water resources under the terms of our reclamation law.
- b. The Federation supports the activities of the newly organized California Water and Power Users Association established to advance and protect the interests of the general public in the development of our water and power resources.

Referred to Committee on Resolutions.  
Adopted, p. 217.

## I

**INTERNATIONAL AFFAIRS**

**(a) Organized labor recognizes the new "smiling technique" of the Soviet Union as a change in tactics, rather than a change in its historic objective of world enslavement.**

Soviet imperialism remains the number one menace to world peace. The tactical turn in Russian foreign policy, dramatized within the past year by the display of smiling faces at the U. N. commemorative session in San Francisco and a few kindly gestures and concessions at the recent Geneva meeting at the "summit," has not lulled American labor into the belief that Moscow wants a lasting settlement. On the contrary, these recent events have served only to strengthen the AFL's firm conviction, gained through years of experience in fighting soviet imperialism and subversion on the trade union front throughout the world, that flexibility of tactics and rigidity of purpose are inseparable features of the Communist world conspiracy.

Until Communist Russia abandons its totalitarian ambitions of world enslavement, the position of organized labor will remain the same. In the words of AFL President George Meany: "The Communist enemy, regardless of any momentary change of tactics, regardless of any treaty the Kremlin may sign, is bent on conquering the entire world — the United States not excluded — and remold it in the form of the totalitarian dictatorship and slave economy imposed on the people behind the Iron Curtain, in Russia, Rumania, Outer Mongolia, and on the Chinese mainland. American labor never can be and never will be submissive or neutral towards such a total menace. Freedom-loving peoples in no part of the world can for long accommodate themselves to or remain neutral in the face of such a frightful peril spread by a world-wide fifth column serving the most gigantic military machine on earth."

Negotiations with the enemy, though they be necessary for the cause of world peace, must be from a position of strength, based on full awareness of the diabolical purposes of the Moscow conspiracy.

**(b) The nature of the present world crisis requires a consistently democratic foreign policy, as advocated by the national AFL.**

Organized labor views the present world crisis as perhaps the gravest the world has ever faced, not only because of the threat of mass destruction that would stem from nuclear warfare, but above all because the present crisis is a total crisis. It involves issues far beyond commercial concessions and territorial possessions, or

a few offshore islands. The crisis that threatens the world endangers every human being, his basic rights, and every spiritual, moral, social, economic, political and humanitarian achievement.

The enemy we face is likewise a total enemy, who cannot be deterred or defeated by military means alone, but one which must be opposed with varied means — moral, material, economic, social, political, and cultural as well as military.

In line with this overall approach to the problem of world peace, the Federation gives full support to the national AFL in its efforts to secure a consistently democratic foreign policy based on the following five broad principles:

1. Building up sufficient military, economic, political and social unity and strength of the free world to halt and, if need be, defeat Communist subversion and aggression.

2. Improving the standards of living, productivity, trade and price stabilization of basic raw materials in the democratic orbit.

3. Extending national freedom and democracy to the colonial peoples.

4. Promoting a genuine disarmament program and the banning of atomic, hydrogen, and all other weapons of mass destruction through effective international control, inspection and the imposition of sanctions on all violators on both sides of the Iron Curtain.

5. Developing the U. N. into an increasingly effective instrument for promoting international co-operation and protecting world peace.

**(c) American labor continues to champion the work of the International Confederation of Free Trade Unions.**

In recent years, with the leadership and active support of the AFL, the ICFTU has grown into the greatest body of free labor ever assembled. Its crucial role in the struggle against totalitarian communism and every other brand of totalitarianism is the preservation and extension of the rights of world labor to freely organize.

History clearly shows that where organized labor has remained free and strong to press for the elimination of the social and economic conditions in which the germs of totalitarianism breed, freedom and democracy have triumphed over the forces of despotism.

With continued support, the ICFTU can become a most powerful force for rallying the working people to protect and promote their standards of life and labor and for becoming the driving force in resisting and defeating social injustice and reaction of every stripe, and in defending and extending human liberty and peace

now most gravely menaced by Soviet imperialism.

**(d) The AFL's Free Trade Union Committee continues to guide free labor in its fight against despotism.**

The Free Trade Union Committee, under the guidance of the AFL Executive Council and its International Labor Relations Committee, is the vehicle for the advancement of the militant international policies of the American Federation of Labor throughout the free world.

The English, French, German and Italian editions of the INTERNATIONAL FREE TRADE UNION NEWS have continued to increase their influence in the ranks of world labor as a source of authentic information and guidance in regard to American labor policy and practice, social and economic developments in the United States and behind the Iron Curtain, and the progress of free labor and democratic nationalism even in the remotest corners of the globe.

The committee has also done considerable publishing of special literature for distribution in areas of unrest. A special pamphlet, in Spanish, regarding the Guatemala crisis, for example, was given wide distribution and met with favorable response.

Further, with men stationed in the trouble spots of the world, it has rendered valuable aid to the bona fide free trade union forces in the struggle against communist subversion. Also, by varying means, it has maintained contact with underground forces struggling to regain their human rights in Communist-occupied nations, and has been an unending source of encouragement to such forces.

The Committee, however, has not restricted its activities to fighting the Communist conspiracy. It has in the past and continues today to espouse the cause of the colonial peoples of the world in their burning desire for freedom and independence from western imperialism. In championing these rights and acquainting the victims of imperialism of the positive forces in America working for their freedom, the Committee is helping to win the struggle for the minds and hearts of the people who in the end will determine whether Communism and aggression or freedom and democracy shall triumph.

**(e) Organized labor, while pledging continued full support of the ILO, strongly opposes the efforts of U. S. employer organizations to withdraw U. S. participation and destroy the effectiveness of the organization.**

The work of the ILO as an instrument for raising living standards throughout the world and the elimination of substandard working conditions which breed communism is recognized by all except

the misguided leaders of the NAM and the national Chamber of Commerce and other reactionary employer groups who in their fear of progress have blindly attacked the organization as the vehicle for the spreading of socialism and internationalism.

Although their fears have been proven groundless (see last year's statement of policy, *Proceedings*, 1954, pp. 252-253), they persist in their efforts to defeat the work of the ILO. As pointed out by George P. Delaney, AFL worker representative of the U. S. delegation, this is an objective which they share, whether they like it or not, with the Kremlin and its satellite states which have recently rejoined the ILO to prevent its effective operation.

Withdrawal of the U. S. might enable the rulers in Moscow to plant their agents in technical administrative jobs in Southeast Asia, Africa, and the Middle East and Latin America. It would abet their efforts to turn the delegates from other non-Communist nations against us. It would give their spokesmen greater access to the ILO rostrum without timely response by American worker, employer and government delegates. And it would utterly destroy the positive effectiveness of an organization which has been and is today a veritable thorn in the side of Communist slave labor dictatorship.

Referred to Committee on Resolutions.  
Adopted, pp. 191-192.

## II

### FULL EMPLOYMENT AND THE ECONOMY

**(a) The continued existence of a hard core of unemployment, despite the general upturn in economic activity since the 1953-54 recession, serves as a warning against doing nothing economic policies based on blind faith in the economic system.**

The encouraging strides made toward economic recovery from the 1953-54 recession since the first of the year, cannot go unnoticed. Total income, consumption and production have reached new heights. Employment, which has been lagging in the recovery until recently, is now beginning to regain its 1953 levels. On the state level, comparable developments have occurred.

Despite this generally healthier glow to the economy, the nation has been unable to shake the persistent virus of unemployment, which continues at an excessively high rate as a danger signal amid the self-congratulations of big business and the Administration.

Unemployment is still more than 50 percent higher than it was in 1953, and has failed to decline in proportion to the

upturn in the economy. The hard core of workers unemployed for 15 weeks or more remains well over one million, and appears to be on the increase in recent months. At latest count, a total of 35 major areas and over 100 smaller areas are still classified as areas of substantial labor surplus by the Department of Labor.

As the national AFL has recently declared, the future direction of the economy depends upon what happens to unemployment. "The present timidity in the expansion of private capital investment, the abnormally high production of automobiles, the tightening of credit available for residential building are all factors which could contribute measurably to unemployment during the next six months. While there are positive indications that in mid-1955 recovery has reached 1953 levels in a number of fields, nevertheless, in terms of idle workers, we have not yet caught up with that full employment year."

Hence, we see little on the economic horizon or in the events of the past year that should alter our position concerning the need for public initiative to assure full employment of our growing labor force.

Every year some 700,000 new job seekers enter the labor force, while hundreds of others are being displaced by rapid changes in technology. Absorption of these workers, the economists agree, requires an increase in output of about \$10 to \$12 billion a year. To this, we can only add the obvious: the nation cannot afford to stand still economically or to be satisfied with production and employment levels of two years ago. Our economy, of necessity, must be a dynamic economy; to remain static, to stabilize, can mean only one thing and that is to contract and lose ground.

**(b) The key to economic growth and full employment is the expansion of wages and purchasing power commensurate with increases in the ability of American labor and industry to produce. Government and collective bargaining policies, in the present era of rapid technological advancement, must increasingly be geared to this essential fact.**

In the present economic situation, the need for schools for our growing school age population, hospitals for our sick, housing for low and middle income families, etc., all leave plenty of room for public initiative and leadership as to action which may be taken to stimulate the economy and to help alleviate the persistent unemployment problem. While recognizing such action as essential to the health of the economy and the welfare of the people, organized labor remains fully conscious of the fact that such policies designed to expand production and

broaden the base of public works, alone, cannot solve the knotty problem of maintaining an expanding economy and full employment; nor can the general so-called long-run policies of the present national administration aimed solely at creating a favorable climate for business expansion contribute any solution.

Increased production as a goal in itself is without meaning unless the nation's consumers have the purchasing power to buy the products of industry. Indeed, the key to economic growth and full employment rests on our ability to keep wages and consumer purchasing power in line with our increasing capacity to produce.

This elementary relationship has been clearly stated in previous statements of policy adopted by earlier conventions, and needs no elaboration. (See Statements of Policy, *Proceedings*, 1953 and 1954, pp. 258-260 and 253-256 respectively.)

The significance of this relationship, however, was brought out clearly during the recent recession, and should be noted. One of the major reasons why the 1953-54 recession did not develop into a more serious downswing was the general absence of wage cuts and the presence of wage increases in a period of rising unemployment, which gave strong support to consumer expenditures during the troublesome months, and which helped to offset the decline in purchasing power due to rising unemployment. It should be noted further that in the rise of personal expenditures which paced the upturn in the first quarter of 1955, almost two-thirds of the increase in consumer purchasing power was due to increases in wages and salaries, while increased employment accounted for only the balance.

In the period that lies ahead, both with regard to the short and long run, the importance of boosting wages and purchasing power takes on new and broader significance in the era of automatic processes which is fast falling upon us.

Let there be no doubt about the importance of automation. The unprecedented technological advancements being made through the introduction of automatic processes have placed the nation on the threshold of a second industrial revolution, while presenting organized labor with the greatest challenges ever faced, not only in regard to labor displacement problems, but also in regard to absorbing the greater product of industry. Labor, however, does not fear automation. We accept the challenge, and recognize in automation an unlimited opportunity for an economy of abundance for all people with increased leisure to enjoy the abundance. But in so doing, we hasten to repeat the warning so aptly stated by President Lee W. Minton of the AFL Glass Bottle Blowers Association: "You can turn out more and better products with machines, but machines will never go into a store and make a purchase."



Never before have government and collective bargaining policies geared to the expansion of consumer purchasing power been more important than at present. Tax policies are a focal point for government action. Reductions in taxes aimed at stimulating purchasing expenditures, as outlined in **Statement of Policy No. 3**, are long overdue, and can no longer be put off in favor of concessions to big business and the wealthy, which give only short term relief and endanger the economy. Likewise overdue is a complete overhauling and up-to-date revision of wage and hour laws and employment security programs which strengthen the consumer base.

Organized labor, in addition to securing protective provisions for displaced employees, has an even greater public responsibility to press for wage increases and other advancements which will absorb gains in productivity, and assure a steady market for industry's ever-increasing product. Serious consideration should also be given to the use of productivity advancements to accelerate the growing trend toward a shorter work week, in accordance with labor's historic objective. But the decision as to the policies which should be pursued rests with individual unions, which must measure the advancements in productivity against the ability of consumers to absorb additional production and the particular employment problems of the industry.

In regard to the guaranteed annual wage as a contribution toward full employment, we note with encouragement its spread during recent months, while recognizing its serious limitations in regard to applicability in certain industries. We urge affiliated unions to give GAW full consideration, both as a means of strengthening the consumption base of the economy and as a protection to the individual; and likewise as a possible aid in helping displaced workers to ride out temporary unemployment spells until new employment may be found.

Referred to Committee on Resolutions.  
Adopted, p. 192.

### III

## TAXATION

**(a) Organized labor renews its pledge to seek federal income tax reductions for lower income groups which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to consumer purchasing power.**

Federal tax reductions that take into the account the needs of the working people retain high priority among the con-

structive policies advocated by organized labor. Such reductions, whether they be in the form of a reduced rate on first-bracket income, an increase in the dependency allowance, or a flat dollar credit for all taxpayers, are just as necessary today as they were a year ago in the midst of a recession, for despite the partial recovery that has taken place, the need to stimulate purchasing power remains the dominant factor in the shaping of tax policies. (See **Statement of Policy No. 2.**)

The tax policies pursued by the Eisenhower administration thus far have been focussed on providing relief for the corporations and the wealthy. On the other hand, the President and his advisors have made virtually no reference to the urgent need for tax relief for those taxpayers in the lower incomes. Of the \$7.4 billion in tax reductions approved by the 83rd Congress, \$5.5 billion accrued to business and individual taxpayers who least required relief.

It is labor's firm belief that the budgetary deficit of \$4.5 billion realized in the fiscal year just ended, and the \$2.4 billion deficit anticipated for the fiscal year ending June 30, 1956, are the direct result of the ill-advised tax cuts made in 1954. Yet it is a matter of record that the Administration and its supporters in Congress last year and again this year opposed AFL-backed proposals to give relief to the low-income groups on grounds that such proposals were "ill-timed and irresponsible" because of the very same budget balancing problem.

It is significant too, that the Administration's tax-revision law enacted in 1954 contained no provisions to recapture billions of dollars in revenue that are being lost because of various loopholes sanctioned by Congress during the past ten years. On the contrary, new loopholes for the wealthy were added, including the now famous escape provision for the stockholders and coupon clippers, resulting in an annual loss of revenue of \$360 million, \$314 million of which accrued to taxpayers in the high income groups.

Organized labor urges Congress to repeal this unwarranted concession to the wealthy, and also the other tax loopholes enacted over the years which have narrowed the base of our progressive federal tax structure. Among the tax-escape devices which should be removed in addition to the preferential treatment of dividend income, are the depletion allowances for extractive industries, which has led to the mushrooming of oil millionaires; the favored treatment for capital gains; provisions governing family partnerships; and split income provisions.

It is estimated that the recapturing of lost revenues from these sources would increase federal tax receipts by about \$5 to \$7 billion a year, and make possible a balanced budget with sufficient revenues left over to make substantial cuts in taxes for the income groups whose purchasing

power must provide the economy's major incentive for economic expansion.

Failure to support this position can be interpreted only with growing cynicism on the part of the taxpayers as to the concern of Congress and the Administration with tax equity or any real desire to achieve a balanced budget.

**(b) Additional revenues necessary to meet growing state budgetary deficits should be obtained by an upward revision of the California tax structure in line with the principle of ability to pay.**

For the past several years now the California legislature has been effectively side-stepping the problem of providing additional revenues to meet the state's growing fiscal needs. This year, as summarized in THE SACRAMENTO STORY issued to convention delegates, the problem was skirted by giving the Governor blanket authority to use as much of the \$75 million "rainy day" fund as found necessary to balance anticipated deficits in the general fund account during the current fiscal year, while approving a \$14 million increase in liquor taxes over Federation opposition.

Although it was originally anticipated that nearly all of the "rainy day" fund would be needed to balance the current budget, revised estimates of tax receipts made by Department of Finance officials since the end of the 1955 legislative session have opened the possibility that a considerable portion of the "rainy day" fund may go untouched, and be available for future budget balancing purposes, should the legislature pursue further its policy of postponing the eventual day of reckoning with the state's pressing financial problems.

Legislation by postponement, however, can only increase the magnitude of the problems which must eventually be faced. As the State Controller has pointed out, the anticipated growth of the state in the next five years will require an increase in state expenditures by about \$250 million a year even under conservative programming, while on the other hand, the state can expect only a \$100 million per year increase in revenues from existing sources and tax rates for those same five years.

The Federation has fully accepted the inevitability of increasing state revenues. As in the past, however, we remain firmly opposed to any effort to obtain such revenues through the imposition of additional consumer taxes on workers who are already overburdened by the regressive sales tax and other excises.

The California tax structure is one of the most regressive in the nation. Fully 60 percent of state general fund revenues are derived from regressive consumer taxes, while personal income and bank

and corporation taxes bring in less than 16 and 12 percent respectively. It is little wonder that California ranks 11th highest in the nation as to the proportion of revenues derived from taxes on consumption.

These figures argue in favor of a thorough study and revision of the state tax structure to provide needed revenues in keeping with the progressive principle of ability to pay. The sales tax should be either completely removed or drastically reduced, while the personal income and bank and corporation taxes should be progressively increased for incomes over \$5,000 a year, in order to make up the losses in revenues. As an additional source of income, it is the position of organized labor that consideration should be given to the as yet almost completely untapped field of inheritance, gift and estate taxes.

Referred to Committee on Resolutions.  
Adopted, p. 193.

## IV

### TAFT-HARTLEY ACT AND LABOR RELATIONS

**(a) The Federation, while reaffirming its demand for far-reaching modifications of the Taft-Hartley Act to remove its numerous anti-labor provisions and to enact a more just and workable law, condemns the alarming changes in the Act accomplished by administrative rulings of the anti-labor packed National Labor Relations Board.**

The intolerable situation under Taft-Hartley, rather than improving, has steadily deteriorated within the past year. Every attempt by organized labor to correct the manifest abuses of the law have been countered by proposals of big business to add to its evils. While a stalemate has developed on the legislative front, however, the anti-labor forces have moved forward with their program of destruction by administrative fiat through the decisions of the anti-labor packed National Labor Relations Board.

"Step by step", as the national AFL has pointed out, "the whole trend of decisions in the past year has been deliberately aimed at anti-labor changes in the law desired by Big Business organizations which they have failed to prevail upon Congress to adopt." Six examples cited by the AFL and deserving careful consideration, include the following:

1. Yielding federal jurisdiction over labor-management disputes. The Board has adopted new rules depriving millions of workers of federal guarantees of their right to self-organization.

2. Allowing employers to force workers to listen to anti-union tirades on company time and property without giving the union equal opportunity to reply, and allowing employers to question individual workers about their union affiliation.

3. Restricting the right to strike by reading a no-strike clause into every contract and prohibiting strikes before the end of a contract term or specified reopening date.

4. Curbing the right to picket construction jobs by having the union involved request other crafts on the job not to respect its picket lines.

5. Holding a union responsible for acts of violence committed by outsiders, although there was no showing that the strikers themselves had engaged in such violation.

6. Jeopardizing the freedom of collective bargaining on "hot cargo" clauses by ruling that employers could repudiate the clauses although they are legal and can be included in a contract.

These examples demonstrate how the pro-business majority of the NLRB has warped and distorted the intent of Congress. We, therefore, call upon the President to restore equal justice under the law to the workers of the country by replacing the present business-oriented members, as their terms of office expire, with fair and unbiased individuals.

This further decay of our national labor relations law also serves to exemplify the need to enact a more just and workable law. While this may prove exceedingly difficult with the present attitude of the Administration and the composition of Congress, the remedy of the ballot box remains at our disposal.

**(b) Organized labor remains unalterably opposed to the program of the NAM and the Chamber of Commerce to give states regulatory authority over labor relations matters affecting interstate commerce which presently fall within the exclusive jurisdiction of the federal government.**

The "state rights" campaign of the NAM and the Chamber of Commerce to give individual states authority to regulate all phases of labor-management relations is nothing more than camouflage for the extension of restrictions on trade union activity by the enactment of hostile legislation on the state and local levels where, at the moment, the chances of passing such legislation are deemed more propitious.

As pointed out in the Statement of Policy adopted at the 1954 convention (Proceedings, pp. 262-65), the hypocrisy of evoking the question of states' rights is found in the fact that, under no circumstances, do these anti-labor forces compre-

hend the right of the state to enact controlling legislation that is more liberal than Taft-Hartley. The aim, rather, is to extend the present double standard in the federal law as it applies to union security and "right-to-work" legislation, so as to permit states to enact laws prohibiting the right to strike and picket, and to restrict collective bargaining.

During the past year this nefarious campaign was carried to virtually every state legislature in the nation by the introduction of resolutions urging Congress to relinquish its authority over all industrial relations matters. Two such resolutions introduced in California were readily defeated. (See THE SACRAMENTO STORY, 1955.)

In opposing such legislation, it was made patently clear that labor's opposition to the dilution of federal supremacy is based on principle, rather than on expediency. Since the program of industrial relations is national in scope, it should be governed by uniform national requirements and not be subject to infringement by state and local laws. Indeed, the very purpose of a national labor relations law is to adopt for all industries in or affecting interstate commerce, measures that will promote industrial peace, avoid strikes, and raise the living standards of the population by recognizing their right to form unions and bargain collectively. To invite state and local diversity, is to invite chaos in day-to-day relations and to destroy the basis of peaceful settlement of labor disputes.

**(c) The efforts of the NAM and the U. S. Chamber of Commerce to place union activities under the anti-trust laws can be interpreted as nothing more than an attempt to divert attention from the proper enforcement of such laws as they relate to business operations.**

The varied attempts of big business to repeal the Clayton and Norris-LaGuardia Acts and subject unions once again to provisions of the anti-trust laws, apart from the "union-busting" purpose of such proposals, demonstrate a complete lack of understanding of the difference between business and labor organizations.

A business organization, as the AFL recently pointed out before the House Judiciary Committee, basically represents an investment in capital. A labor organization, on the other hand, is an organization of human beings.

Whereas a business handles products for the primary purpose of making a profit, a union's concern is the labor its members have to offer, the terms under which it shall be offered, and the welfare of the members. A union's success, furthermore, is not determined by profits, but by the extent to which it can maintain

and improve workers' living standards.

Insofar as financial resources are concerned, a comparison shows that organized labor has funds amounting to less than one-half of one percent of the combined market value of corporate stock at the end of 1954. Such a comparison, however, has little meaning, because a union's ability to improve worker's living standards is not rooted in financial strength, but in its members' willingness to take concerted action. The ability of a business to make profits, on the other hand, is directly related to financial strength and its capital investment.

It is apparent, therefore, that there exists no logical basis for extending the anti-trust laws to cover organizations of workers.

**(d) The increase in the federal minimum wage from 75 cents to \$1.00 per hour represents substantial progress in the right direction, but falls short of the \$1.25 minimum recommended by organized labor, and fails altogether to shorten the work week or to extend the minimum wage protection of the Fair Labor Standards Act to the millions of workers who remain uncovered.**

Organized labor notes with satisfaction the increase in the minimum wage approved by the 84th Congress. Although the new minimum is still far from sufficient to meet the needs of workers in low-paid industries, it represents a substantial victory for the liberal forces in Congress over the Eisenhower Administration's efforts to hold the increase down to 90 cents on the grounds that the impact on industry of any larger increase would seriously disturb the economy.

Throughout the prolonged hearings before the Senate and the House, the AFL pressed for a realistic minimum of \$1.25 per hour, and, in addition, urged that coverage of the law be extended to millions of workers now excluded, while calling for a reduction in the 40-hour week standard to 35 hours in view of the rapid rise of productivity and the development of automation. In regard to coverage of the minimum wage law, it was pointed out that only 24 million of the nation's 44 million wage and salary workers are now protected.

The failure of Congress to act regarding either the coverage question or the work week standard, while increasing the minimum wage to only \$1.00 per hour, leaves much to be desired. The action taken this year, therefore, is considered by labor as only an installment in the liberalization program that is necessary to bring the nation's minimum wage law up to date.

Our demand for a \$1.25 minimum can by no stretch of the imagination be con-

sidered extreme. On the contrary, the rise in wage levels since the enactment of the Fair Labor Standards Act in 1938 fully justifies such a minimum. Between 1938 and the present, average hourly earnings of factory workers increased from \$0.62 to \$1.85, a rise of \$1.23. By contrast, the minimum wage, including the increase granted this year, has risen by only 75 cents. Thus, enactment of a \$1.25 minimum wage would still mean that, since 1938, the increase in wages of the lowest paid workers employed at the minimum would be considerably less than the increase in the general wage level, which reflects productivity as well as cost-of-living increases.

Insofar as possible employment displacement is concerned, past experience provides ample assurance that industry can absorb a \$1.25 minimum.

When in 1950 the minimum wage was raised 87 percent, from 40 to 75 cents, opponents of this improvement freely predicted that many industries would not be able to pay the increased minimum. Instead, after the 75-cent minimum took effect, practically no plant shutdowns or worker layoffs resulted from the higher minimum, despite the fact that it was almost double the previous rate.

The Department of Labor studied the effects of the 75-cent minimum of 1950 in five low-wage industries—southern sawmills, men's dress shirts and nightwear, fertilizer, men's seamless hosiery and wood furniture—and found that even though the higher minimum required increased wages for a substantial proportion of the workers in those industries, the adjustment to the higher minimum rate was made with "only minor determinable effects." This experience indicates that had Congress raised the minimum to \$1.25, which would have involved a smaller percentage increase than the rise in 1950, low-paying industries could have easily adjusted to the higher minimum. The actual increase to \$1.00 should present no problems whatsoever.

The real need for a \$1.25 minimum, however, can be measured only in positive terms. Low wages breed illness, slums, illiteracy, crime and juvenile delinquency. The many studies which have been made of the direct contribution of low incomes to the incidences of illness, prevalence of bad housing and lack of full educational opportunity for members of low-income families have demonstrated beyond doubt the tremendous cost of low wages to the community.

Thus, low wages take their toll not only in the poverty and misery of the families directly affected, but also in increased costs for social and community services which must be borne by the entire community. In other words, firms employing workers at unduly low wages are actually being subsidized by the rest of the community.

**(e) The state minimum wage of 75 cents should also be increased to \$1.25 per hour and coverage extended to include men as well as women and minors.**

The arguments for a \$1.25 federal minimum wage apply with equal force to the state minimum.

Under present California law, the state minimum is set by industry wage order of the Industrial Welfare Commission and applies only to women and minors. It is the position of the Federation, however, that a statutory minimum should be established and made applicable to men as well as women. Pending action in Sacramento to accomplish this end, we call upon the Industrial Welfare Commission to reopen the wage orders as soon as possible so that the minimum wage may be raised to the realistic \$1.25 minimum recommended by the Federation.

The precedent for action has already been set on the national level.

It should be noted further that because of the higher wage level in California than for the nation as a whole, a mere matching of the federal increase granted this year would require a state minimum of at least \$1.25. As the Bureau of Labor Statistics pointed out in a recent study, a \$1.25 minimum in California would affect fewer people than a \$1.00 minimum for the nation as a whole.

Referred to Committee on Resolutions.  
Adopted, pp. 193-194.

## V

### SOCIAL SECURITY

**(a) The Federation reaffirms its general social security and social welfare goals in state legislation as set forth in the 1954 policy statements, but will not elaborate on them until the next convention because 1956 is not a state legislative year.**

The Federation's proposals for liberalization of the state's programs for unemployment insurance, unemployment disability insurance, workmen's compensation, aid to the aged and blind, and the needy disabled were detailed in last year's statements of policy (*Proceedings*, 1954, pp. 266-76 and 283-85). The state legislature will not meet again in regular session until January, 1957, well after the Federation holds its 1956 convention. Accordingly, at the next convention, all proposals for state legislation will be reviewed and restated in detail in light of the 1955 legislative experience reviewed in the Secretary-Treasurer's report on la-

bor legislation, SACRAMENTO STORY, 1955, distributed at this convention.

**(b) The federal old age and survivors' insurance program should be further liberalized to increase benefits, provide disability benefits for workers forced to retire before the age of 65, lower the retirement age of women to 60, and to extend coverage in accordance with the over-all liberalization program of the national AFL.**

Despite the far-reaching improvements in the federal old age and survivors' insurance program enacted by Congress last year (see *Proceedings*, 1954, pp. 279-283), much remains to be accomplished in the way of needed liberalization.

Benefits under the program continue to be held down because of the \$4,200 limit on taxable earnings which serve as the base for benefit payments. The \$600 increase in the ceiling granted last year, was only a step in the right direction. Adoption of a \$6,000 tax base as recommended by the AFL is fully justified by the increase in wage levels since the social security program was enacted, and would make possible a substantial boost in benefits, while at the same time insure preservation of the wage-related benefit structure embodied in the old age and survivors' insurance program.

The extension of benefits under the program to persons who become totally and permanently disabled prior to retirement age has long been advocated by organized labor. Its enactment would fill a large and long-standing gap in the American social insurance system, and would carry to its logical completion the step that was taken in 1954 when Congress adopted the so-called disability "freeze" provision. The effect of that provision was to "freeze" the disabled worker's earning record so as to assure that the benefits he would begin to draw at age 65 would not be reduced or lost as a result of the loss of earnings in the interim period. But it did nothing to help him solve the problem of survival during that interim period between disability and age 65.

As the Advisory Council to the Senate Finance Committee pointed out in 1948, in recommending the adoption of a disability benefit program:

"There can be no question concerning the need for such protection . . . The economic hardship resulting from permanent and total disability is frequently even greater than that created by old age and death. The family must not only face the loss of the breadwinner's earnings, but must meet the cost of medical care. As a rule, savings and other personal resources are exhausted. The problem of the disabled younger worker is particularly difficult because he is likely to have

young children and not have had an opportunity to acquire any significant savings."

The proposal to reduce the eligibility age for women to age 60 would also constitute a long-overdue recognition of certain facts of American life. One of these is that age discrimination in employment is an even greater handicap to working women than to men. Another is the fact that the great majority of men marry women who are younger than themselves.

In such cases, the death of the breadwinner often leaves the widow without means of support, too young to qualify for widow's benefits, but unable to find suitable employment. Furthermore, this fact has the effect of nullifying the eligibility age of 65 as far as the married man is concerned, since he must wait until his wife reaches age 65 before the couple can qualify for full benefits—deferring his actual retirement age to 68 or later. The reduction in the age of eligibility for women would compensate partly for these inequities.

In regard to coverage, the action taken last year in extending the benefits of the program to some 10 million previously uncovered persons has made social security coverage practically universal. The few pockets that remain, however, should be removed. Included here are many migratory agricultural workers who are vital to the process of our increasingly mechanized agricultural production. Also, where coverage is permissive, as in the case of state and local government employees and professionals, it should be made mandatory.

In making these recommendations, organized labor is fully aware that the long-term cost of old age and survivors' insurance would be increased. To assure adequate funding of the program, therefore, contribution rates should be increased by moving ahead sufficiently the dates when scheduled increases in contribution rates are to go into effect.

A Democratic-sponsored bill making improvements in line with organized labor's liberalization program was approved this year by the House of Representatives. It included:

1. Retirement benefits for women who would be paid at age 62 instead of 65, affecting about 800,000 women immediately.

2. Full payment of benefits to workers over 50 who are totally disabled, instead of having them wait until 65. This would initially affect 300,000 persons.

3. Extension of benefits to dependent children to those over 18 who are mentally and physically disabled.

4. Extension of mandatory coverage to self-employed professionals, except medical doctors, thereby bringing under coverage about 220,000 persons.

The Senate, however, refused to take up the bill this year because of Administra-

tion opposition. The bill remains on the Senate calendar for consideration at the 1956 session of Congress.

**(c) Organized labor reaffirms its position in support of a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.**

In spite of the tremendous progress that has been made in recent years toward meeting the cost of medical care through health and welfare plans established by collective bargaining and other voluntary health plans, the establishment of a comprehensive health insurance program on either the federal or state level remains a dire necessity. The rapid expansion of voluntary plans, rather than indicating a possible solution to the problem of financing the nation's medical bill, has only made more apparent the need.

At latest count, approximately 60 percent of the population have some type of health insurance, representing an extension of coverage to about 90 million people in the past decade and half. While 60 percent of the people are covered by prepayment plans, less than 20 percent of the nation's 9.9 billion dollar medical care bill is being defrayed by such plans, according to the latest survey published by the Social Security Administration in December, 1954. The great bulk of medical care expenditures still comes from the individual's pocket on an expensive and prohibitive fee-for-service basis.

Most voluntary plans are of the cash indemnity type, which attempt to reimburse the individual for medical expenditures, and are designed primarily to cover only hospital and surgical expenses during acute illness. Yet such expenses account for only about one-third of medical expenditures. Only a small fraction of the voluntary plans presently in existence, covering less than 5 percent of the population, are of the comprehensive group practice type which provide direct services instead of indemnity payments, and which make possible preventive medicine practices so frequently lacking in the indemnity type plans.

The indemnity plans which predominate, furthermore, lend themselves to certain abuses by doctors. As the national AFL recently declared before a Senate subcommittee, speaking primarily of cash indemnity plans of commercial insurers, such plans "are unable to provide the worker with adequate protection, or, in fact, any real insurance against the actual charges made by doctors or the exploitation of the plan and of the workers by medical practitioners who engage in such practices as fee-splitting, pecuniary operations and the escalation of fees in consideration of the fact that the patient is covered by such plan."

For these reasons, in the absence of a national system of health insurance, many affiliates, with AFL encouragement, have been giving increasing attention to the possibility of making use of prepayment plans which provide comprehensive direct medical services with a potential for preventive medicine, and which, in addition to other advantages, are not subject to abuses found under cash indemnity plans. These plans, although they have recognized shortcomings, such as limited choice of doctors, which must be ironed out, are going in the direction which the labor movement wishes to go, providing a sound base for comprehensive medical services which will be able to advance even more effectively with the stimulus of national and state health insurance as endorsed by organized labor.

Comprehensive medical care insurance through government action, however, remains the objective of organized labor. As in the past, the principle which organized labor supports is the "social insurance principle," and not "socialized medicine." We insist that such a program include iron-clad guarantees which (1) preserve the private relationship between patients and physicians, (2) insure that both parties have full freedom of choice within the program, (3) encourage early diagnosis, preventive medical procedures, and use of special laboratory aids, necessary drugs and appliances, without worry or expense for the patient or doctor.

Such a program, either on the state or federal level, furthermore, should be coupled with legislation designed to assist the expansion of medical training and educational facilities, hospitals, clinics and health centers.

**(d) Labor remains unalterably opposed to President Eisenhower's pitifully inadequate "reinsurance" plan as a substitute for the bold type of program needed to solve the problems of financing the cost of medical care.**

At the 1954 convention, the Federation denounced the President's program as being inadequate on its face, and based on a principle ill-suited to meet the staggering problem of financing the nation's medical bill. (*Proceedings*, 1954, pp. 278-9) Inasmuch as the President persists in proposing virtually the same reinsurance program to Congress, we incorporate last year's statement of opposition into this year's statement of policy.

Referred to Committee on Resolutions.  
Adopted, pp. 205-206.

## VI

### HOUSING

**(a) Present housing developments are failing to meet the nation's needs**

**both in regard to the volume of construction and the price that can be afforded by families most in need of housing.**

Last year 1,215,000 new homes were built. This record was exceeded only in 1950 when residential construction reached the all-time peak of 1,396,000 units. This year, with a new boom in progress, it is expected that the number of new starts will approach the 1950 record with about 1.3 million units put in place.

Despite this record volume of construction, we have not begun to fill the gap between housing activity and housing needs.

As detailed in the statement of policy adopted last year (*Proceedings*, 1954, pp. 286-7), in order to rebuild the ever growing slum areas which are tearing at the vitals of our metropolitan communities, and at the same time to assure that the housing needs of the 200 million population anticipated by 1970 will be properly met, we must construct a minimum of 2 million housing units a year. Yet the current annual rate, if sustained, would be only 1.3 million. If we continue to build at the present rate, without taking care of the needs of the families living in substandard housing, at least 2 million more substandard units will be in use by 1970 than today.

Although these facts may appear incongruous with current opinion that the nation is overbuilding in residential units, the conflict is more apparent than real. In terms of the cost of housing being built, the market indeed is fast reaching a saturation point. But this is only because the houses that are being built cost too much for low and middle income families who are in greatest need of decent housing.

As Ewan Clague, Director of the Bureau of Labor Statistics, pointed out at the convention of the homebuilders earlier this year, the average house built in the first three months of 1954 sold for \$12,300, about \$2,000 more than three years ago. A house costing \$12,300 involves for its purchaser a monthly housing cost of about \$100. Factory workers averaging \$74 a week can afford to pay no more than \$65 a month for housing, even if they pay as much as 20 percent of their income for shelter. This means that the average worker can afford to pay just 65 percent of the monthly cost required for an average house today.

From these figures, it is apparent that if the rate of housing construction is to be raised to a level sufficient to meet the housing needs of the nation, thousands of additional units must be built each year for low and middle income families at a cost which they can afford. To do otherwise—to expand along present lines by making patch-work changes in financing requirements under the FHA and VA

programs, might endanger even the present inadequate program by further encouraging the construction of units with which the market is already being abundantly supplied—to the point of possible saturation.

**(b) To assure a sustained high level of housing construction, the nation's housing program must be expanded to provide for (1) annual construction of at least 200,000 low-rent public housing units, and (2) low-cost, long-term loans for rental and cooperative housing, and housing available for purchase by middle-income families.**

### Public Housing

The unsatisfied needs of the low-income families constitute one of the major areas for expansion of housing construction. These families, with incomes of less than \$2,500 a year, account for 25 percent of the nation's families, and cannot afford to pay more than \$40 a month for rent or mortgage payments. Their only hope for decent housing is federally subsidized, low-rent public housing.

In recognition of this fact, Congress, in 1949, authorized the construction of 810,000 units over a period of six years at the rate of 135,000 per year. In bowing to the dictates of the real estate lobby, however, Congress has consistently reduced this number through such devious methods as cuts in appropriations and riders. As a result, by the end of 1954, five years later, barely one-fourth of the authorized units have been put in place.

Last year, the program again was barely kept alive by an authorization of 35,000 for one year, with added restrictions which have permitted only 6,200 starts during the first five months of 1955. A substitute program enacted at that time upon request of President Eisenhower to encourage speculative builders to build \$7,600 homes for low-income families (see *Proceedings*, 1954, pp. 286-287), has served only to emphasize the fact that public housing provides the only answer to meeting the needs of the low-income families. While literally millions of words have been written regarding the virtues of this program as private enterprise's answer to public housing, not one unit has been put in place under its provisions.

In light of this experience, there can be no justification whatsoever for continued emasculation of the nation's public housing program. To make up for some of the time that has been lost since 1949, public housing construction should be stepped up to at least 200,000 units a year, as recommended by the national AFL.

The Senate this year partially responded to the challenge by authorizing 135,000 units per year for the next four years. In

the House of Representatives, however, the last-ditch opponents of public housing succeeded in substituting a bill without any public housing whatsoever, rejecting even the Eisenhower Administration's token program of 35,000 units a year for two years. The conference committee compromise finally worked out and accepted by both houses provides for 45,000 units for one year. While this 45,000-unit authorization can be labeled as nothing less than disgraceful, a significant public housing victory was won in the removal of real estate lobby restrictions written into the law last year, with the blessing of the Eisenhower Administration, which limit the construction of public housing facilities to units needed to rehouse families displaced in communities by approved slum clearance, redevelopment or urban renewal programs under the "omnibus" housing bill of 1954. Because of the small number of approved plans for slum clearance, redevelopment, etc., these otherwise unobjectionable provisions have operated to further restrict the number of public housing units constructed, as was the intent of the vicious real estate lobby.

### Middle-Income Housing

Large-scale construction of middle-income housing for families with incomes too high for admission to public housing, but too low to afford the high-cost private housing being built today, provides the other major area for expansion of housing construction. It is estimated that families in this middle income bracket constitute 35 percent of our urban families. Together with low-income families, they make up some 75 percent of the nation's families which presently fall outside of the housing market.

The housing needs of middle income families can be reached only through a bold new program of low-interest, long-term loans for rental, cooperative or sales housing which will reduce rents or mortgage payments to fit their pocketbooks. Such a program entails loans of 35 and 40 years' duration at interest rates no higher than 3 percent, as compared with the going rate of 4½ to 5 percent under the GI and FHA programs. If the federal government cannot induce lending institutions to provide such long-term low-interest loans, then the government must be ready to step in with direct loans at interest rates close to the cost of government borrowing.

While such a program would be anathema to the lending institutions, it provides the only avenue for reaching the American goal of a good home for every American family along with an expanded public housing program.

The refusal of Congress to provide for middle-income housing, while placing severe limitations on public housing, furthermore, has greatly handicapped slum clearance and urban redevelopment projects throughout the United States. The great



bulk of the families living under slum conditions fall either in the low-income or middle-income groups, and without adequate low-cost housing to meet their needs when displaced, communities have hesitated to proceed with planned projects. Expansion of the public housing program and institution of a workable middle-income program, therefore, would facilitate slum clearance and redevelopment programs, which, in turn, must be broadened and geared to the low- and middle-income programs recommended.

Referred to Committee on Resolutions.  
Adopted, p. 207.

## VII EDUCATION

**(a) The improvement of salaries and working conditions of teachers sufficient to insure an adequate supply of qualified teachers is dependent upon their organization into bona fide unions.**

The current and projected shortage of qualified teachers in California is a matter of urgent concern to the citizens of the state. Teacher recruitment conferences held within the past year have brought out the fact that fully 10 percent of our teachers at present lack full qualifications and are teaching on a provisional basis. On top of this existing shortage, to meet the needs of our growing school age population it is estimated that about 14,000 new teachers a year are needed for the next several years.

It is the position of the Federation, consistently maintained, that to attract a sufficient number of teachers we must raise wages and working conditions to a level sufficient to induce students to undertake the protracted and costly training requisite to becoming competent teachers, holding out to them the chance to attain a fair standard of living commensurate with the responsibilities they must assume in educating our children.

That such is not the case, despite the substantial progress made in raising teacher salaries in recent years, is indicated by the fact that our colleges and universities, upon which we must depend for qualified teachers, have barely been able to keep pace with the rate at which teachers are leaving the profession for higher paying jobs.

The paramount need remains the organization of teachers into a bona fide union which has as its source of strength the militancy of local organizations, able and willing to fight for improved conditions.

The California Teachers' Association, which predominates at present with its weak local affiliates scattered throughout the state, is actually a "company union,"

influenced directly or indirectly' by the same school administrators which have the power to hire and fire teachers.

At the 1955 session of the legislature, this was made abundantly clear. The CTA company union opposed an AFL measure to increase the minimum salary of teachers from \$3400 to \$4200. It consistently worked against other AFL bills aimed at extending permanent tenure rights to all teachers regardless of school district size, and to protect probationary teachers against arbitrary dismissal. Instead, it assumed the role of the administrator to compromise the tenure law and to restrict the application of the existing protection for probationary teachers to San Francisco and Los Angeles. (See SACRAMENTO STORY, 1955.)

All doubts as to any labor union pretensions of the CTA were removed when the company union, in the closing days of the session, chose to fight an AFL bill merely declaring the constitutional right of teachers to join a union or any other organization of their own choosing, by viciously berating organized labor and slurring the methods and objectives of unions, while placing teachers on a "professional" pedestal above organized workers. Yet the organization had the audacity to sponsor a bill defining itself as a labor union for the purpose of exempting itself from the Insurance Code in regard to life and disability insurance.

**(b) In opposition to the Eisenhower Administration's weak proposals and general policy of procrastination, the Federation reaffirms its position in support of urgency action by Congress to enact a substantial program for direct federal aid to education.**

For the past two years, the Eisenhower Administration has opposed federal aid in any form and has relied instead on a series of state and local conferences culminating in a national study conference scheduled to be held later this year, to come up with a solution.

While the Federation is not opposed to the holding of educational conferences sponsored by the Administration, and is actively participating in the California conference, which is considering all facets of education, this can be no reason for hesitation in embarking on an emergency program, the need for which has been so fully demonstrated.

Administration delaying tactics have caused shock and bewilderment as the welfare of the nation's children is pushed off in a series of maneuvers and new financing gimmicks.

The latest is the President's woefully inadequate proposal in a special message to Congress this year calling for a meager \$200 million over a three-year period for limited federal aid for school construc-

tion based on a "means" test, with added provisions designed to reassure the financial community that it shall profit from the present plight of the American school system. Although the proposal was a concession on the part of the Administration to sharp nationwide pressure for action on the critical classroom shortage, its ostensible purpose and the timing of the message was to block a Democratic-sponsored bill, supported by the AFL, calling for emergency federal aid of \$500 million per year for two years.

Under the means test imposed by the Administration for receipt of any direct aid on a matching basis, school districts would be required to demonstrate that the amount of their taxable property and local income is "so low as to make it impossible for the district either to repay borrowed money or rent a satisfactory school building."

The reference to repaying borrowed money or rent related to two other key proposals in the President's message: one calling on Congress to appropriate \$750 million for use over the next three years to purchase school bonds issued by local communities "which are handicapped in selling bonds at a reasonable interest rate," set at 3 1/8 percent; and the other allowing the federal government to take part in a program whereby statewide school building agencies would be established to build schools and rent them to school districts. In connection with the latter, the communities would pay sufficient rent to cover principal, interest, a reserve and administrative expenses. Only if a school district could not qualify under either of the two proposals would it be considered for direct federal aid.

A fourth point in the Administration program proposes an appropriation of \$20 million to be used over a three-year period to furnish one-half of the administrative cost of state programs designed to aid local school districts.

While the President has declared that his four-point program envisages a total of \$7 billion put to work building badly needed schools within the next three years, the national AFL has made labor's position clear that this program would not even make a dent against the accumulated shortage of school facilities, estimated at about \$11 billion and growing daily.

The complex requirements and special procedures in the program would take the heart out of any local school superintendent waiting for federal help to build a schoolhouse. In regard to the provisions for federal purchase of school district bonds and rental of schools by hard-pressed districts, there is hardly any community across the nation that could be expected to utilize these proposals. School districts still capable of floating bond issues to build schools have no difficulty raising money at less than the Administration-proposed 3 1/8 percent.

The bond-buying proposal merely imposes an additional burden by requiring a community to support interest payments and debt service charges at a rate of 3 1/8 percent, when all over the nation most communities are paying 2 to 2 1/2 percent. As to the rental of schools, it is illogical, to say the least, that a school district too poor to build schools by borrowing should be expected to pay for them through even more expensive rental procedures.

Finally, where a district does manage to pass the "means" test, the amount of direct aid proposed is so paltry that only a mere trickle of funds would flow to needy communities.

Although the Administration proposal has not been passed this year, it will still be before the Congress for consideration in 1956, and all other direct aid bills have been effectively stymied. Meanwhile, the crisis becomes more acute as the school population steadily rises.

The only solution, as the AFL has repeatedly declared, is a generous grant-in-aid program under which the federal government will supply sufficient funds to meet the emergency, while the states and local authorities continue to exercise their traditional control over the administration of these funds.

The use of federal grants is the only way to meet the crisis. As the AFL has been frank to admit, organized labor believes that part of the burden of financing school construction should be shifted to progressive taxes, namely, the federal income and corporation taxes. It is high time that we get away from the use of regressive types of taxes—particularly the growing use of sales taxes—which are now the principal source for school funds.

Since we use federal taxes for many other kinds of federal aids—highway, hospitals, public welfare, to say nothing of the airlines—why should they not also be used for children?

It should be emphasized that federal aid is also needed for purposes other than schoolhouse construction. The federal aid program of organized labor also encompasses aid for teacher salaries, scholarships, aid to combat illiteracy, and for services to children, including the school lunch program.

