

Proceedings

**Second Convention
San Diego, August 10-14, 1959**

CALIFORNIA LABOR FEDERATION, AFL-CIO

C. J. Haggerty, Secretary-Treasurer

**810 DAVID HEWES BUILDING
995 MARKET STREET, SAN FRANCISCO**



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The Executive Council of the California Labor Federation, AFL-CIO is composed of the President, the Vice Presidents and the Secretary-Treasurer.

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PROCEEDINGS

of the Second Convention

FIRST DAY

Monday, August 10, 1959

MORNING SESSION

Opening Ceremonies

The second convention of the California Labor Federation, AFL-CIO was called to order at 10:15 a.m. in the Conference Hall, Balboa Park, San Diego, California, by Max J. Osslo, Chairman and Master of Ceremonies. While awaiting the call to order, delegates were entertained with an excellent program of popular military airs by the Convention Band, Al Havens, Conductor, and Dixie Land jazz by Al Smith and The Beale Street Paraders, courtesy of Local 325, American Federation of Musicians.

The U.S. Marine Corps Color Guard presented the flag, followed by Miss Irene Cantos, who led the delegates in singing "The Star Spangled Banner." Then Randy Tyson of the Boy Scouts Troop 69 led a community recital of the Pledge of Allegiance to the Flag.

Invocation

His Excellency the Most Reverend Charles F. Buddy, Bishop of San Diego, was presented to the convention by Chairman Osslo and delivered the following invocation:

"It is my privilege to pray with you and for you for the ideals that you have close to your heart.

"In the name of the Father and of the Son and of the Holy Ghost. Amen.

"O God, from Whom all holy desires and just works come, give to Thy servants here assembled inspiration and give to the legislators of our country Thy intellectual gifts of wisdom, understanding, counsel and knowledge, that those banded together for the protection and security of organized labor may be treated with justice and so that they may have the peace which is necessary for their living.

"Come, Holy Spirit, come to the faithful hearts, and kindle the fire of Thy love, and send forth Thy spirit and blessings upon us all. Give us the same holy spirit ever to be truly wise and constantly to enjoy the comforts that come only through Jesus Christ, our Lord.

"Our Father, who art in heaven, hallowed be Thy name, Thy kingdom come, Thy will be done on earth as it is in heaven.

Give us this day our daily bread, forgive us our trespasses as we forgive those who trespass against us. Lead us not into temptation but deliver us from all evil. Amen.

"May the blessings of God Almighty in the name of the Father and of the Son and of the Holy Ghost descend upon you all and upon your deliberations and remain with you forever."

Welcome to Delegates and Guests

Chairman Max J. Osslo welcomed the delegates, guests and visitors to the convention, followed in turn by Charles J. Hardy and John W. Quimby, president and secretary-treasurer, respectively, of the San Diego County Labor Council, and by Walter J. DeBrunner, president of the San Diego County Building and Construction Trades Council.

Introduction of Guests

Chairman Osslo then presented the following honored guests to the convention:

Charles C. Dail, Mayor of San Diego.

Elmer Jansen, Chief of Police of San Diego.

George Courser, Chief of the Fire Department of San Diego.

Robert Dent, Chairman of the San Diego Board of Supervisors.

George Bean, City Manager of San Diego.

Admiral Charles Hartman, Commandant of the Eleventh Naval District.

Hugo Fisher, State Senator.

Frank Luckel, State Assemblyman.

Sheridan Hegland, State Assemblyman.

Jack Schrade, State Assemblyman.

George Crawford, State Assemblyman.

James Don Keller, District Attorney of San Diego County, who was unable to be present but whose message to the convention was read by Chairman Osslo.

Each of these notables greeted the delegates and visitors to the convention.

Presentation of Gavel

Chairman Osslo concluded the convention's opening ceremonies with the presentation to President Thomas L. Pitts of the gavel, a beautiful piece of work designed and fashioned by William Mitchell, a member of Millmen's Local No. 2020 of San Diego.

Thomas L. Pitts

**President, California Labor Federation
AFL-CIO**

President Thomas L. Pitts then addressed the convention, as follows:

"First, I should like to express to His Excellency The Most Reverend Charles F. Buddy, Bishop of San Diego, our deeply felt appreciation of the tremendous contribution he made to the efforts put forth by labor and many others to protect the welfare of the working people in last November's elections.

"To His Excellency we certainly owe the greatest debt of gratitude. He was early in his speaking about the justice that was needed and wanted on behalf of the working people in this state and nation, and stayed steadfast all the way through.

"It has been but a few short months since the last convention of this federation, when we first pulled it together from two segments in this state and made it into one. Now we meet again to shape the policies of the affiliated organizations in this state for a year ahead.

"Though this time has been short, considerable has transpired. I will try to report to you as briefly as possible on some of it. I am sure that you know where most of my time was spent since the last convention.

Federation Committees

"Immediately after your first convention, standing committees of this Federation were appointed. Those committees, of course, have not had the fullest opportunity to function in the degree that is necessary to develop the program intended by our Federation. No doubt, most of this inability to function has been occasioned by the long, trying sessions of our legislature in California.

"I start at the outset now to urge these committees to meet, to organize themselves just as fully and properly as they can, and to interest themselves in the problems that are theirs, that they must take care of on behalf of this Federation.

"I am sure, knowing the makeup of those committees, that they will come forth with good responsible programs on behalf of the working people in California.

Education

"The Committee on Education certainly must soon delve deeply into the problems of education in the rapidly growing state of California. Higher education particularly is receiving a great amount of attention today from many sides.

"Costs of college education have soared to the point where the overwhelming proportion of families cannot afford education for their children without substantial financial assistance, unless the youngsters attend state or junior colleges within their own towns and live at home.

"According to the United States Office of Education, the average yearly cost of

attending a state school is about \$1,500. This includes fees, room and board, and travel. Attendance at a private college costs an average of about \$2,000 a year.

"Recently, Dr. Axt of the Western Interstate Commission for Higher Education declared that each year about 100,000 high school graduates are deterred from entering college primarily for financial reasons. This loss is a waste of talent that our nation cannot today afford. It means that the number of potential college graduates, the nation's future teachers, doctors, scientists, engineers and other professionals, is reduced by 12 per cent or more.

"In my capacity also as a member of the State Board of Education, I am finding matters that will be of great interest to our people. These matters I shall bring to the attention of our Committee on Education for their consideration and recommendations at the appropriate times.

Civil Rights

"In the field of civil rights, yes, considerable progress has been made; but there is still much left to do. We did, while in Sacramento, see the Governor's Fair Employment Practices bill adopted. And let me tell you, it required a lot of hard work on the part of many people. The judgment and the handling in the development of the passage of this measure reflects heavily the sincere hard work of those associated with the California Fair Employment Practices Committee, in which this Federation participates. Though in a way it may not be all that is desired, it represents the beginning of a good program.

"On the other hand, at the national level, civil rights bills are still stalled in committees of Congress, with leaders of each political party trying to blame the delay upon the other. One of the tragedies in this era is the lack of support on the part of President Eisenhower for the Supreme Court decisions on segregation.

Housing

"In housing, again a demonstration of lack of understanding of the domestic problems and issues in our country has been displayed by the President of the United States when he vetoed the housing bill passed by Congress, which would have provided, at least partially, some decent housing for elderly people, for low wage earners, and for college students.

"In this field, our Federation, through its committees, should be able to make an immense contribution. So I trust the committee will carry on.

Safety and Health

"In the field of safety and occupational health, we can review the statistics in California, and during the year 1958 it is good to note that the number of injuries dropped three per cent from 1957 in the face of a decline of one-half of one per cent in industries covered by the California Workmen's Compensation Act.