**(c) Intensified activity on the part of local unions and labor councils in assuming a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society, remains an urgent necessity.**

While this matter was taken up at the 1954 convention, continued efforts on the part of business organizations to capture our public schools system make it advis-

able to restate in toto the policy adopted last year:

"The victory which organized labor won many years ago in the establishment of our public school system over the opposition of reactionary industrialists is currently in danger of being lost to big business because of a general failure of labor to take a more active interest in the day-to-day operation of our schools.

"The danger lies in the concerted efforts of big business organizations to control the subject matter of education by supplying teachers with vast quantities of elaborate free teaching aids, such as booklets, posters, motion pictures, and other classroom materials designed to ease the burden of the overworked teacher.

"Organized labor cannot stand back and allow the educational system to become the captive of industry. It is imperative, therefore, that organized labor watch carefully for evidence of activity by anti-labor groups attempting to influence teaching programs. The responsibility lies primarily with local labor bodies in assuming a more active role in the operation of our schools. Local unions and councils should actively seek representation on local boards of education. Further, permanent education committees should be appointed by central labor councils in every locality to work closely with similar committees in their respective school departments. On these committees must fall the obligation to make inquiries as to what is taught about organized labor, and examine textbooks and other teaching materials to ascertain whether or not organized labor's role in modern society is receiving adequate and unbiased treatment.

"Although many local organizations have already assumed these responsibilities, there is considerable room for broadening and extending educational activities.

"On the state and national level, similar obligations rest with the higher organizations in the trade union structure. Proposals such as that recently made by the National Association of Manufacturers encouraging big business organizations to make fixed contributions toward education, in lieu of federal aid to education, must be effectively resisted as a major threat to academic freedom. If free public education is to be maintained in America, it cannot be sold to the highest bidder, whether it be business, organized labor, or any other independent group."

**(d) Established Federation programs in the field of education should be continued. These include (1) the annual week-long labor institute, (2) the annual week-end labor press institute, and (3) the annual Federation scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii.**

The practical worth of these programs has been proven beyond doubt.

The annual labor institute offers trade unionists the opportunity to engage in a week of calm and dispassionate study and review of the economic, political and social aspects of broad problems facing the labor movement.

The labor press institute recognizes the important role which the labor press must play in relating current events to the general overall workers' education program, and gives labor press editors an opportunity to discuss common problems relating to financing, circulation, format arrangements, news coverage, etc., so that the labor press may increase its effectiveness.

The scholarship program, while assisting worthy students to finance a college education, at the same times encourages the factual study of organized labor's history and present day role in modern society.

Referred to Committee on Resolutions.  
Adopted, pp. 207-208.

## VIII

### CIVIL RIGHTS

**(a) The Federation, while reaffirming its support for national FEPC legislation with enforcement powers, will continue to work cooperatively with the California Committee for Fair Employment Practices for the enactment of such legislation on the state level.**

The enactment of FEPC legislation with enforcement powers remains one of the primary objectives of the California State Federation of Labor.

During the 1955 regular session of the California legislature, the Federation joined forces with the California Committee for Fair Employment Practices to secure passage of a full-fledged FEPC measure through the Assembly for the first time in the history of the legislature. The bill was ignominiously tabled in Senate committee, but only after a full FEPC hearing was won, which at least forced the Senate to awaken to the issue.

While the reactionary employer groups persist in their arguments that such legislation is not needed in California, that it would cause more harm than good, and would hamper employer operations, the overwhelming volume of evidence brought together by the California Committee for Fair Employment Practices proves the absurdity of such arguments.

In California there are about 500,000 Negroes, 800,000 Mexican-Americans, 85,000 Japanese-Americans, 60,000 Chinese-Americans, and 400,000 Jews. Employment restrictions in some form or other exist against all of these groups.

The records of the California Employment Service in Los Angeles three years ago showed that 67.5 percent of all job orders were discriminatory. Although such records are no longer kept, there is no evidence that there has been any substantial decrease in discrimination since that time. A check of over 100 private employment agencies in the same area as late as January of this year showed that 20 percent of the agencies automatically asked for racial, religious, or nationality preferences, as a reflection of prevailing practices.

In Richmond, California, a 1954 survey by a community-wide committee resulted in an estimate that 70 percent of the area's employers discriminate in employment, with 30 percent not hiring minority workers under any circumstance, and 40 percent hiring them only for certain jobs, without opportunity for advancement.

Those in minority groups are not only forced to accept employment in the least skilled and lowest paid occupations, but are also the first fired and the last hired. According to monthly reports of the U.S. Census Bureau, non-whites have almost doubled the rate of unemployment of whites on the west coast where California experience predominates. These same official census reports also reveal that the median wage of the non-whites on the west coast is only about 52 percent of the median white wage.

In regard to the workability of FEPC laws, we need only look to the experience of states and cities which have them in operation on the sound assumption that the behavior of Californians would be essentially the same as individuals in those areas.

An official report of the U.S. Senate Committee on Labor and Public Welfare points out that in seven states and two municipalities studied which have an enforceable law, "some discrimination has been found and eliminated in nearly 2,800 specific cases." Yet in seven years of operation the various commissions administering these laws have found it possible to settle by conciliation all but six out of about 5,900 cases. The report further states that FEPC laws have "opened many opportunities for workers previously barred because of race, religion or national origin," solely as the result of educational impact, rather than because of enforcement procedures.

That the laws have worked to the satisfaction of employers, workers, and labor unions is also attested to by the same U. S. Senate report. Specifically, employers who generally oppose enactment of FEPC, are reported as having since expressed belief in their positive beneficial effects. A Business Week magazine survey likewise summarizes the businessman's attitude under enforceable laws as follows: "Even those who opposed FEPC aren't actively hostile now." Literally hundreds

of important business organizations have formally testified that none of the feared "interference" resulted, while most of them have gone out of their way to testify not only that the laws have not been a burden, but rather a positive benefit.

With this wealth of experience to dispel fears of FEPC, there is nothing that can stop its inevitable enactment once the full weight of such experience is carried to the public. Toward this end, we urge affiliated locals and councils to bend every effort, and also to press for the enactment of FEPC ordinances on the local level in cooperation with other civic-minded groups. For in the final analysis, it must be remembered that, regardless of the gains we may make as trade unionists economically, socially, or politically, there can be no real progress as long as certain minority groups are denied the right to share fully in those gains.

#### **(b) The Federation urges full cooperation with the Government Contracts Committee to eliminate job discrimination by companies holding government contracts.**

On August 13, 1953, President Eisenhower established the President's Committee on Government Contracts to administer the federal policy requiring firms awarded government contracts not to discriminate in their employment policies. The committee, which has labor representation, including AFL President George Meany, is a re-establishment on a somewhat modified basis of the government Contract Compliance Committee previously created by President Truman. Its primary function is to coordinate and assist federal agencies in the enforcement of the non-discrimination clause in their contracts.

Although the committee has not moved as rapidly as desired by the AFL, one of its major accomplishments has been the development of a strengthened non-discrimination clause specifically prohibiting discrimination by government contractors in all phases of the employment relationship, including hiring, placement, training, promotion, tenure of employment and compensation. The pledge is now part of every federal contract except small commercial contracts.

The American Federation of Labor's position in regard to such provisions is unequivocal and clear. The money for federal contracts is collected from all the people without discrimination, and it should be expended also without discrimination. As AFL President Meany has pointed out, there should be no underestimation of any phase of the program: "It is important in the U.S. as a matter of common decency, but anything we do or fail to do also has great significance in the world struggle between totalitarian slavery and democratic freedom."

The success or failure of the program depends upon enforcement procedures. While the AFL continues to press for more effective procedures, all affiliates are urged to insist that employers with federal contracts adhere to the letter and spirit of the non-discrimination clause. Whenever possible, individual employees and applicants for employment should be informed of their rights under the clause. By giving such support to the non-discrimination program, a notable contribution to its success can be made, thereby helping to eliminate discrimination in a large sector of the American economy.

**(c) The Federation gives full support to the national AFL's demands that an impartial commission be created, with labor representation, to make a thorough review of the nation's security program before legislation dealing with security in defense plants is enacted.**

In previous statements of policy (*Proceedings*, 1951-54 inclusive, pp. 251, 304, 273, and 304-06 respectively), the Federation has consistently declared its opposition to anti-subversive laws and programs which chip away at the very rights which we seek to preserve from the totalitarian menace either of the right or the left.

In line with these previous declarations, we give full support to the national AFL in its demands that Congress refrain from enacting legislation dealing with security in defense plants until an impartial commission can review the current internal security laws.

Proposals introduced in Congress this year to deny access to defense facilities to persons who might seek to injure the nation's security all fell short of safeguards demanded by the AFL by failing to provide adequate review procedure, standards, and definitions, by denying access to a plant without a hearing, and applying penalties too broadly.

As the AFL pointed out before committee, from a relatively small beginning, the government's security program has "mushroomed into a complex, bureaucratic, administratively difficult mechanism." The program has not always "been sensitive to the personal rights with which all individuals deserve to be treated. The result has been a tendency to ignore or overlook the rights of individuals in the name of security."

The problem before the nation, therefore, is to "realistically assess the danger from Communism, to provide the necessary legislative enactments to deal with this question, and to make certain that the laws are properly administered so that in good conscience they do not infringe upon the basic liberties of the people."

It is the AFL's position that affiliated

unions in contact with the existing security program know where the security program falls short and where improvements are needed. These improvements can best come from a thorough investigation by a commission with provision for representation of employers and unions, in addition to elected public officials, before any new security laws are adopted.

A commission-type study, furthermore, would be timely, objective, and help to develop a greater sense of unity throughout the country regarding the vital problem of security.

Referred to Committee on Resolutions.  
Adopted, p. 209.

## IX

### AGRICULTURAL LABOR

**(a) The Federation will continue to press for the extension of the benefits of social legislation enacted in the past 20 years to agricultural workers, while working cooperatively with other organizations and governmental agencies toward the solution of the total agricultural labor problem.**

Agricultural workers, in these days of high employment and social advancement, remain the forgotten step-children of our economy and the victims of inaction.

In regard to migratory workers, the most exploited tenth of our agricultural labor force, nearly five years have passed since the issuance of the report of the President's Commission on Migratory Labor depicting the deplorable conditions surrounding the migrant and his family; yet virtually nothing has been done to implement the constructive recommendations of the Commission fully endorsed by organized labor. On the contrary, their plight has been compounded many times by the "wetback" invasion and the indiscriminate use of legally imported labor from Mexico.

As we stated in last year's policy statement (*Proceedings*, 1954, p. 299), "it is high time that Congress, while expressing its concern over parity for the large farm operator, also take steps to elevate the millions of hired farm workers in America to a position of parity, in legal rights and dignity, with their fellow workers in other trades and industries."

Of all major social legislation enacted in the past 20 years, only old age and survivors' insurance has been extended to farm workers, and then only to those who earn \$100 a year from one employer, which still excludes large numbers of migratory workers. Benefits of other enactments, including minimum wage protection, unemployment insurance, and the protections of the National Labor Rela-

tions Act in the right to organize have been arbitrarily withheld from them.

While the extension of such laws to cover agricultural workers would help immeasurably to solve their primary income problems, we cannot for a moment delude ourselves that such extension would serve as a panacea for agricultural labor problems, particularly in regard to the migrant whose plight stems basically from the chaotic condition of the labor market maze through which the migrant must wander in search of work. The related problems of housing, sanitation, education of farm worker's children, and the like cut across all levels of government and can be solved only by a coordinated approach to the total agricultural labor problem. Toward this end, the Federation will continue to work cooperatively with responsible organizations and affected public agencies.

In regard to migratory labor, a prerequisite to action is the establishment of a federal Committee on Migratory Labor as a coordinating body of agencies dealing with the problems of migrant farm workers. Measures to accomplish this have been repeatedly rejected by Congress, while expending millions of dollars to bring in contract workers from Mexico.

**(b) Organized labor, while pressing for the complete elimination of "wetback" traffic, insists upon modification of the contract national program to prevent its further degeneration into an outright program for the legalization of "wetback" labor under Administration policies.**

The Federation's position in regard to the use of "wetbacks" and contract nationals from Mexico as farm workers has been well established in statements of policy adopted by previous convention action. (See, for example, *Proceedings*, 1952, 1953, and 1954, pp. 299-301, 277-79, and 299-301, respectively.)

These two sources of labor have become the historical successors to the exploited workers of earlier eras in California history for the flattening of American farm wages and driving domestic farm workers from the fields.

Within the past year, we are pleased to note there has been a substantial reduction in the volume of "wetback" traffic as the result of the intensive drive by the U. S. Immigration and Naturalization Service to close the borders to contraband labor. There is little in this situation, however, which can be considered permanent as long as Congress refuses to enact legislation to impose stiff penalties on employers who knowingly hire illegal aliens and to confiscate vehicles used in the transportation of illegal entrants.

The progress made in curbing "wetback" traffic, furthermore, has largely

been dissipated as the result of new laxness on the part of the Administration regarding the importation of contract nationals from Mexico under the border recruitment agreement forced upon the Mexican government, which, in effect, permits the legalization of "wetback" labor.

Last year some 309,000 contract nationals were supplied American employers, as compared to 201,000 in 1953. This increase of over 100,000 represents in large part the number of "wetbacks" who have become legal contract employees under the loose policies of the current Administration. The exploitation continues.

Both Public Law 78 and the international agreement with Mexico governing the importation program limit the use of contract nationals to areas with a short supply of domestic farm workers at "prevailing wages" as determined by the Department of Labor. In the administration of the program, however, the determination of "need" in too many cases has come to mean the request of the employer, and the determination of the "prevailing rate," the stipulation of the employer making the request.

In both instances, organized labor repeats its demand that Public Law 78 be amended to require the Secretary of Labor to conduct public hearings in each major crop area or region to determine the actual need of importation and the wages to be paid to foreign workers. In addition, provision should be made for the establishment of a minimum wage which will protect both U. S. and Mexican workers.

Further, we insist that the domestic worker be offered at least the same conditions offered Mexican nationals before determination is made of the insufficiency of domestic labor. These include the following: a written contract; transportation; housing; subsistence; guarantees of employment; the right to elect his own representative for the purpose of maintaining the work contract; health and accident insurance; and other fringe benefits, plus a wage based on rates other than those offered by employer groups.

Without these minimum changes, organized labor is unable to support any extension of the contract national program, regardless of the actual need for supplementary labor in certain agricultural areas. Such needs cannot serve as the justification of a program which gives the corporate farmers the protection of the law to exploit "wetbacks."

Referred to Committee on Resolutions.  
Adopted with additional statement, p. 216.

## X

### WATER AND POWER

#### (a) The Federation reaffirms its

**support of full and integrated development of California's water resources under the terms of our reclamation law.**

The position of the Federation in regard to the development of our water and power resources in accordance with the anti-monopoly provisions of reclamation law relating to water distribution and public power development, and our opposition to the new so-called "partnership" proposals and similar gimmicks being nurtured under the aegis of the Eisenhower administration for the purpose of avoiding the application of those provisions, is a matter of record and needs no further elaboration at this time. (See Statements of Policy, **Proceedings**, 1953 and 1954, pp. 270-82 and 295-98 respectively.)

In accordance with these policies, and as a means to action in the urgent development of our water and power resources, we:

1. Urge immediate construction of the Trinity-San Luis Project by the federal government, including federal construction and development of the Trinity power facilities, so as to provide cheap public power for pumping waste water from the delta to the San Luis reservoir for distribution to water-starved lands on the west side of the San Joaquin Valley in accordance with the 160-acre excess lands provision, while at the same time generating additional public power for preference distribution to public agencies.

2. Urge Congress and the Administration, through the Bureau of Reclamation, to authorize and proceed without further delay with the construction of the remaining units of the Central Valley Project, including federal construction of the Feather River Project, in accordance with the Bureau's comprehensive plan for completing the unified development of the Central Valley's water and power resources, as contained in the Central Valley Basin Report of 1949.

3. Oppose state acquisition of the Central Valley Project as proposed by the excess landholders and the private power interests to escape reclamation law and destroy public power.

4. Oppose the monopolistically inspired "partnership" proposal of the P G & E to construct the Trinity power facilities, which would: increase federal construction costs of the Trinity Project by about \$42 million; give the private utility a profit of approximately \$6 to \$7 million a year at the expense of its power customers; force the government to buy back power at high rates for pumping delta water up to the proposed San Luis Reservoir and thereby virtually precluding San Luis tie-in with Trinity; remove a large block of public power as a yardstick for setting private power rates; reduce public power production from Shasta and Keswick dams because the larger tunnels on

the Trinity demanded by the PG&E would alter the entire CVP operation; and finally, upset the delicate balance required in the coordinated operation of the whole Central Valley Project.

5. Oppose the state Feather River Project, the brainchild of the State Engineer, conceived with the advice and consent of the landed monopolists and the private power lobby, which by the State Engineer's own "feasibility report," is neither economically nor financially feasible.

**(b) The Federation supports the activities of the newly organized California Water and Power Users Association established to advance and protect the interests of the general public in the development of our water and power resources.**

Organized labor has long recognized that full and integrated development of our water and power resources is the single most important factor governing the further growth of California. Without an adequate supply of water for California's thirsty lands and without an abundance of cheap public power to attract new industries, it is a foregone conclusion that California will not be able to keep its growing population and labor force fully employed.

In recognition of these facts, the Federation has for many years been in the forefront of the fight to keep the pace of water and power development abreast of California's needs, while at all times insisting that such development shall proceed in accordance with public policies designed to ensure widest possible distribution of the benefits of water and power developed at the taxpayers' expense.

Opposition to proceeding along these lines has come and continues to come from the excess landholders and the private power interests who seek monopoly rights to our precious water and power resources. As the history of the Central Valley report clearly shows, these forces have no qualms about pursuing their selfish ends to the point, if necessary, of blocking any and all future development of water and power projects.

Today, with their allies in control of Washington and key California water agencies, these forces have never been closer to reaching their goal, with the future of California and the welfare of the people hanging in the balance.

In answer to this challenge, and to protect our water and power resources for the common benefit, the California Water and Power Users Association was formed within the past year. Its aim is to raise the voice of the people in opposition to the disruptive and destructive tactics of the monopolists, and in support of further water and power development along the lines advocated by organized labor.

The California State Federation of Labor has contributed financially to help the Association get started and to develop its organization, and at the June meeting of the Executive Council in Eureka, voted to officially endorse the Association. This was done in the firm belief that the interests of Federation members, both workers and consumers, could be well represented through this special organization for the sound development of our resources.

Besides the Federation, sponsors of the Association include the CIO-California Industrial Union Council, the California Grange, the Brotherhood of Railway Clerks, the Catholic Rural Life Conference, and other farm, labor, water and power user, veteran and religious groups. It deserves the full support of all affiliated bodies.

Referred to Committee on Resolutions.

Adopted, p. 217.

## RESOLUTIONS

### Repeal Amusement Tax

**Resolution No. 1**—Presented by Charles H. Kennedy, Albert "Al" Morris, and A. Ray Engel of Musicians Union No. 6, San Francisco; California State Council of Culinary Workers, Bartenders and Hotel Service Employees, and California State Theatrical Federation.

Whereas, The 20 percent federal amusement tax was imposed upon the entertainment industry as a wartime emergency measure; and

Whereas, The reasons for its continuance no longer obtain; and

Whereas, Tens of thousands of workers in this industry are jobless because of this ruinous tax, among them musicians, waiters, cooks, bartenders and other service employees; and

Whereas, All other comparable excise taxes, imposed as wartime and emergency levies, have been either repealed or substantially reduced, while the amusement tax continues at its discriminatory level of 20 percent; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as protesting the continuance of this ruinous tax and urging its repeal by the Congress; and be it further

Resolved, That the Secretary be instructed to send copies of this resolution to the personal attention of our immediate Senators and Representatives in Congress.

Referred to Committee on Resolutions.

Adopted as amended, p. 193.

### Oppose Local Option

**Resolution No. 2**—Presented by Wilbur J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The "drys" in California are organized to put a local veto proposition (local option) on the November ballot, 1956; and

Whereas, This group has set up a corporation under the state law known as the "Local Self-Government League of California"; and

Whereas, The chief objective of the

"drys" is to bring back national prohibition, which will bring in its wake all its attendant evils of racketeering, bootlegging, highjacking and increase in juvenile delinquency; and

Whereas, If this proposition is approved by the citizens in the 1956 November election, it will endanger and threaten the livelihood of thousands of culinary workers, bartenders, teamsters and others engaged in the manufacture, distribution and sale of alcoholic beverages, which will adversely upset the economy of the state of California and cause additional unemployment in the state; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as opposing local option and instruct its delegates and affiliated unions to work and vote for the defeat of the local option proposition on the November ballot 1956.

Referred to Committee on Resolutions.

Filed, p. 221. See Resolution No. 202.

### Complete Integration in Government Employment

**Resolution No. 3**—Presented by Wilbur J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The U. S. Supreme Court decision prohibiting segregation in schools has helped to reaffirm the democratic principle and constitutional requirement that institutions of government — local, state, and national — should extend equal rights and equal opportunities to all citizens without regard to race, color or creed; and

Whereas, The governmental institutions should provide leadership and set an example of good human relations for the whole community by establishing non-discriminatory employment practices for their own employees; and

Whereas, There is much evidence to indicate that many governmental bodies in California have not yet fully integrated their work forces; therefore be it

Resolved, That the 53d convention of



the California State Federation of Labor favor cooperation among reputable community groups for studying employment patterns within governmental agencies, and for initiating action to insure complete employment integration and the elimination of discrimination and segregation in all units or institutions of local, state, and federal government in California; and be it further

Resolved, That this convention urges similar action by central labor councils and affiliated unions in cooperation with other local community groups.

Referred to Committee on Resolutions.  
Adopted, p. 209.

### **Support Community Chest and Other United Fund Campaigns**

**Resolution No. 4**—Presented by Wilbur J. Bassett and Thomas Ranford, Central Labor Council, Los Angeles.

Whereas, The American Federation of Labor has a record second to none in its active support of local and national programs for the health, welfare and recreational needs of our communities; and

Whereas, This fall the membership of the local unions of the AFL in California will again have the opportunity to aid fund-raising drives of local Community Chests, United Crusades, Associated In-group Donors, and other united fund campaigns which have the purpose of carrying on the work of voluntary agencies in the health, welfare and youth service fields; and

Whereas, Most Community Chest and other united campaigns include the United Community Defense Services which is working to improve the living conditions within the defense-impacted communities of America; and

Whereas, Support for Community Chests and other united campaigns should be buttressed by participation of AFL members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the boards, councils, budgets and other committees of Community Chests, United Crusades, and their federated service agencies; and

Whereas, Most Community Chests and Councils and other united funds have recognized the importance of establishing genuine labor-management committees on a policy-making level for the purpose of planning the program of the health, welfare and character-building agencies to the end that they may better serve the needs and aspirations of the people of the community; now, therefore be it

Resolved, That the 53d convention of the California State Federation of Labor call upon its affiliated local unions and their membership in all communities where local Community Chests and Councils and united campaigns exist, to urge the participation of organized labor in

these activities, to join in related labor-management programs, and to support loyally, actively and generously the local Community Chest or other united fund campaigns.

Referred to Committee on Resolutions.  
Filed, p. 220. See Resolution No. 34.

### **World-Wide Ban on Nuclear Weapons**

**Resolution No. 5**—Presented by Marilyn E. Anglin of Office Employees Union No. 29, Oakland.

Whereas, In a war with nuclear weapons, as George Meany recently stated, "there won't be any winner and labor will lose more than anyone else"; and

Whereas, The American Federation of Scientists warns that all the earth's inhabitants might be endangered from continued nuclear explosions, even in tests; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor go on record in favor of urging President Eisenhower to work through the United Nations toward a world ban on nuclear weapons and for international control of A and H bomb experiments; and be it further

Resolved, That, in the words of the Northern California Council of Churches, "we urge each nation to show the world that it recognizes its great responsibility by pledging that it will not use or threaten to use hydrogen, atomic and other weapons of mass destruction."

Referred to Committee on Resolutions.  
Filed, p. 191. See Policy Statement 1(b).

### **Bargain for Equal Pay for Equal Work**

**Resolution No. 6**—Presented by Marilyn E. Anglin of Office Employees Union No. 29, Oakland.

Whereas, Thousands of women in many industries and offices in California are paid lower wages than men for comparable work; and

Whereas, Organized labor has long opposed discrimination of any kind, whether because of sex, race, creed or color; and

Whereas, Employers have always sought to divide and destroy the labor movement by pitting one group against another by wage differentials; and

Whereas, Recognizing the inequity and injustice of this practice, many states have passed legislation calling for equal pay for equal work for women; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor urge each affiliated local to attempt to gain, through collective bargaining, contract clauses establishing and enforcing equal pay for equal work for women.

Referred to Committee on Resolutions.  
Adopted as amended, p. 197.

**Organization of Office Employees**

**Resolution No. 7**—Presented by Marilyn E. Anglin of Office Employees Union No. 29, Oakland.

Whereas, One of the primary objectives of the labor movement is to organize the unorganized; and

Whereas, Office employees are less than twenty percent (20%) organized in the state of California; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor hereby declare itself in favor of organizing office employees; and be it further

Resolved, That all affiliated local unions and councils be urged to cooperate fully with the Western Organizational Conference of the Office Employees' International Union and local unions of the Office Employees' International Union in a program of organizing office employees in California.

Referred to Committee on Resolutions.

Adopted as amended, p. 194.

**1956 Election Activity**

**Resolution No. 8**—Presented by Marilyn E. Anglin of Office Employees Union No. 29, Oakland.

Whereas, Organized business, spurred by their successful passage of legislation in Wisconsin to muzzle union political activity, is heading for further attacks on the labor movement; and

Whereas, The Eisenhower Administration, attempting to scuttle twenty years of progress, has delivered blow after blow to labor—on the minimum wage, on income tax exemptions, on repeal of Taft-Hartley, on civil rights legislation, on protection of our natural resources, to name only a few; and

Whereas, The 1956 elections offer labor and the American people an opportunity to steer our government back to its democratic traditions; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record in favor of organized labor, in self-defense, showing its organizing ability as never before, in preparing for the 1956 elections, using the victorious Neuberger-for-Senate campaign as a model; that each and every local in the California State Federation of Labor appoint and put to work its own political committee, to educate its members on political issues of vital concern to their welfare; and that each local, cooperating with other locals in their areas, work unceasingly to guarantee that 100 percent of its members are registered to vote and go to the polls in 1956.

Referred to Committee on Resolutions.

Referred to CLLPE Executive Council, p. 219.

**Bargain for 30-Hour Week Without Reduction in Pay**

**Resolution No. 9**—Presented by Marilyn E. Anglin of Office Employees Union No. 29, Oakland.

Whereas, Automation is affecting the employment of workers by permitting higher production per man-hour; and

Whereas, Unemployment at the present time is far too prevalent; and

Whereas, A shorter work-week with no reduction in weekly rates will spread employment and preserve a high economy; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor go on record in favor of a thirty (30) hour work-week; and be it further

Resolved, That all affiliated local unions be urged to attempt to gain through collective bargaining a thirty (30) hour work-week without reduction in the weekly pay.

Referred to Committee on Resolutions.

Filed, p. 192. Federation policy reaffirmed.

**Establish AFL Retail Service Trades Department**

**Resolution No. 10**—Presented by H. L. Weingartner of Retail Clerks Union No. 1364, Redding.

Whereas, The various trades departments established by the American Federation of Labor, such as the metal trades department, building trades department, etc., have proved of great value to the labor organizations operating in the same industry with similar problems; and

Whereas, The retail trade in the United States is becoming an increasingly important and vital field in which many labor organizations are directly concerned and have common problems and purposes; and

Whereas, At the present time there is no effective organization of these various labor organizations operating in the retail field; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor endorse the Retail Clerks International Association in petitioning the American Federation of Labor for the establishment of a retail service trades department under the auspices of the American Federation of Labor, with similar structure and purposes to those already established trades departments in other industries, and to include, in addition to the Retail Clerks International Association, such other American Federation of Labor labor organizations as are directly concerned with the retail trade.

Referred to Committee on Resolutions.

Adopted as amended, p. 226.

**Support Israel and Histadrut**

**Resolution No. 11**—Presented by S. G. Goodman, A. L. Smith of Machinists Union No. 311, Los Angeles.

Whereas, Histadrut, the General Federation of Labor in Israel, has been the outstanding example of a democratic labor organization in the Middle East for the past 35 years, and today plays a leading role in the life of the young State of Israel by spearheading many economic, social and cultural advances; and

Whereas, Israel, numbering only 1,650,000, is surrounded by more than 45 million Arabs, who maintain an armed blockade against the young republic in order to starve Israel into submission; and

Whereas, Histadrut, with a membership of more than 500,000, is doing everything possible not only to improve the lot of labor in Israel, but also to serve as an example to the toiling masses of the Arab nations who are enslaved by wealthy Arab land owners; and

Whereas, Histadrut has continued to develop a health program which serves nearly a million Jews and Arabs; vocational training for youth and for adult immigrants; housing projects for workers and immigrants; cultural activities and social services; closer cooperation between Jewish and Arab workers; and

Whereas, The American Federation of Labor has extended a helping hand to Labor Israel, the only democratic trade union in the Middle East; and

Whereas, Communist Russia, in the councils of the United Nations, has aligned itself with the Arab countries in order to gain control over that strategic part of the world; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor extend fraternal greetings to Histadrut, the General Federation of Labor in Israel, and pledge its continued moral support to Histadrut in its effort to build a nation which will enrich the lives of its own people, contribute to the improvement of the peoples in the Middle East generally, and serve as a citadel of democracy in that part of the world; and be it further

Resolved, That the convention endorse the activities of the American Trade Union Council of the National Committee for Labor Israel which serves to promote understanding between the organized workers of the United States and Israel.

Referred to Committee on Resolutions.  
Filed, p. 222. See Resolution No. 127.

**Repeal Hatch Act**

**Resolution No. 12**—Presented by Robert P. Sanders of California Federation of Post Office Clerks, Huntington Park.

Whereas, The Bill of Rights should apply to all citizens of the United States;

and

Whereas, Freedom of speech, political action, collective bargaining, and a public conscience is forbidden the federal civil service employee; and

Whereas, This injustice reduces these employees to the status of second-class citizens; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as opposed to the Hatch Act as oppressive and unjust, wherein it refuses the constitutional guarantees under the Bill of Rights; and be it further

Resolved, That this resolution be presented to the next convention of the American Federation of Labor asking for support of legislation to repeal the Hatch Act.

Referred to Committee on Resolutions.  
Adopted, p. 219.

**Seniority by Law for Postal Employees**

**Resolution No. 13**—Presented by Robert P. Sanders of California Federation of Post Office Clerks, Huntington Park.

Whereas, There is a great deal of leeway in employee assignments to preferred positions in the clerical force in the Postal Service; and

Whereas, Such assignment to job vacancies is often at the discretion of the head of the division or the postmaster; and

Whereas, All postmasters do not choose to recognize seniority agreements, but arbitrarily assign employees to preferred choice assignments because of favoritism, relationship or other factors; and

Whereas, Many senior employees are thus denied assignments to positions of a preferred nature; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as endorsing seniority by law; and be it further

Resolved, That this resolution or a similar resolution be presented to the next convention of the American Federation of Labor asking for the support of legislation embracing seniority by law.

Referred to Committee on Resolutions.  
Adopted as amended, p. 217.

**Union Recognition for Postal Employees**

**Resolution No. 14**—Presented by Robert P. Sanders of California Federation of Post Office Clerks, Huntington Park.

Whereas, The Lloyd-La Follette Act of 1912 repealed the vicious "Gag Orders" previously issued by President Theodore Roosevelt which prohibited postal employees from contacting their Congressmen for improved working conditions; and

Whereas, Over forty years has inter-

vened during which no additional or specific recognition has ever been accorded postal unions, despite the tremendous development of organized labor in private industry; and

Whereas, Postal employees and their unions are still dependent upon the good graces of Post Office Department officials for certain privileges considered basic to other unions; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as endorsing the principle of union recognition for postal employees in substantial form to provide that the Post Office Department be compelled to consult with postal unions on all matters affecting working conditions; that punitive provisions for supervisors disregarding the law be established; that an impartial board of arbitration be established; and that all other basic rights, other than the right of strike, be established; and be it further

Resolved, That this resolution, or a similar resolution, be presented to the next convention of the American Federation of Labor asking for support of legislation covering these principles.

Referred to Committee on Resolutions.  
Adopted as amended, p. 217.

### **35-Hour Work-Week for Postal Employees**

**Resolution No. 15**—Presented by Robert P. Sanders of California Federation of Post Office Clerks, Huntington Park.

Whereas, The productivity of postal employees has steadily increased over the past years to the point where a greater volume of mail is moved and distributed with a far less proportionate increase in man-hours; and

Whereas, The Congress of the United States has failed to consider and recognize this increased productivity in legislating increases in wages; and

Whereas, The Post Office Department has introduced a Work Productivity Standard designed to speed up the production of postal employees by establishing a high production standard for an average to which every clerk must conform to hold his job; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor in convention assembled go on record endorsing legislation for a 35-hour work-week for postal employees; and be it further

Resolved, That this resolution or a similar resolution be introduced at the next convention of the American Federation of Labor.

Referred to Committee on Resolutions.  
Filed, p. 217. See Resolution No. 31.

### **Support Hotel Workers' Strike in Miami and Miami Beach, Florida**

**Resolution No. 16**—Presented by Dudley Wright, Joseph J. LiMandri, Dale Brown, Orville Comstock, Lucy Galaski, Carmen Davis of Culinary Alliance, and Hotel Service Employees No. 402; Waiters and Bartenders No. 500; San Diego.

Whereas, Hotel workers in the 22 major hotels in Miami and Miami Beach, Florida, are on strike against intolerable working conditions; and

Whereas, Some categories of workers were receiving as low as 12½ cents per hour and working a 7-day week of 10 to 12 hours per day; and

Whereas, Hotel operators have arbitrarily refused to sit down in conference and talk with the representatives of their employees in an effort to terminate the dispute by fair and equitable collective bargaining; and

Whereas, No other recourse was available to these employees than to strike, and through this medium, call attention to their intolerable working conditions; and

Whereas, The Miami-Miami Beach area is used by many national organizations for convention city, and one of these, the great American Legion Convention, is scheduled during the year 1955; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its Secretary to wire the Honorable Seaborn P. Collins, National Commander of the American Legion, Indianapolis, Indiana, respectfully but urgently requesting that the 1955 American Legion Convention be moved to a city where the owners and managers of the hotels have a greater regard for the human welfare of their employees; and be it further

Resolved, That the officers of the California State Federation of Labor be further instructed to urge any national organization whose convention is scheduled for the Miami area to change their location until such time as the hotel operators of these cities realistically through collective bargaining enter into a working agreement with their employees; and be it further

Resolved, That the local unions, central labor unions, and building trades unions represented here in convention take this subject matter up with not only the National Commander of the American Legion, but the Legion Posts through which many of their members hold membership and endeavor to persuade them to support the change in location of the American Legion Convention.

Referred to Committee on Resolutions.  
Re-referred to Committee on Labels and Boycotts, p. 131.  
Filed, p. 184. See Resolution No. 192.

### **Assist Tulare-Kings Counties Building Trades in Visalia Dispute**

**Resolution No. 17**—Presented by Charles E. Nichols, M. L. Lawrence of Tulare-Kings Counties Building and Construction Trades Council, Visalia.

Whereas, The Tulare-Kings Counties Building and Construction Trades Council is and has been, since March 1954, actively engaged in dispute with Rembac's Blockyard, Visalia, California, a member of the California Association of Employers; and

Whereas, Said dispute is a legal organized labor problem, which developed upon the refusal of the employer to bargain, even though proof of representation was offered through the California State Conciliation Service; and

Whereas, Said Council has effectively obtained cooperation in all instances, except one, in the curtailment of products to named firm; and

Whereas, The lack of cooperation of the one firm, heretofore referred, has caused the Council to expend capital far in excess of that which would be required under normal conditions, and the continuance of such lack of cooperation will cause additional undue monetary demands upon the Council and all organizations co-operating with it; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor, and all affiliated organizations, go on record as requiring each and every affiliated organization to make provision in their collective bargaining agreements so as to allow members subject to said collective bargaining agreements to cooperate with other organizations, if and when such cooperation is required.

Referred to Committee on Resolutions.  
Filed, p. 194.

### **Personnel Management Relations**

**Resolution No. 18**—Presented by John W. MacKay and Albert A. Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The Lloyd-LaFollette Act of 1912 repealed the vicious "gag orders" previously issued by President Theodore Roosevelt which prohibited postal employees from contacting their Congressmen for improved working conditions; and

Whereas, Over 40 years has intervened during which no additional or specific recognition has ever been accorded postal labor unions, despite the tremendous development of organized labor in private industry; and

Whereas, Postal employees and their unions are still dependent upon the good graces of Post Office Department officials for recognition considered basic and guaranteed by law to unions in private industry; and

Whereas, Legislation introduced in the

84th Congress, and endorsed by the postal unions, with respect to the recognition of postal and federal employees would merely require the federal government to accord federal employees the same recognition that the federal government now requires a private employer to extend to private employees; and

Whereas, This legislation would not take from management the right to manage, nor would it grant to federal employees the right to strike, or to in any way interrupt or disrupt government services; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record recommending that Congress approve legislation providing postal employees with official recognition of their respective unions in such a manner as to require the Post Office Department to consult with such postal unions on all matters affecting working conditions; that punitive provisions for officials disregarding the law be established, that an impartial board of arbitration be created and that other basic union rights, other than the right to strike, be established and that postal employees be given a statutory right of recognition which they now enjoy only by suffrage, or not at all, to consultation on matters affecting their own welfare; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action prior to January 1, 1956, and request their support and favorable vote for such legislation prior to the final adjournment of the 84th Congress.

Referred to Committee on Resolutions.  
Filed, p. 217. See Resolution No. 14.

### **Retirement Liberalization**

**Resolution No. 19**—Presented by John W. MacKay and Albert A. Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, In private industry there has been a tremendous program expanding retirement benefits to employees, the cost of which is borne by industry and the consumer; and

Whereas, Social Security has been liberalized during the last few years without increasing deductions for employees; and

Whereas, The Kaplan Committee report indicates that the present Civil Service Retirement will cost employees as much as the government, thereby placing government behind industry; and

Whereas, The present Civil Service Retirement system has inadequate welfare benefits for survivors, and does not compare with the Railroad Retirement System which has matched Social Security in this regard without joining Social Security; and

Whereas, Liberalization of present Civil

Service Retirement is overdue in relation to other systems; and

Whereas, The Kaplan Committee Report recommends supplementation and amalgamation with Social Security without much liberalization, which report indicates it was the aim of the committee to save the government money and hold costs to a minimum, thereby reversing the trend in private industry; and

Whereas, The Kaplan Report would penalize early retirement more than at present by making selection for widows' annuity, cut retired employees' annuity on an actuarial basis, thus greatly increasing cost of this provision which is directly against the program of the National Federation of Post Office Clerks; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record against the joining of Civil Service Retirement with Social Security as recommended by the Kaplan Committee, and rather go on record for the following liberalization of Civil Service Retirement:

1—Effectuate benefits for survivors similar to that contained in the Railroad Retirement System.

2—Compulsory retirement of all employees 65 years of age, but that 5 years of grace be given to employees affected at the enactment of legislation, and provided no employees shall be allowed to remain in the service beyond age 70.

3—Optional retirement with 30 years of service without reduction in annuity.

4—Elimination of all deductions assessed for the privilege of selection widows' and dependents' annuities.

5—All annuities be tax-exempt.

6—Elimination of the requirement that a widow must be 50 years of age to obtain an annuity.

7—Minimum annuity of \$100 a month.

8—That the method of computation be changed to provide multiplying 5-year average by 2½ percent.

Referred to Committee on Resolutions.

Non-concurred, p. 205.

Reconsidered and referred to Executive Council, p. 215.

#### Time and One-Half for Substitutes

**Resolution No. 20**—Presented by John W. MacKay and Albert Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Existing law does not allow time and one-half for all work performed in excess of 8 hours in one day, or 40 hours in one week, for substitute postal employees who comprise approximately 1/5th of the nation's postal employee group; and

Whereas, The Post Office Department has taken advantage of this situation by utilizing this group of employees for long

hours of toil far in excess of recognized standards thereby causing untold hardship on such employees; and

Whereas, The principle of time and one-half for overtime has been established in outside industry for many years to prevent employers using employees in a manner detrimental to their health and welfare; and

Whereas, The U. S. Government recognized this principle through the Fair Labor Standards Act, yet it neglects to provide similar benefit for its own postal employees, i.e., post office substitutes employed on an hourly basis; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor recommends immediate legislation by Congress providing time and one-half compensation for all hours worked in excess of 8 in one day, and all hours worked in excess of 40 in one week for all postal employees on an hourly basis as well as an annual basis; and it be further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action prior to January 1, 1956, and request their support and favorable vote for such legislation prior to the final adjournment of the 84th Congress; and be it further

Resolved, That the Secretary of the California Federation of Labor be instructed to submit this resolution on behalf of the California Federation of Labor to the next annual convention of the American Federation of Labor, with the request that it be made a paramount legislative objective of the American Federation of Labor in an effort to eliminate this antiquated, outmoded and anti-labor practice through which the Post Office Department is able to utilize the services of a cheap labor market at tremendous cost in health, welfare, and well-being of the hourly employees involved.

Referred to Committee on Resolutions.

Filed, p. 217. See Resolution No. 31.

#### Compensatory Time

**Resolution No. 21**—Presented by John W. MacKay and Albert Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The present practice of granting compensatory time for Saturday, Sunday and holiday work is not in the true spirit of a 40-hour week, granting only one day's compensatory time for Saturday, Sunday and holiday work; and

Whereas, Pay allowed for such Saturday, Sunday or holiday work is not at the time and one-half rate; and

Whereas, The intent of the 40-hour work-week law is to hold Saturday, Sunday and holiday work to only the barest of essential duties, which is not now being accomplished under the present system of granting compensatory time; therefore

be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging a legislative program embodying the principle of compensatory time at the rate of time and one-half for all work performed on Saturdays, and double time for Sundays and holidays in all first, second and third class post offices.

Referred to Committee on Resolutions.  
Filed, p. 217. See Resolution No. 31.

#### **Eight in Eight-Hour Work Day in Postal Service**

**Resolution No. 22**—Presented by John W. MacKay and Albert Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The present law provides that postal employees' work day may be spread over a period of eight in ten hours; and

Whereas, This working schedule is very inconvenient and allows the spreading of the eight hours' work over a period of ten full hours, which really defeats the purpose of the eight-hour law; and

Whereas, The Post Office is the only department of the government which requires this long swing; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor favor the enactment of legislation changing the present law from eight in ten hours to eight in eight hours; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation prior to final adjournment of the 84th Congress.

Referred to Committee on Resolutions.  
Filed, p. 218. See Resolution No. 31.

#### **Seniority by Law**

**Resolution No. 23**—Presented by John W. MacKay and Albert Aron of Post Office Clerks Union No. 64, Los Angeles.

Whereas, There is a great deal of leeway in employee assignment to preferred positions in the clerical force in the Postal Service; and

Whereas, Such assignment to job vacancies is often at the discretion of the head of the division or postmaster; and

Whereas, All postmasters do not choose to recognize seniority agreements, but arbitrarily assign employees to preferred, choice assignments because of favoritism, relationship or other factors; and

Whereas, Many senior employees are thus denied assignment to positions of a preferred nature; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go

on record as favoring seniority by law in the Postal Service; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation prior to final adjournment of the 84th Congress.

Referred to Committee on Resolutions.  
Filed, p. 217. See Resolution No. 13.

#### **National Policy on Grievances**

**Resolution No. 24**—Presented by Albert Aron and John MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, There are prevalent throughout the country today many grievances which are identical or similar in nature; and

Whereas, These grievances stem from the same source; namely, the policies of the Post Office Department in regard to personnel; and

Whereas, A study has been made by a sub-committee of the Committee on Post Office and Civil Service, House of Representatives; and

Whereas, This committee filed a report on "Appeals and Grievance Procedures in the Federal Governments," dated, June 7, 1954, House Report No. 1759, 83rd Congress, 2nd Session; and

Whereas, This report, among other things, sets forth (Part IV, "Finding," page 16, sub. para. 7), "There has been too little consultation by departments and agencies and by the Civil Service Commission with established employee groups. This deprives the Government of the benefit of advice on a continuing basis from individuals and groups which are in close touch with all matters concerning personnel administration in the Federal Government and have made intensive studies thereof." And again in sub. para. 10, page 17, "The subcommittee has had opportunity to observe at first hand the work being done by the larger employee organizations, and found that these organizations are a real force for good in keeping purely vexatious and frivolous appeals and grievances at a minimum. It will never be known how many such complaints are cut off at the source, without waste of a single minute of administrative time or money, because a competent organization representative took the time and had sufficient interest to set the aggrieved employee straight."; and

Whereas, In Part V of this report under the title "Recommendations" sub. para. 5, page 21, "Departments and Agencies should arrange for consultation on a voluntary, continuing basis with recognized employee organizations, with respect to framing their appeals and grievance procedures and carrying them out."; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as endorsing the principles contained in House Report No. 1759 of the 83rd Congress, 2nd Session and that copies of this resolution be sent to our Senators and Congressmen and to our national officers of the AFL, and to the Post Office Department, requesting that legislation be introduced and enacted, embodying the principles contained in the above report.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 218.

### **Political Rights for Federal and Postal Employees**

**Resolution No. 25**—Presented by Albert Aron and John MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, U. S. Federal and postal employees are now restricted by the Hatch Act from exercising political privileges now enjoyed by all other citizens of this Nation; and

Whereas, U. S. Civil Service regulations further restrict postal and federal employees in political activity; and

Whereas, Such restrictions contribute to the status of second-class citizenship for a large segment of the United States population; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record endorsing the following measure and seek its introduction as a bill in Congress by the Representatives and Senators from California:

"To grant full franchise to all federal employees and others and to allow the exercise of unrestricted citizenship rights.

"Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled that hereafter no United States citizen shall, because of the fact of their employment in any government bureau, municipal or political subdivision thereof, be deprived of the right or privilege to fully participate in any campaign or election, the outcome of which might influence policies or standards which might be established, as long as such participation is not performed while on assigned duty or does not interfere with the efficiency in performing such duties. Provided further, that no individual, bureau, or commission, shall have delegated authority to infringe upon or interpret such franchise. Provided further, that should the propriety of the actions of any individual employee be in question, his superior officer shall notify such purported violator and action may be taken through the process of law to obtain judgment from a court of jurisdiction. Any law or part of any existing law in conflict with the content of this act is hereby repealed."; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to submit copies of this proposed legislation to the California Congressional delegation prior to January 1, 1956, urging its adoption before the final adjournment of the 84th Congress.

Referred to Committee on Resolutions.

Filed, p. 219. See Resolution No. 12.

### **Protest Loss of Work**

**Resolution No. 26**—Presented by Albert Aron and John MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The Administration has adopted a policy of granting to private industry all functions which can be done by private industry; and

Whereas, Postal remittances, money orders, and other finance activity formerly handled in Post Office and Central Accounting Office have been transferred to banking institutions; and

Whereas, Such banking institutions, in the case of one office, requires an \$800,000 balance for local account, and for the account of the region the balance must be of 8 days' duration, amounting to well over \$3 million balance, without interest, which would indicate enormous profit to those banking institutions; and

Whereas, Expensive machines have been rented and time-keeping has been taken away from the post offices and placed in regional offices at increased cost to the government and loss of work to postal employees; and

Whereas, These are but indications of further loss of work to private industry unless the above policy is changed with further loss of desirable work and day tours for postal clerks; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record in opposition to this policy and that it urge thorough Congressional investigation of the policy to determine relative costs and the feasibility of depriving postal personnel of the duties pertinent to the operation of the United States Postal System.

Referred to Committee on Resolutions.

Filed, p. 218.

### **Protesting Transfer of Post Office Activities to Private Business**

**Resolution No. 27**—Presented by Albert Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The President of the United States has directed the federal agencies and departments to review their commercial and industrial activities to determine which functions can be taken over by private industry; and

Whereas, The entire policy is being predicated without regard to increased



cost to the taxpayer, national security, the government's moral obligation to federal employees and the government's operation of the Postal Service as established by the Constitution of the United States; and

Whereas, Such directions have affected postal operations by recommending:

(a) Postal remittances, money order, and other finance activities formerly handled in post offices and in other central accounting offices have been transferred to banking institutions.

(b) The operation and maintenance of trucks used in the conduct of the highway post offices are now being done under contract.

(c) Pitney-Bowes machines, IBM machines and others are now being used in postal work, with the ownership retained by business firms and used in postal activities on a rental basis.

(d) The Post Office Department has contracted much of the postal work to individuals and firms who to all intents and purposes conduct post offices involving money order, registry, COD, insurance, stamp sales and other postal activities; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor hereby go on record in opposition to the policy which would deprive postal personnel of the duties pertinent to the operation of the U. S. Postal Service as now established by the Constitution and the laws of Congress; and be it further

Resolved, That the Secretary of the California State Federation of Labor communicate this protest to the members of Congress from the State of California, to the Hon. Richard M. Nixon, Vice President of the U. S. and President of the Senate; the Hon. Lyndon Johnson, majority leader; the Hon. W. F. Knowland, minority leader; the Hon. Sam Rayburn, speaker of the House of Representatives; the Hon. John McCormack, majority leader, and the Hon. Joseph W. Martin, Jr., minority leader, advising them of our protest over this policy of taking away the duties and work of postal personnel and transferring same to private individuals who have not demonstrated their ability to handle such responsibility, nor have pledged their loyalty and devotion to the federal government as have the post office employees of this nation.

Referred to Committee on Resolutions.  
Filed, p. 218.

#### Dissemination of Propaganda

**Resolution No. 28**—Presented by Albert Aron and John MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The primary function of the Postal Bulletin has always been to transmit official information; and

Whereas, The Department now uses the

Postal Bulletin as a medium to disseminate propaganda; and

Whereas, The Department publishes and issues free of charge to employees, a magazine entitled, "Postal Service News"; and

Whereas, It is obvious that the aim of the Department is to reduce the deficit, even at the expense of maintaining adequate service; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record urging the omission of Department propaganda from the Postal Bulletin and the suspension of "Postal Service News;" and be it further

Resolved, That the specific cost of this unnecessary publication to the taxpayer be ascertained to determine the exact amount the deficit can be reduced; and be it further

Resolved, That copies of this resolution be sent to the Chairmen of Senate and House Post Office Committees and to the Senators and Representatives from California.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 218.

#### Postal Congressional Policy: Continuation of Service Principle

**Resolution No. 29**—Presented by Albert Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Prior to 1851, the view adopted by both Congress and Postmaster Generals was that the objective of the Post Office was to balance receipts exactly with expenditures; and

Whereas, This view of the Post Office as a business led to exorbitant rates and ineffectual service to our young Republic; and

Whereas, In 1851, Congress adopted a new postal policy that reversed the view of self-sustainment and invoked the principle that the Post Office was a service institution just the same as other departments of the government designed to promote the general welfare; and

Whereas, The adoption of such a new policy that the paramount duty of the Post Office is to furnish the most useful facilities which can be provided at charges which lead to the widest possible use, through workers who are assured fair pay and working conditions, has led to the building of one of the greatest service organizations in the world; and

Whereas, Because of the tremendous inflation since 1940, the increase in costs to the Post Office of about double the cost in 1940, with little appreciable raise in postal rates, has made an increasing postal deficit; and

Whereas, This increased deficit has motivated an increasing number to advo-

cate the old view that the Post Office is a business and should be self-sustaining, which the present Postmaster General appears to champion; and

Whereas, Such a view has proven to be unsuccessful by prior experience, and as lacking in fundamental faith in the principles, growth and development of this great Republic; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor reassert its belief in the Post Office as a service institution, and urge the California delegation in Congress and members of the Senate and House Civil Service and Post Office Committees, that in any consideration of adjustment of postal rates and consideration of salary increase that they adhere firmly to the service principle, and oppose vigorously the policy of a self-supporting institution and the principle that the Post Office is a business.

Referred to Committee on Resolutions.  
Filed, p. 218.

#### **"Right to Work" Laws**

**Resolution No. 30**—Presented by Albert Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Many states have adopted laws under the guise of "Right to Work," designed to destroy labor unions and make them ineffective; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as opposed to any such "Right to Work" laws which may be introduced in the California legislature; and if and when such occurs, shall register protests to the State Senators and Representatives and call upon all local affiliates to do likewise.

Referred to Committee on Resolutions.  
Adopted, p. 194.

#### **35-Hour Work Week**

**Resolution No. 31**—Presented by Albert A. Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

1—Whereas, Sixteen percent of private industry is at present working less than 40 hours; and

2—Whereas, The government printing employees are negotiating for a 37-hour work week; and

3—Whereas, The coming advent of automation, a 35-hour work week and a sound unemployment insurance program is a move in the right direction to secure full employment; and

4—Whereas, The creation of a shorter work week will make more regular clerical assignments; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as favoring the adoption of a 35-hour work week by working 7 hours a day, 5-day work week for all postal

employees; and be it further

Resolved, That the national officers of the National Federation of Post Office Clerks work together with the officials of the American Federation of Labor in getting legislation introduced establishing a 35-hour work week for all of labor.

Referred to Committee on Resolutions.  
Adopted as amended, p. 218.

#### **\$1.25 Minimum Wage**

**Resolution No. 32**—Presented by Albert A. Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The American Federation of Labor has adopted the position that the minimum hourly rate of pay in the minimum wage law should be raised from 75c per hour to \$1.25 per hour; and

Whereas, The Administration has proposed an increase of 90c, and the U. S. Senate has passed a bill increasing it to \$1.00; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor endorse the stand of the American Federation of Labor for a \$1.25 hourly minimum wage rate, and that a copy of this resolution be sent to the California delegation in Congress.

Referred to Committee on Resolutions.  
Filed, p. 194. See Policy Statement 4(d).

#### **Union Label Is Part of American Economy**

**Resolution No. 33**—Presented by Albert A. Aron and John W. MacKay of Post Office Clerks Union No. 64, Los Angeles.

Whereas, During the past decade of progressive inflation, union activities have been largely responsible for a gradual upward revision of the salary schedule, thus maintaining some semblance of a balance between income and living costs; and

Whereas, Membership in a union and participation in its functions also has the tendency to make a family conscious of other unions and sympathetic towards their efforts. From the standpoint of family economics, we have become accustomed to look for the union label on manufactured consumer goods. We know that the union label means quality material, and proper construction resulting from skilled workmanship; and

Whereas, The economic values of these aspects of union membership may be difficult to evaluate, but they undoubtedly fit into the overall pattern in our way of life; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor instruct the delegates when they return to their home town to continue to demand the union label on all their purchases.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 223.

**Support Community Chest, United Crusade  
and Other Federated Fund-Raising Drives**

**Resolution No. 34**—Presented by Jimmy Murphy of Hospital and Institutional Workers No. 250, San Francisco, and Russell R. Dreyer and Thomas Loughran of Apartment and Hotel Employees No. 14, San Francisco.

Whereas, Traditionally, the membership of the American Federation of Labor has supported local and national health and welfare projects and taken an active interest in voluntary health and welfare agencies; and

Whereas, It is recognized that labor has a fundamental interest and responsibility for the well-being and continuing activities of these major health and welfare agencies, as well as the operations and availabilities of their facilities and services; and

Whereas, Most local Community Chests and Councils, recognizing the advantage of maintaining and increasing organized labor's participation in the activities, plans and progress of voluntary health and welfare agencies, have promoted programs to bring about such cooperation through representation from organized labor on the boards, budget-study and other committees of such agencies; and

Whereas, In many communities, the members and officers of the AFL groups are taking an increasing interest and participating not only during the fund-raising drives, but in "year 'round" labor-management relationships; and

Whereas, Over a period of years the labor movement in many California cities has advocated Federated Drives which would combine a majority of the local and national appeals into one unified fund-raising campaign; and

Whereas, In an endeavor to obtain a more complete federation of welfare appeals, the membership of organized labor have joined with the citizens in the 143 communities involved to form the United Bay Area Crusade, which will put forth a single effort this fall to raise funds for the support and continuation of 288 health, welfare, recreational and character-building agencies with the counties of Alameda, West Contra Costa, Marin, San Francisco and San Mateo; and

Whereas, In many other areas in California these unified fund-raising drives are to be made this fall; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor call upon its affiliated local unions and their memberships, in all communities where local Community Chests and Councils exist and those in areas where unified campaigns will be conducted under the name of the United Crusade, to urge the participation of organized labor in these activities; to join in related labor-management programs, and to support loyally, actively and generously the lo-

cal Community Chest, United Crusade and other federated fund-raising drives.

Referred to Committee on Resolutions.  
Adopted, p. 220.

**Increase Size of Timber for Cribbing  
Open Trenches**

**Resolution No. 35**—Presented by Chas. Robinson, Jay Johnson of No. California District Council of Laborers, San Francisco.

Whereas, The present Industrial Safety Code calls for a minimum of 2"x8" being used as cribbing in open trenches; and

Whereas, This size timber is too light in many cases, especially where the trench is ten to twenty or more feet deep; and

Whereas, Many members of organized labor have lost their lives and many more have been crippled while working in these trenches; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as instructing its officers to work for a change in the Industrial Safety Code which will require a minimum of 3"x8" unfinished timber for cribbing of open trenches.

Referred to Committee on Resolutions.  
Adopted, p. 227.

**Prevailing Wage Rates for Demolition and  
Removal of Federal Housing**

**Resolution No. 36**—Presented by Chas. Robinson, Jay Johnson of No. California District Council of Laborers, San Francisco.

Whereas, The Federal Housing Administration is issuing contracts of sale for the purchase, demolition and removal of federal housing; and

Whereas, These contracts do not specify the prevailing wage rate, thereby allowing contractors to bid these houses and wreck or remove them at sub-standard wages; and

Whereas, The Lanham Act specifies that the prevailing wage shall be paid for the construction of federal housing, but is not clear as to the demolition and removal; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its officers to use their prestige and efforts to have this Act amended to clearly specify that the prevailing wage rates be paid for the demolition and removal of federal housing.

Referred to Committee on Resolutions.  
Adopted, p. 207.

**Vocational Rehabilitation of the  
Industrially Injured**

**Resolution No. 37**—Presented by Victor Swanson, Pat Clancy, C. F. Mathews,

P. E. Vandewark, Russell Swanson, Harry Metz of Operating Engineers Union No. 3, San Francisco.

Whereas, It is the declared public policy of the State of California, as outlined in Chapter 7 of Division 3 of the Education Code, to encourage and assist physically and mentally handicapped persons, including the victims of industrial accidents, to achieve the maximum degree of self-support; and

Whereas, In accord with this policy there has been established a Bureau of Vocational Rehabilitation, in the State Department of Education; and

Whereas, Because of limited funds available for this purpose, many disabled workers have not received the benefits of such rehabilitation; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor support the program of vocational rehabilitation of the disabled, and urge upon the legislature to provide appropriations adequate to meet the requirements of an expanded vocational rehabilitation program to meet the needs of the disabled in California; and be it further

Resolved, That we strongly urge the legislature to provide funds for continuing special projects to study the needs of industrially injured workmen in California; and be it further

Resolved, That we urge all local unions, employers, insurance carriers, and others concerned to work together to coordinate activities in referring disabled workmen to the vocational rehabilitation agencies and in stimulating the employment of them after they have had suitable rehabilitative services.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 162.

#### **Increase Funds for President's Committee on Government Contracts**

**Resolution No. 38**—Presented by Robert S. Ash and Joseph W. Chaudet of Central Labor Council of Alameda County.

Whereas, All labor hailed the President's action in issuing Executive Order 10479 aimed at preventing discrimination in hiring, upgrading, etc. by the holders of government contracts; and

Whereas, The non-discrimination clause has been inserted into every contract with the United States Government since December 2, 1954, and the President's Committee on Government Contracts has been in operation since August 1953; and

Whereas, This Executive Order has had little impact on the job practices of many American employers, as evidenced by the small number of cases handled and the large amount of discrimination which is still practiced; and

Whereas, The limited effectiveness of the President's Committee on Government Contracts stems from the fact that there

is no initiative in enforcement taken by this committee, or any government procurement office, all of whom wait until a complaint is filed; and

Whereas, The number of complaints filed are limited because so few workers, especially those who are members of minorities against whom discrimination is sometimes practiced, know of the Executive Order or its provisions; and

Whereas, It was because of this that the American Federation of Labor, meeting in convention in Los Angeles in 1954, declared: "The Committee, however, has moved slowly. To some extent it was handicapped by the lack of sufficient staff and the reluctance of contracting agencies to undertake vigorous investigation and enforcement;" and

Whereas, Notwithstanding the limitations of the committee's accomplishments, the Republican Administration is attempting to use the existence of the committee and the Executive Order as political ammunition among minority groups; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor call upon the President to provide his Committee on Government Contracts with sufficient funds so that the committee will be able to undertake an active and large-scale program of investigation to check compliance and enforcement where such is necessary; and be it further

Resolved, That the California State Federation of Labor call upon the President's Committee to greatly step up its program of non-political publicity, aimed at informing working people of their rights under Executive Order 10479; and be it further

Resolved, That the California State Federation of Labor pledge aid and support to a sincere program aimed at making Executive Order 10479 an effective instrument for government action against job discrimination.

Referred to Committee on Resolutions.  
Filed, p. 209. See Policy Statement 8(b).

#### **Buy Union Insurance from Union Insurance Agents**

**Resolution No. 39**—Presented by Woody Welty and Andrew Sawchuck of Insurance Agents Union No. 86, Los Angeles; Insurance Agents No. 219, Berkeley.

Whereas, The principle of patronizing union-made goods and union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, This principle has proven itself to be sound on both moral and practical grounds whenever and wherever it was applied in an intelligent and collective fashion; and

Whereas, This fundamental principle applies to insurance with the same force

and for the same reasons as it applies to any other commodity or service; therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor declare that the time-honored principle of patronizing union-made goods and services is as applicable to the purchase of insurance as it is to the purchase of any other goods or services; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent as it is to patronize a non-union carpenter, a non-union milk driver, a non-union baker, printer—or a non-union worker in any other industry or calling; be it further

Resolved, That we call upon all affiliated unions to transact all insurance matters with members of the Insurance Agents International Union, AF of L.

Referred to Committee on Labels and Boycotts.  
Adopted as amended, p. 223.

#### **Establish Political Committees in Congressional Districts**

**Resolution No. 40**—Presented by Abe Boyarsky, Clarence Taylor, David Fishman of Painters Union No. 1348, Los Angeles.

Whereas, The enactment of pro-labor legislation and election of pro-labor candidates is one of the prime tasks of labor; and

Whereas, The 1956 elections can be a turning point to defeat anti-labor legislation by electing an administration which will be responsive to labor's interests; and

Whereas, Labor's gains have been most effective in electoral and legislative fields whenever and wherever labor has expended the greatest activity and initiative; and

Whereas, The California State Conference of Painters has adopted a resolution at the 1955 Conference which proposes that the California State Federation of Labor establish committees of local unions in congressional districts for the purpose of participation in electoral and legislative activities; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor take the necessary organizational steps to implement this resolution.

Referred to Committee on Resolutions.  
Referred to CLLPE Executive Council, p. 219.

#### **Eligibility for Old Age Security**

**Resolution No. 41**—Presented by Abe Boyarsky, Clarence Taylor, David Fishman of Painters Union No. 1348, Los Angeles.

Whereas, There are large numbers of older residents who have resided in the

state of California for over twenty-five years and have contributed to the wealth and growth of our state through their labor and the paying of taxes; and

Whereas, These residents are unable to become citizens of the United States because of language, physical disability or other reasons; and

Whereas, California is one of the few states which still has a citizenship requirement for eligibility for old age security; and

Whereas, The taxpayers of California contribute to the federal government fund for old age security, which has no citizenship requirement, and is consequently allotted in greater proportion to other states; and

Whereas, This places undue hardship on these long term residents of this state who are unable to prove their citizenship; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor support the legislation introduced into the California state legislature, to the effect that the citizenship requirement be removed for eligibility for old age security.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 162.

#### **Increase Fees for Jury Service**

**Resolution No. 42**—Presented by Earl E. Thomas, Robert J. O'Hare of District Council of Carpenters, Los Angeles.

Whereas, Working men and women in the state of California are unable to serve on jury duty due to the economic loss of wages; and

Whereas, Many members of organized labor have been selected to serve on juries who attempt to evade that jury service by any manner or means possible because they would not be able to fulfill the responsibilities which rest upon them; and

Whereas, The fee paid for jury duty is three dollars per day, which could not suffice anyone, with the exception of retired or elderly people who have social security benefits or pensions of some sort; and

Whereas, It is important to the people of California that all segments of the population, including the younger people, should serve on juries throughout this state; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its legislative representative to introduce legislation to the California state legislature to the end that the remuneration paid for jury service will be increased to an amount which would allow our members and the younger people throughout the state to serve as jurors and still meet the responsibilities which rest upon them.

Referred to Committee on Legislation.  
Filed, p. 160. See Resolution No. 105.

### **Merger of AFL and CIO in California**

**Resolution No. 43**—Presented by George Hardy of Building Service Employees Union No. 87, San Francisco.

Whereas, The Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations have ratified a proposed constitution for a merged AFL-CIO Federation; and

Whereas, The establishment of this new Federation expresses the hopes and aspirations of working people throughout this country for labor unity; and

Whereas, The merger of the AFL and CIO, not only on the national level but also on a state and local level, will result in a more effective labor movement dedicated to achieving better living standards and strengthening our democratic institutions; and

Whereas, The proposed constitution for the merged Federation calls for a merger of state bodies within two years after the adoption of the constitution through the process of negotiation and agreement; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor welcomes this great achievement of labor unity and extends the hand of fellowship to our sisters and brothers of the California CIO; and be it further

Resolved, That the Executive Council of the California State Federation of Labor undertake the drafting of such amendments to the constitution as may be necessary to implement the merger of the California State Federation of Labor and the California State CIO Council; and be it further

Resolved, That such proposed amendments shall include the addition of vice presidents from the CIO, on the basis proportionate to the relative membership of the CIO in the various geographical areas of the state; and be it further

Resolved, That an invitation be extended to the officers of the California State CIO Council to attend the coming San Diego convention of the California State Federation of Labor and to address the delegates.

Referred to Committee on Resolutions.  
Filed, p. 218. See Resolution No. 143.

### **Disability Benefits for State, County and Municipal Employees**

**Resolution No. 44**—Presented by James L. McCormack of California Council of State Employees No. 56, Sacramento, and State Hospital Employees Union No. 174, Napa.

Whereas, The workmen's compensation act now states that there shall be a waiting period of 7 days prior to the payment

of benefits following an injury; and

Whereas, This provision of the workmen's compensation act imposes undue hardship on the employee and his or her family; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record that the state, county and municipal employees be granted full scale pay and that full disability payments be paid from the first day of disability; and be it further

Resolved, That the provision of the workmen's compensation act shall not be less than that granted to employees of private industries.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 162.

### **Promotional Status of the Psychiatric Technician, California Department of Mental Hygiene**

**Resolution No. 45**—Presented by State Hospital Employees Union No. 174, Napa; Jack Laumann and Jack McCormick, Santa Rosa Central Labor Council; Bill Jinks and Jess Payne of Central Labor Council, Napa; James L. McCormack of California State Employees Council No. 56, Sacramento.

Whereas, The Department of Mental Hygiene of California employs over 8,000 psychiatric technicians in the mental hospitals in California; and

Whereas, The psychiatric technicians do not have a professional status, but do have four levels in their promotional opportunities; and

Whereas, To become a psychiatric technician includes 300 hours of in-service training of class study and ward training as trainees or apprentices, and upon completion of in-service instructions, a State Board Examination is required to pass to become a qualified psychiatric technician and for all succeeding promotional steps in the technician status; and

Whereas, The Department of Mental Hygiene is endeavoring to institute a policy of allowing other professional groups to compete in the promotional examination without coming up through the promotional levels; and

Whereas, The psychiatric technicians group is/are endeavoring to maintain a dignity and security for their class; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to bring pressure to bear on the State Personnel Board and the Department of Mental Hygiene, to refrain from creating conditions which will deprive the psychiatric technician group of their identity; and be it further

Resolved, That this Federation use every effort that can be brought to bear to preserve the security and the right of

promotion, which is the right of all working groups; and be it further

Resolved, That this Federation use every effort to keep the more than 8,000 psychiatric technician-employees of the State of California from being deprived of their dignified status and being reduced to menial labor only, with no opportunity in promotional levels.

Referred to Committee on Resolutions.  
Filed, p. 220.

#### **Bargain for Free Choice of Doctor by Injured Workers**

**Resolution No. 46**—Presented by E. A. Brown of North Coast Counties District Council of Carpenters, Ukiah.

Whereas, The California State Federation of Labor has, through the introduction of legislation, brought about a great deal of improvement in the legal protection of industrially injured workmen in the state of California; and

Whereas, Much of the benefit of this legislation does not accrue to the individual employee suffering from disabling industrial accidents; and

Whereas, Among the factors which allow the insurance carriers to escape the responsibilities imposed on them by the above legislation is the tendency on the part of doctors specializing in orthopedic surgery and similar fields involving a large volume of industrial accident cases to cater to the interests of the insurance carriers by issuing early return to work reports and to minimize the extent of continuing disability; and

Whereas, This tendency would be less pronounced and perhaps overcome if the union had a voice in the selection of the doctor to whom the victim of an industrial accident was referred, particularly in cases requiring the services of a specialist; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor recommend to the various unions in the State of California that the selection of doctors for industrial accident cases be made a subject of collective bargaining wherever possible.

Referred to Committee on Resolutions.  
Adopted as amended, p. 206.

#### **Supplemental Income Insurance for Injured Workers**

**Resolution No. 47**—Presented by E. A. Brown of North Coast Counties Dist. Council of Carpenters, Ukiah.

Whereas, Many workers, suffering from disabling industrial accidents, succumb to economic pressures and agree to premature return to work orders or to minimum settlements from the insurance carrier; and

Whereas, The injured and disabled em-

ployee, faced with loss of his home, his car, and/or other possessions and with mounting debts which the compensation payments do not allow for and are not designed to take care of, is prone to accept and in some instances even seeks early return to work and/or minimum disability settlements; and

Whereas, Supplemental income insurance in an amount approximately equal to compensation payments would afford the injured employee relief from these pressures thus enabling and encouraging him or her to insist that the insurance carrier fulfill their obligation in full; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor refer the matter of supplemental income insurance to the Executive Council for review and study, with the request that they formulate, if possible, a plan to afford the members of organized labor in the State of California such insurance.

Referred to Committee on Resolutions.  
Non-concurred, p. 206.

#### **No Interference With Internal Affairs of Local Unions**

**Resolution No. 48**—Presented by Scott Peffenberg, Harry R. Curry, Gene E. Larson of Professional Fire Fighters No. 748, Los Angeles.

Whereas, The International Association of Fire Fighters, AF of L, is an autonomous organization consisting of autonomous locals, we, the members of the Professional Fire Fighters, Inc. Local 748 International Association of Fire Fighters of the American Federation of Labor, believe that this right should be held inviolate; and

Whereas, On several occasions resolutions dealing with internal affairs of our local have been introduced by organizations which are in no way connected with our international, national, state or local labor associations at the California State Federation of Labor conventions; and

Whereas, This has caused embarrassment to the officers of our local and placed our harmonious bargaining position with local government officials in jeopardy; and

Whereas, We request that in the future all controversial matters of this nature be handled on local levels; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor agree that all resolutions coming before California State Federation of Labor conventions, pertaining to internal affairs of an individual local by outside organizations be rejected by the Resolutions Committee.

Referred to Committee on Resolutions.  
Non-concurred, p. 209.

### **Assist Bona Fide Labor Unions Against Employee Associations**

**Resolution No. 49**—Presented by Scott Peffenberg, Harry R. Curry, Gene E. Larson of Professional Fire Fighters No. 748, Los Angeles.

Whereas, The California State Federation of Labor is banded together for mutual protection and benefits; and

Whereas, Through this strength much has been done to raise the standards and working conditions of labor in California; and

Whereas, This has been brought about largely by the diligent efforts of our President and Secretary-Treasurer's work in Sacramento; and

Whereas, There are employee associations outside of organized labor who would like to use the benefits, prestige and endorsement of our California State Federation of Labor in legislative matters; and

Whereas, These same employee associations refuse to affiliate with organized labor; and

Whereas, These same employee associations have regular affiliated locals, of their crafts, serving these employees; and

Whereas, These labor affiliated locals are struggling for their very existence because of the privileged position that these employee associations hold; be it therefore

Resolved, That the 53d convention of the California State Federation of Labor determine that where employee groups have dual representation, one unaffiliated and one affiliated with labor, all matters coming before the California State Federation of Labor must be approved by the affiliated local before action can be taken by the California State Federation of Labor.

Referred to Committee on Resolutions.  
Non-concurred, p. 196.

### **Fair Share of Contracts for West Coast Shipbuilding Industry**

**Resolution No. 50**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, The West Coast shipbuilding, construction, repair and reconversion industry is of the utmost importance to the national security; and

Whereas, This industry is increasingly in a more favorable position cost-wise, due to the expanded economy, with relation to western steel and the local production of ship components such as motors, valves, fittings, pipe, etc.; and

Whereas, The industry possesses a nucleus of skilled craftsmen which is being rapidly dissipated due to the decline in contracts given to the West Coast; and

Whereas, The climate of the West Coast is such that building and repair can proceed speedily without loss of man-hours due to bad weather encountered elsewhere in the United States; and

Whereas, There is legislation presently enacted that directs the Naval Bureau of Ships and the United States Maritime Commission to, "in the interest of the National Security," let contracts to the West Coast yards in a quantity that would give us a fair share of the contracts which amount to a billion dollars to be appropriated for such construction and repair; and

Whereas, Securing of such contracts is of the utmost importance to all types of business; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its incoming officers to contact Senators Kuchel and Knowland and Congressmen requesting their support and assistance in bringing work of this type to the West Coast.

Referred to Committee on Resolutions.  
Adopted as amended, p. 221.

### **Reduce Social Security Eligibility to Age 60**

**Resolution No. 51**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, Due to the displacement of elderly workers by the increase in the replacement of labor by mechanical advances and substitution; and

Whereas, The openings are needed for youth to progress and find employment; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as being in favor of a reduction in the age of eligibility requirements for Social Security benefits to 60 years of age; and be it further

Resolved, That the incoming officers of the California State Federation of Labor make every effort to have this very important legislation made into law.

Referred to Committee on Resolutions.  
Filed, p. 205.

### **Remove Burkett as Director of Employment**

**Resolution No. 52**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, Hundreds of unemployed members of the American Federation of Labor have been given abusive and discourteous treatment by the staff of the California Department of Employment; and

Whereas, The abusive and discourteous treatment is a direct result of the policies laid down to the employees of the Department of Employment by its Director, William A. Burkett; and



Whereas, The aforesaid William A. Burkett has taken further steps to harass and intimidate the unemployed workers of this state by causing to be introduced in the present session of the California legislature, various and sundry bills which, if passed, will be detrimental to the workers of this state; and

Whereas, The workers of this state compose a large segment of the population and are thereby required to pay for the substandard services now provided by the Department of Employment; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its incoming officers to take immediate steps to correct the intolerable conditions as they exist at the Department of Employment by removing the aforesaid William A. Burkett as Director of the Department.

Referred to Committee on Resolutions.  
Filed, p. 221.

#### **AFL-CIO Merger to Fight Anti-Labor Forces**

**Resolution No. 53**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, The labor movement is now tremendously stronger because of the coming merger of the AF of L and the CIO; and

Whereas, Every labor-hater headed by such papers as the Los Angeles Times is howling "labor monopoly" and pushing anti-labor bills to weaken and disunite labor; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record congratulating the AF of L and the CIO on their wise decision to merge, and calling upon them to further strengthen labor by calling a meeting of all unions to fight the flood of anti-labor bills and repeal such legislation as the Taft-Hartley Act and the Jurisdictional Strike Act.

Referred to Committee on Resolutions.  
Filed, p. 218. See Resolution No. 143.

#### **Immediate Goals for California State Federation of Labor**

**Resolution No. 54**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, The American Federation of Labor has always recognized and fought for the proper care and protection for the veterans and casualties of industry, who have helped make our country the wealthiest in the world; and

Whereas, It is only proper and right that working people who have given much for the benefit of the American people be not allowed to suffer; and

Whereas, The profits of large corporations have been on the increase in the last

fifty years; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record in favor of legislation that would:

1. Increase disability insurance.
2. Increase pensions.
3. Aid the totally disabled.
4. Give prepaid health insurance to all the people.
5. Penalize all discrimination in hiring.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 162.

#### **Permanent Child Care Centers**

**Resolution No. 55**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, The American Federation of Labor has always been concerned about the welfare of the children of this country; and

Whereas, Many working mothers would have to go on relief and suffer a reduction in the respect and dignity they should be given by the communities they live in, and with harmful effect to their children; and

Whereas, It is a bitter shame that reactionaries, labor-haters, and misguided elements spearheaded by the Los Angeles Times are trying to cut taxes on those most able to pay them by cutting of social services; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record against the shutting-down of the state child care project centers, and for the establishment of a permanent child care centers program.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 162.

#### **Increase Unemployment Benefits**

**Resolution No. 56**—Presented by William Francis of California Pipe Trades Council, San Francisco.

Whereas, The present weekly benefits paid by the Unemployment Insurance Fund is inadequate over a long period of unemployment to meet the present cost of living; and

Whereas, The Fund has increased to an extent we are of the opinion that greater benefits can be paid without harm to the reserves; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor reaffirm its position with respect to unemployment benefits and instruct its incoming officers to sponsor and support legislation at the next session of the legislature that will provide for a substantial increase in unemployment benefits.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 159.

**Disability Benefits of Deceased Workers**

**Resolution No. 57**—Presented by Chas. M. Robinson, Joe H. Dixon, Jesse Bernard and Dutch Epperson of Hod Carriers and Laborers Union No. 294, Fresno.

Whereas, Any individual who is unable to work and meets all the requirements of the California State Insurance Disability Act is entitled to receive twenty-six (26) weeks of disability compensation; and

Whereas, On many occasions a person or persons, during the time they were receiving state disability compensation, became deceased; and

Whereas, There have been occasions when the deceased has surviving children and other relatives who are desperately in need of financial assistance; and

Whereas, The monies contributed into the State Insurance Disability Fund are entirely financed by the worker; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its legislative representative to draw up and have introduced at the next session of the legislature a bill providing that payments be based upon the benefit computation at the time of death, in accordance with the established benefit award; and be it finally

Resolved, That a duly authenticated copy of this resolution be forwarded by the Secretary of this organization to the Governor and to the legislators of the State of California.

Referred to Committee on Legislation.  
Non-concurred, p. 159.

**Enact F E P C**

**Resolution No. 58**—Presented by Arthur K. Hutchings, Anne Sweet of San Gabriel Valley Central Labor Council, Pasadena.

Whereas, The State of California's legislative body, in its 1954 session, failed to pass a fair employment practices law; and

Whereas, It is the intent of labor in general to support legislation that will assure all citizens, regardless of race, creed, color or national origin, the right to equal job opportunity; and

Whereas, It is especially important that the California State Federation of Labor continue its efforts toward the principle and practice of a fair employment practices act; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor reaffirm its determination to obtain enactment of a fair employment practices act that will eliminate all racial or religious discrimination in employment.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 161.

**Support Integration in Los Angeles Fire Department**

**Resolution No. 59**—Presented by Wm. E. Pollard, Marshall Brooks of Dining Car Employees Union No. 582, Los Angeles.

Whereas, The Los Angeles City Administration and the Los Angeles Board of Fire Commissioners have promulgated a policy upholding integration of employees of the Los Angeles Fire Department in accordance with sound constitutional principles and the democratic practice of protecting equal rights and equal opportunities to all without regard to race, color, creed, or national origin or ancestry; and

Whereas, The Los Angeles Central Labor Council has been among the community organizations taking the leadership in supporting such a policy of non-discrimination, and non-segregation; and

Whereas, Implementation of this non-segregation and non-discrimination policy for the Los Angeles Fire Department has been obstructed by calculated delay and opposition on the part of the Chief Engineer of the Fire Department; and

Whereas, This behavior of the Chief Engineer has tended to tolerate and encourage an organized effort to foster bigotry and race hatred within the department, and to precipitate actual discriminatory incidents; and

Whereas, Successful integration of the fire departments in many other large cities has promoted the general welfare and provided an example of efficient democratic practice; and

Whereas, The efforts to delay and hamper integration in the Los Angeles Fire Department have attracted statewide attention and created deep concern among many community groups; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor endorse the policy of non-segregation and non-discrimination in employment announced by the Los Angeles Board of Fire Commissioners; and be it further

Resolved, That this convention call upon the Board of Fire Commissioners to direct the prompt and expeditious implementation of the policy of eliminating discrimination and segregation in the Fire Department; and be it further

Resolved, That this convention request the removal by the appropriate city bodies of any Fire Department officer who willfully violates such a program for implementing integration.

Referred to Committee on Resolutions.  
Adopted as amended, p. 209.

**Affiliation With Central Bodies**

**Resolution No. 60**—Presented by George P. Veix, Sr. and Walt Ragan of Central Labor Council, Santa Monica Bay District, West Los Angeles; Alfred C. Armstrong

and William A. Keane of San Francisco Labor Council, San Francisco.

Whereas, The AFL was organized many years ago to bring about the affiliation of all labor under one head, so that all local and international unions could better assist each other in times of strife; and

Whereas, This organization was split into state federations and central labor councils to further assist local unions at the local level; and

Whereas, As a result, these local central labor councils and labor unions have made tremendous gains and have been successful in combatting labor enemies on all local questions; and

Whereas, In the state of California, it is becoming increasingly difficult to maintain the central labor councils, because of the lack of affiliation of more and more local unions with the councils, their excuse being lack of funds; and

Whereas, The Executive Council of the California State Federation of Labor has now several members whose local unions are not affiliated with the central labor council in the geographical area they represent; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor take the following action:

Article IV, Section 13, of the Constitution and Rules of Order of the California State Federation of Labor to be amended to read, "Section 13. All candidates for any elective office must be regularly elected delegates to the convention and must be members of a local organization connected with the State Federation of Labor, and the American Federation of Labor, and the central labor council from the districts they represent;" and be it further

Resolved, That copies of this resolution be sent to all central labor councils in California and all local unions affiliated with this council, urging endorsement of this resolution, and urging them to request cooperation from their members to help pass it.

Referred to Committee on Constitution.  
Filed, p. 225.

#### **Repeal Taft-Hartley Act**

**Resolution No. 61**—Presented by Nathan Fleisher of Carpenters Union No. 1976, Los Angeles.

Whereas, The present national administration appears to have no intention of changing or improving the anti-labor Taft-Hartley Act; and

Whereas, Enforcement of provisions of the Taft-Hartley Act is daily deteriorating union security; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor

go on record to do all within its power to help repeal the Taft-Hartley Act.

Referred to Committee on Resolutions.  
Filed, p. 193. See Policy Statement 4(a).

#### **Legislate Fair Employment Practices**

**Resolution No. 62**—Presented by Nathan Fleisher of Carpenters Union No. 1976, Los Angeles.

Whereas, The California State Assembly for the first time in history adopted an F E P measure; and

Whereas, The Assembly measure was defeated in committee of the Senate; and

Whereas, With the continued growth of the AFL many new members of minority groups are joining our ranks; and

Whereas, Discrimination against minority group members still exists; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor reaffirm its demand for FEP legislation.

Referred to Committee on Legislation.  
Filed, p. 161. See Resolution No. 58.

#### **\$1.25 Minimum Wage for Both Men and Women**

**Resolution No. 63**—Presented by Wayne Cornwell of Butchers Union No. 563, Huntington Park.

Whereas, Many areas of the United States and particularly the south pay substandard wages; and

Whereas, These substandard wages hold down the wages of all organized labor by encouraging runaway plants, strikebreaking, etc.; and

Whereas, The present 75-cent minimum wage on both state and federal levels is inadequate by any standard of measurement; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor continue doing everything possible to get the minimum wage increased to \$1.25 for both men and women; and be it further

Resolved, That coverage be given all chain retail and service enterprises which have at least five branches or total annual sales of at least \$500,000 a year; and be it further

Resolved, That all exemptions be removed, including the tolerance period and overtime exemptions, from the canning, seafood, poultry, egg and any other agricultural and seafood processing industries; and be it further

Resolved, That the blanket exemption for agriculture be changed to include within the provisions of the Act the workers employed on large-scale farms.

Referred to Committee on Resolutions.  
Filed, p. 194. See Policy Statement 4(d).

**Increase Per Diem, etc., for Federation's Officers**

**Resolution No. 64**—Presented by Jack Goldberger of Newspaper and Periodical Drivers Union No. 921, San Francisco; James C. Symes and Anthony Cancilla of Union Label Section, San Francisco.

Whereas, Members of the Executive Council of the California State Federation of Labor are required to attend the meetings of the Executive Council; and

Whereas, Attendance at these meetings invariably means that the large majority of these officers must spend at least four days away from their home cities; and

Whereas, Living costs have increased tremendously since the present rates of compensation for expenses and hotel accommodations were set; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor amend Article IX, Section 1 of the Constitution of the California State Federation of Labor to read as follows:

"Section 1. When attending meetings of the Executive Council, members of the Executive Council shall be paid for necessary traveling expenses and not to exceed \$50.00 per diem for expenses and \$15.00 a day for hotel accommodations."

**ARTICLE IX  
COMPENSATION**

Section 1. When attending meetings of the Executive Council, members of the Executive Council shall be paid for necessary traveling expenses (if travel is by automobile, payments shall be computed at 15 cents per mile) and not to exceed \$50.00 per diem for expenses and \$15.00 a day for hotel accommodations.

Section 2. When members of the Executive Council are officially authorized to devote their time to the business of the Federation, they shall be paid the sum of \$50.00 per day compensation in addition to necessary traveling expenses (if travel is by automobile, payment shall be computed at 15 cents per mile) and expenses for meals and hotel accommodations.

Referred to Committee on Constitution.  
Adopted as amended, p. 226.

**Commend Federation Officers for Assistance to Marine Cooks & Stewards, AFL**

**Resolution No. 65**—Presented by Don L. Rotan, Fred Reppine, Jack Caspers of Marine Cooks & Stewards, San Francisco.

Whereas, The Marine Cooks & Stewards, AFL, was chartered by the Seafarers' International Union of North America just three years ago; and

Whereas, When this organization was chartered, it was faced with one of the greatest organizational struggles ever witnessed on the west coast, coming out of this struggle not only victoriously but having defeated one of the most vicious

Commie machines which was ever set up to control a labor organization; namely, the now defunct NUMC&S; and

Whereas, In our hardest struggle, in our bleakest days, we appealed to the California State Federation of Labor for help without offering very much in the way of security, and this help was forthcoming immediately — physically, financially and morally; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor commend the Secretary and officials of the California State Federation of Labor for their outstanding work and untiring efforts in helping an affiliated organization, for without their support and knowledge, and the assistance of the Secretary and officials of the California State Federation of Labor, our victory would have been many years in coming, if it had come at all.

Referred to Committee on Resolutions.  
Adopted as amended, p. 195.

**Fair Hearing for Probationary Teachers**

**Resolution No. 66**—Presented by J. Paul McGinnis and Henry L. Clarke of California State Federation of Teachers, Sacramento.

Whereas, The California State Federation of Teachers, AFL, believes that every probationary teacher should have the right to know the reasons for his or her dismissal; and

Whereas, One of the major causes for the teacher shortage is the tyrannical treatment and firing of probationary teachers by school administrators in order to pay lower salaries and to avoid giving tenure to teachers; and

Whereas, The California Federation of Teachers sponsored SB 1283, which would have given every probationary teacher the right to know the reasons for his or her dismissal; and

Whereas, The California State Federation of Labor has already gone on record in the 1954 convention in support of the right of every probationary teacher to know the reasons for his or her dismissal; and

Whereas, It is a part of American tradition that public employees be given a public hearing if they feel they are being dismissed unjustly; and

Whereas, The Los Gatos Union Elementary School District has violated all of these fundamental principles in the dismissal of Mrs. Mae Galarza; and

Whereas, The dismissal of Mrs. Galarza involves all of organized labor since a key charge reportedly spread by Supt. Kenneth A. McDonnell to support his dismissal action is that Mrs. Galarza and her husband, Dr. Ernesto Galarza, Vice President and Research Director of the Agricultural Workers Union, AFL, planned to slip union propaganda into the classroom; and

Whereas, The manner in which Mrs. Galarza was dismissed is only symptomatic of the manner in which thousands of probationary teachers are dismissed each year in California; and

Whereas, The Assembly interim committee on educational matters will study whether to extend or abolish the law which guarantees to probationary teachers in San Francisco and Los Angeles the right to a fair, procedural hearing before the board of education upon their dismissal; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as condemning the summary manner in which Mrs. Galarza was dismissed and as condemning the refusal of the school trustees of the Los Gatos Union Elementary School District to give Mrs. Galarza a fair, procedural hearing; and be it further

Resolved, That copies of this resolution be sent to:

Board of Trustees of the Los Gatos Union Elementary School District

Dr. and Mrs. Galarza

Assemblyman Donald D. Doyle, Chairman of the Assembly Education Interim Committee and all of its members

County Superintendent of Schools of Santa Clara County

Roy E. Simpson, Superintendent of Public Instruction

State Board of Education

Dwight Mitchell of the San Jose Mercury-News, and

Copies to the United Press and Associated Press.

Referred to Committee on Resolutions.

Referred to Executive Council, p. 207.

#### **Fair Labor Practices in the Public Schools**

**Resolution No. 67**—Presented by J. Paul McGinnis and Henry L. Clarke of California State Federation of Teachers, Sacramento.

Whereas, Most of the teachers in California are coerced and intimidated by school administrators into joining an organization controlled by administrators; and

Whereas, Company unions by their very nature are undemocratic; and

Whereas, Classroom teachers should have the right to join a bona fide union composed only of classroom teachers without having to suffer discriminatory and coercive treatment by their administration; and

Whereas, School boards are public bodies and responsible for the action of the administrators whom they appoint; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as disapproving such dis-

criminatory and coercive practices by school administrators against teachers who choose to join the AFL Teachers' Union; and be it further

Resolved, That this convention go on record that school boards, as public bodies, should adopt policies instructing their administrators to act in a fair and impartial manner toward all of the teachers employed by the board, regardless of which teachers' organization they belong to; and be it further

Resolved, That copies of this resolution be sent to each central labor council and affiliated local; and be it further

Resolved, That this convention urges every affiliated central labor council and local to work with the AFL Teachers' Union in persuading boards of education to establish such fair labor practices.

Referred to Committee on Resolutions.

Adopted as amended, p. 207.

#### **Assist Organization of Teachers**

**Resolution No. 68**—Presented by J. Paul McGinnis and Henry L. Clarke of California State Federation of Teachers, Sacramento.

Whereas, It is important to organize teachers in California into bona fide unions; and

Whereas, Most of the teachers in California are members of a company union; and

Whereas, Company unions are undemocratic; and

Whereas, There are over five thousand vocational and industrial teachers in the public schools of California who belong to bona fide trade unions; and

Whereas, The trade unions to which these vocational and industrial teachers belong are highly organized in comparison to the teachers; and

Whereas, These teachers could help the cause of organized labor much more if they belonged to the AFL Teachers' Union; and

Whereas, These teachers derive their wages primarily from their jobs as teachers; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging every central labor council and affiliated local to cooperate with the AFL Teachers' Union in working out agreements whereby these vocational and industrial teachers be required to join the Teachers' Union; and be it further

Resolved, That copies of this resolution be sent to each central labor council and affiliated local.

Referred to Committee on Resolutions.

Non-concurred, p. 207. See Substitute Resolution No. 212.

**Empower Labor Organizations to Sue on  
Behalf of Members**

**Resolution No. 69**—Presented by H. L. Weingartner of Retail Clerks No. 1364, Redding; George Kisling of Retail Clerks No. 1288, Fresno; Wm. Silverstein and Wm. Anthony of Retail Shoe and Textile Salesmen No. 410, San Francisco, and Retail Clerks No. 1167, Riverside.

Whereas, Many hundreds of thousands of employees are represented by labor unions in the state of California and covered by collective bargaining agreements; and

Whereas, It becomes necessary from time to time for employees to resort to the courts in order to secure redress for wage violations and violations of established working conditions by their employers; and

Whereas, Court actions for relief against violations of collective bargaining contracts involving the payment of wages due to individual employees ordinarily must be brought by the individual employees as plaintiffs; and

Whereas, Labor unions cannot bring legal actions for wage claims on behalf of individual employees represented by such organizations in the name of the union itself, even though recognized as the bargaining agent of such employees; and

Whereas, The union which negotiates and executes a collective bargaining contract as the agent for the employees and its members should have the right to sue in its own name to enforce the terms of the contract and to remedy all violations thereof; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor direct the Executive Secretary and Legislative Representative of this State Federation of Labor to take steps to persuade the legislature of the state of California to amend Section 1126 of the Labor Code to provide that labor organizations who are parties to collective bargaining agreements may bring suit in their own name to enforce the wage claims of their individual members and to recover judgment in such actions upon said wage claims in the capacity of agent and trustee for and on behalf of the individual members for whose benefit the action has been brought.

Referred to Committee on Legislation.

Concurred in intent, as construed by committee, filed, p. 163.

**Resolution No. 70**—Withdrawn by sponsor in favor of **Resolution No. 184**, p. 222.

**Penalty for Failure to  
Pay Proper Disability Indemnity**

**Resolution No. 71**—Presented by E. A. Brown of North Coast Counties District Council of Carpenters, Ukiah.

Whereas, Many industrially injured workers are compelled to appeal to the Industrial Accident Commission in order to get the proper rate of weekly compensation; and

Whereas, A stiff penalty for failure to afford the injured worker the benefits provided for by law would discourage the practice of improperly rating claims until ordered to do so by a referee; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor introduce legislation to provide that, where the employer fails to pay the disability indemnity at the proper weekly rate, upon a finding by the Industrial Accident Commission as to the proper rate, there shall be paid to the employee an additional sum equal to fifty percent (50%) of the correct rate for the period for which said employee was not paid the proper rate.

Referred to Committee on Legislation.

Concurred in intent, filed, p. 162.

**A F L to Sponsor  
National Television Show**

**Resolution No. 72**—Presented by Cecil O. Johnson of San Pedro-Wilmington Central Labor Council, San Pedro.

Whereas, That now is the time of utmost importance to labor to deliver its facts and message to the public, and especially to the working people of America; and

Whereas, Since it involves the expenditure in these times of labor stress of substantial funds and these funds must be used with the greatest economy and effectiveness; and

Whereas, The time and inclination of the average person considers neither pamphlets nor speeches; and

Whereas, The danger of uncoordinated, spontaneous, local political effort is recognized and the current need in the presentation of political facts and messages under a leadership that is on a national basis, intelligent, informed and sincere in representing the working people of America; and

Whereas, The affiliation with the American Federation of Labor represents the utmost in organized and coordinated effort on the part of labor; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor recommend the following steps for the purposes stated:

1—That a national television show be sponsored by the American Federation of Labor to insure the true, sincere deliverance of the facts and message to the American public especially to the working people.

2—That said show be scheduled by the chairmanship of the A F of L under the

guidance of a committee composed of one representative of each legal, authorized affiliate. That said show include the particular message of each affiliate presented in good taste and timing as well as the powerful overall theme of trade unionism.

3—That all affiliates, councils and locals participate on a local level by notifying and informing its membership of the schedule, of the importance, of the type of program to be so presented and to do all in their power to create interest everywhere in this program.

Referred to Committee on Resolutions.

Filed, p. 220. See Resolution No. 88.