"Since the advent of the first Governor's Industrial Safety Conference in 1950, the work injury rate for all industries has dropped 24 per cent. Reductions occurred in all major industry divisions except state and local government. Though this sounds good, there still were 144,366 work injuries recorded in 1958.

"This figure can be reduced if all of us, in concert with the agencies of government and with a sufficient number of inspectors—which should be provided by action of our legislature—bend our best efforts to a sound safety program.

Community Services

"In community services, present activities are already inadequate, becoming increasingly scarce as a result of so-called 'budget balancing.' Each year the delay in meeting past deficits adds to a mounting backlog of the deficits in that field. We can no longer afford to postpone any action in this field. There is no standing still; either we begin at once to meet the needs or we fall further behind.

"A society's most important investment is in its people in education, health, housing and public services. Our future can be undermined by continued penny-pinching neglect of public services and human welfare.

"The time to begin to meet the needs of a growing population is now.

1959 Legislature

"I think that we could say a great deal about the results of the legislature. You all have before you 'The Sacramento Story, 1959.' It is certainly a well known fact now that in the field of the social benefits laws, the greatest amount of progress has been made that we have known for many, many sessions of our legislature.

"Even though the somewhat undesirable program of negotiating the agreed bills that applied to some social benefits laws did again occur in this session of the legislature, it could well be noted that, as might generally prevail in the collective bargaining processes between unions and employers, the results of the negotiations reflect somewhat the strength of the position of the parties involved.

"Not since I first became President of the old California State Federation of Labor have I seen as much progress made in any single session of the legislature in the three social benefits laws; namely, unemployment insurance, disability insurance, and workmen's compensation. Without a doubt, this is due to the recognition given by those forces which would oppose labor in the legislative field on these particular laws, to the fact that labor had worked hard, and in its hard work elected to the Assembly and the Senate those members of political parties which would respond to a fair and just program for the working people.

"While we did suffer a measure of defeat in consumer taxes which were adop-

ted by this last session of the legislature, in weighing and balancing the whole program, I believe we may well say that the social benefits laws which were the result of this session contribute much more heavily to the beneficial side as far as labor is concerned.

"It is noteworthy to point out the position of Governor Brown in California, who recently said, and I quote: 'I will continue to fight with every power at my command for the legislation I think is required to meet California's need.'

Minimum Wage

"In reference to his rejected proposal for a \$1.25 per hour state minimum wage, with coverage for exploited farm workers, the Governor declared: 'I don't believe that California can lag much longer in establishing a minimum wage for all its citizens as it is now doing with the defeat of our bill to set such a wage.'

"The Governor went on to say, 'I have said repeatedly that if a person is worth hiring, he is worth paying a decent living wage. The special interest group which denies that imperils its own future as well as California's.'

"The Governor's minimum wage bill was embodied in Assembly Bill 1223 by Assemblyman Hawkins. This bill had no difficulty in passing the Assembly without any reduction, except for agricultural workers. Upon reaching the Senate Labor Committee it was quickly killed. The fight was really led by the corporate farm interests, and also by the restaurant and hotel industry, each protesting that a \$1.25 minimum wage would destroy their low wage industry.

Labor Union Bills

"In addition, the Governor has recently made direct reference to his continued support of the provisions of Assembly Bill 419. This bill also passed the Assembly and met with the same fate in the Senate Labor Committee as did Assembly Bill 1223. In the instance of AB 419, the fight again was led by a corporate farm interest fronting for the employer groups in the process of killing this bill. AB 419 would have established machinery within the Department of Industrial Relations of the State of California for the democratic determination of representation rights and the settlement of jurisdictional strikes in intrastate commerce, while repealing the state's anti-labor jurisdictional strike law.

"In reference to the defeat of this bill, the Governor again called for the repeal of the state jurisdictional strike law and its replacement with machinery to resolve such strikes. He said there also should be a law to permit a worker to select or reject a union as his bargaining agent.