### **Foreign Construction of Ships by American Companies**

**Resolution No. 73**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, As of June 30, 1954, United States companies and affiliates were building or had on order in foreign yards 57 vessels totaling 888,687 gross tons; and

Whereas, These orders total almost five times the entire tonnage under construction in yards of the United States; and

Whereas, These foreign shipbuilding orders from United States companies and their affiliates would have assured employment for one year for the more than 36,000 workers nucleus which is said by the Maritime Administration to be the minimum necessary for our yards for required expansion in the event of a full scale emergency; and

Whereas, Today the United States stands in last place among the major shipbuilding countries of the free world—ten years ago, it was first; and

Whereas, To offset foreign yard construction by United States companies and their affiliates, ways must be found to equalize costs to the companies as between foreign and domestic construction of vessels; and

Whereas, It is essential that a skilled nucleus be maintained in the shipyards in all areas of the United States; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor declares that foreign construction of vessels by U. S. companies is not in the interest of our national security, and that adequate constructional differential subsidies be granted to insure United States construction of all vessels of use to our government in the event of an emergency; and be it further

Resolved, That copies of this resolution be sent to California Congressmen and Senators.

Referred to Committee on Resolutions.

Adopted as amended, p. 221.

### **Shipbuilding Program**

**Resolution No. 74**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, California shipyards are depending for their continued existence on work on United States vessels in foreign trade, military vessels, and the preservation and repair of government-owned reserve vessels, but this work has been very sporadic; and

Whereas, The key to overcoming the present depressed state of work in the California yards and the obsolescence of their facilities lies in the continuity of work; and

Whereas, Continuity of work in the California yards has not been experienced since 1945; and

Whereas, In view of the importance to national defense of the shipbuilding and ship repair industry, there is no substitute for a policy of well balanced dispersal of work on the basis of long-range strategic considerations; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor hereby declares that the increasingly deficient American Merchant Marine, both quantitatively and qualitatively from the standpoint of mobilization potential, necessitates a substantial shipbuilding program during the next session of Congress, which will be sufficient and so phased as to permit the contracting yards from all coasts to foresee continuity of building activity over a reasonable period of time; and be it further

Resolved, That consideration be given to setting up a balanced program calling for repair, conversion, and experimentation over a period of years on all government-owned vessels in the reserve fleets, which are needed for preservation and use in emergency, to aid in overcoming the dangerously low level of activity in our California ship repair yards; and be it further

Resolved, That copies of this resolution be sent to the Secretary of Commerce, the Maritime Administrator, the Department of Navy, and to all Congressmen and Senators from the State of California.

Referred to Committee on Resolutions.

Adopted, p. 221.

### **Cargo Preference Act**

**Resolution No. 75**—Presented by O. K. Mitchell and Ray Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, The Cargo Preference Act, calling for the hauling of at least 50% of U. S. Government-owned cargo in vessels of the United States Merchant Marine has been under attack from both foreign and domestic sources; and

Whereas, Many of our vessels have al-

ready been laid up for lack of cargoes, and repeal of this Act would result in a withdrawal of other ships from active service, with the consequent loss of jobs for many additional seamen and shipyard workers; and

Whereas, Without the Cargo Preference Act, cargo would be hauled in foreign vessels, using foreign crews and relying on foreign shipyards for essential repairs; and

Whereas, If these critics are successful in repealing this Act, there will be an even less active U. S. Merchant Marine and U. S. shipyards, causing a severe blow to national defense; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor resolves that the Cargo Preference Act be continued, and strengthened if need be, to maintain an adequate, active Merchant Marine, and competent shipyards on which the fate of another World War may depend; and be it further

Resolved, That copies of this resolution be sent to all Congressmen and Senators from the State of California.

Referred to Committee on Resolutions.  
Adopted, p. 221.

#### Foreign Registry

**Resolution No. 76**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, Congressman John F. Shelley has criticized the Maritime Administration for its continued policy of transferring vessels from active U. S. merchant to foreign flags; and

Whereas, According to our militant California Congressman, 57 vessels were transferred between August and December of 1954; and

Whereas, This transfer meant a loss to the U. S. merchant fleet of 570,000 tons and a minimum of 2,200 jobs for seamen, in addition to a loss of work by shipyard personnel; and

Whereas, Labor representatives were given evasive replies when seeking an adequate explanation of this policy by the Maritime Administrator; and

Whereas, Secretary of Navy Charles Thomas estimates as an absolute minimum for national defense, requirements of 1,750 privately owned, U. S. flag, seagoing merchant vessels of 1,000 gross tons or over; and

Whereas, At the end of 1954, there were but 1,140 such vessels in our active fleet; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor condemn the continued transfer of vessels to foreign registry as dangerous to our national security in the loss of vessels that might be needed in the event of an

emergency; that such transfers without replacement commitments endanger the adequacy of our Merchant Marine to perform its function in the event of an emergency; and the loss of the necessary seamen and shipyard workers, already below minimum requirements, poses a problem of major proportions; and be it further

Resolved, That copies of this resolution be sent to California's Congressional delegation, and both Senators, requesting necessary action to correct this dangerous condition.

Referred to Committee on Resolutions.  
Adopted, p. 221.

#### Study of Wages and Working Conditions for Seamen

**Resolution No. 77**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, Congressman Herbert C. Bonner, Chairman of the House Merchant Marine and Fisheries Committee, introduced **HR 5734** in Congress to amend the Merchant Marine Act of 1936; and

Whereas, This bill has for its purpose the establishment of maximum wage scales, maximum working conditions, and maximum manning scales for seagoing personnel in the subsidized American-flag ships; and

Whereas, This, in effect, will nullify the collective bargaining rights of American seamen, and will eventually be extended to American shipyard workers who build and repair subsidized ships; and

Whereas, We have been informed that this has been promoted by certain shipping companies for the purpose of taking away the fundamental right granted by the United States government to all American workers to bargain collectively; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor declares that the principle of establishing maximum wages and working conditions is not in the American tradition and would definitely take away the collective bargaining rights of American seamen and return them to the slave conditions that existed before the seamen were recognized. Operational subsidies are paid in recognition of an American standard of living which exceeds that of any other nation of the world, and withholding of subsidies in event of payment in excess of maximums established under provisions of this bill would, in effect, defeat the whole purpose of operational subsidies under the Merchant Marine Act of 1936; and be it further

Resolved, That copies of this resolution be sent all Congressmen and Senators from the State of California.

Referred to Committee on Resolutions.  
Adopted, p. 221.



### Six Percent Differential to West Coast Yards

**Resolution No. 78**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, In the Merchant Marine Act of 1936, recognition was given the special problem of Pacific Coast (California) shipyards in competing with yards in the more favored East Coast area; and

Whereas, A 6% differential was provided West Coast yards to offset the disadvantages peculiar to our area—adverse freight rates, etc.; and

Whereas, From the outset of the Act until very recently, no work was won as a result of the 6% differential; and

Whereas, Only a few weeks ago, the Willamette Iron & Steel Company at Portland was awarded the conversion of two Matson Company vessels—the 6% differential being the deciding factor in close competition with a Maryland yard; and

Whereas, Prior to the award of this contract, Maryland Congressmen and a Senator introduced legislation to repeal the 6% differential from the Act; and

Whereas, A Pacific Coast Senator, Chairman of the Senate Committee, refused to hold hearings on this proposal; and

Whereas, The Maryland Senator has announced he will press for hearings on his bill when Congress reconvenes in January; and

Whereas, Repeal of this 6% differential would be harmful to the maintenance of California shipyards as an essential part of a dispersed shipyard industry, and not in the interest of national defense; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record that every effort be made to retain the 6% differential as an integral part of the Merchant Marine Act of 1936; and be it further

Resolved, That copies of this resolution be sent to all California Congressmen and Senators stating the position of the Federation.

Referred to Committee on Resolutions.  
Adopted, p. 221.

### Six-Hour Work Day

**Resolution No. 79**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, Since the existence of the eight-hour day, employment in the United States generally has been divided among more workmen; and

Whereas, Labor unions all over the country are constantly striving to create a better standard of living for their mem-

bers, and to spread employment to a greater number of people; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to do everything in their power to assist all affiliated unions to establish a universal six-hour day.

Referred to Committee on Resolutions.  
Filed, p. 192. Federation policy reaffirmed.

### Public Works Projects

**Resolution No. 80**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, During the past five years there has been widespread unemployment throughout the state of California and it continues at the present time; and

Whereas, Agencies of government would have the layman believe that unemployment in the entire United States is still at a minimum, while we know that millions of our members are suffering because of unemployment; and

Whereas, Something must be done to promote gainful employment for the members of organized labor, as well as all the working people of the country; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to request their officers to do everything possible to promote the building of super-highways, freeways, schools, public buildings, shipbuilding, and all other public works projects in the state of California.

Referred to Committee on Resolutions.  
Adopted as amended, p. 192.

### Restoration of Shipyard Facilities

**Resolution No. 81**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, Active U. S. Merchant Marine will be replaced in the next 10 years; and

Whereas, This vessel replacement will entail a substantial shipbuilding program over a period of years; and

Whereas, In California, there are few commercial shipyards with adequate facilities to build ships, yet California does want shipbuilding and a part in this program; and

Whereas, There are two Maritime Administration Reserve Shipyards, located in Richmond and in Alameda, where ships were built during the second World War; and

Whereas, Both yards have been retained until very recently on an inactive status on the theory that they could be immediately re-activated in a future emergency; the yard at Richmond is now leased and

some ship repair work is being done; both yards have deteriorated and must be restored to be effective for shipbuilding in a future emergency, and once restored, both these facilities could best be maintained through use in building ships; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to request the restoration of the Maritime Reserve Shipyards in Richmond and Alameda, California, and that they be leased to commercial operators with adequate facilities to build ships; and be it further

Resolved, That copies of this resolution, together with the action of the convention, be sent to the Secretary of Commerce, the Maritime Administrator, and to all Congressmen and Senators from the state of California.

Referred to Committee on Resolutions.  
Adopted as amended, p. 221.

#### **Fair Employment Practices**

**Resolution No. 82**—Presented by O. K. Mitchell and R. J. Brennan of Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, There still exists in this great nation of ours certain curtailments of the rights of minority groups, insofar as rights of employment are concerned; and

Whereas, The American Federation of Labor, the California State Federation of Labor, and the Government of the United States are on record to be opposed to any discrimination regardless of race, color, or national origin; and

Whereas, Much progress has been made in many states toward eliminating these unfair practices, but there still remains much to be done to bring justice and fairness to all; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor again go on record favoring a Fair Employment Practices Act for the state of California, and at the next session of the state legislature introduce an appropriate bill and effectively support it with every means at their command.

Referred to Committee on Legislation.  
Filed, p. 161. See Resolution No. 58.

#### **Assist AID Chapters**

**Resolution No. 83**—Presented by Jack White of Kern County Labor Council, Bakersfield.

Whereas, It is the expressed policy of the American Federation of Labor to support local efforts toward voluntary federated fund raising in lieu of the ever increasing individual fund raising appeals; and

Whereas, Leadership of the A F of L, C I O and Railroad Brotherhoods, recog-

nizing labor responsibility to support private health and welfare charities, formed the Labor Welfare Council, thereby giving impetus to the establishment of the successful voluntary donors' organization, AID (Associated In-Group Donors); and

Whereas, AID members support Community Chest Agencies, American Red Cross, American Cancer Society, Arthritis and Rheumatism, Braille Institute, City of Hope, Crippled Children's Society, Los Angeles County Heart Association, Multiple Sclerosis Society, Sister Kenny Foundation, and/or other "favorite charities" named by the donor; and

Whereas, AID tri-partite (labor-management-public) boards have been established in Long Beach, Kern County, Ventura County, as well as Los Angeles County; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor call upon the leadership and membership of the area councils, international and local unions in the above mentioned geographic areas to cooperate and assist in the development of the AID membership chapters in their respective areas.

Referred to Committee on Resolutions.  
Adopted, p. 220.

**Resolution No. 84**—Withdrawn by sponsors in favor of **Resolution No. 184**, p. 222.

#### **Union Label on All Union-Made Products**

**Resolution No. 85**—Presented by Anthony Cancilla and James C. Symes of Union Label Section, San Francisco.

Whereas, Today we have an unprecedented opportunity to bring prosperity, security and happiness to every American who must work in order to live; this has been the goal of wage earners and their organizations for a long time; and

Whereas, Now if we only adhere faithfully to the Union Label principle and see to it that our families do the same, we can reach this goal and demonstrate to the world that the union working people of the United States, by their own good sense and perseverance, raised themselves to a high point of economic well-being never before approached by the people of any other nation; and

Whereas, The purchasing power of the labor unionists and their families is of tremendous proportions when properly applied; therefore, the importance of patronizing the merchant handling the Union Label merchandise and employing union service; and

Whereas, The Union Label implies sanitary, healthful manufactures and that they were produced by American union factories, as all Union Label products are made in America, and not produced in some unsanitary sweat shops, or from some foreign lands; and

Whereas, Surely it is a great satisfaction for the unionists and their families to know when they are making a purchase of any character, that their expenditure is not supporting an anti-labor employer; it is good to know that their purchase is not buttressing economic injustice. But how can we know these things? The answer is that we can know only when we have insisted and received merchandise with the Union Label. Unless we do insist on the Union Label, it is more than likely that the goods we purchase were produced under non-union sweat shop conditions; and

Whereas, Union Label products are good products; in almost every union industry the highly skilled and best trained workers are union men and women, and hence produce the best merchandise. Union Label products are not higher in price, and most important of all, by buying Union Label products you aid your brother and sister unionists in organized labor, and by doing this you benefit yourself; and

Whereas, In general, the Union Label Section of San Francisco finds the lack of Union Labels on merchandise that may be purchased is really not the fault of the members of union labor and their families, but rests upon the shoulders of the international unions for not enforcing the use of the Union Label in the union-managed factories where they have union agreements, the merchandise being 100 percent union-made but lack the Union Label upon same; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor declare that the Federation will cooperate with the Union Label Sections and Councils and protest the laxness of the international unions in not enforcing the use of the Union Label in all the factories that they have union agreements with, so that the products from these factories all bear the Union Label.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 223.

#### **Oppose Fee for Medical Examinations Required for Employment**

**Resolution No. 86**—Presented by H. L. Weingartner of Retail Clerks No. 1364, Redding; Wm. Silverstein and Wm. Anthony of Retail Shoe and Textile Salesmen No. 410, San Francisco; Phil J. Scott, Walter Stringham, Phyllis Rasor, David J. Jacobs, Marvin W. Brown and Herbert C. Langfeldt of Retail Clerks No. 1222, San Diego; Geo Kisling of Retail Clerks No. 1288, Fresno; Retail Clerks No. 1167, Riverside.

Whereas, Numerous employees engaged in the handling or sale of food and food products in the state of California are required by municipal ordinance or otherwise to satisfactorily pass a periodic medical examination as a condition of con-

tinued employment; and

Whereas, Such employees are frequently required to personally defray the cost of such medical examination by paying a fee or charge therefor; and

Whereas, The requirement of such periodic medical examinations for employees engaged in the handling or sale of food and food products is a public service function to safeguard against the spread of communicable diseases; and

Whereas, An unfair economic burden is being placed upon these individual employees by saddling them with the entire cost of such medical examinations, rather than defraying such expense from public funds or from the profits of the businesses by which they are employed; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record opposing the imposition of any fee or charge for medical examinations upon employees engaged in the handling of food and food products as a condition of continued employment; and be it further

Resolved, That the Executive Secretary and Legislative Representative of this State Federation of Labor be directed to take all necessary steps for the introduction and passage of suitable amendments to the Labor Code of the State of California making it unlawful for any person, firm, corporation, or political subdivision to require any employee to pay a fee, charge or special tax for a medical certificate or permit, or for a medical examination as a condition of employment while engaged in the handling or sale of food or food products.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 163.

#### **Oppose Legislation Abridging Seamen's Rights**

**Resolution No. 87**—Presented by Harry Lundeborg, Edward Turner, Paul Scharrenberg, Edwin Wilson, Jim Dimitratos and R. G. Anderson of Sailors' Union of the Pacific, San Francisco.

Whereas, The Merchant Marine Committee of the House of Representatives is now having under consideration various proposals to regulate labor relations in the American merchant marine; and

Whereas, These proposals provide for a Maritime Stabilization Act and the establishment of a Maritime Labor Disputes Board to take over and duplicate the functions of the Federal Mediation and Conciliation Service and the National Labor Relations Board; and

Whereas, It is further proposed to superimpose the federal courts upon collective bargaining in the maritime industry, and by the issuance of injunctions, prohibit the right to strike for an indefinite period ranging up to 300 days; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor most emphatically protest any abridgement of "the right to strike," and in particular the enactment of any legislation that will make inapplicable to American seamen the federal law limiting the use and abuse of the writ of injunctions in labor disputes; and be it further

Resolved, That we are utterly opposed to the establishment of another federal labor board to encroach upon the jurisdiction of existing governmental agencies fully authorized to render every required service with respect to the conciliation and arbitration of labor disputes; and be it further

Resolved, That we urge the American Federation of Labor, through its National Legislative Committee, to give every possible assistance to the American seamen organized under the banner of the American Federation of Labor, in their opposition to the objectionable legislation outlined herein.

Referred to Committee on Resolutions.  
Adopted, p. 196.

#### **Labor - Public Relations**

**Resolution No. 88**—Presented by Leon McCool and Marius Waldal of Carpenters Union No. 1622 of Hayward.

Whereas, Organized labor has been the leading and outstanding force which has fostered and led the fight for better social and economic conditions with the result that the working class of this United States has reached the highest standard of living in the world; and

Whereas, The objectives of organized labor have been, are now and shall be to improve the conditions and living standards for all the people, especially to bring about a higher standard of living amongst the low income group, which constitutes the majority of the population of the United States; and

Whereas, The continued prosperity of our economic structure depends upon the buying power of the masses; and

Whereas, The enemies of organized labor, because of personal greed, or ignorance of the workings of our private ownership system, have through the years, and more so now, presented to the public and legislative bodies, a wholly distorted point of view as to the objectives of organized labor, as well as the results of organized labor, efforts and objectives, through propaganda in newspapers, over the radio and on television; and

Whereas, If the general public were aware of all that is done by organized labor for its welfare and the welfare of our society, the movement would be able to function and operate in a more friendly atmosphere in public activities; and

Whereas, It is essential that such an atmosphere of friendly understanding is cre-

ated for organized labor to obtain the full effects of its objectives; and

Whereas, The need for a better public relations program is necessary and apparent because large anti-labor groups are pushing a systematic program of attacking organized labor through the various state legislative bodies and have crippled the effectiveness of the trade union movements in one-third of the states by having passed restrictive and "Right to Work" laws, while other states have passed laws restricting union security; and

Whereas, "Right to Work" is only a "Right to Scab" law because it prevents unions from negotiating any form of union security by guaranteeing scabs the right to work in union shops, which will ultimately break down union conditions and destroy the gains the laboring class has gained through long years of hard struggle; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor go on record in favor of having a nationwide public relations program established for the American people, bringing out the objectives of unionism, the past results of organized labor in the United States and the world at large, and the urgent need to defend our collective bargaining; and be it further

Resolved, That the Secretary of the California Federation of Labor prepare a proper resolution to be presented at the coming convention of the American Federation of Labor.

Referred to Committee on Resolutions.  
Adopted, p. 220.

#### **Increase Income Tax Exemptions in Lower Income Brackets**

**Resolution No. 89**—Presented by Leon McCool and Marius Waldal of Carpenters Union No. 1622 of Hayward.

Whereas, The present administration recommended that a number of changes be made in the payment of federal income taxes; and

Whereas, The changes made were inadequate and in favor of those in the higher income brackets and those in the lower brackets were left out; and

Whereas, The reduction in taxes should be made equally to all persons commensurate with their ability to pay; and

Whereas, This can best be done by increasing the exemptions in the lower brackets; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor go on record as being in favor of a substantial increase in income exemptions in the lower brackets; and be it further

Resolved, That the officers of the California State Federation of Labor use their good office and prestige to seek proper legislation through our representatives in

the Congress of the United States; and be it further

Resolved, That a resolution be presented to the coming convention of the American Federation of Labor requesting the officers of the federation to use their influence in having the exemptions increased in the lower brackets of the federal income tax laws.

Referred to Committee on Resolutions.  
Adopted, p. 193.

### **Support Public Housing**

**Resolution No. 90**—Presented by Leon McCool and Marius Waldal of Carpenters Union No. 1622 of Hayward.

Whereas, In most of the metropolitan areas of our nation there is a definite need of a public housing program; and

Whereas, Public housing has proven its worth because it provides for decent, sanitary shelter for many destitute families whose income is too small to provide for suitable homes; and

Whereas, Many families living on small pensions or on social security have to live in substandard houses or double up with relatives without proper facilities; and

Whereas, Many young workers cannot find decent sanitary housing to rent within their means because they have a family of children; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor reaffirm its support of the public housing program; and be it further

Resolved, That copies of this resolution be sent to the following elective officers of the United States Congress: Senators William F. Knowland and Thomas Kuchel, and the Congressmen from the state of California.

Referred to Committee on Resolutions.  
Filed, p. 207. See Policy Statement 6.

### **Demand Union Label, Union Shop Card, Union Button and Union Service**

**Resolution No. 91**—Presented by Anthony Cancilla and James C. Symes of Union Label Section of San Francisco.

Whereas, The Union Label is a protective armor against unscrupulous manufacturers, and without Union Labels, there would be no way of discerning the workmanship of the union workers; and

Whereas, Organized workers and all people loyal to labor should purchase none other than Union-Labeled merchandise, and patronize only places who display union shop cards, and employ union services; and

Whereas, How are our own union people going to distinguish whether the article they purchase is made under union conditions, or is made in one of the many non-

union unsanitary sweat shops in the deep south, if the article does not bear the Union Label? And in many cases, they are told by the one who serves them that the article is 100 percent union-made, but the manufacturer does not put the Union Label on their products; and

Whereas, Recent observations have shown that there is a planned campaign on the part of merchants and manufacturers to leave the Union Label off their merchandise, firms who have contracts, agreements and working conditions with union labor organizations entitling them to use the Union Label; and

Whereas, We of labor must send in so many requests to these manufacturers and merchants that they will be only too glad to put the Union Label on all their products they manufacture. As the purchase of the Union Label increases, the use of union labor also increases, but in order to accomplish this we must first get the co-operation of the international unions of these crafts to enforce the use of the Union Label in all the factories working under union conditions; and

Whereas, That where such a label exists and is not made available to the involved manufacturer, he should be required, on his own label, or by use of a waterproof stamp, to indicate the involved merchandise is manufactured in an American Federation of Labor union shop; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its delegate to the convention of the American Federation of Labor to use his good offices in working for the purpose of this resolution; and be it further

Resolved, That the California State Federation of Labor Weekly News Letters publish items in same to advocate the demand by the unionists and their families for the Union Shop Card, Button, Union Service, and the Union Label.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 223.

### **Endorse Campaign Against Los Angeles TIMES and Los Angeles MIRROR and DAILY NEWS**

**Resolution No. 92**—Presented by Paul Graham and Chas. L. Brown of Allied Printing Trades Council, Los Angeles.

Whereas, The publishers of the Los Angeles Times and the Los Angeles Daily Mirror and Daily News have, since the year 1881, consistently fought the labor movement and its objectives in California; and

Whereas, The influence of the Los Angeles Times and the Mirror and Daily News has been used consistently to destroy the trade union movement and undermine union wages and standards of living in Southern California; and

Whereas, The Otises and the Chandlers have spearheaded the open shop drive in Southern California since 1896 through the columns of the Los Angeles Times and have played a dominant role in organizing the Merchants and Manufacturers' Association, the Neutral Thousands, the Southern Californians, Inc. and other such organizations dedicated to the destruction of the organized labor movement in California; and

Whereas, The Los Angeles Times and Mirror and Daily News have consistently opposed the unionization of their employees and have traditionally operated on an open shop, non-union basis; and

Whereas, The Los Angeles Times has been on the official "We Do Not Patronize" list of the American Federation of Labor, California State Federation of Labor and the Los Angeles Central Labor Council for the past 53 years, and its afternoon publication, the Mirror, has been on the "We Do Not Patronize" list since it first started publishing under non-union conditions in 1948; and the Daily News since purchased by the Times Corporation in 1954; and

Whereas, The Printing Trades Unions in Los Angeles are conducting an extensive program through the Union Label Committee of the Allied Printing Trades Council to inform all members of organized labor of the anti-union policies of the Los Angeles Times and Mirror and Daily News with the ultimate objective of extending to the employees of the Times and Mirror and Daily News the full benefits of AFL organization; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor endorse and approve the campaign of the Union Label Committee of the Los Angeles Allied Printing Trades Council; and be it further

Resolved, That the California State Federation of Labor extend all possible assistance to inform the members of organized labor of the anti-union policies of the Los Angeles Times and the Los Angeles Mirror and Daily News and appeal to each member to purchase only those newspapers which display the Allied Printing Trades Union Label; and be it further

Resolved, That the officers of the California State Federation of Labor be instructed and authorized to take any steps deemed necessary to assist and aid the Union Label Committee of the Los Angeles Allied Printing Trades Council in its program; and be it finally

Resolved, That the California State Federation of Labor call upon every AFL union in California to extend unqualified support, moral and financial, to the program of the Union Label Committee of the Los Angeles Allied Printing Trades Council.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 223.

### **Increase Salary and Retirement Pay of Secretary-Treasurer**

**Resolution No. 93**—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, The California State Federation of Labor, AFL, has reached a stature as the most outstanding Federation in the country; and

Whereas, There have been ever increasing duties placed upon the secretary, necessitating tremendous exertion of time and effort by him; and

Whereas, It is the belief of the Executive Council that an increase in the salary and retirement provisions of the Constitution are warranted to more adequately compensate for such services; and

Whereas, The Executive Council believes that a more equitable compensation would be a salary of \$25,000 per year, payable monthly, and a retirement payment of \$12,500 per year, payable monthly; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor increase the salary and retirement payment of the secretary-treasurer; and be it further

Resolved, That Article IX of the Constitution is amended as follows:

Sec. 3. The Secretary-Treasurer shall receive a salary of \$2,083.33 a month.

Sec. 4. As and for recognition of past services rendered, the Secretary-Treasurer shall receive a retirement payment of \$1041.667 per month, to be made monthly but terminable on death, provided that as of the date of retirement he shall have reached the age of at least sixty years and shall have served as an officer of the Federation for at least twenty years, at least ten of which years shall have been served as Secretary-Treasurer of the Federation.

Referred to Committee on Constitution.

Adopted with further recommendation, p. 226.

### **In Memoriam—Roy W. Brewer**

**Resolution No. 94**—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Brother Roy W. Brewer, Vice President of District No. 4 of the California State Federation of Labor since 1953, was taken by death on February 18, 1955; and

Whereas, The years of his life were shaped by his devotion to the principles of organized labor, together with his deep understanding of the hopes and aspirations of working people everywhere; and

Whereas, The cause of labor was greatly strengthened by his gifted leadership and tireless activity; and

Whereas, His loss is keenly felt by all who knew him as friend and brother, and by all who benefited through the years

by his achievements on their behalf; now, therefore, be it

Resolved, That when this 53d convention of the California State Federation of Labor adjourns, it mark with a moment of silence the passing of Brother Roy Brewer, and so express our sorrow and regret, as well as our appreciation and gratitude for his great service to the labor movement.

Referred to Committee on Resolutions.  
Adopted, p. 228.

#### In Memoriam—Charles E. Sutphen

**Resolution No. 95**—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Brother Charles E. Sutphen, from 1911 to 1912 vice president of what was then known as the California State Federation of Labor's District No. 5 (Sacramento County north), passed away on July 29, 1954; and

Whereas, Brother Sutphen was active in the organized labor movement for more than half a century, during which he served the International Typographical Union in various offices for forty-one years; and

Whereas, Throughout his life, his character and the services he rendered the labor movement embodied the highest principles of the American Federation of Labor; now, therefore, be it

Resolved, That when this 53d convention of the California State Federation of Labor adjourns, we shall express, by a moment of silence, our regret at the loss of this brother, and our gratitude for the loyalty and devotion he gave to the labor movement for so many years.

Referred to Committee on Resolutions.  
Adopted, p. 228.

#### Improve and Extend Use of Union Label

**Resolution No. 96**—Presented by Anthony Cancilla and James C. Symes of Union Label Section, San Francisco.

Whereas, The purpose of the Union Label on wearing apparel and other merchandise is to indicate to the members of organized labor and their families and friends, as well as to the public in general, that the products were produced by highly skilled American union workers and manufactured by manufacturers who maintain labor relations and fair working conditions; and

Whereas, It is difficult and often impossible for the union worker and his family to purchase goods bearing the Union Label, particularly in the case of wearing apparel, owing to the present system by which the Union Label is placed on finished union-made products; and

Whereas, Every manufacturer who desires to increase his business endeavors to acquaint the general public with his

products by placing on them a label bearing his own firm's name or trademark, such labels being made in distinctive, memorable designs and striking colors and of the very best materials in order to draw the attention of the prospective customer and remind him of the firm's name throughout the life of the article; and

Whereas, Although a similar line of reasoning would logically apply to the wearing apparel labor organizations, these organizations do not supply the union manufacturer with their Union Labels designed to identify the product of organized labor in their respective crafts; and

Whereas, In fact, the union wearing apparel manufacturer in most cases is forced to purchase the Union Label for use on his union-made finished products, and this label is often made of a very poor grade of material which disintegrates and becomes unrecognizable when laundered or cleaned; and

Whereas, As a result of this situation, the majority of union-made wearing apparel manufacturers do not put the Union Label on their union-made products; and

Whereas, The Union Label was first originated in 1874 as a guarantee to the workers that the products so labeled were manufactured in sanitary, healthful workshops under fair union conditions, rather than in some unsanitary sweatshop, and there was no intention of offering the Union Label for sale or permitting it to be sold; and

Whereas, The wearing apparel international unions should supply an attractive Union Label, the emblem of organized labor, at no cost and should make it compulsory for manufacturers to place the Union Label on all union-made products; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby go on record in favor of an attractive, laundry- and cleaning-proof Union Label, to be produced free of charge to all manufacturers who are operating in conformance with an existing union contract; and be it further

Resolved, That where such a label is not made available to the involved manufacturer, he shall be required on his own label, or by use of a waterproof stamp, to indicate that the merchandise is manufactured in an American Federation of Labor union shop; and be it further

Resolved, That our delegates to the convention of the American Federation of Labor use their good offices in working for the purpose of this resolution.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 224.

#### Urging Passage of NLRA Amendment to Protect Union Security

**Resolution No. 97**—Presented by Arthur K. Hutchings and Anne Sweet of San

Gabriel Valley Central Labor Council, Pasadena.

Whereas, Organized labor is unalterably opposed to adulteration of the principle of federal supremacy over state legislatures in labor relations subject matters; and

Whereas, Section 14 (b) of the National Labor Relations Act pertaining to union security is the only provision in this act made subject to overriding by state law; and

Whereas, The Honorable James Roosevelt introduced **HR 2660** to amend Section 14 (b) of the National Labor Relations Act so as to protect the rights of employees and employers entering into union shop agreements in industries engaged in interstate commerce; and

Whereas, **HR 2660** failed to pass out of the Committee of Education and Labor at the 1955 session of the United States Congress; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as favoring the amendment to Section 14 (b) as provided for in **HR 2660**, and to support efforts to have **HR 2660** reported favorably out of the Committee on Education and Labor so that this amendment may be acted upon in the next session of Congress.

Referred to Committee on Resolutions.  
Adopted as amended, p. 193.

#### **Require Wages to be Paid Weekly**

**Resolution No. 98**—Presented by R. O. Johnson and David Ingram of Railway Carmen Union No. 601, Los Angeles.

Whereas, Many industries in California pay the employees twice a month, and as this means that new employees entering service must wait one month before receiving any wages; and

Whereas, This causes hardship on the workers while waiting for their pay; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as favoring the enactment of the law requiring all employers in California to pay all wages due weekly.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 160.

#### **Halt Spread of Company Unions**

**Resolution No. 99**—Presented by William H. Knight and Robert Giesick of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The locals affiliated with the California State Federation of Labor have become acutely aware of the serious problems created by the development of independent unions which are actually company unions; and

Whereas, These so-called independent unions are being sponsored by open-shop employers and anti-union attorneys; and

Whereas, The development of these independent unions constitutes a serious threat to the jurisdiction of our local unions and adversely affects our wages, hours and conditions; and

Whereas, The National Labor Relations Act, as now interpreted by the National Labor Relations Board, allows for and recognizes such independent or company unions; and

Whereas, The National Labor Relations Board, under the amended Act, no longer makes determinations of company unionism through substantial evidence and discretionary judgment, but now requires legal evidence which is almost impossible to obtain; and

Whereas, These procedures of the National Labor Relations Board actually sponsor the development and growth of the so-called independent unions; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as recommending that all unions use their efforts to correct the National Labor Relations Act and the NLRB procedures and the California Jurisdictional Disputes Act to eliminate legal recognition of such independent or company unions; and be it further

Resolved, That copies of this resolution be sent to the Chairmen of the Senate and House Labor Committees and to the American Federation of Labor.

Referred to Committee on Resolutions.  
Adopted as amended, p. 194.

#### **Improve Unemployment Insurance Regulations**

**Resolution No. 100**—Presented by William H. Knight and Robert Giesick of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, In recent years, the Unemployment Insurance Act has been interpreted by regulation and departmental orders and policies to the extreme detriment of our unemployed members; and

Whereas, Undue and unnecessary hardships are imposed upon eligible applicants by restrictive regulations concerning:

a—the denial of benefits for the failure to disclose immaterial facts,

b—the denial of benefits by restrictive application of labor market areas,

c—the denial of benefits through restrictive application of the term "available for employment",

d—the denial of benefits based upon unwarranted and incorrect application of the term "discharge for misconduct"; and

Whereas, The restrictive application of these criteria deny benefits to otherwise eligible applicants; now, therefore, be it

Resolved, That the 53d convention of



the California State Federation of Labor use its good offices to correct each and every one of these unwarranted restrictions; and be it further

Resolved, That the California State Federation of Labor continue its work with the Department of Employment and the state legislature to correct these abuses.

Referred to Committee on Resolutions.  
Adopted, p. 221.

#### **Require Bonding of Payrolls of Certain Employers**

**Resolution No. 101**—Presented by William H. Knight and Robert Giesick of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, **SB 1677** failed to be recommended out of committee at the 1955 session of the state legislature; and

Whereas, Said bill would require certain employers engaged in logging and sawmill operations to bond their payrolls; and

Whereas, The records of the State Labor Commissioner show that over \$220,000 in wage claims were unpaid in the Eureka office alone; and

Whereas, The failure to pay wages on the part of certain logging and sawmill operators has become acute and works an unnecessary hardship on our union members; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor determine to use its good offices in support of and to ensure legislation similar and comparable to that proposed in this matter at the 1955 session of the state legislature.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 161.

#### **Oppose State "Right to Work" Bills**

**Resolution No. 102**—Presented by William H. Knight and Robert Giesick of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Eighteen (18) states in these United States have now adopted so-called "Right to Work" bills which deprive the majority of their right of representation of employees; and

Whereas, Powerful organizations throughout these United States which are interested in the control and destruction of the labor movement are sponsoring this type of state legislation; and

Whereas, We are advised by our labor press that the National Chamber of Commerce and the National Association of Manufacturers are among those organizations sponsoring and implementing "Right to Work" bills throughout the country; and

Whereas, Such bills reflect the special

interests of anti-labor groups; and

Whereas, The principle of majority rule is a part of our U. S. Constitution and is an accepted principle in national, state and local elections; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor condemn those groups and organizations which are sponsoring the "Right to Work" laws; and be it further

Resolved, That copies of this resolution be submitted to the American Federation of Labor, the U. S. Secretary of Labor and the President of the United States, with copies to the National Chamber of Commerce and the National Association of Manufacturers.

Referred to Committee on Resolutions.  
Filed, p. 194. See Policy Statement 4(b) and Resolution No. 30.

#### **In Memoriam—Roy Brewer**

**Resolution No. 103**—Presented by William H. Knight and Robert Giesick of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Roy Brewer was secretary of Lumber and Sawmill Workers Local Union No. 1407, president of the San Pedro-Wilmington Central Labor Council, vice president of the California State Federation of Labor, and, in such and other capacities devoted his life to constructive improvements of the labor movement; and

Whereas, His passing is greatly mourned by his multitude of friends in all walks of life; and

Whereas, It is desirable to record forevermore our tribute to him; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor pay due respects to Roy Brewer by the adoption and permanent recording of this memorial.

Referred to Committee on Resolutions.  
Adopted, p. 228.

#### **Plan Ahead for Automation**

**Resolution No. 104**—Presented by Clifford Valenciana, Michael Pindar, Howard Rose and Arnold Stobbe of Glass Bottle Blowers Union No. 146, Huntington Park.

Whereas, Labor's historic answer to the challenge of mechanization has been the fight for the shorter work week, with increased pay to provide the workers with the fruits of increased productivity; and

Whereas, Recent trends toward automation in American industry offer one of the greatest challenges ever faced by the labor movement; now, therefore, be it

Resolved, That this 53d convention of the California State Federation of Labor adopt the following program to meet the challenge of automation:

1—Shorter work week to create more

job opportunities and provide labor with the benefits of increased productivity.

2—Guaranteed annual wage to tide displaced workers over to the next job.

3—Adequate unemployment compensation.

4—A retraining program with cooperation by labor, management and government to educate displaced workers in skills more suited to automation conditions.

5—Higher pay through collective bargaining to ensure an adequate market for increased production.

6—Management consultation with unions when automation is considered so that retraining for new jobs can begin with a minimum loss of pay.

Referred to Committee on Resolutions.

Adopted subject to stated qualifications, p. 192.

#### **Increase Fee for Jury Duty**

**Resolution No. 105**—Presented by Otto E. Sargent of Building and Construction Trades Council, San Jose.

Resolved, That the 53d convention of the California State Federation of Labor now in session petition the proper authorities, and secure if possible, an increase in payment for jury duties.

Referred to Committee on Legislation.

Concurred in intent, filed, p. 160.

#### **Establish Seven-Hour Day**

**Resolution No. 106**—Presented by Cornelius Murphy, Geo. Ellis, Jerry Sullivan, John Casey, James Foley and Jack Keane of Construction and General Laborers Union No. 261, San Francisco.

Whereas, One of the prime objectives of the labor movement has been to obtain a shorter work day; and

Whereas, Many labor-saving devices and techniques are being used in modern industry; and

Whereas, Many local unions have given recognition to this issue by demanding a shorter work week; and

Whereas, A shorter work day would materially reduce unemployment; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct the Executive Council to use its resources and assistance to its affiliates' undertaking to establish a seven-hour day in their respective areas.

Referred to Committee on Resolutions.

Filed, p. 192. Federation policy reaffirmed.

#### **F E P C Program**

**Resolution No. 107**—Presented by Cornelius Murphy, Geo. Ellis, Jerry Sullivan, John Casey, James Foley and Jack Keane of Construction and General Laborers

Union No. 261, San Francisco.

Whereas, In previous conventions assembled, the California State Federation of Labor has favored an FEPC program; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor commend its leadership for their support of the FEPC at the 1955 session of the state legislature; and be it further

Resolved, That we, the members of the Construction and General Laborers' Union Local No. 261 pledge 100% support to our delegates and officials in continuing the fight for FEPC to a successful conclusion in 1956.

Referred to Committee on Legislation.

Filed, p. 161. See Resolution No. 58.

#### **Eliminate Workmen's Compensation Waiting Period and Provide Equal Benefits for Public Employees**

**Resolution No. 108**—Presented by James L. McCormack of California State Employees Council No. 56, Sacramento.

Whereas, The Workmen's Compensation Act now states there shall be a waiting period of 7 days prior to the payment of benefits following an injury; and

Whereas, This provision of the Workmen's Compensation Act imposes undue hardship on the employee and his or her family; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor approve the following:

1—That the state, county and municipal employees be granted full-scale pay and that full disability payments be paid from the first day of disability.

2—That the provision of the Workmen's Compensation Act shall not be less than that granted to employees of private industries.

Referred to Committee on Legislation.

Concurred in intent, filed, p. 162.

#### **Assist Atascadero State Hospital Employees in Wage Review**

**Resolution No. 109**—Presented by James L. McCormack of California State Employees Council No. 56, Sacramento.

Whereas, The Atascadero State Hospital was designed for and is operated as a maximum security institution; and

Whereas, The patient population at the Atascadero State Hospital is composed mainly of persons classified as criminal insane, insane criminal, psychopathic delinquent, and sexual psychopath; and

Whereas, Nearly all of these patients were committed to the Atascadero State Hospital by the Superior Courts because they are considered to be dangerous criminals who would seriously threaten public

safety were they not held in strictest custody; and

Whereas, The treatment program prescribed by the California Department of Mental Hygiene prohibits measures usually employed by correctional institutions, thereby greatly increasing the danger of personal injury to the employee; and

Whereas, The employees of the Atascadero State Hospital are required to possess and practice many of the skills and techniques of the prison guard, in addition to the usual duties of the mental hospital employee; and

Whereas, The care and treatment of a large group of dangerous male patients require an infinitely greater percentage of male employees and virtually eliminates the husband and wife employee teams commonly found in mental institutions; and

Whereas, It is the current policy of the states of New York, Michigan, Ohio, and Wisconsin to recognize that added danger exists and that extra knowledge is required for employment in institutions housing the criminally insane, and accordingly to set their wage scales for security mental institutions at the same level as correctional institutions; and

Whereas, Wages in California State Service are determined by precedent established in similar positions outside State Service; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor endorse and support the following:

1—That wage scales paid at Atascadero State Hospital should be equal to those paid in California Correctional Institutions.

2—That the California State Federation of Labor request the State Personnel Board to schedule a review of the Atascadero State Hospital wage scales, and assist Atascadero Hospital Employees No. 1005 in presenting its requests at that hearing.

Referred to Committee on Resolutions.  
Adopted as amended, p. 220.

### **Political Action Against "Right to Work" and Anti-Political Action Legislation**

**Resolution No. 110**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, Political developments in some states and on the national political scene demonstrate vividly that there is what the Brotherhood of Carpenters in its June magazine calls "a royal battle between the working people and a subversive element which seeks to destroy labor unions and bring back the feudal system"; and

Whereas, This attack on labor has taken the form of the union-wrecking so-called

"Right to Work" legislation in some states; and

Whereas, In five other states, such as the state of Wisconsin, it has taken the form of an attempt to pass, or the actual passage of anti-political action legislation, which would prohibit our unions from "contributing any money or thing of value, directly or indirectly . . . for any political purpose whatsoever"; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record reaffirming our position urging all affiliated councils and local unions to set up active Political Education Committees for the purpose of keeping the membership informed on the political issues of the day affecting labor and the people; to insure that all members and their families are registered to vote, as well as to impress the membership with the necessity of voting at the polls; and be it finally

Resolved, That the California State Federation of Labor urge the National LLPE to adopt a national information program and service similar to the present State Federation's "Summary of Proposed Legislation" and "Weekly News Letter", so that our membership may become more active on the national political issues of the day affecting labor.

Referred to Committee on Resolutions.  
Referred to CLLPE Executive Council, p. 219.

### **Group Medical Practice and Preventive Medicine**

**Resolution No. 111**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The Executive Council of the American Federation of Labor and the Executive Board of the CIO have adopted similar "Codes of Ethics for Health and Welfare Programs" designed to "stamp out abuses in the handling of health and welfare funds"; and

Whereas, These codes, which have been given publicity by state and local councils, spell out the duties of union officials in dealing with employers and insurance companies on fund operations, and list standards of practice which would place fund administration in a "goldfish bowl"; and

Whereas, The AFL code points out that in the absence of a system of national health insurance, "the best interests of the members must be the governing consideration in obtaining protection from employer contributions for health and welfare plans won on the picket line and at the collective bargaining table"; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging its affiliated local

unions to explore and give serious consideration to group practice medical and hospital plans, in distinction to exclusive insurance company or service plan retention programs, on a full or alternate choice basis, as a means of securing for the member and his family the most complete and most economical preventive medicine today.

Referred to Committee on Resolutions.  
Adopted as amended, p. 206.

### **Shorter Work Day on State Work**

**Resolution No. 112**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The output per man-hour in industry has risen 30% in the last fifteen years and in agriculture it has risen 83% in the same period; and

Whereas, This increased efficiency is creating a reservoir of unemployed, even in this period of high production, which will undoubtedly get worse with any downturn in business; and

Whereas, Shortening the hours of labor is the only basic way in which to correct this serious problem; and

Whereas, Labor is entitled to participate in the good things to be derived from this increased efficiency; and

Whereas, The struggle to shorten the hours of labor must be carried on at all levels to be effective, the state of California being no exception; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to submit legislation at the next legislative session of the legislature seeking to shorten the hours of employees of the state of California and of workers on jobs where state funds are involved, without any reduction in daily pay; and be it further

Resolved, That state employees' retirement benefits be adjusted so that their retirement time will accumulate at the same rate as formerly.

Referred to Committee on Legislation.  
Filed, p. 161. Federation policy reaffirmed.

### **Continue Efforts to Pass FEP Law**

**Resolution No. 113**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, Organized labor is aware of the necessity to insure equal job opportunities for all peoples, regardless of race, creed or national origin; and

Whereas, Fair employment practices legislation has been proven to be the only sure way of guaranteeing the civil and human rights of minority-group workers; and

Whereas, The California AFL, working with the CIO, NAACP, and other groups led in bringing the goal of equal job opportunities closer to realization than ever before in California's history; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor congratulate their legislative representatives for their work to secure passage of a fair employment practices law; and be it further

Resolved, That the California AFL should continue its efforts, together with the CIO, NAACP and other groups, until a fair employment practices law is passed.

Referred to Committee on Legislation.  
Filed, p. 161. See Resolution No. 58.

### **Shorter Work Day, No Reduction In Pay**

**Resolution No. 114**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, One of organized labor's traditional aims is to shorten the work day for all wage earners; and

Whereas, The benefits of the shorter work day to the worker and his family in good times are well known, as is the necessity of reduced hours with no reduction in take-home pay during periods of unemployment; and

Whereas, The working day of eight hours in the United States has been in force and unchanged in the last four decades; and

Whereas, Organized labor should not postpone to the indefinite future, action which would bring about the reduction of the working day; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor call upon its affiliates to strive both in negotiations and as a matter of union policy to bring about a shorter working day without reduction in take-home pay; and be it finally

Resolved, That copies of this resolution be forwarded to all affiliated local unions and councils and to the national office of the American Federation of Labor.

Referred to Committee on Resolutions.  
Filed, p. 192. Federation policy reaffirmed.

### **Political Activity to Increase Minimum Wage and Achieve Other Labor Goals**

**Resolution No. 115**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The labor movement has conducted a thorough campaign in the present session of Congress to get the \$1.25 minimum wage passed; and

Whereas, It appears at the moment that a minimum wage of no more than \$1.00 can be passed at the present session; and

Whereas, The proposed \$1.25 itself was a conservative figure that does not cover the minimum needs of a family according to the figures of the Government Bureau of Labor Statistics; and

Whereas, The labor movement has been plagued by employers moving their factories from high wage areas to low wage areas, thereby threatening the living standards of all the members of labor nationally; and

Whereas, The reactionary employer groups have organized a powerful campaign to prevent the passage of this progressive legislation; and

Whereas, It appears doubtful that the labor movement will be able to achieve its goal without a more thorough approach to its problems on the political field; and

Whereas, The labor movement has a great reservoir of members who have not been brought into action in support of labor's political program; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor request the American Federation of Labor to give more aid to the local LLPE committees through the use of more full-time field representatives to aid in organization and direction of the work.

Referred to Committee on Resolutions.  
Adopted, p. 219.