"Yes, we had our differences with the Governor as applied to the tax measures and as applied to Senate Bill 209, the so-called Labor-Management Reform bill. We do not believe that the conduct of anyone

connected with our labor unions in the state of California warrants such a bill. However, because we disagree in an instance or two here or there, this should not destroy our ability to recognize the attempts of some people in the administration and the legislature to provide a good program which will bring about the very vibrant economy so necessary to the state of California.

"So, may I say to those responsible, thanks for the good things that have come to us from the 1959 session of the legislature; and, further, that we stand ready and willing and cooperative to the end that we may be able to correct any inequities which may have resulted from the 1959 session of the legislature.

"Now, I believe we may say we worked hard in the 1959 session, and great strides forward were made on behalf of the wage earners in this state.

Congressional Labor Legislation

"The same situation does not presently show itself, however, at the national level. There is hostile legislation introduced and being actively pushed in Congress.

"Much of the nation's press, by abuse and distortion, is presently threatening the public good will towards the organized labor movement of the nation.

"We have before us all of the evidence man could desire, showing that some of the powerful corporations have taken the offensive at the collective bargaining table and are attempting to deny the workers a fair share of the fruits of their labor, attempting even to weaken and destroy the conditions under which employees presently work.

"For example, the gigantic steel industry of this nation, with its tremendous profits, has recently released, for the first half of 1959, the greatest profits of record for all time, but adamantly refuses to share the profits with the employees so they may maintain a decent standard of living for themselves and their families.

Labor's Goals and Communism

"Keep in mind that it is the labor movement that presses for full employment, for better schools, for adequate housing, for area redevelopment, for realistic wage-hour protection, and all other measures for the betterment, not simply of union members, but of all the people in our country. All of these things contribute to the strengthening of the democracy which we hold so dear to our hearts. Recognizing all of this, it is somewhat difficult to understand how those who constantly express their opposition to the communist system which has embraced some portions of the world, cannot today recognize that just and fair treatment of labor is the greatest weapon with which to oppose the communist system.

"Yes, they wave the Flag, and they cry to the people about inflation, even to the degree of purchasing advertising in

the press that does not readily carry on their program in its own columns. And while at that time they rant and rave about inflation, the reports come forth, as recently witnessed by all of the steel industry of this nation, pointing out to the American people that certainly inflation is not caused by the increase in wages, but that responsibility for inflation is the result of high prices and the exorbitant profits of that industry.

"Yes, we still face the enmity of world communism. All of the exchanges and all of the excursions that have been made to our country by representatives of the Soviet system, and yes, too, all of those from our country to the country of the Soviet dictators, have not in any sense removed the very serious danger. If we are to meet the challenges posed by communism, the labor movement must be strong and free. The role of the labor movement in this state and this nation is indispensable in the search for prosperity, justice and worldwide democracy.

"May I say, just in closing, these few words: I want to make a bit of a record of the appreciation that exists within me for the kind consideration that has been given to me by all of the officers with whom I have been privileged to work, by all of the members of the executive council of this Federation, which has been so short-lived at the moment, by all of the staff and personnel employed by this Federation and by those in councils and unions who, from time to time, may have been called upon by the office of the President to accomplish a certain project. To all of you, I extend my heartfelt thanks and appreciation. I am sure each and every one of you recognizes fully the obligation that is yours, the highest honor and high privilege that is yours, that of having been chosen by your fellow men to represent them at this convention, and a convention so large, and so great, and so wonderful as this one.

"I am sure you will please them and measure up fully to that responsibility throughout this convention, as I will attempt in my position, which you have permitted me to enjoy, that of President, to measure up to the full responsibility that belongs to me in this official position.

"I trust that this convention, the second convention of the California Labor Federation, AFL-CIO, will be an extremely successful convention and bountiful in benefits to the members of organized labor and the people of the state of California and the nation of the United States.