### **Repeal Unemployment Insurance Merit Rating System**

**Resolution No. 116**—Presented by O. J. Lindell, Dave Williams, J. T. Wagner, J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The California Unemployment Insurance Code, as presently constituted, contains two schedules for employer contributions varying between 0% and 2.7% of payroll, depending on the unemployment experience of his employees and the total Fund reserves; and

Whereas, Under this so-called "Merit Rating System" some 33,000 employers in eligible industries pay no unemployment insurance taxes at all, and others pay substantially reduced amounts; and

Whereas, Under this system the reserves of the Fund are adversely affected against the interest of labor and the potentially unemployed; and

Whereas, This system also places a ready-made incentive in the hands of organized employers and each individual employer to contest each borderline claim for unemployment insurance and harass the worker or defeat him in his claim; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor

go on record opposing the Merit Rating System in principle and for doing everything within our power to bring about its repeal.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 159.

### **Federal Aid to Education**

**Resolution No. 117**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The welfare of the people in every part of the United States is affected by the attitudes and prejudices of the people in every other part of the nation; and

Whereas, Attitudes and prejudices are shaped largely by formal education; and

Whereas, The nation as a whole therefore must be concerned with educational facilities and procedures in every section of the country; and

Whereas, There is a direct relationship between educational development and its social progress; and

Whereas, In even the more prosperous areas, local educational establishments need assistance in the maintenance of such collateral facilities as lunches, medical care, transportation, teacher training, and sometimes, construction of new school buildings; and

Whereas, The Supreme Court of the United States has provided that there must be no segregation of any kind in the public schools; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor reaffirms the stand of the California State Federation of Labor in favor of the federal government providing financial aid to the school systems of America so that our youth may have at its disposal the best possible facilities and opportunities for education, with the proviso that no federal funds be expended to aid any school system which flouts the decision of the Supreme Court that there must be no discrimination in this nation's schools; and be it further

Resolved, That this resolution be for-

warded to the President of the United States, the Secretary of Health, Education and Welfare, the members of the appropriate committees in the United States Senate and House of Representatives, and the California members of those bodies.

Referred to Committee on Resolutions.  
Adopted as amended, p. 208.

### **Organized Labor and Public Education**

**Resolution No. 118**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, More and more, the public schools have been used to indoctrinate children with a sense of hostility to the program and objectives of organized labor; and

Whereas, As part of this program, schools are systematically excluding the teaching of the great contributions American labor has made to our national life; and

Whereas, Reactionary elements who control so many boards of education maintain a virtual reign of terror over teachers who want to instill in their students a capacity for thought and inquiry in the areas of social living; and

Whereas, The entire nation will be the ultimate sufferer from this repression of knowledge; and

Whereas, Though in many communities American Federation of Labor unions have been able to maintain close relationships with school boards to prevent or ameliorate this condition, the general trend in educational practices is still contrary to the welfare of the working people; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor expresses its concern over the growing reactionary dominance over public education, and advises the incoming Executive Council and all affiliates to develop programs that will reverse the breakdown of learning in this state's educational institutions.

Referred to Committee on Resolutions.  
Filed, p. 208.

### **Action to Halt Segregated Housing**

**Resolution No. 119**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, It has been the practice of some home builders to refuse to offer for sale new housing to all comers, but rather to attempt to perpetuate segregation of peoples on the basis of race, color, religion, and nationality; and

Whereas, Builders who disagree with this unjust practice and attempt to sell the homes they construct to any buyer willing and able to purchase them frequently find it difficult to borrow working capital from the banks; and

Whereas, The federal home construction lending agencies, by continuing to underwrite loans made by private lenders without regard to their discriminatory actions, give governmental sanction to these unjust practices; and

Whereas, Decisions of the United States Supreme Court clearly indicate that discrimination in housing is contrary to public policy; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor calls upon the Congress of the United States and the public authorities responsible for policy in the matter of housing loans to take such steps as are necessary to withhold federal financial aid from all lending agencies or builders who are guilty of discriminatory practices in the sale of private housing.

Referred to Committee on Resolutions.  
Adopted, p. 215.

### **Federation to Increase Workers' Education Activities**

**Resolution No. 120**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of

Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, It is of great importance that members of unions be informed on the many vital issues that affect their lives as working people and as consumers; and

Whereas, Heightened activities on the part of enemies of organized labor designed to inculcate working people with anti-labor propaganda must be countered by a continuous truth campaign within the ranks of the labor movement; and

Whereas, There is a permanent need for training rank and file members in the principles and procedures of trade unionism; and

Whereas, In the realization of this need, the California State Federation of Labor and the unions affiliated with it are conducting programs in workers' education; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor commends the Federation for the successful implementation of its educational program, and recommends to the incoming Executive Council that it conduct a study for the purpose of establishing an even more extensive program to the end that every affiliate may have the benefit of assistance from the Federation in this field.

Referred to Committee on Resolutions.  
Adopted, p. 208.

#### **National Health Insurance**

**Resolution No. 121**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Because of the great need for insurance against the economic catastrophe of serious illness or extensive surgery, most unions have established health benefit programs for meeting many of these problems; and

Whereas, The establishment of such programs, while bringing a great economic benefit to union members, cannot fully meet the need for complete preventive medical care and extension of facilities for the training of doctors and the practice of medicine; and

Whereas, Millions of people still face the dread prospect of bankruptcy and long term indebtedness because of medical and hospital bills, or they face withholding of medical attention because they cannot afford to pay for it; and

Whereas, The only full solution to this problem is the establishment of a federal program of health insurance which will care for the medical, surgical, hospitalization, and dental needs of the people, while at the same time providing for the training of physicians, nurses, and technicians and the construction of the many hospitals and clinics necessary for the prevention of disease and care of the sick; therefore be it

Resolved, That this 53d convention of the California State Federation reaffirms the program of the Federation calling for the institution of such a federal program of health insurance as the only sound way of improving and guarding the health of the American people, and protecting their economic welfare when expensive medical care is needed.

Referred to Committee on Resolutions.  
Adopted, p. 206.

#### **Amend McCarran-Walter Act**

**Resolution No. 122**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Though both major political parties have expressed their belief that the McCarran-Walter Immigration Act in its present form is unfair, discriminatory, and unjust, the United States Congress has so far failed to adopt any of the bills before it to amend and ameliorate the act; and

Whereas, The American Federation of Labor and the California State Federation of Labor have expressed the opinion that the McCarran-Walter Act is harmful to

the best interests of the American people; and

Whereas, American principles of democracy and fair play are mocked by this legislation, which has made dim the dream of America as a haven for the thousands of worthy individuals in other nations who could make a contribution to our life just as millions of their countrymen have in past years; and

Whereas, Any fear that this nation might be infiltrated by Communists or other undesirables can be met by fair and proper provisions without at the same time slamming shut the gate on desirable potential immigrants who would be assets to our nation; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor calls upon the legislative leadership of the Democratic and Republican Parties to adhere to their proclaimed platforms on the McCarran-Walter Act and to enact the amending legislation that will remove from this law its unAmerican, unfair, unjust, and discriminatory provisions.

Referred to Committee on Resolutions.  
Adopted, p. 215.

#### **Reaffirm Support of the United Nations**

**Resolution No. 123**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Through its ten years of existence the United Nations has proved itself a constructive force in the maintenance of international relations and assistance to smaller nations; and

Whereas, The United Nations has weathered the obstructive and disruptive tactics of the Soviet Union and its satellites, and can be expected to continue to do so, making a substantial contribution to the peace of the world; and

Whereas, The special agencies of the United Nations in the fields of health, food production, narcotics control, education, and relief have brought about vast improvements in the living standards of people in every part of the world; and

Whereas, The American labor movement has consistently and forthrightly

supported the United Nations as a progressive effort of international cooperation functioning in accordance with democratic principles and humanitarian ideals; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor congratulates the United Nations on the completion of ten years of service to the world and reaffirms its support and commendation of this great institution of world understanding and cooperation.

Referred to Committee on Resolutions.  
Adopted, p. 191.

#### **Reaffirm Support of NAACP**

**Resolution No. 124**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The American labor movement and the National Association for the Advancement of Colored People have maintained close fraternal relations with each other; and

Whereas, The great accomplishments of the NAACP in winning for the Negro people a substantial measure of the dignity and equality to which they are entitled have had the consistent support of labor; and

Whereas, The fight on behalf of the Negro to acquire the status of full equality in every respect and in every field is a never ending struggle and must have the cooperation of labor and all of its allies with the NAACP; and

Whereas, Greater financial support for expansion of staff and increased program is needed so that this inter-racial organization can do the job that must be done; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor reaffirms its support of the NAACP and urges all affiliated central bodies, councils, and local unions to participate in the work of this great organization in every possible way.

Referred to Committee on Resolutions.  
Adopted, p. 215.



**Commend Community Service Organizations**

**Resolution No. 125**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Community Service Organization has made great advances in accomplishing its objectives of aiding the Mexican-American people to enjoy better employment opportunities, better housing, larger educational advantages, and greater integration with the general community; and

Whereas, This organization is in strong sympathy with the goals and purposes of the American labor movement, and as such has aided in bringing the message of trade unionism to its home communities; and

Whereas, The growth of this organization has also been marked by heightened interest and participation of its members in unions and community activity; and

Whereas, The CSO is continuing to expand and is establishing many new branches throughout the state of California; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor extends fraternal greetings to the Community Service Organization, congratulates it on the progress it has made, and commends it to the central labor councils, industry councils, and local unions affiliated with the California Federation of Labor for all possible assistance so that it can continue to grow in numbers and accomplishments.

Referred to Committee on Resolutions.  
Adopted, p. 215.

**Commend the Urban League**

**Resolution No. 126**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment

Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The National Urban League and its affiliated local bodies conduct a program designed to improve the living standards and opportunities of American Negroes; and

Whereas, This program of improving employment opportunities, health facilities, housing, education, and the general rights of Negroes is on a detailed basis of specific projects rooted in the day-to-day lives of the people; and

Whereas, The American Federation of Labor is in support of the program of the Urban League; and

Whereas, The pattern of population shifts in California and continues to create problems which this organization is especially equipped to help solve; and

Whereas, There is an ever greater need for the services and facilities of the Urban League; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor fraternally commends the Urban League for the many contributions it has made for social betterment in our nation and recommends to all affiliated central bodies, councils, and local unions that they support branches of this organization functioning in their communities.

Referred to Committee on Resolutions.  
Adopted, p. 215.

**Fraternal Greetings to Histadrut**

**Resolution No. 127**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Israeli Federation of Labor, popularly known as Histadrut, is the major single force in the economic life of

the State of Israel; and

Whereas, While functioning primarily as a trade union organization, the Histadrut also maintains medical institutions, vocational training establishments, agricultural projects, and industrial plants, thus providing for Israeli workers a better economic and social atmosphere than they would otherwise have; and

Whereas, This newest nation in the world is still in great need of support from all democratic-minded people in every free nation; and

Whereas, The Histadrut, as the institution of the Israeli working people, receives consistent support from the American working people; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor extends the hand of the Federation in fraternal greeting to the Histadrut and urges that this organization of workers that has played so important a role in building a homeland for displaced and suffering Jewish people be given support by the California labor movement in every possible way.

Referred to Committee on Resolutions.

Adopted, p. 222.

#### **Fraternal Greetings to the Italian-American Labor Committee**

**Resolution No. 128**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Italian-American Labor Committee is an organization of American workers of Italian descent which has played a vital role in the growth of the American labor movement and has served as labor's public relations arm within the community of Italian-Americans; and

Whereas, This organization has been of inestimable value to the free world in fighting the equally abhorrent onslaughts of both fascism and communism in Italy; and

Whereas, The American Federation of Labor has accorded to the Italian-American Labor Committee singular recognition for its achievements; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor extends fraternal greetings to the Italian-American Labor Committee, and in the spirit of solidarity with workers of every nation, wishes this committee well in its mission of building a bridge of friendship and understanding between American workers and the workers of Italy, and commends it to all affiliated bodies for support.

Referred to Committee on Resolutions.

Adopted, p. 222.

#### **Commend Jewish Labor Committee**

**Resolution No. 129**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Jewish Labor Committee, representing hundreds of thousands of trade union members, has worked side by side with organized labor toward the solution of the problems of discrimination and intolerance; and

Whereas, The permanent educational program of the Jewish Labor Committee on behalf of democratic principles has been of aid to the labor movement in the fight for a healthier climate for trade unionism in California; and

Whereas, The Jewish Labor Committee has worked valiantly in the fight against Communist attempts to infiltrate or influence labor and minority groups; and

Whereas, This organization has behind it a long tradition of combating every form of totalitarianism, working for equal rights for all people, and promoting an understanding of the principles of trade unionism among religious and minority groups; and

Whereas, This organization maintains offices in San Francisco and Los Angeles, employing full-time specialists in the field of human relations available as consultants to assist in the development of educational programs; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor commends the Jewish Labor Committee for its accomplishments and urges all affiliated councils and unions to give this

institution of the labor movement cooperation and support in the fulfillment of its objectives.

Referred to Committee on Resolutions.  
Adopted, p. 215.

### World Peace

**Resolution No. 130**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, There is at present a lessening of tension in international affairs, signalized by a marked change in the approach of the rulers of the Soviet Union to their relations with the democratic nations; and

Whereas, While this Soviet change of attitude must be recognized as a transitory change of tactics rather than a fundamental change in principles, it can result at least in providing a period of time for reevaluation of American policies in relations with other nations; and

Whereas, As the acknowledged leader of the Free World, the United States has the obligation to exemplify to the rest of the world the principles of democracy and freedom in day-to-day living; and

Whereas, Dynamic democracy on an international scale can be implemented only by a policy which will prove to the world that we mean what we say; and

Whereas, The American Federation of Labor has for long called upon the government of the United States to pursue the kind of foreign policy which will win the friendship and support of the free nations of the world; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor affirms its support of the American Federation of Labor's position on United States foreign policy, and while welcoming all efforts which will continue to relieve world tension, confirms the opinion of the American Federation of Labor that world peace will ultimately be based upon harmony and understanding among the free nations of the world enjoying political democracy and economic security.

Referred to Committee on Resolutions.  
Adopted, p. 191.

### Integration of the Los Angeles Fire Department

**Resolution No. 131**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The three-year old battle to bring about racial integration of the Los Angeles Fire Department has the support of all fair-minded people in Los Angeles, with the Los Angeles Board of Fire Commissioners taking the position that such integration must be brought about quickly; and

Whereas, Delaying action on the part of high officials in the Los Angeles Fire Department is perpetuating a situation which is harmful to the efficiency of the Department and to the cause of better human relations among the people in Los Angeles; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor congratulates the Los Angeles Board of Fire Commissioners in its determination to bring about full integration of the Los Angeles Fire Department, and calls upon the leadership of that city's Fire Department to comply with this policy in the American spirit of decency and justice.

Referred to Committee on Resolutions.  
Filed, p. 209. See Resolution No. 59.

### Disapprove Administration's Public Power Policy

**Resolution No. 132**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Gar-

ment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The creation of a great public program for the generation of electric power by the government of the United States during the period beginning with the first Roosevelt administration made possible the tremendous expansion of American industry necessary to win World War II and to expand the American economy to its present great estate; and

Whereas, This tremendous increase in power facilities would never have been possible under private auspices; and

Whereas, The whole American people have gained from this mighty public power program; and

Whereas, Selfish individuals, for their own economic gain, are attempting to dismantle the public power program of the United States and to subvert the accomplishments of the people to their own benefit; and

Whereas, The people will lose inestimable billions of dollars in increased costs for electricity if private interests ever again acquire monopoly control over the generation of electricity; and

Whereas, Shocking scandals have already come to light as a result of the drive of the federal administration to give away the public's heritage in electrical power to private utility monopolies; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor declares its sharpest disapproval of the present federal administration's effort to give away the public's domain over the generation of electrical power, and calls upon the Congress to reaffirm clearly and in detail a program to continue and extend the public interest in this field.

Referred to Committee on Resolutions.  
Adopted, p. 217.

### U. S. Security Program

**Resolution No. 133**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers

Union No. 497—all of Los Angeles.

Whereas, The manifest necessity of eliminating Communists and their supporters from positions of government or economic activity where they might inflict damage upon the people of the United States has been marked with many injustices and excesses; and

Whereas, This wholly necessary activity has been twisted by self-seeking individuals into frequent persecutions of individuals who, though not Communists, have been improperly smeared with the "Communist" brush; and

Whereas, Misuse of the needs of security by indiscriminate lumping of liberals and sincere idealistic individuals with Communists can serve not only to undermine efforts for social advancement, but play into the hands of the Communists by shielding them with the mantle of others' persecution; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor respectfully petitions both the Executive and Legislative branches of the United States Government to establish procedures of inquiry and evidence that while accomplishing the needs of maintaining security will prevent persecution at the hands of anonymous informers of individuals who can be truly charged only with the desire to protect and strengthen the democratic institutions of America.

Referred to Committee on Resolutions.  
Adopted, p. 215.

### Continue to Work for FEPC

**Resolution No. 134**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Legislation providing for Fair Employment Practices was passed by the California Assembly only to be eliminated by an anti-labor majority in the Senate Labor Committee during the 1955 session of the California legislature; and

Whereas, Action by the Assembly, which for the first time passed such legislation, is indicative of widespread support for enactment on the part of the California electorate; and

Whereas, This widespread support must be mobilized through the instrumentality of a permanent campaign which will bring about ultimate passage of a law that will give to all Californians an equal opportunity for employment and upgrading without regard to race, religion, nationality or color; and

Whereas, The California State Federation of Labor, as well as many central labor councils and local unions, participated in the 1955 campaign of the California Committee for Fair Employment Practices, and was of great material assistance both in providing leadership and finances for the campaign; therefore it be

Resolved, That this 53d convention of the California State Federation of Labor reaffirms its support for the enactment of Fair Employment Practices legislation on federal, state, and municipal levels, and recommends continuous participation in a coalition of pro-democratic, liberal forces which will have as its objective the enactment of such legislation.

Referred to Committee on Legislation.  
Filed, p. 161. See Resolution No. 58.

#### Permanent Child Care Centers

**Resolution No. 135**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The California State Federation of Labor has at past conventions placed itself on record in favor of the establishment of permanent child care centers for the benefit of working mothers who are concerned with proper attention and guidance of their children during their period of employment; and

Whereas, A keen awareness of this need was evidenced at the 1955 session of the California state legislature; and

Whereas, Economic trends indicate that the number of working mothers will continue to increase and the need for child care centers will become ever greater; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor

reaffirms its position that the state of California should take the necessary steps to eliminate insecurity in the matter of the child care centers and pledges itself to continued activities to bring about a program that will place these centers on a permanent footing.

Referred to Committee on Legislation.  
Filed, p. 162. See Resolution No. 55.

#### Public Housing

**Resolution No. 136**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, There is no foreseeable decrease in the need for continued construction of adequate housing to provide homes for the American people of such quality as to permit them to enjoy a heightened standard of living; and

Whereas, An extensive, long-term federal program of public housing is necessary so that working people can afford to live in decent homes at fair rentals; and

Whereas, Constant pressure from real estate and banking interests have hamstrung the enactment of a satisfactory program in public housing; and

Whereas, Existing programs are in constant jeopardy because of the ceaseless attacks directed against them; and

Whereas, A public housing program which permits segregated housing so that individuals of any race, nationality, or religion are foreclosed from renting units wherever they be disposed to do so perpetrates an injustice against the people and perpetuates slum conditions; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor reaffirms the stand of the Federation that a permanent program of non-segregated public housing must be developed and expanded, and requests its officers to acquaint public officials concerned with this problem on all levels of government to this effect.

Referred to Committee on Resolutions.  
Adopted, p. 207.

### Condemn Taft-Hartley Law

**Resolution No. 137**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Taft-Hartley law continues as a dagger pointed at the heart of America's trade unions; and

Whereas, The composition and political inclination of the present National Labor Relations Board has made the Taft-Hartley law, bad as it has always been, an even worse instrument for the suppression of organized labor; and

Whereas, The Taft-Hartley law has in many instances undermined labor-management relations and has even more frequently through its unfair provisions denied unorganized workers the benefits of union organization; and

Whereas, Repeal of this spiteful anti-labor law and its replacement with a just and fair act which will truly further good and peaceful labor-management relations will aid all people who must work for their livelihood; and

Whereas, If outright repeal is not at this time possible, efforts to revise the law to make it more equitable should have general support from the American people; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor reiterates the condemnation of the Taft-Hartley law voiced by all of organized labor and the liberal community of America, and calls either for repeal and replacement of the Taft-Hartley law or its extensive revision.

Referred to Committee on Resolutions.

Filed, p. 193. See Policy Statement 4 (a).

### Federal Civil Rights Legislation

**Resolution No. 138**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Wil-

liams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The California State Federation of Labor has at past conventions expressed the belief that the Congress of the United States should enact legislation which will guarantee to all people the full enjoyment of the civil rights which are rightfully theirs under the Constitution of the United States; and

Whereas, Failure of successive sessions of the Congress to enact legislation eliminating poll taxes, punishing lynching as a federal offense, and eliminating segregation in many fields of human activity has continued to besmirch the face of American democracy; and

Whereas, Progress made in eliminating the horrifying scars of second-class citizenship inflicted on whole peoples in some phases of our national life points up the need for eliminating the denial of civil rights in every form of human activity; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor, while noting with satisfaction the progress that has been made, deprecates the failure of the United States Congress to put into effect principles pronounced by both major parties, and respectfully urges the Congress at its next session to pass necessary legislation to guarantee to all people the full and free exercise of their rights as citizens and as human beings.

Referred to Committee on Resolutions.

Adopted, p. 215.

### Special Commission on Political Education

**Resolution No. 139**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers

Union No. 497—all of Los Angeles.

Whereas, The year 1956 will be crucial in the history of American labor because it will see pitted on the political front the forces of progress against the forces of political and economic hostility to everything the American labor movement stands for; and

Whereas, In that battle, the working people will have the most to lose or gain; and

Whereas, The results will in a large measure depend on how completely and wholeheartedly the leadership and members of the labor movement take part; and

Whereas, Success will be possible only if a greater effort is made than ever before; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor requests the Executive Council to appoint a Special Commission as quickly as possible, and empower that Commission to formulate plans for a crusade in political education so that every member of every union and every citizen of California will be informed of the issues and the candidates in the 1956 election.

Referred to Committee on Resolutions.

Referred to CLLPE Executive Council, p. 219.

#### Program to Eliminate Smog

**Resolution No. 140**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallo of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Pollution of the air by industrial wastes, known as smog, which is commonest in the Los Angeles basin but is also a growing problem in other industrial areas in California, constitutes a serious medical and economic problem to residents and workers in the affected areas; and

Whereas, As major industries continue to develop in the state, the smog problem becomes more serious; and

Whereas, Solution of the smog situation has been complicated because of the vast economic implications involved both in the source and means of abatement of smog; and

Whereas, Smog is unaware of municipal or county boundary lines as it inexorably pushes its noxious fumes, blighting all living things in its path; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor calls upon the Governor of California to establish a method of coordinating all air pollution control activities in a permanent effort to hasten research in causes and control of smog, production of equipment which will eliminate air pollutants, and exercise of the police power to punish and discourage those who wilfully sacrifice the public health by excessive pollution of the air we breathe.

Referred to Committee on Resolutions.

Adopted, p. 227.

#### Amend and Extend Refugee Relief Act

**Resolution No. 141**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallo of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The Refugee Relief Act, enacted by the United States Congress in 1953 with the laudable purpose of admitting to the United States 209,000 refugees and escapees from the Iron Curtain countries, has been thwarted in its administration; and

Whereas, The State Department has so negated the intent of the act that only ten percent of the authorized number have been permitted to enter the United States under the act; and

Whereas, The fate of almost two hundred thousand refugees in Europe now hinges on proper amendment and extension of the act; and

Whereas, Though both parties have declared themselves in favor of this program, enactment of necessary amendments is dragging in Congress; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor calls for amendment and extension of the Refugee Relief Act of 1953 so that the purpose of the act can be realized, and condemns the obstructionist tactics of those government servants who instead of applying the act have frustrated it; and

be it further

Resolved, That this declaration be communicated to the two United States Senators and thirty members of the House of Representatives from California so that the position of the California State Federation of Labor on this matter may be known to them.

Referred to Committee on Resolutions.  
Adopted, p. 192.

#### Support Move for 35-Hour Week

**Resolution No. 142**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, It has always been an objective of organized labor to bring about continued improvement in the conditions of work so that American workers could enjoy a better and more fruitful life; and

Whereas, In the annals of American labor the struggle for a shorter week covers pages of glory; and

Whereas, The eight-hour day, five-day week, brought about through the efforts and sacrifices of the pioneers of the American Federation of Labor, is now the standard work period in American industry; and

Whereas, Constant improvement in production techniques and machinery has increased the productivity of the individual worker to a tremendous extent; and

Whereas, The worker is entitled to share in the benefits wrought by inventions and increased efficiency; and

Whereas, Many unions have already gained the thirty-five hour week for their members, providing for workers in their industries an additional five hours a week for recreation and relaxation; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor proclaims its support of the thirty-five hour week for the organized workers of America and voices its encouragement to affiliated councils and local unions who will negotiate for this shorter work week in forthcoming agreements.

Referred to Committee on Resolutions.  
Filed, p. 192. Federation policy reaffirmed.

#### Labor Unity

**Resolution No. 143**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arywitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The great day in the history of American labor is not far off when the American Federation of Labor and the Congress of Industrial Organizations will be combined into a single powerful, unified movement which will make itself felt in every phase of American life; and

Whereas, This unified movement will inevitably bring to itself other segments of labor which have until now remained apart from both the AFL and the CIO, adding increased strength; and

Whereas, The unification of labor will give added impetus to organizational activities in both geographic and industrial areas where unionization is not yet completed; and

Whereas, Unity in the labor movement is being brought about by patient and understanding negotiation in an atmosphere of good will and devotion to the best interests of the American working people; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor acclaim the forthcoming unification of the American Federation of Labor and the Congress of Industrial Organizations, and conveys its greetings and congratulations to President George Meany and the Executive Council of the American Federation of Labor and President Walter Reuther and the Executive Council of the Congress of Industrial Organizations for the vision, understanding, and loyalty to principle which brought about agreement on unification of American labor.

Referred to Committee on Resolutions.  
Adopted, p. 218.

#### Guaranteed Annual Wage

**Resolution No. 144**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallro of Ladies Garment Work-



ers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Arwitz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, Security of consuming power, popularly known as the guaranteed annual wage, will make an important contribution toward maintaining the American economy at a high level; and

Whereas, In one form or another, the principle of guaranteed annual income will become a feature of collective bargaining between unions and employers as a means of providing American workers with the ability to meet their economic needs on an annual basis; and

Whereas, This permanent stimulus to the American economy will in many forms be related to the payment of unemployment insurance compensation; and

Whereas, The Unemployment Benefits Act of California as it is now written contains no provision for the payment of supplementary unemployment benefits either by an employer or by a jointly administered union-employer fund; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor respectfully requests the Governor of California to include consideration of measures which will implement the principle of supplementary unemployment insurance in the state of California in his call for the 1956 special session of the state legislature; and be it further

Resolved, That this convention memorializes the incoming Executive Council of the California State Federation of Labor to take such steps as are necessary to cause necessary legislation to be presented to such a special session of the legislature.

Referred to Committee on Legislation.

Concurred in intent as construed by the committee, filed, p. 160.

### Community Relations Programs

**Resolution No. 145**—Presented by Dorothea McCrary of Cloak Makers Union No. 55; Maria del Tiempo of Cloak Makers Union No. 58; Jack Cohen of Cloak Cutters Union No. 84; Fannie Borax and Millie Cavallo of Ladies Garment Workers Union No. 96; Geo. Kaplan and Chas. Kaufman of Ladies Garment Workers Union No. 97; John Ulene and Callie Williams of Sportswear & Cotton Garment Workers Union No. 266; Sigmund Ar-

witz of Ladies Garment Workers Union No. 445; Samuel Otto of Ladies Garment Workers Union No. 451; Edna Roberts of Ladies Garment Workers Union No. 482; Irene Miles of Ladies Garment Workers Union No. 496; Isidor Stenzor and Louise Templeton of Ladies Garment Workers Union No. 512; Ladies Garment Workers Union No. 483; Ladies Garment Workers Union No. 497—all of Los Angeles.

Whereas, The welfare of the whole American people is dependent upon complete understanding and cooperation among all of them, regardless of their origin, nationality, race, or religious beliefs; and

Whereas, The strength of the labor movement is dependent on the full brotherhood and unity of all workers without regard to any such differences among them; and

Whereas, The American Federation of Labor has played a leading role in the development of better relations among all people on a national scale and on the community level; and

Whereas, Development and maintenance of a high quality of human relations cannot be a matter of drift or chance, but must be planned through programs of education and activity; and

Whereas, Indifference to such programs permits the existence of vacuums that can easily be filled by dispensers of hate and suspicion; and

Whereas, A social program of combating intolerance and bigotry is part of the general program of the American Federation of Labor in alliance with men and women of good will throughout the nation; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor expresses its approval of human relations programs participated in by AFL unions on a statewide and community basis in California, and requests the incoming Executive Council of the California State Federation of Labor to continue its activities in the field of bettering human relations; and be it further

Resolved, That all affiliated local unions and councils be advised of this policy and be requested to initiate or continue such human relations programs in their own communities.

Referred to Committee on Resolutions.

Adopted, p. 215.

### Pledge Support to Eliminate Racial Discrimination in City and Local Governments

**Resolution No. 146**—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The principle of equal opportunity to work and to advance on the job, regardless of race, religion or national

origin, is and has long been a fundamental principle of the American Federation of Labor; and

Whereas, In some city and other local governments there still remains some evidence of discrimination in certain departments of these governments; and

Whereas, The employment of people from groups now excluded, or the integration of groups now segregated has been possible in many places without any problem, when handled in a firm and uncompromising way; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor urges each central labor council to initiate a program in cooperation with other possible interested community groups, to work for the elimination of any form of employment discrimination by the local government units in the area of each council; and be it further

Resolved, That the convention pledge the aid of the State Federation of Labor to any council which seeks help in this campaign.

Referred to Committee on Resolutions.

Adopted, p. 209.

#### **Congratulate C. J. Haggerty for Role in Fair Employment Practices Campaign**

**Resolution No. 147**—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The most successful legislative campaign for a Fair Employment Practices law in California was in this year's session of the California state legislature; and

Whereas, The leadership and cooperation of the California State Federation of Labor's Secretary, Brother C. J. Haggerty, contributed immeasurably to this outstanding campaign; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby go on record commending and congratulating Brother C. J. Haggerty for his leadership and participation on behalf of the California State Federation of Labor in the campaign for California Fair Employment Practices law.

Referred to Committee on Resolutions.

Adopted, p. 209.

#### **Support NAACP**

**Resolution No. 148**—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The National Association for the Advancement of Colored People is in the forefront of the civil rights fight to broaden and extend the principles of

American democracy to all peoples; and

Whereas, There is a definite mutuality of interest and idealism between this organization and the American Federation of Labor as enunciated by similarity of programs adopted and for which vigorous campaigns have been carried on; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby reaffirm its previous position of commendation of the activities of the National Association for the Advancement of Colored People and pledges itself to work jointly on program whenever possible with this organization.

Referred to Committee on Resolutions.

Filed, p. 215. See Resolution No. 124.

#### **Support Fair Employment Practices Committee**

**Resolution No. 149**—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, Active discrimination in employment in California has long cried out for a Fair Employment Practices law to correct this undemocratic, un-American evil; and

Whereas, The 1955 drive for a Fair Employment Practices Committee enlisted more support, convinced more Assemblymen and made more progress than at any time before in our state; and

Whereas, Though the Fair Employment Practices Committee was passed by the Assembly and killed in the Senate Labor Committee, the need nonetheless overwhelmingly exists and calls for greater effort in the next session of the California state legislature; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby go on record to continue to campaign for a Fair Employment Practices Committee, and that this Federation communicate with all Assemblymen and Senators to thank them for their support if they voted for the measure, and to try to enlist their future support if they voted against it; and be it further

Resolved, That the California State Federation of Labor does everything possible to publicize the voting records of our Assemblymen and Senators on this issue.

Referred to Committee on Resolutions.

Adopted, p. 209.

#### **Endorse and Support the Harry S. Truman Library**

**Resolution No. 150**—Presented by Jack Goldberger of Newspaper and Periodical Drivers Union No. 921, San Francisco.

Whereas, The papers of all of our Presidents have proved to be of inestimable

historical value and absolutely essential to a proper understanding of our country's development; and

Whereas, The papers of former President Harry S. Truman are one of the largest and most valuable Presidential collections in existence, covering the final victories of World War II, the beginnings of the atomic age, the critical adjustments of postwar years in this country, and the assumption by the United States of the responsibility of world leadership in the struggle to preserve freedom; and

Whereas, Unless these papers are preserved and made accessible for study and research, the history of recent years will inevitably be foreshortened and distorted; and

Whereas, Mr. Truman desires that his papers be transferred as a gift to the United States Government, rather than being sold and dispersed at their high commercial value to individual collectors; and

Whereas, Before this can be done, it is essential that an adequate building be provided in which the papers can be preserved and which will offer the proper facilities for their study, similar to the Roosevelt Library at Hyde Park; and

Whereas, Mr. Truman has set aside fifty acres of his family farm at Grandview, Missouri, as a site for the Truman Library, and a non-profit corporation has been formed in the name of the Harry S. Truman Library, Inc. to raise the funds for the library and to erect a building at an estimated cost of \$1,750,000; and

Whereas, The source of these funds must come through the contribution of the public; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as fully endorsing the Harry S. Truman Library and its worthy purpose; and be it further

Resolved, That copies of this resolution be sent to all unions and councils in California urging their support.

Referred to Committee on Resolutions.  
Adopted, p. 227.

#### **Condemn Tidewater Associated Oil Company**

**Resolution No. 151**—Presented by C. W. Huddleston of Welders Union No. 681, Oakland.

Whereas, The Tidewater Associated Oil Company has let contracts to build three tankers to a foreign country; and

Whereas, The American ship builders are in dire need of employment; and

Whereas, It should be the policy of American industry to patronize American labor; and

Whereas, A local union and the Bay

Cities Metal Trades Council, San Francisco, California, has gone on record as condemning this action of the Tidewater Associated Oil Company; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as condemning the action of the Tidewater Associated Oil Company; and be it further

Resolved, That the convention draw up a similar resolution to be presented to the national AFL requesting them to place the Tidewater Associated Oil Company on the "We Don't Patronize" list.

Referred to Committee on Labels and Boycotts.  
Filed, subject matter referred to Executive Council, p. 224.

**Resolution No. 152**—Withdrawn at request of sponsor, p. 161.

#### **Partial Unemployment Benefits for Fishermen**

**Resolution No. 153**—Presented by Seine and Line Fishermen, San Pedro; James Waugh, Joe Ortega, Jack Pacheco, Arnulfo Miranda, Victor Osti and Alice Stiles, Cannery Workers, Terminal Island; Seine and Line Fishermen, Monterey; Shirley Williams and James Rodriguez of Fish Cannery Workers, Monterey; George Ledesma, Antoinette Landowsky, Cannery Workers and Fishermen of San Diego.

Whereas, The unemployment insurance laws of the state of California are laws of general application not designed to discriminate against any group of workers in the state of California with relation to unemployment insurance benefits to which these individual members of the state employment pool might be entitled during periods of unemployment; and

Whereas, The Appeals Board of the California Unemployment Insurance Act has rendered certain decisions in the past which deny fishermen engaged in the fishing industries of the state of California any right to the receipt of partial unemployment compensation benefits during periods of partial unemployment, even though the California Unemployment Insurance Act is a law of general application; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as supporting partial benefits for fishermen; and be it further

Resolved, That the State Federation of Labor take whatever steps necessary, either in support of new or corrective legislation or in the pursuit of court action, or both, or in any other manner so as to insure fishermen a right to the receipt of partial unemployment insurance during periods of partial unemployment.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 160.

### **Condemn Lien Release Practice**

**Resolution No. 154**—Presented by Charles New, Central Labor Council, San Bernardino.

Whereas, The construction field is becoming more competitive every day and more small contractors are being licensed every month who are not financially responsible to carry adequate payrolls without the assistance of loan companies; and

Whereas, Some of the loan companies are requiring members of the construction trades unions to sign labor lien releases in order to obtain their weekly pay checks from the contractors; and

Whereas, If the members sign the lien releases, it will be difficult to collect on any hot checks; and

Whereas, The Labor Commissioner has been kept up-to-date on the controversies regarding the signing of these releases in the San Bernardino area; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor condemn the practice of the employers using these lien releases, and adopt as their policy and recommend to all local unions, that they instruct their membership not to sign any lien releases, unless the employer pays in cash, cashier's check, postal money order, or any legal tender; and be it further

Resolved, That the Secretary of the California State Federation of Labor inform all the local unions, central labor councils and craft councils as to the danger of the members signing these releases.

Referred to Committee on Resolutions.  
Adopted, p. 227.

### **Appreciation of Federation's Officers and Staff for Legislative Achievements**

**Resolution No. 155**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The 1955 session of the California state legislature was one of the most productive sessions in many years for the membership of organized labor; and

Whereas, The beneficial labor legislation enacted by the state legislature will bring millions of dollars of additional purchasing power to the workers of our state; and

Whereas, Oppressive labor legislation was stopped in its tracks, while existing laws were amended to give greater protection to the security of legitimate labor unions; and

Whereas, The leadership and hard work necessary to bring about this most productive session of the state legislature rests primarily in the untiring efforts of

our Federation Secretary, C. J. Haggerty, President Thomas Pitts, Vice President Harry Finks, Attorney Charles Scully and the staff; therefore be it

Resolved, That this 53d convention of the California State Federation of Labor express its deep appreciation to Secretary Haggerty, President Pitts, Vice President Finks, Attorney Charles Scully and the Federation staff for their outstanding accomplishments in behalf of labor's interest in the 1955 session of the California state legislature; and be it further

Resolved, That delegates to this convention back up this expression of appreciation by redoubling their efforts to improve and expand the effectiveness of the local, district and state Labor Leagues for Political Education through affiliations, voter registration and united political action.

Referred to Committee on Resolutions.  
Adopted, p. 227.

### **Immediate Federal Aid to Local School Districts**

**Resolution No. 156**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The future of our country and its democratic form of government depends upon an informed citizenry; and

Whereas, One of the prime factors in developing informed citizens is our public school system; and

Whereas, Our public school system is in a serious crisis due to the lack of classroom facilities and shortages of qualified teachers; and

Whereas, All indications point to a worsening of this crisis in the immediate years ahead; and

Whereas, Too much time has already been lost in meeting this crisis due to complacency or outright reluctance to take the drastic steps necessary to meet this ever expanding crisis; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor call upon the federal government to take whatever action is necessary to provide immediate aid to local school districts in meeting the crisis in our public school system; and be it further

Resolved, That this federal aid be allocated so as to provide (1) additional classroom facilities, (2) higher salaries for teachers, (3) aid to college students who desire to enter the teaching profession; and be it finally

Resolved, That copies of this resolution be sent to President Eisenhower, Senators and Congressmen from California, and to such other individuals and agencies as the Secretary of the Federation may deem appropriate.

Referred to Committee on Resolutions.  
Adopted as amended, p. 208.

**Condemn Open Shop Campaign of U. S.  
Chamber of Commerce**

**Resolution No. 157**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The United States Chamber of Commerce is taking a leading and aggressive part in the "Right to Work" (open shop) campaign being waged by the anti-labor forces in this country; and

Whereas, Concrete evidence of this action by the United States Chamber of Commerce is evident in the "Right to Work" (open shop) pamphlets that it is supplying to local chambers of commerce for distribution to their memberships and the public in general; and

Whereas, This anti-labor open shop campaign by the United States Chamber of Commerce threatens to create unnecessary industrial strife and division in local communities in our state; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as condemning the anti-labor open shop campaign of the United States Chamber of Commerce; and be it further

Resolved, That this convention charge the United States Chamber of Commerce as being part of a conspiracy to destroy an effective labor movement and create industrial strife and division in communities throughout our state.

Referred to Committee on Resolutions.

Filed, p. 194. See Policy Statement 4 (b) and Resolution No. 30.

**Condemn NAM Attacks on Collective  
Bargaining**

**Resolution No. 158**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, Spokesmen for the National Association of Manufacturers are appearing before various groups of business and industrial leaders in an effort to whip up an hysteria against the latest innovation in collective bargaining; and

Whereas, The prime target of NAM spokesmen has been the recently negotiated so-called guaranteed annual wage in the automobile industry agreements; and

Whereas, The NAM spokesmen have assailed the guaranteed annual wage provision of the automotive industry agreements as being immoral, socialistic and communistic, despite the fact that it was arrived at through the American process of collective bargaining between management and labor; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor condemn these spokesmen of the NAM for their unwarranted attacks upon the collective bargaining processes which have

done so much to strengthen democracy in America and given the American people the highest living standard in the world; and be it further

Resolved, That this convention commend the enlightened business and industrial leaders of this country who have upheld the tested American process of collective bargaining by negotiating new innovations into working agreements despite the so called 100% American tunes of the modern pied pipers of the NAM, who are intent on destroying collective bargaining so that the anti-labor forces of big business may have complete freedom to dictate wages, hours, and working conditions to the individual worker.

Referred to Committee on Resolutions.

Adopted, p. 197.

**Expand Civilian Defense Program**

**Resolution No. 159**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The leaders of the armed forces of our country have frankly told the American people about the devastation that could be wreaked upon our cities in the event of an air attack by the enemies of the United States; and

Whereas, They have also stated that the innovation of long range jet bombers by a hostile foreign power subjects our country to possible attack on little or very short notice; and

Whereas, The years of safety from enemy attack on our country's mainland have made it difficult for the American people to comprehend the reality of our present danger; and

Whereas, The fact that such an air attack upon our cities is possible, should make it imperative that no time be lost or expense spared in providing the maximum amount of safety possible for the American people in the event of such an attack; and

Whereas, The ability of our country to survive and strike back depends primarily on the people on the home front; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging the federal, state and local governments to expand their program of civilian defense; and be it further

Resolved, That the federal government appropriate the necessary monies to assist local communities in providing maximum safety for their citizens in the event of an air attack by the enemies of the United States, such assistance to be allocated in accordance with target area ratings; and be it finally

Resolved, That copies of this resolution be sent to President Eisenhower, Govern-

or Goodwin J. Knight, California Congressmen and Senators, and to such other individuals and agencies as the Federation Secretary may deem appropriate.

Referred to Committee on Resolutions.  
Adopted, p. 227.

#### **Soviet Union to Prove Good Faith in Peace Overtures**

**Resolution No. 160**—Presented by J. S. Cotrell and Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, There is a tendency upon the part of people to forget the events in history which should act as a constant warning that totalitarian dictators in one form or another are forever scheming to usurp the power of democratic peoples and nations; and

Whereas, History proves that these dictators will use any means to gain their objective, whether it be aggressive war, infiltration, subversion, brain washing, slavery or other techniques which have no regard for the dignity of the human being; and

Whereas, The totalitarian dictators of the Soviet Union, despite their new "smiling face" technique, have given no tangible assurances that they have abandoned their basic communist objective of world domination under a dictatorship of the so-called proletariat; and

Whereas, The record of militarism, aggression, infiltration, subversion, brain washing and slavery of the Soviet Union and its satellites is as evident today as it has been in the past; and

Whereas, The well-intentioned peace-loving peoples of the world were betrayed in the not too distant past by the smiling and peaceful overtures made by the former leader of the present crop of dictators, one Adolph Hitler; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as demanding that any further peace overtures to the dictators of the Soviet Union be based upon the hard facts of reality in which the Soviet Union and its satellites prove good faith in their peace campaign by agreeing to an effective disarmament program, to lifting the Iron Curtain, to the abolishment of slave labor, to the reunification of Germany in freedom, to the free right of self-determination in the satellite nations, and to provide guarantees for the basic freedom of all peoples; and be it further

Resolved, That this convention call upon our government and the people to stand fast against any type of so-called peaceful co-existence which would allow the totalitarian dictators of the Soviet Union or its satellites opportunity to undermine the unity and determination of the freedom-loving people and nations of the world, and that the Soviet dictators

be made fully aware of the fact that the United States will not buy peace at the price of our basic freedoms; and be it finally

Resolved, That copies of this resolution be sent to the President of the United States, Senators and Congressmen from California, the American Federation of Labor, and to such other individuals or organizations as the Secretary may deem fit.

Referred to Committee on Resolutions.  
Adopted, p. 191.

#### **Central Bodies to Set Up Special United Nations Committees**

**Resolution No. 161**—Presented by Alfred C. Armstrong and William A. Keane of San Francisco Labor Council, San Francisco.

Whereas, The American Federation of Labor at the Seventy-third Annual Convention in September 1954 went on record as reaffirming its support of the United Nations and calling on the United States government to utilize the United Nations in the future to a greater degree than it has in the past, in order that it may develop the prestige, position, power and place to fulfill its mission as expressed in its charter which will also serve to concentrate the free world in one common agency, in order that it may fight for world peace, the alternative of which can only be atomic and hydrogen warfare which is certain to encompass the destruction of modern civilization; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor, in order to further the efforts of the American Federation of Labor in the field of international understanding, urge all central labor bodies to set up special United Nations Committees in their respective areas whose functions would be to study the work of the United Nations and make periodic reports, keeping members informed on the matters of interest to them.

Referred to Committee on Resolutions.  
Adopted, p. 191.

#### **Hold National Conference on Polio Prevention**

**Resolution No. 162**—Presented by Alfred C. Armstrong and William A. Keane of San Francisco Labor Council, San Francisco.

Whereas, The citizens of America have for many years donated freely and generously to the National Foundation for Infantile Paralysis in support of any and all medical programs in quest for a cure of polio; and

Whereas, This effort has led to the development by Doctor James Salk of the now-famous Salk vaccine; and

Whereas, The presentation of this vaccine to the American people, although heralded as a tremendous forward step in the ultimate victory over polio, has unfortunately resulted in many serious problems which must be considered and solved if the final victory is to be achieved; and

Whereas, These problems include such matters as safety factors, manufacturing methods, spacing and amount of the inoculations, value in comparison with other methods of prevention now being tested, cost, availability to the public, manner of distribution, and many related questions, some of which can best be answered by medical, scientific, and public health authorities and some of which are most capable of solution by laymen representing various aspects of American society; and

Whereas, No vaccine or other preventive, however effective, can conquer polio unless it is freely within reach of the entire mass of our population; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby urge that a national conference be held, consisting of members of the medical and health professions, the pharmaceutical manufacturers, the religious faiths, workers, farmers, and the great women's organizations from all areas of our country; and be it further

Resolved, That this national conference shall study these mutual problems concerning the development and utilization of the polio preventive with the goal of achieving an official national policy designed to serve the interests of all the people of the United States; and be it further

Resolved, That the resultant approved polio preventive shall be made available to the American public free of all cost by the United States government, lest the poor among us be rendered defenseless against this terrible disease.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 227.

#### **Federation to Discuss Policies and Procedures with New Employment Director**

**Resolution No. 163**—Presented by Alfred C. Armstrong and William A. Keane of San Francisco Labor Council, San Francisco.

Whereas, The Department of Employment repeatedly in the past 18 months has made sweeping charges of "fraud" and "chiseling" on the part of workers seeking unemployment benefits, at one time accusing nearly half of the applicants of cheating on the state unemployment insurance fund; and

Whereas, The Department ignored the request of the California State Federation of Labor that sufficient personnel be

made available to provide assistance and advice for anyone having difficulty in preparing necessary forms—a request deliberately designed to eliminate the innocent mistakes that inevitably arise out of ignorance, language difficulties and unfamiliarity; and

Whereas, These innocent mistakes continue to be treated as "fraud," even though referees and appeals boards frequently have reversed the Department's original finding; and

Whereas, The Department's attitude was further crystallized in some 77 legislative proposals submitted to the recent session of the state legislature, the overwhelming proportion of which were designed to increase disqualifications and to intensify penalties in cases of alleged "fraud" and "chiseling"; and

Whereas, The underlying purpose of these policies and attitudes is clearly revealed to be a major concern with building questionable statistics of "fraud" as a basis for protecting low tax contribution rates by favored large employers and for continuing resistance to labor's insistence on a fair and decent level of unemployment benefits; and

Whereas, The Department's purpose is plainly at odds with the aims of organized labor in that it is more concerned with denying benefits to deserving workers and less concerned with operating policies based on service, justice and reason for all concerned; and

Whereas, The appointment of a new head of the Department recently gives rise to a new hope that these mistaken policies can be wiped out and that new policies can be instituted which will return the Department to its original task of serving the unemployed workers of our state; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor direct its officers immediately to discuss these policies with the new director in the interest of setting a new direction for the Department of Employment; and be it further

Resolved, That the Federation, on its own initiative, institute a policy and practice of thoroughly examining the policies and procedures of the Department and publicize its findings as widely as possible through the state of California; and be it further

Resolved, That the Secretary shall be and is hereby authorized to employ such assistance as he sees fit in his continuing evaluation and publicizing of the conduct of the Department of Employment.