"And with these remarks, I now declare open officially the second convention of the California Labor Federation for such business as may legally come before it."

Stanley Mosk

Attorney General of California

President Pitts then presented the Attorney General of California, Stanley

Mosk, who delivered the following address:

"It is a real pleasure to be with you, and I am sure that I need not point out to all of you that the past year since last you met has been a memorable year for everyone, including me. Last August, of course, we were all involved in conflict. The voters wisely (and I think that you will understand if I am a little bit prejudiced) resolved the arguments over what the rules of the road should be for a long time to come, we hope. And the Jugger-naut which this great state has become once again speeded ahead.

"But after every battle is won there is always the question of whether the peace is going to be won, too. My crystal ball is no better than the next man's, but I need no message from a medium to proclaim that despite minor disagreements here and there, as Tom Pitts just stated a moment ago in his very fine president's report, the first six months of Governor Pat Brown's administration constitute an insurance policy on a great new era in California.

"For you, of course, any joy which you may have experienced in November became just a decorative background for the long expected nuptial vows the AFL and the CIO repeated in December.

"Congratulations! You are indeed a very fine-looking couple, and you seem to get along better than the average newly weds. If you have bickered, you have been careful to first close the doors and the windows on your house.

"I want to congratulate you, too, on your first 'at-home' affair—the Union Industries Show you hosted in San Francisco to honor the 50th anniversary of the union label movement.

"But I want to key my few remarks today to the future. The national role which California is destined to play proves that in this United States greatness is not reserved for 'the firstest with the mostest,' nor the 'biggest with the finest,' nor the 'oldest with the profoundest.' For California was none of these, and yet today California stands poised to become the most important state in the union. If another is known as the 'Empire State,' then California will become known as the 'Golden Sceptre State,' the source of strength to all the others.

California in the "Soaring Sixties"

"We are entering into what the romantics already are calling the 'Soaring Sixties.' This coming decade gives great national promise and even more thrilling prospects in California. It is hard to imagine that a boom could be greater than that from '47 to '57, but the economists are suggesting that it may be.

"In ten years the United States will have over 200 million persons and California will have roughly one-tenth of them, or about 20 million people. The authorities tell us that we will continue to get

thousands of new settlers, but that a great deal of that increase will be 'natural.' (That is another way of saying that all those four-bedroom homes will be in full occupancy.)

"I could go on with statistics, but I think you will be more interested in people. What will be the makeup of the 10 million persons who are going to be added to the country's work force?

"The big increase in numbers will be reflected in two age groups: the 'youngsters,' those in their teens and on up to 25; and those who of necessity must learn to have the faith that life does begin at 40 or 45.

"The young people in this work force will be better educated than ever before. They will have had more, they will have seen more, and they will expect more.

"Many of those moving into the 'over 40' work group will be mothers newly freed of the responsibilities of children. They will work because they simply want to.

"Also of more than passing interest is the studied predictions that 'white collar' workers will outnumber the 'blue collar' workers two to one among the 10 million that will be entering the work force in the next decade.

"Question, of course, is: Will California and will you be ready for those 'Soaring Sixties'?

California Gets Ready

"Let me say that this past session of the legislature, as Tom Pitts noted (and incidentally, I want to pay tribute to the many fine Republicans who joined a Democratic majority on a number of occasions) did more to make California ready financially and resourcewise than any legislature of the past decade, perhaps longer.

"I think a majority of pre-World War II Californians agree that the state never quite got prepared for the post-victory boom.

"What did this legislature do that will ready us for the future?

"It gave us a sound financial structure.

"It gave us a state-wide water program.

"It gave us an Economic Development Agency.

"It gave us extended unemployment insurance benefits.

"It gave us a Fair Employment Practices Commission.

"It gave us a State Consumer Counsel.

"Each of those provisions will help California's future. The water program and the Economic Development Agency hold particular promise.