Referred to Committee on Resolutions.

Adopted, p. 221.

#### **Oppose Imposition of Local Sales and Use Tax**

**Resolution No. 164**—Presented by Alfred C. Armstrong and William A. Keane

of San Francisco Labor Council, San Francisco.

Whereas, The California state legislature during its recent session enacted the uniform local sales and use tax bill and increased the hard liquor excise tax to \$1.50; and

Whereas, These bills were signed by the Governor, who has previously proposed several additional consumer taxes which failed to pass the legislature; and

Whereas, The uniform local sales and use tax measure, which has the effect of raising the sales tax to four per cent, is not a mandatory law but a permissive measure enabling local governments, if they so desire, to levy a one per cent sales and use tax in conformity with the three per cent state sales and use tax, to be collected by the state and returned to the local county or city government; and

Whereas, The effect of consumer taxes is to increase the economic burden of the workingman and his family, who necessarily spend a large proportion of their income directly on consumer goods and who are thereby penalized by being forced to carry a much larger share of consumer taxes than their income warrants on a proportionate basis; and

Whereas, It has become increasingly evident in recent years that the entire tax structure of the state and its component local governments needs re-evaluation and reconstruction on a more equitable basis, so that all citizens of the state will bear their fair and reasonable share of the costs of government in our rapidly growing state; and

Whereas, The principle of ability to pay must be recognized as paramount in federal, state, and local taxation programs; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor hereby reiterates its traditional stand in opposition to consumer taxes and calls for an equitable tax structure based on the principle of ability to pay; and be it further

Resolved, That the labor movement of this state oppose vehemently any efforts to increase the sales and use tax on a local level in accordance with the permissive provisions of the recently enacted local sales and use tax measure, or to otherwise increase or extend consumer taxes in this state.

Referred to Committee on Resolutions.  
Adopted, p. 193.

#### **Vacation, etc. Pay Not to Prevent or Delay Unemployment Benefits**

**Resolution No. 165**—Presented by Peter Lallas, J. G. Manus, Sam Taback, Joe Wilder and Sanford J. Williams of Waiters and Dairy Lunchmen Union No. 30, San Francisco.

Whereas, Members of unions affiliated

with the California State Federation of Labor are presently accruing benefits now labeled other than wages in such categories as vacation pay, severance pay, bonus pay, and sick leave; and

Whereas, The state of California, acting under the California Unemployment Insurance Code, has construed vacation pay, severance pay and bonus pay to constitute an extension of the period of employment and has, pursuant thereto, either totally denied payments of benefits or delayed commencement of same to individuals otherwise eligible for earliest possible payment of same; and

Whereas, It is the sense of the delegates here assembled that vacation pay, bonus pay and severance pay shall have been totally earned, equally as wages, and such items are due and fully payable upon the termination of employment, and should not serve as a basis of denial of, or delay in eligibility for benefits provided under the California Unemployment Insurance Code; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record that the following section shall be added to the California Unemployment Insurance Code:

"Section 1264. Vacation pay, bonus pay, sick leave and severance pay shall be deemed to have been fully earned as of the date of termination of employment and shall not be construed as an extension of the period of employment. No individual, otherwise eligible for payments under the provisions of this Code, shall be denied payment of, nor delayed in the commencement date of benefits."

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 160.

#### **Federation to Aid Organization of Agricultural Workers**

**Resolution No. 166**—Presented by Geo. W. Jenott of Santa Clara County Central Labor Council, San Jose.

Whereas, Labor unity is now being accomplished through merger of the two great labor organizations; and

Whereas, This unity will greatly increase labor's strength, prestige and ability to organize the unorganized; and

Whereas, Hundreds of thousands of workers in California fields and orchards are unorganized and are in real need of trade union protection; and

Whereas, Agricultural workers are deprived of workmen's compensation, unemployment, disability and social security insurance benefits given other workers, and the lack of these conditions have a tendency to hold down the wages and working conditions of other working people; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as favoring aid to the or-



ganization of agricultural workers; that the Secretary and Executive Board of the Federation act as a committee to aid and assist the National Agricultural Workers with their organization problem in California; and that this State Committee enlist the aid of all organizations interested in facilitating this organizational program.

Referred to Committee on Resolutions.  
Adopted as amended, p. 216.

### **Compensate Jurors with Their Regular Wages**

**Resolution No. 167**—Presented by Anders Larsen, Louis Wilson, Oscar N. Anderson, John Walsh, Howell Frazier and Gunnar Benonys of Carpenters Union No. 36, Oakland.

Whereas, An unfortunate situation exists in this state in the administration of justice under the jury system, namely, that workers usually try to avoid jury duty due to the economic loss suffered by the difference in the jury fee of three dollars (\$3.00) and the sum received as their daily wage. As a result, juries in many cases do not reflect a true cross-section of the community; and

Whereas, We find that many corporations, banks, utilities, etc. reimburse their employees in the higher brackets with full wages while serving on juries. This is not the case with construction and production workers. As a result, the policies of these corporations are frequently reflected in the verdicts rendered; and

Whereas, The judges and attorneys involved in the administration of justice under the jury system are paid for performing their duties, the juror, who is fully as important as the above-mentioned parties in the administration of justice, is in effect, paying money out of his own pocket when serving on a jury; and

Whereas, It is evident that in order to have a truly democratic administration of justice by jury, all segments of society must be able to serve without any group suffering greater economic losses than the other, while so doing; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as requesting their Executive Board to introduce a bill at the next session of the legislature providing that all jurors shall be paid a per diem jury fee equal to their daily wage, with a minimum of \$15.00.

Referred to Committee on Legislation.  
Filed, p. 160. See Resolution No. 105.

### **Pledge Full Support to Palm Springs Unions**

**Resolution No. 168**—Presented by Burnell Phillips of Riverside Central Labor Council, Riverside; California State Theatrical Federation.

Whereas, The city of Palm Springs,

California, is an internationally famous resort area and is the only major resort area in the state of California which is still unorganized; and

Whereas, The city of Palm Springs has been controlled economically and politically by the Palm Springs Employers Association; and

Whereas, This said Association has procured the enactment of ordinances outlawing peaceful picketing and organization in the city of Palm Springs; and

Whereas, The Association has combined and agreed among its various members to maintain a low wage level in the city of Palm Springs; and

Whereas, The various employees in the city of Palm Springs are the poorest paid of any major resort area in the state of California; and

Whereas, Many employees in the city of Palm Springs are members of labor unions and desire the protection and benefits of union contracts; and

Whereas, The Palm Springs Employers Association has refused to meet in good faith with representatives of the employees; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor pledge the Federation's full support to the campaign of the labor unions in San Bernardino and Riverside counties, California, who are engaged in the active organization of the various employees of Palm Springs, and that the Executive Board of the California State Federation of Labor be authorized to take all steps necessary to implement this resolution.

Referred to Committee on Resolutions.  
Adopted as amended, p. 197.

### **Deduction of Union Dues for Public Employees**

**Resolution No. 169**—Presented by Edward Reith of East Bay Municipal Employees Union No. 390, Berkeley.

Whereas, Public employees constitute one of the largest groups of unorganized workers in the United States, these employees working under extreme open shop conditions and in a field infested with company unions; and

Whereas, The rights of union contract and collective bargaining are not yet enjoyed by public employees; and

Whereas, A system of dues deduction is basic to union organization and maintenance of membership in public employment; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby endorse the principle of dues deduction for legitimate labor unions with membership in public employment.

Referred to Committee on Legislation.  
Re-referred to Committee on Resolutions, p. 131.  
Non-concurred, p. 221.

### **Collective Bargaining for Public Employees**

**Resolution No. 170**—Presented by Edward Reith of East Bay Municipal Employees Union No. 390, Berkeley.

Whereas, American workers in private employment have long enjoyed the democratic rights of bargaining collectively with employers and entering into agreements with their employers; and

Whereas, The right is legally sanctioned for such workers, but is generally denied to employees of public agencies; and

Whereas, Employees of state and local public agencies have problems and aspirations comparable with their fellow workers in private industries, and should be permitted to develop solutions to those problems by means of the tested methods of collective bargaining; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby endorse the principle whereby employees of public agencies shall have the legal right to negotiate and enter into collective bargaining agreements through their duly chosen union representatives; and be it further

Resolved, That the officers of the California State Federation of Labor be authorized to take such steps as may be necessary to accomplish this objective at the 1957 session of the state legislature; and be it finally

Resolved, That during the period prior to the 1957 legislature, the said officers be authorized to canvass legislators and legislative candidates toward the end of securing a favorable attitude from them on this program.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 161.

### **Governor to Proclaim United Nations Day**

**Resolution No. 171**—Presented by Alfred C. Armstrong and William A. Keane of San Francisco Labor Council, San Francisco.

Whereas, The American Federation of Labor has given all-out support to the United Nations since it was founded in San Francisco ten years ago; and

Where, The AF of L has played an important role in strengthening the UN as a champion of democratic rights and practices, but initiating the investigation into slave labor behind the Iron Curtain and similar UN projects on behalf of free working people; and

Whereas, The AF of L has cooperated with many of the UN's member agencies, such as the ILO, to raise the standard of living of working people all over the world; and

Whereas, The AF of L feels that the contribution of the United Nations should be recognized by all Americans; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor call upon the Governor to join with the governors of the other most advanced states in proclaiming United Nations Day on October 24, which has been already proclaimed by the President of the United States.

Referred to Committee on Resolutions.  
Adopted, p. 191.

### **Enforce Public Law No. 78 to Give Employment Preference to Domestic Workers**

**Resolution No. 172**—Presented by William G. Kenyon and Raymond Burditt of Teamsters and Warehousemen Union No. 890, Salinas; Con Hansen and John Moree of Teamsters and Packers Union No. 912, Watsonville; Western Warehouse and Produce Council, Los Angeles; Western Cannery Council, San Francisco.

Whereas, Several thousand domestic workers have been thrown out of employment in packing sheds throughout the agricultural areas by reason of packing and processing farm products in the fields; and

Whereas, Such packing and processing is being done in the fields by contract nationals under contract to the Growers and Shippers Associations of California while domestic workers are unemployed; and

Whereas, Public Law No. 78 under this agreement states that domestic workers shall have preference of employment on the highest paid and highest skilled jobs. Domestic workers have been denied this right, and upon presentation by union officials, compliance officers, including government officials, have refused to enforce Public Law No. 78 where domestic workers seeking employment in the fields on the packing and processing equipment, which are mobile packing sheds, have applied for employment at the Farm Labor Offices and been given job referrals on these mobile units and have been refused such employment by the employers; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record that steps be taken to enforce Public Law No. 78; and be it further

Resolved, That the American Federation of Labor have representation at such time when the contract between Mexico and United States is negotiated, and a full survey be made to ascertain if foreign labor is necessary to supplement the labor force in agriculture.

Referred to Committee on Resolutions.  
Adopted as amended, p. 217.

### **Sanitary Facilities in the Fields for Contract Nationals**

**Resolution No. 173**—Presented by William G. Kenyon and Raymond Burditt of Teamsters and Warehousemen Union No.

890, Salinas; Con Hansen and John Moree of Teamsters and Packers Union No. 912, Watsonville; Western Warehouse and Produce Council, Los Angeles; Western Cannery Council, San Francisco.

Whereas, Grower-Shipper Associations and powerful corporations are using contract nationals in fields processing commodities for distribution to the public. Without any toilet facilities in the fields, the contract nationals are using fields for the toilet. This is a serious problem of sanitation where they could jeopardize the health of the American public; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor take steps immediately to have this state of affairs corrected, and, if necessary, a Senate investigation should be called in to straighten out this situation.

Referred to Committee on Resolutions.  
Adopted as amended, p. 217.

#### In Memoriam — George H. Kelly

**Resolution No. 174**—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, On August 8, 1955, death came to Brother George H. Kelly, since 1941 a vice president of District No. 9 (San Francisco) of the California State Federation of Labor; and

Whereas, Brother Kelly will be long remembered as one of California's most stalwart and devoted trade unionists, who served the organized labor movement in his city and in his state loyally and well for many years; and

Whereas, His passing is mourned by the many who knew him and worked with him over the years to advance the cause of labor in our great state; now, therefore, be it

Resolved, That, upon adjournment, this 53d convention of the California State Federation of Labor express, by a moment of silence, our sadness and regret at the loss of Brother Kelly, and our gratitude for his accomplishments on behalf of the labor movement.

Referred to Committee on Resolutions.  
Adopted, p. 228.

#### Condemn Certain Sebastopol Canneries

**Resolution No. 175**—Presented by Western Warehouse and Produce Council, Los Angeles.

Whereas, General Truck Drivers, Warehousemen and Helpers, Local 980 (Santa Rosa), International Brotherhood of Teamsters, AFL, are engaged in a strike and major labor dispute with Sebastopol Cooperative Cannery, Sebastopol Apple Growers Union, O. A. Hallberg and Sons and Manzana Products Co., Inc., in order to win the fundamental right of recog-

nition; and

Whereas, The employers have used every means at their command to thwart the AFL labor unions in the Sebastopol area and to prevent union recognition and the ultimate establishment of union conditions of work; and

Whereas, Local 980 represents the great majority of the employees in the aforementioned canneries, and the employers have refused to recognize the bargaining agency of those employees; and

Whereas, Employers are attempting to man the jobs of these employees and to import strike-breakers in violation of the law; and

Whereas, Such strike-breakers are minors and Mexican nationals who are being used to take the jobs of AFL members; and

Whereas, The actions of the employers in so doing are unjustifiable and unlawful; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor condemns the following employers: Sebastopol Cooperative Cannery, Sebastopol Apple Growers Union, O. A. Hallberg & Sons and Manzana Products Co., Inc., for their attempted employment of Mexican nationals and minors as strike-breakers to take the jobs of AFL members, and calls upon the officials of the State of California to take such action as may be meet and proper under the circumstances to prevent such infraction of the law.

Referred to Committee on Labels and Boycotts.  
Adopted with further recommendation, p. 224.

#### Oppose Proposed Changes in YDSO Purchasing at Port Hueneme

**Resolution No. 176**—Presented by Public Employees Conference.

Whereas, Advice has been received that the Assistant Secretary of Defense for Supply and Logistics, the Honorable T. P. Pike, has advised the Assistant Secretary of the Navy (Material) that, effective 1 January 1956, the Navy portion of the procurement assignment for construction, mining and excavating equipment (at present exercised by the Yards and Docks Supply Office, Port Hueneme, California, under delegation from the Bureau of Yards and Docks, Washington, D. C.) will be rescinded and reassigned to the Department of the Army; and

Whereas, An analysis of this proposal indicates that, if implemented, it would not result in any saving of funds or greater efficiency, but, on the contrary, would require the recruitment and training of additional personnel to handle the identical work which is now, and has been, efficiently processed by the existing staff at Port Hueneme; and

Whereas, An analysis of YDSO purchases reveals that during the fiscal year

1955 just closed that, of the total \$18,000,000 expended by the YDSO Purchase Division, \$6,000,000 was spent on construction equipment under the Single Service Purchases and which, as now proposed, will be done by the Army, utilizing Army civilians at another installation and in another geographical area; and

Whereas, The American Federation of Government Employees, Port Hueneme Naval Lodge 1224, has passed a resolution opposing the transfer of these procurement functions from the Navy to the Army for the reasons stated above; and

Whereas; All possible influence to have this order rescinded is being brought to bear on the Defense Department, on all congressional representatives in the state of California, on the AFGE national officers as well as on local Ventura and Oxnard Chambers of Commerce; therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as opposing the changes outlined herein; and be it further

Resolved, That copies of this resolution be forwarded to the office of the President of the American Federation of Labor, the Secretary of Defense, and all California Senators and Congressmen for action.

Referred to Committee on Resolutions.  
Non-concurred, p. 227.

#### **Endorse Passage of Social Security Amendments in HR 7225**

**Resolution No. 177**—Presented by Public Employees Conference.

Whereas, Social Security legislation recently passed by the House of Representatives, **HR 7225**, makes two major changes which would lower the qualifying age for women to 62 years and would liberalize benefits for totally disabled persons; and

Whereas, Adjournment of the Congress prevented final passage of this bill; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to the U. S. Senate as endorsing the passage of **HR 7225** when that body convenes in January, 1956.

Referred to Committee on Resolutions.  
Adopted, p. 206.

#### **Observance of Labor Day**

**Resolution No. 178**—Presented by Public Employees Conference.

Whereas, Organized labor is the most consistent supporter of public education; and

Whereas, Organized labor's children compose a majority of school children; and

Whereas, Organized labor celebrates its traditions and history on Labor Day; and

Whereas, The children and teachers of our public educational system should honor this traditional Labor Day holiday as they do other holidays; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging all public schools in the state of California to celebrate Labor Day by closing of schools; and be it further

Resolved, That teachers or other employees of the school districts should not be required to attend school or work on Labor Day for any purpose, teachers' institutes included; and be it further

Resolved, That copies of this resolution be sent to the Superintendent of Public Instruction of the State of California and to each county superintendent of schools in California.

Referred to Committee on Resolutions.  
Adopted as amended, p. 208.

#### **Approve Passage of HR 5053**

**Resolution No. 179**—Presented by Public Employees Conference.

Whereas, Under the present Workmen's Compensation Act a government civil service employee is paid 75% of his base pay while off duty, due to an injury suffered on the job, after his sick and annual leave have been utilized; and

Whereas, An employee who is injured while on a lower job classification, and is later promoted to a higher one, and due to complications as a result of his previous injury, must go back on compensation, must return to the previous lower salary rate of pay for compensation computation purposes; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as approving the passage of **HR 5053**, which was recently submitted by Congressman Charles M. Teague of the 13th Congressional District of California, and which corrects the inequities in the present law.

Referred to Committee on Resolutions.  
Filed, subject matter referred to Executive Council, p. 227.

#### **Temporary Public Employees to Receive Same Wages, Etc. As Private Employees**

**Resolution No. 180**—Presented by Public Employees Conference.

Whereas, The state and subdivisions of the state, namely, counties and cities, etc., during each year employ hundreds of workmen in nearly every craft who are classed as temporary employees who do not receive civil service benefits; and

Whereas, Established wage agreements paid by private enterprises having been established; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor

go on record to seek to have passed into law at the next legislature that the state and any of its subdivisions be required to pay wages which include social security, unemployment, and any and all negotiated benefits as have been established and are being paid by private enterprises.

Referred to Committee on Legislation.

Concurred in intent as construed by committee, filed, p. 161.

#### **Public Employees Statewide Conference to Discuss Proposed OASI Coverage**

**Resolution No. 181**—Presented by Public Employees Conference.

Whereas, Legislation was enacted by the 1955 California state legislature and signed into law by Governor Knight which enables public employees to adopt social security along with their existing retirement systems; and

Whereas, There are many problems, legal and otherwise, faced by public employees in connection with the proposed federal OASI coverage; and

Whereas, There is a limited time in which action must be taken by said public employees groups in order to obtain the maximum benefits from the proposed coverage; and

Whereas, There exists at the present time a diversity of views regarding the proposed OASI coverage among the public employee groups, due mainly to the lack of authentic information made available to them; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct the Secretary-Treasurer to call a statewide conference of the AF of L public employee groups for the purpose of discussing, with AF of L legal counsel, and among themselves, the merits and the problems connected with the proposed OASI coverage, to the end that a uniform policy be adopted by the statewide AF of L public employee groups on this subject; and be it further

Resolved, That this conference be called at the earliest practicable time; and be it further

Resolved, That copies of this resolution be sent to all AF of L public employees local unions and central labor councils.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 220.

#### **Right of L. A. County Employees to Engage in Political Activity**

**Resolution No. 182**—Presented by Public Employees Conference.

Whereas, A provision of the charter of Los Angeles County, enacted in 1913, denies to county civil service employees the right to engage in any form of political activity; and

Whereas, By reason of such prohibition, some thirty thousand American citizens are denied one of their basic rights and are, in effect, being made "second class citizens"; and

Whereas, We believe it to be fundamental that no employer has the right, legally or morally, to forbid his employees to engage in any lawful activity on their own time, and we further believe that the cause of good government would be advanced by the restoration of their rights to this large group of Americans; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its officers to take what action they deem most effective, to the end that Los Angeles County Board of Supervisors place a measure on the 1956 ballot repealing the above-named charter section.

Referred to Committee on Resolutions.

Filed, p. 219. See Resolution No. 12.

#### **United Front on Proposed Legislation**

**Resolution No. 183**—Presented by Public Employees Conference.

Whereas, The working conditions, wages and fringe benefits of city, county and state employees are so dependent upon and affected by legislation; and

Whereas, Periodically, legislative and other issues arise which affect all public employees; and

Whereas, All AF of L public employees should have a unified, consistent policy in regard to legislative matters; for instance, federal social security coverage for public employees; and

Whereas, There is at present no procedure established whereby AF of L public employees may come together to adopt unified policies in regard to legislative and other matters affecting all public employees; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as instructing its Secretary-Treasurer to call a statewide conference of AF of L public employees wherever it deems such a conference to be necessary; and be it further

Resolved, That copies of this resolution be sent to each affiliated public employees local and to all affiliated central labor councils.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 220.

#### **Standardized Wage, Etc. Procedures for Federal Fire Fighters**

**Resolution No. 184**—Presented by Federal Fire Fighters Conference and Public Employees Conference.

Whereas, Due to the many inequities and injustices that exist in the working

conditions of the Federal Fire Fighters, resulting from the many and varied interpretations of the laws governing the working conditions of the Federal Fire Fighters, by the various branches of the Armed Forces and other agencies having and controlling Fire Fighting Forces; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record requesting the Congress of the United States to set up a **standardized** procedure governing the salaries and working conditions for the Fire Fighters in all branches of the Armed Forces; and be it further

Resolved, That the California State Federation of Labor forward copies of this resolution to the AF of L-CIO joint 1955 convention requesting their support and adoption, and that the AF of L-CIO request the Congress of the United States to pass such legislation.

Referred to Committee on Resolutions.  
Adopted, p. 222.

#### **Support Culinary Workers' Organizing Efforts in Palm Springs**

**Resolution No. 185**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The resort areas in California employ thousands of persons coming under the jurisdiction of the Hotel and Restaurant Employees International Alliance and Bartenders International League of America; and

Whereas, These employees travel from resort area to resort area as the seasons change; and

Whereas, These employees have the advantages of decent working conditions, reasonable hours and fair wages secured and maintained by the representation of the affiliated locals of this union, except in the city of Palm Springs; and

Whereas, The employers of Palm Springs, through their agent, the Palm Springs Employers Association, have conspired to maintain the worst working conditions in any resort area by use of intimidation, the black list, and a company hiring hall, together with securing the passage of onerous and restrictive anti-picketing, anti-union laws; and

Whereas, Said employers have refused to meet in good faith with the union representing over 90% of the employees; and

Whereas, Palm Springs employers have secretly agreed to import scabs and strike-breakers into Palm Springs; and

Whereas, Most unions involved in the Palm Springs situation have rendered full and complete cooperation; and

Whereas, The California State Culinary Alliance in its 1955 convention pledged its full support to Local No. 535 by instruct-

ing all local unions with members going to work in the Palm Springs area to instruct such members to comply with the provisions of the International Constitution on traveling cards, withdrawal cards and permits; that the State Culinary Alliance petition the General President and General Secretary to assist in securing the support and cooperation of the General President of the Musicians International Union; that the Culinary Alliance pledges its full support to Local No. 535 in its efforts to organize Palm Springs by offering the apparatus of the Alliance and its affiliated locals in bringing pressure to bear on television sponsors, etc., in contacting interlocking ownerships in other areas, and in securing all and any additional support possible; that the State Culinary Alliance pledges its full support to Local No. 535 in its efforts to organize in Palm Springs the workers on the job; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor publicly condemn the unAmerican and unlawful conduct of the Palm Springs Employers Association and its members; and be it further

Resolved, That the California State Federation of Labor adopt as the policy of this convention any applicable sections in the last Whereas above as specific means of assistance to Local No. 535 in its efforts to organize hotel, restaurant and bar employees in Palm Springs.

Referred to Committee on Resolutions.  
Filed, p. 197. See Resolution No. 168.

#### **Sterling Drug Filmed Commercials**

**Resolution No. 186**—Presented by California State Theatrical Federation.

Whereas, The Screen Actors Guild, affiliated with the California State Theatrical Federation and the California State Federation of Labor, represents all performers in motion pictures and has by its collective bargaining agreements with the motion picture and advertising industry established fair and equitable wages and working conditions for actors, announcers, singers and others who appear in television commercial films; and

Whereas, Sterling Drug, Inc., manufacturers of Bayer Aspirin, Phillips Milk of Magnesia, Phillips Tablets, Dr. Lyons Tooth Powder, Haley's M-O and Energine, amongst other products, has recently produced in Great Britain, instead of the United States, filmed commercials for use over American television stations to sell its American-made products to the American people; and

Whereas, Such production in Great Britain by Sterling Drug, Inc. not only deprives American actors, announcers, singers, cameramen, sound men, studio mechanics, teamsters, laboratory workers, electricians, scenic artists, make-up men, wardrobe women and members of other

American unions of employment, but is done for rates of compensation below the rates of compensation which have been established by these unions; and

Whereas, This not only affects the livelihood of the American union members, but by this means gives Sterling Drug, Inc. an unfair competitive advantage over other manufacturers who produce their advertising media for the American market under contracts with American unions; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor deplores the evasion of American labor standards by an American company advertising American products for purchase by American consumers in the American market; and be it further

Resolved, That the Federation, and its affiliated unions, take appropriate action to persuade Sterling Drug, Inc. to use American labor, under American standards, for its advertising in the American market; and be it further

Resolved, That in the event Sterling Drug, Inc. nevertheless continues to televise in America filmed advertisements made abroad at cut-rate wages, the California State Federation of Labor, and its affiliated unions, take appropriate action to inform the American consumer of the Sterling Drug, Inc. operations; and be it further

Resolved, That copies of this resolution be transmitted to the American Federation of Labor and the Congress of Industrial Organizations, and that central bodies and affiliated unions in all parts of the country be notified of this action.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 224.

#### **Oppose Pay-As-You-See TV**

**Resolution No. 187**—Presented by California State Theatrical Federation.

Whereas, Pay-As-You-See TV represents a definite threat to present programs; and

Whereas, Public investment of \$10,000,000,000 in 37,000,000 TV sets was made on an understanding there would be no program charges; and

Whereas, It is estimated that Toll TV would cost an average family \$1,156 a year for types of programs now received free; and

Whereas, Toll TV would impose an economic burden on those least able to afford it; and

Whereas, It would amount to seizure of an established medium; and

Whereas, It would eventually destroy free TV; and

Whereas, It would sell entertainment only to those who can afford to pay; and

Whereas, Broadcasting should be to all and not a particular group; and

Whereas, At certain hours it would

make millions of sets owned by persons not willing to pay useless to them; and

Whereas, it is not a supplement to, but a substitute for free TV; and

Whereas, Since the supply of talent is limited, and it takes time to develop new talent, Toll TV would have to use the same talent now used by free TV; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as being opposed to Pay-As-You-See television.

Referred to Committee on Resolutions.  
Adopted, p. 227.

#### **Create a California State Professional Theatre**

**Resolution No. 188**—Presented by California State Theatrical Federation.

Whereas, Throughout the state of California, the peoples of all cities and communities, except for two, (namely, San Francisco and Los Angeles) have failed to receive the advantages and benefits of live professional theatre through no fault of theirs; and

Whereas, Said communities and cities desire and seek the cultural and artistic advantages of good professional theatre; and

Whereas, The state of California has been foremost in granting its people increased benefits and the means for their enjoyments; and

Whereas, The California State Theatrical Federation hereby deems it a great need, advantage and benefit to grant unto all the peoples of the state of California, an opportunity and means for the enjoyment of the cultural and artistic benefits of live professional theatre; and

Whereas, The state of California has many facilities presently available to effectuate this end, such as civic auditoriums, schools, municipal buildings, etc., built at considerable cost to the people of California and which are not yet fulfilling or realizing the many uses possible therefor; and

Whereas, An increased appreciation and realization of professional theatre would greatly enhance a means of employment for many of its citizens in the field of their choice; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor hereby urges and requests the state of California to recognize the needs and desires of its citizens for a California State Professional Theatre, and to enact legislation to effectuate such a theatre for their cultural and artistic enjoyment and benefit, thereby creating a greater and more extensive use of facilities already built at considerable cost to the peoples of California.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 163.

### **Clarify Certain Provisions of Cosmetology Law**

**Resolution No. 189**—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Whereas, There are around 500 to 700 persons in the state who have a permanent wavers' license, and about one-fourth of these persons also hold a barbers' license; and

Whereas, The permanent wave licensees are allowed to practice only permanent waving and the arts of cosmetology necessary thereto in the giving of a permanent wave; and

Whereas, Many of these permanent wavers also have a barbers' license which permits them to practice all the branches of cosmetology; and

Whereas, Many of these permanent waver licensees hold only the permanent waver license, but have at some time in the past trained for all branches of cosmetology but for one reason or another did not avail themselves of taking an examination before the State Board of Cosmetology, such restriction being discriminatory and ambiguous; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record, in order to clarify the law of such discrimination and ambiguities which exist, to take steps to amend the cosmetology law of California to blanket in all holders of permanent waver licenses and to receive a hairdresser cosmetologist certificate of registration to practice all branches of cosmetology in lieu thereof.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 163.

### **Fresno Barbers' Organizing Campaign**

**Resolution No. 190**—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Journeymen Barbers Union 333 of Fresno, California, is taking on an ambitious organizing campaign to organize into the local union all barbers and hairdressers working in the Fresno area. This organizing program, by its very scope, must have the fullest cooperation and assistance from the entire labor movement, not only in the Fresno area, but throughout the state of California.

There are approximately 400 barbers and 600 hairdressers working in the trades in the Fresno area and Local Union 333 has only 143 barbers and 7 apprentices as members. None of the hairdressers belong to the union.

In order to correct these conditions in our industry, Local Union 333 is undertaking this all-out organizing drive, and in order to make this drive successful, we

need some financial assistance.

We estimate we will need \$1,000 per month for a period of six months, these funds to be used to pay organizers' expenses, picket assistance where necessary, printing of handbills, and other such items of organizing expense.

We can expect some help from the local unions of Fresno and the Fresno Labor Council, but we cannot expect all our help to come from local sources. We also petition the California State Federation of Labor (and the Barbers International Union) for financial assistance.

We have set a target date of six months for this hard-hitting organizing program, and with a little financial assistance we will raise our local union membership to over 500 members in this period. When we reach this number of members, we will then be in a position to carry on the balance of the burden to completely unionize our entire industry in the area.

By assisting us now in this program, we in turn will be able to assist other unions.

Referred to Committee on Resolutions.  
Filed, p. 197.

### **Social Security Coverage for Person Employed by Son**

**Resolution No. 191**—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Whereas, Services performed by an individual employed by his son are not covered by the Social Security Act; and

Whereas, Services of persons otherwise employed, either by an employer or self-employed, are covered by this act; and

Whereas, Such prohibitions are discriminatory and can cause undue hardships and inequities to such a working segment of our society; and

Whereas, The remedy lies in amending the Social Security Act to include these classes of persons; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor request the American Federation of Labor to take necessary steps to amend the Social Security Act to include classes of persons mentioned herein.

Referred to Committee on Resolutions.  
Filed, p. 206. See Policy Statement 5 (b).

### **Support Hotel Workers' Strike in Miami and Miami Beach, Florida**

**Resolution No. 192**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Hotel workers in the 22 major hotels in Miami and Miami Beach, Florida, are on strike against intolerable working conditions; and

Whereas, Some categories of workers



were receiving as low as 12½ cents per hour and working a 7-day week of 10 to 12 hours per day; and

Whereas, Hotel operators have arbitrarily refused to sit down in conference and talk with the representatives of their employees in an effort to terminate the dispute by fair and equitable collective bargaining; and

Whereas, No other recourse was available to these employees than to strike and through this medium call attention to their intolerable working conditions; and

Whereas, The Miami-Miami Beach area is used by many national organizations for convention city, and one of these, the great American Legion convention, is scheduled during the year 1955; therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its Secretary to wire the Honorable Seaborn P. Collins, National Commander of the American Legion, Indianapolis, Indiana, respectfully but urgently requesting that the 1955 American Legion convention be moved to a city where the owners and managers of the hotels have a greater regard for the human welfare of their employees; and be it further

Resolved, That the officers of the California State Federation of Labor be further instructed to urge any national organization whose convention is scheduled for the Miami area to change its location until such time as the hotel operators of these cities realistically, through collective bargaining, enter into a working agreement with their employees; and be it further

Resolved, That the Federation's officers send copies of this resolution with an explanatory letter and sample copies of possible wires to each affiliated local union and labor council in California requesting these organizations to send wires to the national commander of the American Legion, requesting a transfer of their 1955 convention site; that the Federation's officers stand instructed to take similar action in the event an additional large convention is scheduled for Miami Beach; that in their communications to local unions and central labor councils, the officers of the Federation request them to stimulate every member of the central labor council or local union who is also a member of the American Legion to write a personal letter to the National Commander of the American Legion requesting a transfer from Miami Beach, Florida, of their 1955 national convention; that in their communications to central labor councils the Federation's officers request these bodies to raise this question with local American Legion posts and that the State Federation itself raise the question with the heads of the American Legion in California.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 184.

### **Support Hotel Workers' Strike in Miami and Miami Beach, Florida**

**Resolution No. 193**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Our brothers and sisters in the culinary, bartender and hotel service unions in Miami Beach, Florida, are engaged in a great struggle for the achievement of labor's fundamental right to union recognition and collective bargaining; and

Whereas, The hotel operators in Miami Beach, including the owners of some of the largest and most luxurious hotels in the nation, have engaged in a vicious and carefully planned anti-union campaign of discrimination, coercion and oppression to deprive our brothers and sisters of their basic American rights and to destroy their freely chosen unions; and

Whereas, Despite every effort made by these anti-union hotel operators by the use of vast economic power to starve them into submission, our striking brothers and sisters in Miami Beach remain steadfast in their determination to win this fight which is of such vital significance and importance to all of labor everywhere; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor hereby unanimously records its vigorous support of the Miami Beach striking unions, and pledges its continued assistance to our Miami Beach brothers and sisters in every possible way until this vital struggle is won; and be it further

Resolved, That the Federation condemn in the strongest of terms this outrageous attack on organized labor by the Miami Beach hotel operators, and that the Federation and its affiliated unions in California pledge all possible support and assistance to the Miami Beach hotel strikers in their battle to uphold labor's rights.

Referred to Committee on Labels and Boycotts.  
Adopted as amended, p. 184.

### **Bargain for Fair Employment Practices**

**Resolution No. 194**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The American Federation of Labor and the California State Federation of Labor have gone on record opposing any form of discrimination because of race, religion, color or national origin; and

Whereas, Unity of the working people is necessary to our continued peaceful existence, and it is obvious that race or religious hatred of any kind can divide us; and

Whereas, The recent California state legislature failed to pass a Fair Employment Practices Commission bill as sponsored by the California State Federation of Labor; now, therefore be it

Resolved, That the 53d convention of the California State Federation of Labor urge all affiliated local unions to negotiate, if possible, in existing contracts and to negotiate in future contracts a clause which prohibits discrimination in hiring because of race, color, religion or national origin.

Referred to Committee on Resolutions.  
Adopted, p. 209.

#### **Increase Fees for Jury Duty**

**Resolution No. 195**—Presented by California State Association of Electrical Workers.

Whereas, The compensation allowed for jurors was determined decades ago and is totally inadequate in present day standards; and

Whereas, Many competent and capable citizens fail to register to vote rather than be faced with a ruinous loss of income if called for jury duty; and

Whereas, Such a practice deprives defendants of one of the philosophies of laws—a fair trial by his peers; and

Whereas, Such a low rate of pay prevents many civic-minded workers of exercising their rights to serve as a juror; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record in favor of the following: Any employee who, by reason of being called for jury duty, might suffer loss of wages or regular compensation shall be paid, by the court, a minimum rate of Eight Dollars (\$8.00) per day for each day served.

Referred to Committee on Legislation.  
Filed, p. 160. See Resolution No. 105.

#### **Licensing of Sub-Contracting Work**

**Resolution No. 196**—Presented by California State Association of Electrical Workers.

Whereas, Under the Business and Professions Code of the state of California and through its regulating bodies, there are certain provisions which permit the holder of a B-1 License (General Contractor) to do all portions of sub-contractors work on construction, such as buildings, apartment houses, stores, residences, etc.; and

Whereas, Under this system a holder of a B-1 License is not required to take any further examination such as is required to be taken by the various sub-contractors; and

Whereas, Organized labor suffers because holders of this type of license tend to destroy the relationship that exists between the many craft organizations and their respective employer groups; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to act towards the end that

where a holder of a B-1 License plans to do the sub-contracting work, then the general contractor must be required to have a bona fide license to do such work that falls in the category of sub-contractors.

Referred to Committee on Resolutions.  
Filed, subject matter referred to Executive Council, p. 227.

#### **Union T-V Servicing**

**Resolution No. 197**—Presented by California State Association of Electrical Workers.

Whereas, The radio-TV service and repair industry in the state of California is only 20% organized; and

Whereas, Eighty percent of the union dollar is going to non-organized unqualified people; and

Whereas, The legitimate union service technicians and the employers are being victimized by unscrupulous trade practices, namely, the backyard and garage mechanics and establishments dealing in "bait" advertising; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instructs the Secretary to inform its affiliated local unions to insist upon union service and patronize establishments displaying the IBEW emblem; and be it further

Resolved, That the California State Federation of Labor encourage and support state legislation which would eliminate malpractices detrimental to the wages, hours, and working conditions of the union technician.

Referred to Committee on Labels and Boycotts.  
Filed, subject matter referred to Executive Council, p. 224.

#### **Federation to Plan Grass-Roots Political Movement**

**Resolution No. 198**—Presented by California State Association of Electrical Workers.

Whereas, Organized labor is feeling the increasing pressure of the Taft-Hartley law and other oppressive legislation, such as the anti-union "Right to Work" laws now on the statute books of many states; and

Whereas, Organized labor in California is being threatened by anti-labor legislation that will further cripple labor's effectiveness in obtaining better working and living conditions; and

Whereas, Organized labor has an uphill fight to protect itself against the well-organized forces of reaction, as well as working to repeal anti-labor laws now on the books; and

Whereas, It is necessary to elect legislators who are sympathetic to the cause of labor and work in its behalf; and

Whereas, It is necessary to influence

those legislators now in office; and

Whereas, It has long been recognized that letters from individuals are effective in influencing state and federal legislative bodies; and

Whereas, the broad participation of the rank and file should be encouraged to register voters, choose candidates, and promote other political activity in behalf of labor; and

Whereas, Local Union 11, IBEW, Los Angeles, has been able to do a more effective job in these matters in reaching its membership by the use of the area block system; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor instruct its officers to work out a plan for a grass-roots political movement encouraging labor responsibility by dividing the political subdivisions into areas of workable size; and be it further

Resolved, That leadership machinery such as the area captainship be set up to communicate recommendations and plans of action from the areas to higher leadership and from such leadership to the rank and file; and be it further

Resolved, That such plans be put into effect well before the next election.

Referred to Committee on Resolutions.

Referred to CLLPE Executive Council, p. 219.

#### **Expand Federation Education Activities**

**Resolution No. 199**—Presented by California State Association of Electrical Workers.

Whereas, Collective bargaining and union activity today require more basic knowledge and specialized training than was true in past years; and

Whereas, The ability of the membership of our unions to participate effectively in the formulation of policy also requires more information and education than many of our members are fortunate enough to have; and

Whereas, One of the most important efforts to provide opportunities for this needed education has been that of the California State Federation of Labor, but these opportunities have been used by only a small percentage of the local union leadership in California; and

Whereas, A number of local unions have been attempting modest programs aimed at developing leadership among their membership; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does commend the Education Department of the Federation; and be it further

Resolved, That this convention call on the officers of our State Federation of Labor to expand still further the educational activities, using the following program:

1. To establish a committee on Leader-

ship Training whose responsibility it shall be to assist and advise the State Federation of Labor's Educational Director.

2. The Committee on Leadership Training shall plan a series of regional conferences aimed at launching a training program in cooperation with each local union which desires to participate, aiming at the active membership of such local unions.

3. This Committee shall also make plans to develop and circulate pamphlets and other material which should be brought to the attention of AFL members in large number.

Referred to Committee on Resolutions.

Filed, subject matter referred to Executive Council, p. 208.

#### **Unemployment Insurance Coverage for All Public Employees**

**Resolution No. 200**—Presented by California State Association of Electrical Workers.

Whereas, There are, in California, many persons who are employed by the state, counties and municipalities who are not covered by state unemployment insurance; and

Whereas, Many such employees are subject to layoff for lack of work to almost the same extent as are employees of private industries; and

Whereas, When so laid off, such employees have no income of any kind; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby agree that all employees of the state, of counties, of municipalities, and other political sub-divisions, should be protected by unemployment insurance; and be it further

Resolved, That our representatives in Sacramento be instructed to do everything possible to amend our state laws so as to give effect to the purpose of this resolution.

Referred to Committee on Legislation.

Concurred in intent, filed, p. 160.

**Resolution No. 201**—Returned to the office of the Secretary as the sponsor was not a delegate body to the convention, p. 163.

#### **Oppose Local Option Referendum**

**Resolution No. 202**—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Even though repeated efforts for local option in California have failed, an organization, the Local Self-Government League of California, is now securing signatures on petitions for a referendum vote for local option in the 1956

state election; and

Whereas, The over-all objective of this drive is national prohibition, with a previous history in our nation of racketeering, gangsterism, bootlegging with its attendant lack of federal, state and local revenue; and

Whereas, If this 1956 effort were to succeed in California, in excess of 200,000 people would be deprived of a livelihood, leading to a tremendous disruption in the economic life of our state, and, in turn, the nation; and

Whereas, The 1955 convention of the California State Culinary Alliance went on record against this proposed local option referendum and instructed its President and Secretary to alert all affiliated locals on this measure, urging them to send letters to all members of their families not to sign the petition to place this local option measure on the ballot; to set up committees in their locals to keep abreast of the developments on this petition drive and their related activities; to raise the question repeatedly in union meetings, to call special meetings with compulsory attendance to inform the members on this issue; and further instructed the officers of the Alliance to issue effective, factual, informative literature on this question; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor does hereby go on record in opposition to this proposed 1956 local option referendum; and be it further

Resolved, That the officers of this Federation stand instructed to send a letter to all affiliated local unions in the state, alerting them to the danger of this proposed measure and advising them in turn to use every medium, such as union meetings, publications, letters to members of locals to warn members and their families not to sign this petition.

Referred to Committee on Resolutions.  
Adopted, p. 221.

#### **Complete Sacramento Ship Channel Project**

**Resolution No. 203**—Presented by California State Conference of Operating Engineers.

Whereas, The Executive Council of the California State Federation of Labor, last February, went on record supporting the Sacramento Ship Channel Project as important to the industrial life of California; and

Whereas, The California legislature unanimously endorsed the project at its 1955 session; and

Whereas, This project was authorized by Congress in 1946 and construction got underway in 1949, with completion scheduled for July, 1953; and

Whereas, The coming of the Korean War forced the temporary abandonment of the project due to the shortage of es-

sential materials; and

Whereas, The support of the California State Federation of Labor and the American Federation of Labor was mainly responsible for the recent action of Congress in voting \$500,000 for resumption of the project; and

Whereas, The successful continuance of project construction will require an appropriation in the next fiscal year of some \$6,000,000; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor request the next session of Congress to vote the necessary funds for completion of this project which is so essential to the future development of the state. Copies of this resolution to be sent to all California Congressmen and Senators stating the position of the State Federation.

Referred to Committee on Resolutions.  
Adopted, p. 227.

#### **State to Observe Apprenticeship Standards**

**Resolution No. 204**—Presented by California State Conference of Operating Engineers.

Whereas, The apprenticeship training program is given recognition by the United States Government; and

Whereas, The apprenticeship training program is recognized by the State of California to the extent that there is established a Division of Apprenticeship Standards of the State of California, whose duty it is to assist in the education and training of apprentices in all crafts and industries where journeymen in established trades and crafts are employed; and

Whereas, The State of California is one of the largest employers of journeymen in established trades and crafts; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record that the Federation's good offices be used to the fullest extent to encourage the State of California to employ apprentices in accordance with apprenticeship standards.

Referred to Committee on Resolutions.  
Adopted, p. 209.

#### **Support California Heart Association Cardiac in Industry Committee**

**Resolution No. 205**—Presented by California State Conference of Operating Engineers.

Whereas, The California State Federation of Labor being aware of the humanitarian efforts of the California Heart Association, through its Cardiac in Industry Committee, to solve the problems relative to the employment and re-employment of the victims of heart disease; and

Whereas, The said California State Federation of Labor being desirous of furthering these commendable efforts and policies of the California Heart Association directed at the solution of these problems of victims of heart disease; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor pledges its continued support of and co-operation with the California Heart Association Cardiac in Industry Committee to the end that the worker incapacitated by heart disease may be granted a reasonable opportunity for employment in a job which will not tax his physical condition and is commensurate with his ability.

Referred to Committee on Resolutions.  
Filed, p. 220.

#### **Assist in Protecting Jurisdiction of AFL Printing Trades Unions**

**Resolution No. 206**—Presented by California Allied Printing Trades Council.

Whereas, Innovations in the traditional printing trades processes are presenting problems of such a serious nature they cause the economic future of the livelihood of all California printing trades workers to be in serious jeopardy. State, municipal and county governments are entering into the printing business by such substitute methods on a non-union basis; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor requests its officers to lend every assistance to protect the jurisdiction and livelihood of the American Federation of Labor printing trades unions.

Referred to Committee on Labels and Boycotts.  
Adopted, p. 224.

#### **Cover Civil Air Patrol Members by Federal Employee's Compensation Act**

**Resolution No. 207**—Presented by California Allied Printing Trades Council.

Whereas, The labor movement of the United States has constantly striven for the betterment of the working people of the United States; and

Whereas, Civil Air Patrol, official auxiliary of the United States Air Force by Act of Congress approved May 26, 1948, has in the past and is today rendering invaluable services to the citizens of the United States by its performance of Air Force assigned missions, its aviation education program for America's youth through the Civil Air Patrol Cadet program, both in Cadet training and aviation courses taught in many of the nation's public schools, its maintenance of a network of over 11,000 fixed and mobile radio stations deemed capable of providing the nation's first line of communications, should it become necessary; and

Whereas, Civil Air Patrol, with its 80,000 volunteer members, composed largely of citizens of the labor movement, are today giving freely of their time, talents and resources to further Civil Air Patrol's objectives, and are standing ready to fulfill assigned missions in cooperation with Civil Defense agencies in the event of national emergency; and

Whereas, Civil Air Patrol, with its thousands of aircraft with pilots and ground crews perform almost daily disaster and mercy missions throughout the United States, Alaska, Hawaii and Puerto Rico, annually flying more missions and hours than all other agencies combined; and

Whereas, Pilots and plane crews of Civil Air Patrol have been seriously injured or lost their lives in performance of hazardous missions resulting in family hardships caused by the loss of income and oftentimes extensive medical expenses; and

Whereas, Proposed amendments to the Act of 1948 (62 Stat. 274) have been introduced in the Senate (S 1135) and House of Representatives (HR 3936) of the United States to establish Civil Air Patrol members, while on assigned duty, as civilian employees of the United States as defined by Section 40 of the Federal Employees' Compensation Act, to provide compensation for CAP members injured or killed while on authorized duty; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor endorse the passage of these amendments in the Senate and the House of Representatives of the United States; and be it further

Resolved, That the California Federation of Labor instruct its officers to present to and urge endorsement of this resolution by the American Federation of Labor; also to urge all citizens of the labor movement to request cooperation from their Senators and Congressmen in the passage of these amendments.

Referred to Committee on Resolutions.  
Filed, subject matter referred to Executive Council, p. 227.

#### **Increase in Pay for Deputy Labor Commissioners and Supervising Deputies**

**Resolution No. 208**—Presented by California State Council of Retail Clerks.

Whereas, It is a sound principle of public personnel administration that public employees should receive pay comparable to that paid other employees in positions of comparable responsibility; and

Whereas, Such pay levels should be high enough to attract competent applicants for employment who have the appropriate qualifications for the work; and

Whereas, Deputy labor commissioners are paid at a wage scale less than that

paid other state employees in positions of similar difficulty and responsibility, and less than employees of the federal government with the same level of skill and responsibility; and

Whereas, The present pay level is inadequate to attract applicants with a background in the field of labor relations and long experience in adjusting the claims of employees for wages or enforcing labor standards; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record to urge the State Personnel Board, the Director of Department of Industrial Relations, and any other appropriate state officials to secure a minimum two-step wage increase for deputies and supervising deputies in the State Division of Labor Law Enforcement; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to assist the deputies and supervising deputies in the State Division of Labor Law Enforcement to achieve this wage adjustment.

Referred to Committee on Resolutions.  
Adopted, p. 220.

#### **Oppose Fee for Medical Examinations Required for Employment**

**Resolution No. 209**—Presented by California State Council of Retail Clerks.

Whereas, Numerous employees engaged in the handling of food and food products in the state of California are required by municipal ordinances, or otherwise, to satisfactorily pass a periodical medical examination as a condition of continued employment; and

Whereas, Such employees are frequently required to personally defray the cost of such medical examination by paying a fee or charge therefore; and

Whereas, The requirement of such periodical medical examination for such employees engaged in the handling or sale of food and food products is a public service function to safeguard against the spread of communicable disease; and

Whereas, A discriminatory burden as well as economic burden is being placed upon these individual employees by requiring such examination, as well as saddling them with the entire cost rather than defraying such expense from public funds or from the proceeds of the businesses by which they are employed; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor go on record opposing the imposition of such medical examination on the grounds that it is discriminatory to our people, particularly in present day operations where the public as well is handling food and food products in the stores in which our members are employed; and be it further

Resolved, That the Executive Secretary and Legislative Representative of this State Federation of Labor be directed to take all necessary steps for the introduction and passage of suitable amendments to the Labor Code of the State of California making it unlawful for any person, firm, corporation, or political subdivision to require any employee to pay a fee, charge or special tax for a medical certificate or permit, or for a medical examination as a condition of employment while engaged in the handling or sale of food or food products.

Referred to Committee on Legislation.  
Concurred in intent, filed, p. 163.

#### **Empower Labor Organizations to Sue on Behalf of Members**

**Resolution No. 210**—Presented by California State Council of Retail Clerks.

Whereas, Many hundreds of thousands of employees are represented by labor unions in the state of California and covered by collective bargaining agreements; and

Whereas, It becomes necessary from time to time for employees to resort to the courts in order to secure redress for wage violations and violations of established working conditions by their employers; and

Whereas, Court actions for relief against violations of collective bargaining contracts involving the payment of wages due to individual employees ordinarily must be brought by the individual employees as plaintiffs; and

Whereas, Labor unions cannot bring legal actions for wage claims on behalf of individual employees represented by such organizations in the name of the union itself, even though recognized as the bargaining agent of such employees; and

Whereas, The union which negotiates and executes a collective bargaining contract as the agent for the employees and its members should have the right to sue in its own name to enforce the terms of the contract and to remedy all violations thereof; now, therefore, be it

Resolved, That the 53d convention of the California State Federation of Labor direct the Executive Secretary and Legislative Representative of this State Federation of Labor to take steps to persuade the legislature of the State of California to amend Section 1126 of the Labor Code to provide that labor organizations who are parties to collective bargaining agreements may bring suit in their own name to enforce the wage claims of their individual members and to recover judgment in such actions upon said wage claims in the capacity of agent and trustee for and on behalf of the individual members for whose benefit the action has been brought; and be it further

Resolved, That this convention instruct its Secretary-Treasurer to submit this, or an appropriate resolution, to the forthcoming convention of the American Federation of Labor, requesting that it take appropriate steps to accomplish the same purpose with respect to federal courts.

Referred to Committee on Legislation.

Concurred in intent as construed by committee, filed, p. 163.

#### **Support Trade Advisory Councils Program**

**Resolution No. 211**—Presented by California State Conference of Machinists.

Whereas, Some six or more years ago, there was formed a Trade Advisory Council to the Deuel Vocational Institution, correctional school; and

Whereas, The IA of M and AF of L have assisted the state correctional institutions in the forming of Trade Advisory Councils and in the rehabilitation of their inmates by the placing of parolees from the various correctional institutions of the Department of the Youth Authority and the Department of the Adult Authority, in jobs in industry; and

Whereas, This Council is composed of representatives from both labor and industry; and

Whereas, The function of this Council is to place boys and men, who are released, in shops and plants where they continue training in crafts in which they have been partially trained at the institution and eventually become journeymen; and

Whereas, By participating in this Council the IA of M and AF of L have proved their value and have extended their activities in the assistance also to the Department of the Adult Authority, and should continue to protect the interests of labor against using these parolees, when released, as cheap labor, and to prevent manufacture of products behind institution walls as well as to continue working for a good cause; and

Whereas, The IA of M and AF of L have shown very worthwhile results to date; and

Whereas, That the California Conference of Machinists have agreed to support this activity by appointing an official

delegate to participate in all such activities connected with the state correctional institutions; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor give its full support to this program, assist it in any way possible, and encourage all labor representatives in the state to give it their active support.

Referred to Committee on Resolutions.

Non-concurred, p. 228.

#### **Central Councils and Affiliated Locals to Encourage Membership in Teachers Union**

**Resolution No. 212**—Presented by Doyne Lovelace, Teachers No. 1119, South San Francisco.

Whereas, There are more than five thousand vocational and industrial teachers in the public schools of California who belong to bona fide trade unions in addition to the thousands of teachers who affiliate with unions in the service and crafts fields during the summer months; and

Whereas, The unions with which these teachers affiliate are highly organized in comparison with the teachers; and

Whereas, These teachers who are enjoying the benefits gained by organized labor during their teaching vacation months might justly be expected to participate in the program of organized labor during the months when they are engaged in their principal occupation; therefore be it

Resolved, That the 53d convention of the California State Federation of Labor go on record as urging every central labor council and affiliated local to cooperate with the AFL Teachers Union in developing an understanding whereby teachers seeking employment in the services and crafts will be encouraged also to join the AFL Teachers Union in order that they may take an active part in the labor program during the months of their principal employment; and be it further

Resolved, That copies of this resolution be sent to each central labor council and affiliated local.

Introduced by unanimous consent, p. 208.

Referred to Committee on Resolutions.

Adopted as amended, p. 228.

## ROLL OF DELEGATES TO THE 1955 CONVENTION

This comprises the completed roll call of the 1955 convention, following the additions and changes made through the supplementary reports of the Committee on Credentials on successive days of the convention. In it is given the name of the city in which each local union and council is located, the name of the union or council represented and its total vote, the names of the delegates, and the vote each delegate was entitled to cast.

### ALHAMBRA

Electrical Utility Wkrs. No. 47  
(500)  
J. M. Kelly, 250  
G. M. MacKinnon, 250

### ANAHEIM

Carpenters No. 2203 (1261)  
Elwyn F. Taylor, 1261

### ANTIOCH

Carpenters No. 2038 (248)  
Blair F. Spires, 248

### ARCATA

Lumber & Sawmill Wkrs. No.  
2808 (738)  
Stanley Jordan, 369  
Louis J. Sedlacek, 369

### AUBURN

Building Trades Council,  
Tri-Counties (2)  
F. B. Wood, 1

### BAKERSFIELD

Bldg. & Const. Trades Council  
(2)  
H. D. Lackey, 1  
Butchers No. 193 (50)  
Harold Hodson, 25  
Charles Holbein, 25  
Carpenters No. 743 (1162)  
Fred J. Wiley, 581  
V. W. Munn, 581  
Central Labor Council (2)  
Jack White, 1  
Electrical Workers No. 428  
(350)  
C. J. Sanders, 175  
O. G. Harbach, 175  
Hotel & Restaurant Empls.  
No. 550 (783)  
Claude Penn, 392  
Jack White, 391  
Painters No. 314 (300)  
C. L. McBride, 150  
Philip Berch, 150  
Plumbers & Steamfitters  
No. 460 (326)  
M. O. Carberry, 326

### BARSTOW

Theatrical Stage & M. P. Oper.  
No. 730 (50)  
Harry K. Beauford, 50

### BERKELEY

East Bay Municipal Empls.  
No. 390 (31)  
Edward Reith, 31  
Painters No. 40 (150)  
Clarence Vezey, 150

### BURBANK

Culinary Wkrs. & Bartenders  
No. 694 (400)  
Dick Lacy, 134  
Norma Lacy, 133  
Fred Klaiber, 133  
Plasterers No. 739 (480)  
Albert Seay, 240  
Roger Wilt, 240

### CHESTER

Lumber & Sawmill Wkrs. No.  
3074 (229)  
Ellison G. Gardner, 115  
Charles W. Haynes, 114

### CHICO

Millmen No. 1495 (643)  
Lawrence B. Richard, 643

### CHULA VISTA

Theatrical Stage & M. P.  
Operators No. 761 (41)  
Marvin Barker, 41

### COMPTON

Carpenters No. 1437 (1446)  
Wm. M. Young, 723  
J. T. Blaine, 723  
State Empls. No. 361 (6)  
McKay Mitchell, 6

### CORONA

Sales Drivers, Food Processors &  
Warehousemen No. 952 (641)  
Lee Kearney, 214  
Dick DeVogelaere, 214  
Guenter Tuelecke, 213

### CORONADO

Masters, Mates & Pilots No.  
12 (50)  
D. E. Bettencourt, 50

### CROCKETT

Sugar Refinery Empls. No.  
20037 (1193)  
G. A. Paoli, 398  
A. W. Newman, 398  
O. M. Poggi, 397

### DAVENPORT

Cement Lime & Gypsum  
Wkrs. No. 46 (120)  
Joseph M. Vierra, 120

### EL CAJON

Carpenters & Joiners No. 2398  
(436)  
Ed Gates, 73  
Page Nelson, 73  
Sam McCauley, 73  
Earl White, 73  
Ernest Gerner, 72  
John Hunter, 72

### EL CENTRO

Bartenders & Culinary Wkrs  
No. 338 (150)  
Audro F. Barrigan, 150  
Bldg. & Const. Trades Council  
(2)  
R. L. Sessions, 1  
Central Labor Council (2)  
Walter I. Weiden, 1  
Const. & Gen. Laborers  
No. 1119 (237)  
Walter I. Weiden, 237  
Truckdrivers, Warehousemen  
& Hlprs No. 898 (300)  
John H. Toney, 150  
James L. Porritt, 150

### EL CERRITO

Teachers No. 866 (175)  
J. Paul McGinnis, 175

### EL MONTE

Hod Carriers & Laborers No.  
1082 (1078)  
George Tarr, 1078  
Painters No. 254 (649)  
Steve S. Spolar, 163  
Paul Gardner, 162  
John Sigler, 162  
Hubert Frazee, 162

### EUREKA

Barbers No. 431 (84)  
Walter Buchanan, 84  
Bartenders No. 318 (205)  
R. G. Dickinson, 205  
Carpenters No. 1040 (469)  
Dale Mosher, 469  
Central Labor Council (2)  
J. S. Cotrell, 1  
Albin J. Gruhn, 1  
Cooks & Waiters No. 220 (460)  
Allan Kilpatrick, 115  
Lucille Pope, 115  
Elona Haney, 115  
Ruby Van Ornum, 115  
Electrical Workers No. 482  
(50)  
Frank Moore, 50  
Hod Carriers & Com. Laborers  
No. 181 (157)  
Albin J. Gruhn, 157  
Laundry Wkrs. No. 156 (50)  
Joan Albers, 50  
Lumber & Sawmill Wkrs.  
Redwood Dist. Council (2)  
Claude A. Heinig, 1  
Teamsters, Warehousemen &  
Auto Truck Drivers No.  
684 (869)  
James S. Cottrell, 869

### FRESNO

Barbers & Beauticians No. 333  
(145)  
Clifford A. Grimstad, 145  
Alfred Nachtigall, 0  
Bldg. & Const. Trades Council  
(2)  
Lloyd M. Myers, 1  
James P. Edgar, 1  
Bldg. Service Employees  
No. 110 (138)  
Pat A. Renna, 138  
Central Labor Council (2)  
W. T. O'Rear, 1  
Cooks, Pastry Cooks & Assts.  
No. 230 (313)  
Leo Vuchinich, 313  
Creamery Empls. & Drivers  
No. 517 (500)  
John C. Vaz, 250  
Ted C. Wills, 250  
Culinary & Hotel Service  
Workers No. 62 (652)  
George Rollis, 652  
Electrical Workers  
No. 100 (150)  
Lloyd Myers, 150  
General Teamsters No. 431  
(4039)  
W. E. Biggers, 2020  
Wm. Fowler, 2019



**Hod Carriers & Com. Laborers**

No. 294 (650)  
Charles M. Robinson, 163  
Joe H. Dixon, 163  
Jesse Bernard, 162  
Dutch Epperson, 162

**Iron Wkrs. No. 155 (200)**

James E. Weiden, 200

**M. P. Machine Opers. No.**

599 (50)  
Dallas R. Page, 25  
Frank Letlow, 25

**Packing House Empls. & Ware-**

housemen No. 616 (1276)  
Willie Hance, 638  
Pauline Bien, 638

**Plumbers & Steamfitters**

No. 246 (413)  
Paul L. Reeves, 138  
Le Roy N. Thurman, 138  
David F. Peck, 137

**Post Office Clerks No. 339 (141)**

Robert P. Sanders, 141

**Retail Food, Drug, Liquor**

Clerks No. 1288 (1050)  
George Kisling, 1050

**GLENDALE****Brick & Clay Wkrs. No. 774 (855)**

Robt. Downing, 140  
Leo Montante, 140  
Everett Myers, 140  
Ubaldo Herrera, 140  
Fred Treptow, 140  
Chas. Besser, 155

**Brick & Clay Wkrs. No.**

820 (270)  
Paul Pelfrey, 185  
James Cruz, 185

**Carpenters No. 563 (1266)**

Wm. Seymour, 633  
R. N. Phillips, 633

**Cement Finishers No. 893 (383)**

L. G. Schoonover, 383

**Culinary Wkrs. & Bartenders**

No. 324 (627)  
Beulah Johnston, 627

**Plumbers No. 761 (1115)**

Carl Ray, 186  
Fred Weeks, 186  
John Brown, 186  
Thomas Westover, 186  
James Robison, 186  
Herb Taylor, Jr., 185

**GRASS VALLEY****Bartenders & Culinary Alliance**

No. 368 (625)  
W. G. Jensen, 313  
Ralph Reynolds, 312

**GREENVILLE****Lumber & Sawmill Wkrs.**

No. 2647 (219)  
Robert Glesick, 219

**HANFORD****Carpenters No. 1043 (96)**

Leo S. Randall, 96

**HAYWARD****Carpenters No. 1622 (1000)**

Leon McCool, 500  
Marius Waldal, 500

**Culinary Wkrs. & Bartenders**

No. 823 (1444)  
Leroy W. Woods, 482  
Floyd Attaway, 481  
Robert Otteson, 481

**Glass Bottle Blowers**

No. 53 (95)  
Donal G. Baker, 32  
Eugene M. Biro, 32  
John Griffin, 31

**Painters No. 1178 (431)**

Andrew G. Swanson, 431

**HOLLYWOOD****Actors Equity Assoc. (100)**

Ralph Bellamy, 0  
Edd X. Russell, 100

**Affiliated Property Craftsmen**

No. 44 (2000)  
James M. Crowe, Jr., 666  
Frank O'Connor, 667  
H. W. Arrowsmith, 667

**American Federation of Radio**

Artists (300)  
David O. Tytherleigh, 300

**American Guild of Musical**

Artists (52)  
John Brownlee, 26  
Lee Harris, 26

**Carpenters No. 1052 (1751)**

Patrick A. Hogan, 1751

**Film Technicians No. 683**

(1000)  
A. Alan Jackson, 1000

**Make-up Artists No. 706 (325)**

Fred B. Phillips, 325  
Naomi A. Cavin, 0

**M. P. Photographers No. 659**

(300)  
Robert F. Bryan, 300

**M. P. Screen Cartoonists No.**

839 (300)  
Donald M. Hillary, 300

**M. P. Set Painters No. 729 (200)**

Ralph W. Peckham, 200

**M. P. Sound Technicians No.**

695 (300)  
Thomas A. Carman, 300

**M. P. Studio Cinetechnicians**

No. 789 (300)  
Paul E. O'Bryant, 150

**M. P. Studio Electrical**

Technicians No. 728 (500)  
Charles Futoran, 250

R. W. "Nick" Nichols, 250

**M. P. Studio Laborers No.**

727 (150)  
Albert K. Erickson, 150

**M. P. Studio Projectionists No.**

165 (304)  
Wm. E. Higgins, 152

Geo. J. Flaherty, 152

**Office Employees No. 174 (1200)**

Max J. Krug, 600  
Leroy Patterson, 600

**Painters No. 5 (500)**

John J. Huhn, 250  
Andrew Lawless, 250

**Screen Actors Guild, Inc. (5000)**

Pat Somerset, 834  
John Dales, 834

Walter Pidgeon, 833  
George Chandler, 833

Paul Harvey, 833  
Ronald Reagan, 833

**Screen Extras Guild (3200)**

Richard H. Gordon, 534  
Franklyn Farnum, 534

Wm. H. O'Erlen, 533  
Kenner G. Kemp, 533

Jeffrey Sayre, 533  
Curtis J. Hyans, 533

**Screen Story Analysts No.**

854 (23)  
Leroy M. Linick, 23

**Set Designers & Model Makers**

No. 847 (20)  
Zeal Fairbanks, 20

**Studio Electricians No. 40 (300)**

Charles L. Thomas, 150  
Frank G. Webster, 150

**Studio Grips No. 80 (300)**

William J. Holbrook, 300

**Studio Transportation Drivers**

No. 399 (1000)  
Ralph H. Clare, 1000

**Studio Utility Empl. No. 724,**

(400)  
Henry C. Wadsworth, 80

Cole B. Butterfield, 80  
James E. Day, 80

Frank W. Regula, 80  
Myron F. Neiman, 80

**HUNTINGTON PARK**

Butchers No. 563 (1375)  
Wayne Cornwell, 1375

**Glass Bottle Blowers No. 114**

(125)  
James McDonald, 125

**Glass Bottle Blowers**

No. 125 (250)  
H. C. Heminghaus, 125

Vernon Reed, 125

**Glass Bottle Blowers No. 146**

(275)  
Clifford Valenciana, 69

Michael Pindar, 69  
Howard Rose, 69

Arnold Stobbe, 68

**Post Office Clerks, Calif.**

Federation (2)  
Robert Sanders, 1

**INGLEWOOD**

Painters No. 1346 (941)  
Edward L. Hunt, 471

Charles H. Marsh, 470

**KNEELAND**

Loggers No. 3006 (450)  
James D. Abbott, 450

**Lodi**

Carpenters No. 1418 (195)  
Estes Woods, 195

**LOMPOC**

Chemical Wkrs. No. 146 (295)  
Giovanni Gargacchi, 145

Lewis Howell, 150

**LONG BEACH**

Bakers No. 31 (402)  
Jack J. Zimmerman, 402

Barbers No. 622 (148)  
Robert A. Spencer, 148

Bartenders No. 686 (512)  
Michael R. Callahan, 512

Bricklayers & Stone Masons

No. 13 (250)  
J. A. Mounce, 125

T. R. Chappelle, 125

Bldg. & Const. Trades

Council (2)  
Bryan P. Deavers, 1

Wayne J. Hull, 1

Carpenters No. 710 (1874)  
Geo. C. Benton, 313

W. H. Taylor, 313  
W. A. Reese, 312

J. T. Peerson, 312  
G. Anderson, 312

Wm. E. Parsons, 312

Cement Finishers No. 791 (330)  
Bryan P. Deavers, 165

W. P. Evans, 165

Central Labor Council (2)  
E. L. Brown, 1

M. R. Callahan, 1

Chauffeurs, Sales Drivers, etc.

No. 572 (700)  
Richard J. Seltzer, 117

Barney L. Culpepper, 117  
Albert W. Kline, 117

Elton S. Cole, 117  
Homer R. Hixon, 116

Irving I. Miller, 116

Culinary Alliance No. 681 (3666)  
Jack T. Arnold, 611

Kathryn Arnold, 611  
Bertha Anderson, 611

Juanita McDougle, 611  
Barbara Perry, 611

Clayton Smith, 611

Culinary Workers, State

Council (2)  
Frankie Behan, 1

General Truck Drivers, Chauffeurs, etc. No. 692 (250)

Ted Merrill, 63  
Charles H. Newey, 63

Wm. B. Good, 62  
Rushel Blansett, 62

**Hod Carriers & Com. Laborers**  
No. 507 (1250)  
E. M. Mueller, 313  
Glenn K. Buss, 313  
J. V. Brimhall, 312  
Lloyd T. McGinnis, 312  
W. L. Leiby, 0

**Lathers No. 172 (200)**  
Clarence B. Gariss, 200

**M. P. Projectionists**  
No. 521 (59)  
Vernon G. Martz, 30  
Gilbert A. Lahlum, 29

**Municipal Employees No. 112 (200)**  
John H. Rowley, 200

**Painters No. 256 (1159)**  
E. B. Webb, 232  
J. H. Blackburn, 232  
W. J. Hull, 232  
C. P. McArthur, 232  
D. O. Pierce, 231

**Plumbers & Steamfitters No. 494 (624)**  
Lawrence E. Evans, 624

**Retail Clerks No. 324 (450)**  
Orrin W. Lutterbeck, 75  
Mary K. Underwood, 75  
Marcia K. Shallcross, 75  
Dorothy Zenor, 75  
Violet Nelson, 75  
Margaret Waller, 75

## LOS ANGELES

**Advertising & Public Relations**  
Empls. No. 518 (45)  
Ralph Roddy, 45

**Allied Printing Trades**  
Council (2)  
Paul Graham, 1  
Charles L. Brown, 1

**Allied Printing Trades Councils**  
So. Calif. Conference of (2)  
John P. Yost, 1  
John Walsh, 1

**Asbestos Wkrs. No. 5 (200)**  
Albert E. Hutchinson, 200

**Automotive-Marine-Prod. Fin.**  
Equip. Maint. & P. S. Paint-  
ers No. 1798 (250)  
R. M. Waite, 250

**Bakers No. 37 (2965)**  
Kenney L. Hicklin, 1482  
Lee R. Ivey, 1483  
Arlie Goodman, 0  
G. Basil Bates, 0  
John Nelson, 0  
William Ring, 0

**Bakers & Confectionery Wkrs.,**  
Joint Ex. Board (2)  
Ray C. Gulick, 1  
Floyd C. Ott, 1

**Bakery Drivers No. 276 (1001)**  
Chas. A. Bolton, 1001  
Ed. L. Berry, 0  
Charlie Lang, 0

**Barbers No. 295 (500)**  
Frank LeCain, 250  
Alvin L. Holt, 250

**Bartenders No. 284 (2315)**  
Mike Doty, 1157  
Earl Hyatt, 1158

**Beauticians No. 295-A (50)**  
Esther Reidenbaugh, 50

**Boilermakers No. 92 (1083)**  
George H. Smith, 181  
H. R. Small, 181  
Thomas W. Mathew, 181  
Marvin T. Bryant, 180  
Maurice Daly, 180  
Aage Petersen, 180

**Bookbinders & Bindry Women**  
No. 63 (125)  
Walter R. Stansberry, 125

**Brick & Clay Workers, Dist.**  
Council No. 11 (2)  
Chas. W. Besser, 1  
Leonard Williams, 1

**Brick & Clay Wkrs. No. 661 (104)**  
Ralph Mercier, 104

**Bricklayers No. 2 (400)**  
E. J. Thompson, 400

**Bldg. & Constr. Trades**  
Council (2)  
Ralph A. McMullen, 1  
J. J. Christian, 1

**Bldg. Material & Dump Truck**  
Drivers No. 420 (1600)  
Ernest E. Metzinger, 400  
Warren S. Jaques, 400  
Wm. J. Barry, 400  
Henry E. Spiller, 400

**Cabinet Makers & Millmen**  
No. 721 (2118)  
Wm. Sidell, 1059  
Harold Watt, 1059

**Carpenters No. 25 (1674)**  
C. T. Lehmann, 837  
Roy Wallace, 837

**Carpenters No. 929 (472)**  
John L. Robins, 472

**Carpenters No. 1497 (1971)**  
R. H. St. John, 657  
Jas. M. Stephenson, 657  
S. L. Roland, 657

**Carpenters No. 1976 (474)**  
Nathan Fleisher, 474

**Carpenters, L.A. Dist.**  
Council (2)  
Earl E. Thomas, 1  
Robert J. O'Hare, 1

**Cement Masons No. 627 (1085)**  
Wm. W. Haslwanter, 543  
Wm. J. Tattl, 542

**Central Labor Council (2)**  
Wilbur J. Bassett, 1  
Thomas Ranford, 1

**City Employees No. 119 (37)**  
Madeline Rhodes, 19  
John Hart, 18

**Cleaners & Dye House Wkrs.**  
No. 11 (100)  
J. W. Kramer, Sr., 100

**Cloak Makers No. 55 (541)**  
Dorothea McCrary, 541

**Cloak Makers No. 58 (541)**  
Maria del Tiempo, 541

**Commercial Telegraphers**  
No. 48 (250)  
Lester Parnell, 250

**Cooks No. 468 (2000)**  
Earl W. Jordan, 334  
Paul E. Greenwood, 334  
August A. Garcia, 333  
Demmy A. De Foret, 333  
Ralph C. Jensen, 333  
Roy N. Markin, 333

**Culinary Wkrs. Joint Executive**  
Board (2)  
Walter Cowan, 2

**Dairy Empl. Plant & Clerical**  
No. 93 (1566)  
William F. Flynn, 261  
Paul J. Blazina, 261  
Delmar Powell, 261  
Alvin E. Stewart, 261  
Robt. F. Braendlin, 261  
Vernon Dandridge, 261

**Dining Car Empls. No. 582 (374)**  
Wm. E. Pollard, 187  
Marshall Brooks, 187

**Editorial Association No. 1 (187)**  
Sidney King, 187

**Electrical Workers, Calif.**  
State Ass'n (2)  
Thomas J. Ryan, 1  
W. A. Ferguson, 1

**Electrical Wkrs., Jt. Exec.**  
Conf. of So. Calif. (2)  
C. P. Hughes, 1  
Geo. E. O'Brien, 1

**Electrical Wkrs. No. B-11 (1500)**  
George E. O'Brien, 250  
Joseph A. Gatch, 250  
James P. Clinton, 250  
O. P. White, 250  
N. C. Friend, 250  
Charles E. Bauleke, 250

**Electrical Wkrs. No. B-18 (600)**  
Ernest P. Taylor, 100  
Edwin L. Carter, 100  
Joseph B. Callaway, 100  
Fred D. Spotsville, 100  
L. B. Hoffman, 100  
Paul Wilson, 100

**Electrical Wkrs. No. 1710 (500)**  
H. M. Fesperman, 250  
Mike M. Morales, 250

**Elevator Constructors**  
No. 18 (168)  
John E. Dowd, 84  
Carl Hicks, 84

**Elevator Operators & Starters**  
No. 217 (283)  
Norma Krieg, 141  
Michael Rector, 142

**Federated Municipal Crafts**  
Council of (2)  
B. A. Mitchell, 1  
L. A. Parker, 1

**Fire Dept. Empl. No. 1420 (214)**  
Daniel J. Scannell, 214

**Food, Drug & Bev. Whsemen & Clerical Empls. No. 595 (1000)**  
Gay Lilleflore, 200  
Sam Becker, 200  
Paul Bear, 200  
Herman Frank, 200  
Harold Witt, 200

**Food Processors, Packers, Ware-  
housemen & Clerical Empls.**  
No. 547 (100)  
Londa Charles Walker, 100

**Freight Drivers No. 208 (500)**  
Sid H. Cohen, 100  
Nell Evanikoff, 100  
Al Pisetti, 100  
Robt. Savage, 100  
Tom Kettlewell, 100

**Freight Handlers Clerks & Helpers No. 357 (500)**  
Jack J. Valoff, 250  
Edmund Garcia, 250

**Fruit, Produce Drivers & Ware-  
housemen No. 630 (500)**  
Jerry Dwyer, 125  
Connie Dallesandro, 125  
Bill Andrews, 125  
Floyd McMahon, 125

**Govt. Empls. No. 1167 (37)**  
James C. Coulter, 37

**Gunite Wkrs. No. 345 (140)**  
Frank Saver, 140

**Hardwood Floor Wkrs.**  
No. 2144 (1076)  
B. S. Watson, 1076

**Hod Carriers No. 300 (3750)**  
Mike Quevedo, 750  
Mike Mascarenas, 750  
Martin R. Herrera, 750  
William F. Anderson, 750  
Edward Martin, 750

**Hotel Service Employees**  
No. 765 (450)  
John Casey, 225  
Chas. McCarthy, 225

**Ice Drivers & Cold Storage**  
Warehousemen No. 942 (150)  
Bob Currier, 150  
Irvin N. Gustafson, 0  
Victor Quinn, 0

**Insurance Agents No. 86 (362)**  
Woody Welty, 181  
Andrew Sawchuck, 181

**Laborers Dist. Council, So. Calif. (2)**  
H. C. Rohrbach, 1  
Elmer J. Doran, 1

- Ladies Garment Wkrs.  
No. 84 (270)  
Jack Cohen, 270
- Ladies Garment Wkrs.  
No. 96 (216)  
Fannie Borax, 108  
Millie Cavallo, 108
- Ladies Garment Wkrs.  
No. 97 (270)  
George Kaplan, 135  
Charles Kaufman, 135
- Ladies Garment Wkrs. No.  
445 (116)  
Sigmund Arywitz, 116
- Ladies Garment Wkrs. No.  
451 (116)  
Samuel Otto, 116
- Ladies Garment Wkrs. No.  
482 (243)  
Edna Roberts, 243
- Ladies Garment Wkrs. No.  
496 (243)  
Irene Miles, 243
- Ladies Garment Wkrs.  
No. 512 (108)  
Isidor Stenzor, 54  
Louise Templeton, 54
- Lathers No. 42 (185)  
C. J. Haggerty, 93  
C. W. Flanders, 92
- Lathers No. 42-A (1068)  
Richard Debey, 1068
- Lathers So. Calif. Dist. Council  
of (2)  
Clarence B. Gariss, 1
- Laundry & Dry Cleaning  
Wkrs. No. 52 (400)  
Charles R. Goldstein, 134  
Floyd M. Buckalew, 133  
Richard C. Vasquez, 133
- Laundry, Line Supply & Dry  
Cleaning Drivers No. 928 (500)  
Joseph Caramagno, 250  
Robert C. Kinsey, 250
- Laundry Wkrs., Joint Council  
No. 2 (2)  
Robert S. Mathers, 1
- Linoleum, Carpet & Soft Tile  
Workers No. 1247 (500)  
Aaron Meecham, 500
- Lumber & Sawmill Wkrs. No.  
2288 (4091)  
C. L. Renfrow, 681  
C. Hermeyer, 682  
N. G. Cordill, 682  
J. T. Smith, 682  
Andy Shubin, 682  
H. N. Sweet, 682
- Machinists Union "M" No.  
311 (1000)  
S. G. Goodman, 500  
A. L. Smith, 500  
Carl K. Westphal, 0
- Mailers No. 9 (371)  
W. J. Bassett, 371
- Meat & Provision Drivers  
No. 626 (520)  
A. J. Menard, 260  
Mike M. Granchic, 260
- Meat Cutters No. 421 (2708)  
Geo M. Swan, 677  
Glenn Gilbreath, 677  
Ryan P. Clark, 677  
Philip Bird, 677
- Mechanical Supervisory Empls.  
No. 180 (50)  
Sidney S. Sanford, 25  
Browne C. Hamilton, 25
- Metal Trades Council of  
So. Calif. (2)  
Arthur J. Timmons, 1
- Miscellaneous Empls. No.  
440 (1850)  
John L. Cooper, 463  
Harvey Lundschen, 463  
Fernando Felix, 462  
Charles Harper, 462
- Misc. Foreman & Supts. of  
Public Works No. 413 (88)  
B. A. Mitchell, 44  
S. Zankich, 44
- M. P. Projectionists No.  
150 (636)  
Clyde W. Shuey, 636
- Municipal Truck Drivers  
No. 403 (194)  
John T. Gardner, 194
- Musicians No. 47 (4000)  
G. R. Hennon, 1340  
Dr. A. J. Rando, 1330  
K. J. Shugart, 1330
- New Furniture & Appliance  
Drivers No. 196 (1500)  
Thomas L. Young, 750  
Chester M. Barnes, 750  
Art Ryan, 0  
Kenneth A. Wall, 0  
Harry R. Young, 0  
Vern Cannon, 0
- Newspaper Pressmen No.  
18 (380)  
T. J. Shirley, 127  
J. D. Norman, 127  
T. Q. McCollum, 126
- Office Employees No. 30 (250)  
Cynthia McCaughan, 63  
Stanley C. Elsis, 63  
Winnifred Ranford, 62  
Elsis Dorn Watson, 62
- Office Empls. No. 305 (28)  
Chas. A. Henderson, 28
- Oper. Engineers No. 12 (11050)  
R. B. Bronson, 1842  
Albert Butcher, 1842  
B. L. Turner, 1842  
Wm. C. Carroll, 1842  
H. M. McNeel, 1841  
Anthony Sanders, 1841
- Package & Gen. Utilities  
Drivers No. 396 (500)  
Frank J. Matula, 500
- Painters No. 116 (1000)  
L. E. Kyre, 500  
T. C. Canaday, 500
- Painters No. 434 (301)  
R. D. Swain, 301
- Painters No. 1348 (250)  
Abe Boyarsky, 84  
Clarence Taylor, 83  
David Fishman, 83
- Painters, District Council  
No. 36 (2)  
O. T. Satre, 1  
Julius L. Bence, 1
- Paint Makers No. 1232 (210)  
Paul H. Nicely, 70  
Robert Wallace, 70  
Ross Houser, 70
- Paper Makers No. 356 (128)  
Clare Frain, 128
- Photo Engravers No. 32 (400)  
David N. Ware, 400
- Pipe Trades, Southern Calif.  
Committee (2)  
Everett E. Schell, 1
- Plasterers & Cement Finishers  
No. 2 (500)  
F. T. McDonough, 250  
Wm. Pande, 250
- Plumbers No. 78 (2296)  
M. J. Adams, 1148  
Wm. J. Conner, 1148
- Post Office Clerks No. 64 (400)  
John W. MacKay, 200  
Albert A. Aron, 200
- Printing Pressmen No. 78 (550)  
Frank Calderone, 138  
Paul Graham, 138  
Harry Stark, 137  
Preston Wilson, 137
- Printing Specialties & Paper  
Converters No. 388 (1000)  
Don McCaughan, 167  
Jane Browning Peek, 167  
Art Perez, 167  
Floyd Hickman, 167  
Howard Bowen, 166  
John Donovan, 166
- Provision House Workers  
No. 274 (750)  
Joseph A. Spitzer, 375  
Frank Aiello, 375
- Public Employees of S. C. & M.  
So. Calif. Council (2)  
Daniel J. Scannell, 1
- Railway Carmen No. 601 (330)  
R. O. Johnson, 165  
David Ingram, 165
- Retail Clerks, Food Div. No.  
770 (8333)  
Joseph T. DeSilva, 8333  
C. Gus DeSilva, 0
- Retail Milk Drivers  
No. 441 (1780)  
Wm. E. Nissen, 297  
James E. Frange, 297  
Frank Mormino, 297  
Patrick Kitching, 297  
R. L. Warren, 296  
Henry Starr, 296
- Shinglers No. 1125 (515)  
W. W. Warren, 258  
W. J. Eicher, 257
- Sign & Pictorial Painters  
No. 831 (125)  
Julius L. Bence, 125
- Sprinkler Fitters No. 709 (272)  
John R. Ladika, 272
- Sportswear & Cotton Garment  
Wkrs. No. 266 (500)  
John Ulene, 250  
Callie Williams, 250
- Stage Employees No. 33 (200)  
Carl G. Cooper, 200
- Stat'y Engineers No. 501 (850)  
R. W. Tucker, 142  
E. J. Leupp, 142  
Burt W. Alexander, 142  
Thomas N. Butterworth, 142  
Robert H. Fox, Jr., 141  
A. L. Moody, 141
- Steamfitters No. 250 (1000)  
Alfred Terry Baldo, 167  
Samuel Weisberg, 167  
Clifford E. Bailey, 167  
Jack Williams, 167  
James P. Smith, 166  
Walter G. McGowan, 166
- Steel, Paper House, Chemical  
Drivers No. 578 (200)  
Howard L. Barker, 67  
Burrel Davis, 67  
E. T. McBride, 66
- Structural Iron Wkrs.  
No. 433 (300)  
Robert D. Whelchel, 75  
William P. Gaetjens, 75  
Ronald A. White, 75  
Gordon R. Collins, 75
- Teachers No. 1021 (76)  
Mabel Luella Huck, 76
- Teamsters Automotive Wkrs.  
No. 495 (300)  
Frank A. Hatfield, 150  
Thomas H. Backus, 150
- Teamsters, Jt. Council  
No. 42 (2)  
C. W. Chapman, 1
- Tile Layers No. 18 (60)  
E. T. McGourty, 60
- Typographical Conference, So.  
Calif. (2)  
Wm. H. Martin, 1
- Typographical No. 174 (1500)  
Joseph A. AuBuchon, 375  
James Ray, 375  
Robert Roth, 375  
Jas. A. Conkle, 375
- United Garment Wkrs.  
No. 94 (50)  
Clarence Hillers, 50
- United Garment Wkrs.  
No. 125 (541)  
Adele V. Sterling, 541
- Van Storage & Furniture Drivers  
No. 389 (721)  
Dewey Copelan, 721  
Ray W. Frankowski, 0  
Charles F. Naccarato, 0

Walters No. 17 (2350)  
Charles Stirner, 1175  
Edward Simpson, 1175

Waitresses No. 639 (4000)  
Marie O'Keefe, 1334  
Evelyn Murphy, 1333  
Mae Stoneman, 1333

Wholesale Dairy & Ice Cream  
Drivers No. 306 (500)  
Charlie Powers, 84  
John G. Marshall, 84  
Henry A. Merritt, 83  
Daniel B. Peters, 83  
Clyde E. Watson, 83  
Earl L. Houston, 83

Whse. Delivery Drivers &  
Salesmen No. 848 (2671)  
L. R. Beard, 446  
Thos. L. Pitts, 445  
G. F. Hendricks, 445  
Hugh Williams, 445  
Dave Kent, 445  
John A. Bowers, 445

### MARTELL

Carpenters No. 1522 (50)  
Wesley Darden, 50

### MARTINEZ

Bldg. & Const. Trades  
Council (2)  
Howard Reed, 1  
Alton Clem, 1

Carpenters No. 2046 (300)  
Archie Mooney, 300

Central Labor Council (2)  
Hugh Caudel, 1  
G. A. Paoli, 1

Construction Laborers No.  
324 (1000)

John A. Cespuglio, 200  
Robt. A. Skidmore, 200  
Ronald D. Wright, 200  
Clarence C. Cowell, 200  
Herbert J. Shoup, 200

General Truck Drivers No.  
315 (2024)  
Thomas W. Thompson, 1012  
Jack Ahern, 1012

Painters No. 741 (150)  
Paul R. Howard, 150

### MAYWOOD

Glass Bottle Blowers No.  
148 (200)  
Robert Young, 100  
Neil Morrison, 100

### MODESTO

Cannery Warehousemen & F.  
P. Drivers, Etc. No. 748  
(366)

H. C. Torrealano, 74  
Wesley M. King, 73  
Richard A. DeFord, 73  
Leroy Shelton, 73  
James R. Trunnell, 73

Central Labor Council (2)  
Wendel J. Kiser, 1

Plasterers & Cement Masons  
No. 429 (52)  
C. Al Green, 52

Teamsters No. 386 (1700)  
Wendel J. Kiser, 1700

### MOJAVE

Carpenters No. 1239 (27)  
Wm. T. Pengilly, 27

### MONROVIA

Electrical Wkrs. No. B-1008  
(710)  
Arthur E. Tucker, 710

### MONTEREY

Bartenders & Culinary Wkrs.  
No. 483 (599)  
Sonyja du Gardyn, 599

Bldg. & Constr. Trades Coun-  
cil (2)  
George E. Jenkins, 1  
George Wilson, 1

Central Labor Council (2)  
Sonyja du Gardyn, 1  
Geo. J. Wilson, 1

Fish Cannery Workers of the  
Pacific (319)  
Shirley Williams, 160  
James Rodriguez, 159

Hod Carriers & Common  
Laborers No. 690 (300)  
Geo. E. Jenkins, 150  
Louis A. Casati, 150

### NAPA

Bartenders & Culinary Wkrs.  
No. 753 (303)

Ernest Collicutt, 152  
Stella Collicutt, 151

Bldg. & Constr. Trades  
Council (2)

Fred Schoonmaker, 1  
Louis A. Buck, 1

Carpenters No. 2114 (349)  
Fred Schoonmaker, 349

Central Labor Council (2)

Bill Jinks, 1  
Jess Payne, 1

Hod Carriers & Gen. Laborers  
No. 371 (336)

Dell Jones, 68  
Louis A. Buck, 67  
W. W. Jinks, 67  
Fred Daddi, 67  
Jessie O. Payne, 67

### OAKLAND

Allied Printing Trades  
Council (2)

C. Roy Heinrichs, 1

Auto & Ship Painters No.  
1176 (228)  
Fred J. Campbell, 114  
Leslie K. Moore, 114

Automobile Machinists No.  
1546 (5000)

A. J. Hayes, 1250  
E. F. Andrews, 1250  
Carl W. Englund, 1250  
J. E. Clark, 1250

Bakers No. 119 (600)  
Herbert Denk, 300  
Wm. Wagner, 300

Bakers, Ninth Dist. Council (2)  
Henry Bartosh, 1

Bakery Wagon Drivers No.  
432 (710)

Lester Summerfield, 237  
Atillio J. Capurro, 237  
Dan T. Shea, 236

Barbers No. 134 (445)  
C. A. Silva, 149  
S. J. Olsen, 148  
W. E. Murchison, 148

Bartenders No. 52 (1325)  
Steven J. Revilak, 265  
James F. Murphy, 265

Joe Canale, 265  
John F. Quinn, 265  
Ralph Baffaro, 265

Bldg. & Const. Trades  
Council (2)

J. L. Childers, 1  
John A. Davy, 1

Boilermakers No. 39 (520)  
Albert A. Coleman, 520

Bricklayers No. 8 (200)  
James Purvis, 200

Building Service Empls.  
No. 18 (887)  
Edna E. Lallement, 296

Benjamin J. Tusi, 296  
Victor C. Brandt, 295

Butchers No. 120 (937)  
S. E. Thornton, 313

Allen Coe, 312  
Benny Lopes, 312

Cannery Warehousemen, Food  
Processors, Drivers etc.