Water Program

"If the voters approve the enabling bond issue, the water program means that southern California will have the new source of water it must have by 1970 to cope with expansion; northern California will be able to develop new population centers through better distrib-

ution and control of waters, and the state seems certain to retain its top national ranking in agricultural production—something that certainly is important if we are to have 20 million people.

"The Economic Development Agency can and will be a catalyst for industrial and manufacturing growth in California in the boom and, if it need be, in bad times, too. In this connection let me say that the State of Connecticut has had experience with this type of agency and has proved that it has potential effectiveness, should there still be doubters. Such an agency has enabled Connecticut alone among the New England states to reverse the northeast trend of declining industry and manufacturing. It attracted industry to parts of the area where others were leaving, and it has attracted desirable industries and has been instrumental in locating them in desirable areas.

"Tom Pitts mentioned the unemployment insurance benefits in Senate Bill 945, extending from 26 to 39 weeks whenever unemployment reaches six per cent of the total of the labor force. I think this is very wise in view of the fact that even the rosiest forecasts for the future speak of 'pauses in the progress', or what is better talked of in terms of a 'mild recession'.

"The Fair Employment Practices Act is the best possible insurance that California will not suffer the economic losses inherent in racial and religious discrimination.

Consumer Counsel

"My office has particular interest in the Consumer Counsel program which the legislature approved because we are in the process of setting up a Consumer Fraud Section in the Attorney General's office which will complement the executive department post.

"I think it is axiomatic that a state that attracts as many new settlers as California has, and will, is one where there will be a few unscrupulous operators among them. Some folks like to call these fellows the 'Blue Suede Shoe Boys'. We hope through this Consumer Fraud Section of ours to be able to warn the public of these frauds as they present themselves, and in aggravated cases we are going to seek injunctive relief.

"Up in Sacramento County a month ago we actually went into court to get an injunction against a collection agency operation that was using forms deliberately calculated to make them appear to be official documents of the State of California.

"This Consumer Counsel and the Consumer Fraud Section in our office will provide a badly needed spokesman for consumer interests in all appropriate areas.

Agricultural Labor

"Now I should like to talk for a few minutes about a subject that has been in the headlines a good deal lately and which is one of California's most serious prob-

lems: that of agricultural labor. Agriculture today is the third largest industry in our state; and in view of the standards of compensation, which are traditionally less than those in other major industries, seasonal farm labor is frequently at a premium. As a result, the importation of farm workers from Mexico has been provided by law.

"It is estimated that at the present time there are 92 thousand Mexican farm workers, known as 'braceros', in the fields of California. South of the border these farm workers, called 'compencinos,' are recruited by the government itself.

"The law provides that our farmers must pay braceros the same prevailing wage as that paid to domestic farm workers and that imported farm labor may be sought only when the domestic supply is unavailable. While this has a laudable motive in preventing imported workers from being used to compete with domestic workers, it simultaneously creates an incentive among certain greedy farm interests to keep the domestic pay down, for the two-fold purpose of creating a labor shortage and then soliciting imported workers, and also depressing the wage paid to the braceros.

"All too often the good citizens of California, both in and out of organized labor, kind of yawn and express disinterest in the entire subject of Mexican farm laborers. I have had people indicate the belief to me that 'Oh, this problem is relatively unimportant, for the amounts involved are not particularly significant.' They say: 'So what, if a bracero is paid ten cents an hour less than he should be paid under a fair prevailing wage? No one benefits particularly from that situation, so why make such a fuss about it?'

"Well, a simple mathematical computation will indicate how important this subject can be. Figuring an improper reduction of wages by a mere ten cents an hour, a ten-hour day in the farm fields for 92 thousand braceros involves nearly one million dollars every ten days. It is this very substantial sum that tempts the abuses which have triggered off the current investigations conducted both by our office and by the State Department of Employment.

"I became interested in the subject immediately after I took office last January as a result of certain recommendations contained in the so-called Goldstein Report, which had been ordered by my predecessor, Pat Brown. In addition, we have received numerous individual complaints against some farm labor contractors and employers.