No. 750 (4129)  
Dorothy Barton, 2065  
Rose Brizzolara, 2064

Carpenters No. 36 (2228)

Anders Larsen, 372  
Louis Wilson, 372

Oscar N. Anderson, 371  
John Walsh, 371

Howell Frazier, 371  
Gunnar Bennoys, 371

Carpenters No. 1473 (587)  
Wm. F. Marshall, 587

Carpet, Linoleum & Soft Tile  
Wkrs. No. 1290 (275)

Charles J. Garoni, 275

Central Labor Council (2)  
Robert S. Ash, 1

Joseph W. Chaudet, 1

Cleaners & Dye House Wkrs.  
No. 23 (625)

Harry Hutchinson, 625

Commercial Telegraphers  
No. 208 (100)

George W. Hageman, 100

Const. & General Laborers No.  
304 (2000)

Jay Johnson, 334  
Paul L. Jones, 334

Howard Bostwick, 333  
Lester Smith, 333

Victor Staab, 333  
O. B. Oas, 333

Cooks No. 228 (2000)  
H. J. Badger, 400

Jack Faber, 400  
Pat Sander, 400

Archer Leischman, 400  
Harry Goodrich, 400

Culinary Alliance  
No. 31 (3708)

Edrie E. Wright, 618  
Bea Slettum, 618

Helen Corliss, 618  
Fran Kaczmarek, 618

Jody Kerrigan, 618  
Alex Sulek, 618

Department & Spec. Store  
Empls. No. 1265 (590)

Russel L. Mathiesen, 590

Dining Car Cooks & Waiters  
No. 456 (300)

T. W. Anderson, 300

Electrical Wkrs. No.  
B-595 (1250)

S. E. Rockwell, 417  
Fred Hammer, 417

J. R. Johnston, 416

Electrical Wkrs. No. 1245 (775)

Frank J. Dillon, 130  
Howard H. Hill, 129

Marvin P. Wagner, 129  
L. L. Mitchell, 129

George L. Rice, 129  
Grace Baker, 129

Federated Fire Fighters  
No. 55 (Oakland) (619)

Albert E. Albertoni, 619

Federated Fire Fighters  
No. 145 (San Diego) (416)

A. E. Derrick, 104  
J. C. Arbaugh, 104

S. P. Matesz, 104  
H. C. Harmelink, 104

Federated Fire Fighters  
No. 188 (Richmond) (157)

Leo Yarnell, 157

Federated Fire Fighters  
No. 748 (Los Angeles) (360)

Scott Poffenberg, 180  
Harry R. Curry, 180

Gene E. Larson, 0

Federated Fire Fighters  
No. 778 (Burbank) (58)

Glyn E. Lister, 29  
Wm. J. Weaver, 29

Federated Fire Fighters  
No. 1014 (Whittier) (760)

St. Clair Malotte, 127  
Cliff LeMay, 127

Fred Smith, 127  
Sydney Howard, 127

Oscar Castarini, 126  
Charles Wiest, 126

**Federated Fire Fighters of Calif. (2)**  
Ray Shukraft, 1  
Lelf Brandin, 1

**Floor Layers No. 1861 (100)**  
Harry C. Grady, 100

**Gardeners, Florists & Nurserymen No. 1206 (92)**  
Ray Swezy, 92

**General Warehousemen No. 853 (875)**  
W. D. Nicholas, 175  
Joseph J. Betmon, 175  
Thomas Connor, 175  
Thomas Fullerton, 175  
LeRoy Gagnon, 175

**Glass Bottle Blowers No. 141 (500)**  
Gratalee Reese, 167  
Elaine Alameida, 167  
Petrita Lopez, 166

**Hod Carriers No. 166 (250)**  
Abel M. Silva, 250

**Iron Wkrs. No. 378 (200)**  
Dale M. Ray, 200

**Lathers No. 88 (187)**  
William Ward, 187

**Laundry Wkrs. No. 2 (750)**  
Eddie Maney, 188  
Walter East, 188  
Millie Castelluccio, 187  
Harold Green, 187

**Milk Drivers & Dairy Empls. No. 302 (600)**  
Harry Akers, 100  
Raymond Clirmell, 100  
Jeffrey Cohelan, 100  
Harry Powell, 100  
Alfred Silva, 100  
Manuel L. Silva, 100

**M. P. Opers. No. 169 (85)**  
Irving S. Cohn, 85

**Office Empls. No. 29 (1341)**  
Marilyn E. Anglin, 1341

**Painters Dist. Council No. 16 (2)**  
Ben Rasnick, 1

**Painters No. 127 (874)**  
Floyd W. Peaslee, 292  
Eddie Smilovitz, 291  
Al King, 291

**Paint Makers No. 1101 (612)**  
Jack Kopke, 204  
Peter Ceremello, 204  
Larry Alvers, 204

**Post Office Clerks No. 78 (275)**  
Henry F. Clayborn, 137  
John F. O'Connor, 138

**Printing Pressmen No. 125 (200)**  
Fred Brooks, 100  
Don Gardner, 100

**Printing Specialties & Paper Products No. 382 (1400)**  
Marshall Thorpe, 700  
Richard Clark, 700

**Retail Food Clerks No. 870 (1200)**  
Harris Wilkin, 600  
Robert S. Ash, 600

**Sheet Metal Wkrs. No. 216 (500)**  
Geo. W. Grosser, 500

**Shipyard & Marine Shop Laborers No. 886 (625)**  
O. K. Mitchell, 313  
Ray Brennan, 312

**Sleeping Car Porters, (250)**  
C. L. Dellums, 250

**Steamfitters No. 342 (500)**  
J. E. O'Donnell, 84  
Jimmy Sanders, 84  
Bennie Gosney, 83  
F. X. Fournier, 83  
C. D. Gibbon, 83  
Earl Gibson, 83

**Street Carmen No. 192 (1450)**  
Fred V. Stambaugh, 1450

**Teamsters No. 70 (6711)**  
Frank A. DeMartini, 1119  
Cy Stulting, 1119  
Geo. M. King, 1119  
Wm. Cabral, 1118  
Louis Vercesi, 1118  
Wm. Rodgers, 1118

**Teamsters Automotive Empls. No. 78 (300)**  
Wm. F. York, 300

**Theatrical Empls. No. B-82 (100)**  
Joe Connelly, 100

**Theatrical Janitors No. 121 (23)**  
Frank Figone, 23

**Theatrical Stage Empls. No. 107 (49)**  
John F. Craig, 49

**Typographical No. 36 (532)**  
Richard H. Harris, 266  
C. Roy Heinrichs, 266

**Typographical Unions, Calif. Conference (2)**  
Richard Harris, 1

**University of Calif. Empls. No. 371 (196)**  
Chas. Hobbs, 98  
Lyman H. Penning, 98

**Welders & Burners No. 681 (300)**  
C. W. Huddleston, 300

**OLIVE VIEW**  
Charities, L. A. Co. Dept. of No. 347 (200)  
Sidney Moore, 200

**OROVILLE**  
Bartenders & Culinary Wkrs No. 654 (438)  
Edward A. Doyle, 146  
A. L. Anderson, 146  
Robert B. Doyle, 146  
Central Labor Council (2)  
E. A. Doyle, 1

**PALM SPRINGS**  
Carpenters No. 1046 (173)  
Arthur Jensen, 173  
Painters No. 1627 (19)  
Ernest G. Schmidt, 19

**PALO ALTO**  
Barbers No. 914 (110)  
Frank E. Ermey, 55  
Charles Ruocco, 55  
Painters No. 388 (311)  
Otto E. Sargent, 311

**PASADENA**  
Carpenters No. 769 (1272)  
Floyd S. Alvord, 1272  
Central Labor Council (2)  
Arthur K. Hutchings, 1  
Anne Sweet, 1  
Hotel-Restaurant Empls. & Bartenders No. 531 (1331)  
Edith Glenn, 666  
Hilton Porter, 665  
Lathers No. 81 (320)  
Lee A. Voyles, 160  
Charles F. Ward, 160  
Meat Cutters No. 439 (784)  
Lee Johnson, 196  
Ray Hollingsworth, 196  
Russell Robinson, 196  
Andrew J. Burnett, 196  
Painters No. 92 (600)  
David Esterman, 300  
Wm. A. Law, 300

**PETALUMA**  
Bartenders & Culinary Wkrs. No. 271 (265)  
Earl P. Byars, 265

**Beauticians No. 419-A (50)**  
Lily Bone, 50  
Central Labor Council (2)  
Lily Bone, 1  
Earl P. Byars, 1

**PITTSBURG**  
Plasterers & Cement Masons No. 825 (50)  
W. E. Robbie, 50

**POMONA**  
Barbers No. 702 (50)  
Premo M. Valle, 25  
James Sandlin, 25  
Central Labor Council (2)  
Edwin M. Greenwald, 1  
L. G. Willits, 1  
Painters & Decorators No. 979 (634)  
Robert Quiroz, 317  
Sam K. Williams, 317  
Retail Clerks No. 1428 (500)  
Edwin M. Greenwald, 250  
Edna M. Greenwald, 250

**REDDING**  
Bldg. & Const. Trades Council, N. E. Calif. (2)  
Frank Estes, 1  
Central Labor Council (2)  
Arch Merrifield, 1  
Jean Merrifield, 1  
Lumber & Sawmill Wkrs. No. 2608 (1197)  
Marvin Adair, 599  
Hugh Allen, 598  
Musicians No. 113 (100)  
Arch Merrifield, 50  
Jean Merrifield, 50  
Retail Clerks No. 1364 (300)  
H. L. Weingartner, 300

**REDONDO BEACH**  
Brick & Clay Workers No. 923 (28)  
Steve Pyle, 14  
Curtis Everett, 14  
Carpenters No. 1478 (715)  
Dale Keys, 179  
Wm. Steele, 179  
Tom Means, 179  
Abe Avolan, 178

**RESEDA**  
Carpenters No. 844 (1490)  
W. T. Hopkins, 249  
Lewis J. Howard, 249  
Edw. C. Charlsen, 248  
P. J. Starr, 248  
Frank H. Sellars, 248  
Arthur F. Hovious, 248

**RICHMOND**  
Barbers No. 508 (50)  
Hugh Caudel, 50  
Bartenders & Culinary Wkrs. No. 595 (1665)  
D. E. Robinette, 278  
Bernice A. Cooper, 278  
Charles F. Cooper, 278  
Mary R. Sullivan, 277  
Clarence P. Moltoza, 277  
LaDonna Hughey, 277  
Boilermakers No. 513 (370)  
John Gauny, 94  
Arthur Boone, 92  
Geo. Watts, 92  
T. F. Kendrick, 92  
Electrical Wkrs. No. B-302 (706)  
A. G. Mainini, 236  
Thomas J. Ryan, 235  
Lester M. Phillips, 235  
M. P. Projectionists No. 560 (50)  
Charles W. Glum, 25  
Samuel Jagard, 25

**RIVERSIDE**

Bldg. & Constr. Trades Council (2)  
 Robert F. Willsey, 1  
 James L. Smith, 1  
 Cement Lime & Gypsum Wkrs. District Council No. 3 (2)  
 Joseph M. Vierra, 1  
 Central Labor Council (2)  
 Burnell Phillips, 1  
 Hod Carriers & Com. Laborers No. 1184 (500)  
 James L. Smith, 100  
 R. L. Robinson, 100  
 Dewey Franklin, 100  
 Roscoe Grosvenor, 100  
 H. R. Cotner, 100  
 Painters Dist. Council No. 48 (2)  
 James H. Blackburn, 1  
 Sam K. Williams, 1

**SACRAMENTO**

Bakers & Confectionery Wkrs. No. 85 (626)  
 Henry Bartosh, 626  
 Barbers No. 112 (160)  
 C. E. Rynearson, 160  
 Bartenders No. 600 (600)  
 Walter G. Victor, 600  
 Bldg. & Const. Trades Council (2)  
 James T. Harvey, 1  
 Butchers No. 498 (1320)  
 Roy Mack, 1320  
 Calif. State Empls. Council No. 56 (2)  
 James L. McCormack, 1  
 Cannery Wkrs. & Warehousemen No. 857 (4004)  
 George Cole, 1001  
 Anthony Nunes, 1001  
 Mike Elorduy, 1001  
 Harry Finks, 1001  
 Carpenters No. 586 (2000)  
 Milford B. Bryant, 1000  
 Albert N. Allen, 1000  
 Carpenters, District Council (2)  
 W. F. Darden, 1  
 Cement Masons No. 582 (272)  
 Joe A. Barton, 136  
 A. A. Oyler, 136  
 Central Labor Council (2)  
 Harry Finks, 1  
 Albert A. Marty, 1  
 Chauffeurs, Teamsters & Helpers No. 150 (4118)  
 Albert A. Marty, 824  
 Ray A. Flint, 824  
 Willis Thatcher, 824  
 Marvin M. Beskeen, 823  
 Fred Simonsen, 823  
 Const. & Gen. Laborers No. 185 (500)  
 Percy F. Ball, 167  
 Truman Thomas, 167  
 Albert Seidel, 166  
 Cooks No. 683 (634)  
 Barney Jackson, 634  
 County Employees No. 146 (100)  
 James L. McCormack, 100  
 Electrical Wkrs. No. 340 (375)  
 R. R. Abramson, 125  
 Jerome Melvin, 125  
 Walter E. Messer, 125  
 Electrical Wkrs., No. Calif. Jt. Conference (2)  
 Ronald T. Weakley, 1  
 W. H. Diederichsen, 1  
 Iron Wkrs. No. 118 (200)  
 C. R. Burton, 200  
 Laundry & Dry Cleaning Wkrs. No. 75 (400)  
 Joe Gregory, 400  
 Lumber & Sawmill Wkrs. No. 3170 (300)  
 Frank E. Santos, 75  
 Phil DeVita, 75  
 Wm. Hanley, 75  
 Larry Casazza, 75

Miscellaneous Empls. No. 393 (733)  
 Ralph P. Gross, 733  
 M. P. Projectionists No. 252 (50)  
 Joe Apathy, 25  
 W. R. Federolf, 25  
 Painters No. 487 (406)  
 Walter R. Morris, 406  
 Plumbers & Steamfitters No. 447 (300)  
 M. J. Rotz, 300  
 Retail Clerks No. 588 (1000)  
 James F. Alexander, 500  
 Wallace P. Pierce, 500  
 Teachers Calif. State Fed. of (2)  
 J. Paul McGinnis, 1  
 Henry L. Clarke, 1  
 Teamsters, Automotive & Chauffeurs No. 165 (352)  
 Geo. E. Mock, 352  
 Theatre Empls. No. B-66 (75)  
 Evelyn Stickels, 75  
 Typographical No. 46 (250)  
 Walter J. Moran, 250  
 Waiters & Waitresses No. 561 (853)  
 Mabel Gabriel, 427  
 Harry Miller, 426  
 Wholesale Plumbing House Empls. No. 447A (85)  
 John T. Minear, 85

**SALINAS**

Barbers No. 827 (50)  
 James N. Butler, Jr., 50  
 Central Labor Council (2)  
 Alfred J. Clark, 1  
 General Teamsters & Warehousemen No. 890 (1000)  
 Wm. G. Kenyon, 500  
 Raymond Burditt, 500  
 Hotel, Restaurant Empls. & Bartenders No. 355 (310)  
 Alfred J. Clark, 310  
 Virgil C. Knight, 0

**SAN BERNARDINO**

Carpenters No. 944 (1466)  
 James Farris, 733  
 William Heibel, 733  
 Central Labor Council (2)  
 Charles New, 1  
 Culinary Wkrs. & Bartenders No. 535 (1218)  
 Louis J. Rees, 609  
 Fred A. Wagner, 609  
 Electrical Wkrs. No. 477 (250)  
 John M. Carney, 250  
 C. P. Hughes, 0  
 General Truck Drivers No. 467 (625)  
 Stewart B. Mason, 313  
 Owsley B. Robbins, 312  
 Hod Carriers & Laborers No. 783 (1068)  
 Augustine Acuna, 178  
 Ray M. Wilson, 178  
 Luther Davis, 178  
 Walter Neff, 178  
 James McGraw, 178  
 Benny Flores, 178  
 Lathers No. 252 (160)  
 Ivan Lee Buck, 160  
 M. P. Projectionists No. 577 (50)  
 C. R. Douglas, 25  
 R. G. W. Bennett, 25  
 Office Empls. No. 83 (50)  
 Burnell W. Phillips, 25  
 Wm. M. Barrett, 25  
 Plumbers & Steamfitters No. 364 (348)  
 August Jahnke, 116  
 Carl K. Sorensen, 116  
 Charles E. Mautz, 116  
 Sales Drivers & Dairy Empls. No. 166 (200)  
 Charles W. Wright, 100  
 William Spurrier, 100  
 Teachers No. 832 (100)  
 Floyd Lyle, 100  
 Theatrical Stage Empl. No. 614 (50)  
 Tom New, 25  
 Irvan Stumph, 25

**SAN DIEGO**

Allied Printing Trades Council (2)  
 Mark J. Schwartz, 1  
 Bakers No. 315 (500)  
 Vernon E. Allen, 100  
 Roy Olson, 100  
 Laura N. Allen, 100  
 Arthur Yarnon, 100  
 Charles Redding, 100  
 Barbers No. 256 (183)  
 Chas. F. Bliss, 183  
 Bridgemen No. 229 (175)  
 Leonard L. Kitchen, 175  
 Thomas J. Dowling, 0  
 Bldg. & Const. Trades Council (2)  
 Morris J. Collins, 1  
 Bldg. Materials & Dump Truck Drivers No. 36 (1000)  
 D. J. Boyle, 334  
 John S. Lyons, 333  
 Robert F. Aust, 333  
 Bldg. Service Empls. No. 102 (400)  
 Alfred E. Kelly, 200  
 Ray F. Russell, 200  
 Butchers No. 229 (1233)  
 Max J. Osslo, 206  
 J. B. McFaden, 206  
 J. Ray Jackson, 206  
 Arthur Meyer, 205  
 Louis S. Ecker, 205  
 Barney Mayes, 205  
 Carpenters No. 1296 (1517)  
 Arthur H. Shipway, 253  
 L. E. Palmer, 253  
 Allen E. Rosecrans, 253  
 J. W. Parker, 253  
 Harold E. Sullivan, 253  
 Guy F. Duncan, 252  
 Carpenters No. 1571 (948)  
 Geo. E. Farmer, 158  
 Malcolm Mercer, 158  
 Norman L. Huston, 158  
 Wm. Bryson, 158  
 A. W. Schlenker, 158  
 Neal Van Kampen, 158  
 Carpenters, Dist. Council (2)  
 Armon L. Henderson, 1  
 Carpet, Linoleum, Resilient Tile Workers No. 1711 (123)  
 Robert H. Rees, 123  
 Central Labor Council (2)  
 C. O. Taylor, 1  
 John W. Quimby, 1  
 Chauffeurs, Garage & Automotive Empls. No. 481 (500)  
 Charles C. Gilbert, 250  
 James S. Barham, 250  
 Commercial Telegraphers No. 150 (87)  
 Antonio A. Penueles, 87  
 County & Municipal Empls. No. 127 (660)  
 Stanley Gue, 100  
 Otto W. Hahn, 160  
 Frank Hauser, 100  
 Alfonso Conte, 100  
 F. D. Green, 100  
 Jay T. Dellinger, 100  
 Culinary Alliance & Hotel Service Empls. No. 402 (2422)  
 Dudley Wright, 404  
 Joseph J. LiMandri, 404  
 Dale Brown, 404  
 Orville Comstock, 404  
 Lucy Galaski, 403  
 Carmen Davis, 403

Electrical Wkrs. No. 465 (550)  
 Vernon W. Hughes, 92  
 Lawrence Townsend, 92  
 C. W. Hudson, 92  
 W. A. Hayward, 92  
 Robert Parsons, 91  
 Charles Layman, 91

Electrical Wkrs. No. B-569  
 (1150)  
 K. E. Garnett, 575  
 M. J. Collins, 575

Federal Fire Fighters,  
 San Diego Area (8)  
 K. Klein, 8

Fish Cannery Workers of the  
 Pacific (2000)  
 George Ledesma, 667  
 Frank Currier, 667  
 Antoinette Landowsky, 666

Floorlayers No. 2074 (122)  
 Wm. L. Brown, 61  
 Frank O. Edwards, 61

Government Employees (Naval  
 Supply) No. 1399 (12)  
 Claude A. Peeler, 6  
 John Ptak, 6

Hod Carriers No. 89 (1700)  
 Wallace Armstrong, 284  
 Raphael Vasques, 284  
 Henry S. Cerda, 283  
 Jesse J. Baker, 283  
 James K. Sampson, 283  
 J. P. O'Brien, 283

Iron Workers No. 627 (229)  
 James Parker, 229

Laundry & Dry Cleaning Wkrs.  
 No. 259 (58)  
 Robert S. Mathers, 58

Mallers No. 75 (50)  
 Reeders P. Sides, 25  
 Chas. H. Gill, 25

Millmen No. 2020 (577)  
 C. O. Taylor, 116  
 Robert Curot, 116  
 Walter J. J. Burrows, 115  
 W. J. Hodnett, 115  
 Henry G. Wilder, 115

M. P. Projectionists No. 297 (82)  
 Edward H. Dowell, 41  
 Ernest Miller, 41

Office Empls. No. 139 (69)  
 Joseph F. McGee, 35  
 Estelle Baker, 34

Oper. Engineers No. 526 (200)  
 Oliver H. Williamson, 100  
 William S. Huston, 100

Operative Plasterers & Cement  
 Finishers No. 346 (726)  
 Paul Robertson, 121  
 John Adams, 121  
 Frank Page, 121  
 Jess Jessup, 121  
 E. J. Black, 121  
 Claude Pierce, 121

Painters No. 333 (725)  
 H. C. Baker, 242  
 E. V. Matt, 242  
 H. R. Dell, 241

Printing Pressmen No. 140 (68)  
 Albert J. Diederich, 68

Retail Clerks No. 1222 (500)  
 Phil J. Scott, 100  
 Walter Stringham, 100  
 David J. Jacobs, 100  
 Marvin W. Brown, 100  
 Herbert C. Langfeldt, 100

Roofers No. 45 (109)  
 Harry B. Feldman, 37  
 Walter J. DeBrunner, 36  
 Glen A. Messeril, 36

Sales Drivers & Dairy Empls.  
 No. 683 (1000)  
 Larry M. Smith, 167  
 Fred M. Walkden, 167  
 Chas. D. Nicholas, 167  
 Gordon Bourne, 167  
 Wm. D. Moody, 166  
 Ralph Murphy, 166

Sheet Metal Wkrs. No. 206 (200)  
 L. M. Alexander, 67  
 J. A. Cochran, 67  
 L. A. Dowell, 66

Shipwrights, B. B. & Caulkers  
 No. 1300 (312)  
 Henry Sage, 63  
 Fred Applegate, 63  
 Leslie Parker, 62  
 R. H. Howards, 62  
 Kenneth Bolden, 62

Stage Employees No. 122 (50)  
 Alvin R. Eaton, 25  
 James R. Palmer, 25

Stereotypers No. 82 (50)  
 Horace G. Phillips, 25  
 John P. Yost, 25

Street, Elec. Rwy. & M.C.O.  
 No. 1309 (489)  
 Joseph B. Weibel, 163  
 Walter D. Zimmerman, 163  
 Benjamin F. Lyons, 163

Teamsters, Chauffeurs & Ware-  
 housemen No. 542 (500)  
 John P. Poteet, 250  
 John Quimby, 250

Typographical No. 221 (300)  
 T. E. Hillyer, 300

Walters & Bartenders No.  
 500 (1000)  
 Charles J. Hardy, 167  
 Peter N. George, 167  
 Wm. J. Mulligan, 167  
 Augustus J. Mureo, 167  
 Leon Jordan, 166  
 Frank Jensen, 166

#### SAN FRANCISCO

Allied Printing Trades Con-  
 ference, Calif. (2)  
 Fred Brooks, 1  
 Fred Dettmering, 1

Apartment & Hotel Empls. No.  
 14 (500)  
 Russell R. Dreyer, 250  
 Thomas Loughran, 250

Asbestos Wkrs. No. 16 (150)  
 M. F. Chase, 150

Automotive Machinists No.  
 1305 (3811)  
 F. L. Martin, 636  
 Chas E. Schweiger, 635  
 John Anderson, 635  
 C. L. Hoppe, 635  
 C. Francis, 635  
 Fritz Mey, 635

Bakery Wagon Drs. & Salesmen  
 No. 484 (1057)  
 Wendell J. Phillips, 265  
 Clarence J. Walsh, 264  
 Thomas J. Espy, 264  
 B. Speciale, 264

Barbers No. 148 (900)  
 Joseph H. Honey, 225  
 M. C. Isaksen, 225  
 Noel J. Clement, 225  
 Frances Carney, 225

Bartenders No. 41 (2877)  
 Royal R. Kenny, 480  
 Arthur F. Dougherty, 480  
 Arthur R. Neergaard, 480  
 Wm. G. Walsh, 479  
 Richard S. Waram, 479  
 Peter B. Engl, 479

Bill Posters & Billers No. 44  
 (50)  
 Loyal H. Gilmour, 50

Bookbinders No. 31-125 (450)  
 Fred Dettmering, 225  
 Christine Mitchell, 225

Bottlers No. 896 (1500)  
 Edward R. Costello, 750  
 Anton Ziegler, 750

Brewers, Maltsters & Yeast  
 Wkrs. No. 893 (700)  
 Joseph E. Scheibe, 700

Bldg. & Const. Trades  
 Council (2)  
 A. F. Mailloux, 1  
 Rolland Young, 1

Bldg. & Constr. Trades Council,  
 Calif. State (2)  
 James F. Ward, 1  
 Otto E. Never, 1

Bldg. Material & Const. Team-  
 sters No. 216 (366)  
 Irving W. Bell, 122  
 Henry P. Schwab, 122  
 James F. Ward, 122  
 Frank Lambertsen, 0

Bldg. Service Empls. No.  
 87 (1200)  
 Geo. Hardy, 1200

Butchers No. 115 (1775)  
 Geo. Mesure, 592  
 Richard Brugge, 592  
 Thomas Anderson, 591

Butchers, Western Fed. (2)  
 Mike Guerra, 1

Carpenters No. 22 (2500)  
 Robert J. Cairns, 834  
 John J. Welsh, 833  
 Joseph C. Stuart, 833

Carpenters No. 2164 (703)  
 A. C. Whittaker, 352  
 Robert Connolly, 351

Carpenters, Bay Counties Dist.  
 Council (2)  
 C. R. Bartolini, 1  
 Clement A. Clancy, 1

Carpenters, Calif. State  
 Council (2)  
 Joseph F. Cambiano, 1  
 Ernest T. Aronson, 1

Central Labor Council (2)  
 Alfred C. Armstrong, 1  
 William A. Keane, 1

Chauffeurs No. 265 (2241)  
 J. P. Pagano, 449  
 Roy P. Ricci, 448  
 W. R. White, 448  
 Harry G. Woods, 448  
 Newman Cohn, 448

City & County Empls.  
 No. 400 (52)  
 Michael Troy, 52

Cleaning & Dye House Wkrs.  
 No. 7 (458)  
 Henry M. Romiguere, 458

Cloakmakers No. 8 (300)  
 Melba Fidler, 150  
 Eleanor Traub, 150

Commercial Telegraphers No.  
 34 (458)  
 James W. Cross, 458

Commission Market Drs. No.  
 280 (300)  
 Vern H. Cannon, 300

Const. & Gen. Laborers No.  
 261 (1000)  
 Cornelius Murphy, 167  
 Geo. Ellis, 167

Jerry Sullivan, 167  
 John Casey, 167  
 James Foley, 166  
 Jack Keane, 166

Cooks No. 44 (2953)  
 Joseph, Belardi, 493  
 Wm. Kilpatrick, 492  
 C. T. McDonough, 492  
 Al Mason, 492  
 Gust Smirnis, 492  
 Joe Nelson, 492

Culinary Joint Board (2)  
 Anthony Anselmo, 1

Dental Technicians of No.  
 Calif. No. 99 (75)  
 Lew C. G. Blix, 75

Dressmakers No. 101 (300)  
 Jennie Matyas, 300

Electrical Wkrs. No. 6 (1000)  
 Charles J. Foehn, 334  
 Ernest Ferrari, 333  
 Otto Weber, 333

Elevator Constructors No.  
 8 (150)  
 Frank J. Murphy, 150

Elevator Operators & Starters  
 No. 117 (300)  
 Philip J. Deredi, 300

**Film Exchange Empls. No.**  
B-17 (100)

John A. Forde, 100

**Fire Fighters No. 798, David**  
Scannell Club, Inc. (1703)  
Thomas F. McDonough, 426  
Robert F. Callahan, 426  
Bernard B. Lenhart, 426  
Geo. J. Gallagher, 425**Garage Empls. No. 665 (1000)**  
Fred Clark, 1000**Garment Cutters No. 45 (95)**  
Andy Ahern, 95**General Warehousemen**  
No. 860 (2336)  
Thomas White, 1168  
John McBride, 1168**Government Employees No. 922**  
"Western Region Public  
Housing" (72)  
Paul M. Sapp, 72**Hospital & Inst. Wkrs.**  
No. 250 (650)

Jimmy Murphy, 650

**Hotel Service Wkrs. No.**  
283 (2865)Glenn Chaplin, 717  
Bertha Metro, 716  
Alberta Hubbard, 716  
Ray Siciliano, 716**Inland Boatmens Union of the**  
Pacific (300)

Raoul A. Vincillone, 300

**Iron Wkrs. No. 377 (200)**  
Roy McCrary, 100

A. F. Mailloux, 100

**Laborers, No. Calif. Dist.**  
Council (2)Chas. Robinson, 1  
Jay Johnson, 1**Laundry Wagon Drivers No.**  
256 (500)Wm. F. Vaughn, 250  
Frank M. Coleman, 250**Laundry Wkrs. No. 26 (2600)**  
Lawrence Palacios, 867Tillie Clifford, 867  
Chas. Keegan, 866**Lumber & Sawmill Wkrs.,**  
Calif. State Council (2)Wm. H. Knight, 1  
Robert Giesick, 1**Mallers No. 18 (200)**  
Paul C. Welton, 200**Marine Cooks & Stewards, (500)**  
Don L. Rotan, 168Fred Reppine, 166  
Jack Caspers, 166**Masters, Mates & Pilots No.**  
90 (1200)

Capt. C. F. May, 1200

**Metal Trades Council,**  
Bay Cities (2)

Thomas A. Rotell, 1

**Milk Wagon Drivers No.**  
226 (1329)Chas. R. Brown, 222  
Edward J. Dennis, 222  
Sam I. Haas, 222  
Frank J. McGovern, 221  
Thos. Morrison, 221  
Fred J. Wettstein, 221**Miscellaneous Empls. No.**  
110 (2686)Helen Wheeler, 538  
A. T. Gabriel, 537  
Frank Collins, 537  
Ruby Brown, 537  
Ann Harris, 537**M. P. Machine Operators No.**  
162 (148)L. H. Weaverling, 74  
William Van Ornum, 74**Musicians No. 6 (1000)**Charles H. Kennedy, 333  
Albert "Al" Morris, 333  
A. Ray Engel, 334**Newspaper & Periodical Drvs.**  
No. 921 (616)  
Jack Goldberger, 616**Office Employees No. 3 (200)**  
Phyllis Mitchell, 200**Office Employees No. 36 (268)**  
Edwin B. Love, 268**Oper. Engineers No. 3 (3750)**  
Victor S. Swanson, 625Pat Clancy, 625  
C. F. Mathews, 625  
P. E. Vandewark, 625  
Russell Swanson, 625  
Harry Metz, 625**Operating Engineers No. 39**  
(1500)C. C. Fitch, 500  
Matt Tracy, 500  
James T. Rivers, 500  
Frank Lawrence, 0  
Edward Park, 0**Operating Engineers, Calif.**  
State Branch (75)N. J. Carman, 38  
Clyde Prough, 37**Ornamental Plasterers No.**  
460 (66)**Frank J. Niebarding, 66**  
Pacific Coast Marine Firemen,  
Oilers, Watertenders &  
Wipers (2500)V. J. Malone, 1250  
Joe DoBosles, 1250**Paint & Brush Makers No.**  
1071 (400)Kenneth E. Reeves, 200  
John R. Shoop, 200**Painters District Council**  
No. 8 (2)Richard H. Wendelt, 1  
Harry Bigarani, 1**Painters No. 19 (900)**  
Don Fitzpatrick, 225Chas. E. Hermanson, 225  
Thomas Mahoney, 225  
Edward McEntee, 225**Painters No. 1158 (1105)**  
J. B. Crockett, 553

H. E. Solwick, 552

**Pharmacists No. 838 (400)**  
Homer L. Asselin, 200

J. H. Kane, 200

**Pile Drivers No. 34, (500)**  
O. J. Lindell, 125Dave Williams, 125  
J. T. Wagner, 125  
J. D. Osborn, 125**Pipe Trades Council, Calif. (2)**  
William Francis, 1**Plasterers & Cement Masons,**  
Dist. Council of No.  
Calif. (2)Frank J. Nieberding  
Plumbers & Pipefitters No. 38(2500)  
Robt. Druhan, 417James Duggan, 417  
Gus Katsarsky, 417Barney G. Mayer, 417  
Thomas McCann, 416

Frank B. McDermott, 416

**Post Office Clerks No. 2 (916)**  
Robert C. Ryan, 458

Matthew V. Barulich, 458

**Printing Spec. & Paper**  
Converters No. 362 (1000)Kenneth A. Young, 500  
Susan Adams, 500**Printing Specialty Unions,**  
Western Conference (2)John Donovan, 1  
Kenneth A. Young, 1**Prof. Embalmers No. 90-49 (111)**  
Wm. J. Williams, 111**Public Employees Conference**  
(2)Ward M. Kelley, 1  
John T. Gardner, 1**Retail Clerks, Calif. State**  
Council of (2)

Larry Vail, 1

**Retail Cigar & Liquor Clerks**  
No. 1089 (400)

George W. Johns, 400

**Retail Delivery Drivers No.**  
278 (716)Wm. E. Andrews, 120  
Tony Martin, 120E. J. Johnson, 119  
Floyd Martin, 119Mervyn Donovan, 119  
George Maloney, 119**Retail Dept. Store Empls.**  
No. 1100 (1800)

Fred Plumley, 1800

**Retail Fruit & Veg. Clerks**  
No. 1017 (300)Allen Brodke, 150  
Henry Savin, 150**Retail Grocery Clerks No.**  
648 (1900)C. H. Jinkerson, 317  
Elsie MacDougall, 317Eric C. Lyons, 317  
Robert A. Hunter, 317Maurice Hartshorn, 316  
W. G. Desepte, 316**Retail Shoe & Textile Sales-**  
men No. 410 (400)William Silverstein, 200  
William Anthony, 200**Sailors Union of the Pacific**  
(5333)Harry Lundeberg, 889  
Paul Scharrenberg, 889Ed Turner, 889  
James Dimitratos, 889Ed Wilson, 888  
R. G. Anderson, 889**Sanitary Truck Drivers No.**  
350 (633)

Fernando Bussi, 633

**Scrap Iron, Metal, Salv. & Waste**  
Material Wkrs. No. 965 (200)Jack Streit, 100  
Lou Lalor, 100**Sign & Pictorial Painters No.**  
510 (220)Richard H. Wendelt, 220  
Street Elect. Rwy. & M. C.Empls. No. 1380 (229)  
Thomas W. Gowanlock, 229**Teachers No. 61 (340)**  
Pat(ricia) Plummer, 170Arthur Stewart, 170  
Teachers No. 1119 (39)

Doyle Lovelace, 39

**Teamsters Joint Executive**  
Council No. 7 (2)Joseph J. Diviny, 1  
Teamsters No. 85 (5000)Joseph J. Diviny, 834  
Harold Lopez, 834James Barry, 833  
Elo Wilson, 833Ralph Metzler, 833  
Joseph F. Buckley, 833**Theatrical Employees No. B-18**  
(450)

Neill Joyce, 450

**Theatrical Federation, Calif.**  
State (2)Pat Somerset, 1  
Wm. P. Sutherland, 1**Theatrical Janitors No. 9 (100)**  
Ellis Cheney, 100**Theatrical Stage Employees**  
No. 16 (116)

George Ward, 116

**Theatrical Wardrobe Attendants**  
No. 784 (50)

Wm. P. Sutherland, 50

**Typographical No. 21 (1000)**  
F. J. Archdeacon, 167C. M. Baker, 167  
T. A. Dillon, 167G. H. Finigan, 167  
R. J. McDonald, 166

Charles Thompson, 166

**Union Label Section (2)**  
Anthony Cancilla, 1James C. Symes, 1  
United Garment Workers No.131 (500)  
Anna Clingman, 167  
Hazel O'Howell, 167  
Hannah Wilson, 166  
Emma Brunsch, 0



Walters & Dairy Lunchmen No. 30 (3645)  
 Peter Lallas, 729  
 J. G. Manus, 729  
 Sam Taback, 729  
 Joe Wilder, 729  
 Sanford J. Williams, 729  
 Waitresses No. 48 (4787)  
 Jackie Walsh, 798  
 Hazel M. O'Brien, 798  
 Frankie Behan, 798  
 Elizabeth Kelley, 798  
 Della Snyder, 798  
 Joyce McCabe, 797  
 Warehousemen No. 12 (500)  
 Barney Logan, 500  
 Watchmakers No. 101 (200)  
 George F. Allen, 200  
 Web Pressmen No. 4 (200)  
 Alexander Cunningham, 67  
 John F. Kelly, 67  
 Frank D. Willey, 66

**SAN JOSE**

Barbers & Beauticians Calif. State Council (2)  
 Anthony Agrillo, 1  
 Walter W. Pierce, 1  
 Barbers No. 252 (170)  
 Anthony Agrillo, 85  
 Paul Lazetera, 85  
 Bartenders No. 577 (427)  
 Herschell Morgan, 427  
 Bldg. & Const. Trades Council (2)  
 Otto E. Sargent, 1  
 Cannery Workers No. 679 (5841)  
 Don Filippo, 1947  
 Joseph Lamarra, 1947  
 Stephen Benanti, 1947  
 Carpenters No. 316 (1851)  
 Edmond J. Gale, 617  
 Clarence Braeger, 617  
 Sam Welch, 617  
 Cement Laborers No. 270 (2169)  
 Robert H. Medina, 362  
 George B. Miller, 362  
 Herbert L. Gilmore, 362  
 William Zalabak, 361  
 Joseph W. Kenney, 361  
 Harry F. Whitehouse, 361  
 Central Labor Council (2)  
 Geo. W. Jenott, 1  
 Electrical Wkrs. No. B-332 (175)  
 H. T. Gunderson, 88  
 Mike Radisich, 87  
 Hotel, Restaurant & Hotel Service Empls. No. 180 (2293)  
 James Pursley, 459  
 Louis Bosco, 459  
 Paul Burns, 459  
 Frank Owen, 458  
 John J. Bushnell, 458  
 Lumber & Planing Mill Wkrs. No. 3102 (177)  
 Frank Espinosa, 177  
 Painters, Dist. Council No. 33 (2)  
 Chas. R. Downey, 1  
 K. M. Hower, 1  
 Painters No. 507 (683)  
 Charles R. Downey, 342  
 Charles A. Davis, 341  
 Plumbers No. 393 (250)  
 John J. Sterbenz, 84  
 Frank Gaudinier, Jr., 83  
 George Provost, 83  
 Retail Clerks No. 428 (600)  
 Wm. H. Tupper, 600  
 Sales Delivery Drivers & Warehousemen No. 296 (737)  
 George W. Jenott, 737  
 Theatrical Stage Employees No. 134 (41)  
 Paul Moore, 41

**SAN LUIS OBISPO**

Central Labor Council (2)  
 Nick Tiessen, 1  
 Constr. & Gen. Laborers No. 1464 (250)  
 Nick Tiessen, 250

**SAN MATEO**

Bartenders & Culinary Wkrs No. 340 (3083)  
 T. A. Small, 1542  
 Toy L. Smith, 1541  
 Bldg. & Const. Trades Council (2)  
 Henry Schwab, 1  
 Frank E. Olson, 1  
 Butchers No. 516 (459)  
 Edwin F. Michelsen, 459  
 Carpenters & Joiners No. 162 (1240)  
 J. F. Cambiano, 310  
 Earl W. Honerlah, 310  
 Samuel Shannon, 310  
 Wm. Schuster, 310  
 Central Labor Council (2)  
 Thomas A. Small, 1  
 Herbert Brisbee, 1  
 Const. & Gen. Laborers No. 389 (464)  
 Chas. Benton, 116  
 Glen Hopper, 116  
 Phil Thorpe, 116  
 Arthur Campbell, 116  
 County Employees, No. 829 (44)  
 Harry Crocker, 44  
 Electrical Wkrs. No. 617 (100)  
 W. H. Diederichsen, 50  
 Albert Cameron, 50  
 Painters & Decorators No. 913 (200)  
 Kenneth Hower, 100  
 Byron Glaffer, 100  
 Retail Clerks No. 775 (583)  
 Carl E. Cohenour, 292  
 Herbert Brisbee, 291  
 Shinglers No. 3111 (68)  
 John F. Barbour, 68

**SAN PEDRO**

Bartenders No. 591 (400)  
 Andrew Hemmes, 400  
 Butchers No. 551 (1000)  
 Richard De Mott, 200  
 Oscar Fink, 200  
 Clyde Thomas, 200  
 Bert Simmonds, 200  
 H. V. De Mott, 200  
 Carpenters No. 1140 (766)  
 George Yoder, 383  
 Richard L. Roscher, 383  
 Central Labor Council (2)  
 Cecil O. Johnson, 1  
 Culinary Alliance No. 754 (687)  
 Kitty Howard, 114  
 Billie McReynolds, 114  
 Goldie Price, 114  
 Beulah Class, 115  
 Richard Beatty, 115  
 Gustav W. Miller, 115  
 Lumber & Sawmill Wkrs. No. 1407 (500)  
 Homer Sullivan, 500  
 Pile Drivers No. 2375 (700)  
 Glenn Barnes, 175  
 Wilbur Melton, 175  
 C. O. Johnson, 175  
 Thomas M. Randall, 175  
 Retail Clerks No. 905, (1768)  
 Ben N. Scott, 442  
 Walter Schepmann, 442  
 Ivan Morriss, 442  
 Edna Johnson, 442  
 Shipyard Laborers No. 802 (628)  
 Johnnie Vardo, 157  
 Emerson Smith, 157  
 L. McClain, 157  
 Joseph Emma, 157  
 Waitresses No. 512 (587)  
 Mary J. Olson, 196  
 Myrtle Petrasich, 196  
 Edna N. Waugh, 195

**SAN RAFAEL**

Bartenders & Culinary Wkrs. No. 126 (778)  
 Wm. H. Fischer, 195  
 Florence Nuss, 195  
 Elsie Jensen, 194  
 Joe Nation, 194

Central Labor Council (2)  
 Joseph Nation, 1  
 General Truck Drivers No. 624 (1518)  
 Anthony H. Silva, 506  
 Glen Clark, 506  
 Lowell Goodyear, 506  
 Lathers, Calif. State Council of (2)  
 Ivan L. Buck, 1  
 Lathers, Golden Gate Dist. Council of (2)  
 Rex Pritchard, 1

**SANTA ANA**

Bldg. & Const. Trades Council (2)  
 Ralph C. Conzelman, 1  
 Thomas W. Mathew, 1  
 Carpenters No. 1815 (1392)  
 C. B. Cosner, 696  
 Wm. Fenchansky, 696  
 Carpenters, Dist. Council, Orange County, 1  
 Robert Cochran, 1  
 Central Labor Council (2)  
 Wm. J. Fountain, 1  
 James R. Wilson, 1  
 Electrical Wkrs. No. 441 (250)  
 Warren A. Ferguson, 125  
 Richard T. Klaus, 125  
 Hod Carriers No. 652 (1861)  
 James J. Hart, 311  
 Ralph C. Conzelman, 310  
 S. L. Ramirez, 310  
 Ollie O. Ambrose, 310  
 Lawrence R. Conzelman, 310  
 W. H. Teter, 310  
 Lathers No. 440 (212)  
 Dwan E. Thompson, 212  
 Painters No. 686 (879)  
 James R. Wilson, 440  
 William Seaquist, 439  
 Plumbers & Pipe Fitters No. 582 (275)  
 James M. Dawkins, 275

**SANTA BARBARA**

Bldg. & Const. Trades Council (2)  
 W. Tuttle, 1  
 A. N. Gauthier, 1  
 Carpenters No. 1062 (553)  
 J. Smedley, 277  
 A. N. Gauthier, 276  
 Chauffeurs-Teamsters No. 186 (375)  
 Robert D. Ussery, 75  
 Nick J. Connors, 75  
 Philip Comeau, 75  
 Elbert Whitney, 75  
 Milton McElvaney, 75  
 Const. & Gen. Laborers No. 591 (473)  
 Fred E. Draper, 473  
 Culinary Alliance & Bartenders No. 498 (1566)  
 Charles J. Jossa, 783  
 Al Whorley, 783  
 Meat Cutters No. 556 (356)  
 Warren M. Underwood, 119  
 Russell E. Johnke, 119  
 John Graham, 118  
 Painters No. 715 (172)  
 Wm. Dean, 172  
 Painters, Calif. State Conference (2)  
 Walter Morris, 1  
 Wm. Dean, 1  
 Plasterers & Cement Finishers No. 341 (81)  
 Willard Tuttle, 81  
 Stage Employees & M. P. Machine Operators No. 442 (50)  
 John H. Gotchel, 50

**SANTA CLARA**

Glass Bottle Blowers No. 262 (193)  
 James J. Giacobelli, 65  
 Warner P. Basse, 64  
 Lawrence Silvera, 64

**SANTA MARIA**

Central Labor Council (2)  
Joe Marciel, 1  
Culinary Ail. & Bartenders  
No. 703 (727)  
Joe Marciel, 727

**SANTA MONICA**

Carpenters No. 1400 (600)  
William Cunningham, 100  
Harry Wm. Parker, 100  
William Addington, 100  
Howard Hereth, 100  
S. A. Mazurek, 100  
Robert J. O'Hare, 100  
Central Labor Council (2)  
George P. Veix, Sr., 1  
Walt Ragan, 1  
Culinary Wkrs. & Bartenders  
No. 814 (2500)  
John W. Meritt, 417  
Doris Ray, 417  
Walter Cowan, 417  
Eric Davy, 417  
Wm. Bettencourt, 416  
Albert Castro, 416  
Meat Cutters No. 587 (500)  
George P. Veix, Sr., 167  
M. J. Plier, 167  
Patricia D. Weger, 166  
Plumbers No. 545 (313)  
Joseph P. Nichols, 157  
Weston H. Young, 156  
Retail Clerks No. 1442 (1050)  
O. I. Clappitt, 525  
Walt Ragan, 525

**SANTA ROSA**

Bartenders & Culinary Wkrs.  
No. 770 (853)  
Art Barsi, 853  
Building & Construction  
Trades Council (2)  
Glen Clark, 1  
Butchers No. 364 (251)  
Jack Laumann, 251  
Central Labor Council (2)  
Jack Laumann, 1  
Jack McCormick, 1  
M. P. Machine Opers. No.  
420 (100)  
Donald Burns, 100  
Printing Pressmen No. 354 (27)  
Jack McCormick, 27  
Retail Clerks No. 1532 (300)  
George L. Deck, 300

**STOCKTON**

Automotive Machinists No.  
428 (550)  
E. H. Vernon, 550  
Barbers No. 312 (50)  
James D. Knauss, 50  
Bartenders No. 47 (374)  
Angelo Trucco, 374  
Bldg. & Const. Trades  
Council (2)  
Howard A. Gibson, 1  
Butchers No. 127 (816)  
R. Lautermilch, 816  
Cannery Warehousemen, Food  
Processors, etc. No.  
601 (750)  
Lester H. Brown, 375  
Glen H. Reitz, 375  
Carpenters No. 266 (500)  
M. R. Marcus, 500  
Carpenters Dist. Council (2)  
Marvin R. Marcus, 1  
Central Labor Council (2)  
Henry Hansen, 1  
Edward Doran, 1  
Chauffeurs & Teamsters No.  
439 (2566)  
Edward Davis, 2566  
Culinary Wkrs. No. 572 (1304)  
V. A. Harris, 1304  
Electrical Workers No. 591 (100)  
George Mulkey, 100

Hod Carriers & Com. Laborers  
No. 73 (541)  
John M. Owen, 541  
Laundry Wkrs. No. 177 (200)  
Ralph Schmidt, 200  
M. P. Projectionists No. 428 (50)  
W. D. Wilson, 50  
Office Employees No. 26 (50)  
Alice Hansen, 50  
Painters No. 1115 (314)  
H. A. Gibson, 314  
Paper Makers No. 320 (268)  
Cliff Rexinger, 268  
Retail Clerks No. 197 (229)  
Emmet E. Hughes, 229

**SUSANVILLE**

Central Labor Council Tri-  
County (2)  
Robert Giesick, 1

**TERMINAL ISLAND**

Cannery Wkrs. of the Pacific  
(3750)  
James Waugh, 625  
Joe Ortega, 625  
Jack Pacheco, 625  
Arnulfo Miranda, 625  
Victor Osti, 625  
Alice Stiles, 625

**TRINIDAD**

Loggers No. 3006 (450)  
James D. Abbott, 450

**UKIAH**

Carpenters, No. Coast Counties  
Distr. Council (2)  
E. A. Brown, 1  
Central Labor Council of  
Mendocino Co. (2)  
John B. Haig, 1  
Pulp, Sulphite & Paper Mill  
Wkrs. No. 723 (482)  
Vernon Pacini, 241  
James Burnett, 241

**VALLEJO**

Bldg. & Const. Trades  
Council (2)  
Lowell Nelson, 1  
W. R. White, 1  
Carpenters No. 180 (900)  
Wm. Leshe, 450  
William Lockwood, 450  
Central Labor Council (2)  
William Leshe, 1  
James Pollard, 1  
Culinary Wkrs. & Bartenders  
No. 560 (796)  
Ole G. Twedt, 159  
Loretta Coss, 159  
Percy Womack, 159  
Dewey Freshour, 159  
Frank Atkinson, 160  
Hod Carriers & Laborers  
No. 326 (641)  
Walter Frank Conley, 641  
John S. Cotton, 0  
Plasterers & Cement Finishers  
No. 631 (93)  
Lowell Nelson, 93  
Plumbers No. 343 (73)  
James H. Pollard, 37  
Norman L. Bourg, 37  
Sheet Metal Wkrs. No. 75 (177)  
W. R. White, 177  
Shipwrights, Joiners &  
Boatbuilders No. 1068 (107)  
C. C. Hart, 107  
Teamsters & Chauffeurs  
No. 490 (592)  
F. C. Chesebro, 592

**VAN NUYS**

Barbers No. 837 (202)  
Leo McLaughlin, 202

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## **THE UNION LABEL THE UNION SHOP CARD THE UNION BUTTON**

- These emblems are the guarantee to union members and to their numerous friends among the buying public that they are patronizing firms which maintain standard working conditions, hours and wages.

- Business concerns which recognize the right of their employees to collective bargaining, and which then enter into contracts arrived at through this method, rightfully are entitled to protection from unfair competition. Union members in particular should recognize this right when spending union-earned wages.

- Those who are not union members should recognize that they are indirect beneficiaries of standards maintained by union labor, though without cost or sacrifice to themselves. Ask them to spend their earnings to the advantage of those who provide such benefits.

- The Union Label, the Union Shop Card, and the Union Button act as a continual boycott against UNFAIR conditions. A continual demand for these emblems costs you nothing — and its practical results cannot be measured.