Investigation of Bracero Program to Continue

"As a result, let me assure you that we shall continue our investigation until we ascertain whether there is any merit to the charges, and if so, we will make certain those responsible are brought to justice.

"Being a law enforcement agency, as Attorney General, we are interested in falsification of records and fraudulent practices that constitute criminal actions, and we intend to do something about them, if they exist. To the other departments of government, both federal and state, we leave the validity of the entire placement bureau and its more effective administration in the future. From discussions with him, this I know is the objective of John Carr, who has been Director of the Department of Employment and who is about to become Director of Finance in the administration of Governor Brown.

"I should like to make it clear, however, that we do not make blanket charges of impropriety against all of California's farmers who use Mexican labor. The vast majority of our farmers are honest, God-fearing men who would never permit abuse of employees, even those who have the disadvantage of coming from a foreign country, with the resultant unfamiliarity with customs, contracts, negotiations, and local food and housing. We don't propose to indulge in any debate over the merits of the bracero program as a whole. Labor has generally opposed the program with considerable logic. On the other hand, the farmers make out a case for its continuance, not only for their needs but for the benefit of the Mexicans themselves, who fare better under this program than they do at home, and at the same time they learn modern farming techniques that will serve them well when they return south of the border.

"But be that as it may, our investigation is aimed at those farmers and associations that violate the law.

"I regret that I am not in a position to give you additional details at this time, since our inquiry is proceeding with full steam ahead. To fill you in any further would only alert those who may be the object of our investigation.

"From time to time I have been told that braceros have been used in occupations other than agriculture, which would be, of course, illegal. Most of these reports have not checked out, but I invite any one who does have such information—and I stress 'information,' names, dates, places, not rumors—to submit it to me at my office at any one of the three offices we have: Sacramento, San Francisco and Los Angeles.

Problems Facing Labor Unions

"It seems to me that California in 1959, as I suggested a moment ago, is making some good preparations for these 'Soaring Sixties.' As for the labor movement, I feel certain that in the merged organizational and intellectual strength of the AFL-CIO there lies the genius for preparing labor groups for changes in the work force that will face us in the decade ahead. But there are going to be problems. As I see them, they sum up this way:

"Unions will be dealing with thousands who have not been exposed to the hardships around which unionism was traditionally built. You will recall that I said the forecasters place the biggest labor force increase in the 'under 25' bracket.

"Unions will be expected to help the '45 and older' worker who may very well find himself or herself displaced by the inevitable forces of automation and the need for greater skill. Perhaps the unions will have to take the lead in re-evaluating apprentice programs in the light of the displaced older worker.

"There will be, of course, some inter-union jurisdictional tensions as a result of the growing white-collar group and the higher-skilled blue-collar workers who will have a technician's interest and viewpoint.

"As you go about coping with these problems the public will be watching you. For it is demanding greater service and truer fidelity from every group which professes to speak for it.

Last November's Vote of Confidence

"You and the million and a half union members you represent won a tremendous vote of confidence from the electorate at the last election. And I am sure that I don't have to remind you of that.

"That was evidence that your record in California had the people's approval. They appreciated the part you played in steering the interest of the state from ruthless to responsible individualism. They saluted the part you played in making the 1950's as unlike the 1930's as the 20th century is unlike the 19th century.

"The public gave you a really great score. As I recall, it was 3,070,000 to 2,070,000. And now the public has sat back to watch anew. It will watch you struggle with the new era and the new problems. It will watch your part in adopting measures to protect the rights of union members from the crass opportunists who may be in, or ready to step in to your ranks and the ranks of other public groups.

"Let me make my position clear. The law (and I speak in the framework of legal philosophy) should not remove from the labor movement its responsibility to keep its own house in order. Let's be practical. The law cannot decree union democracy for the apathetic. But the law must safeguard the basic rights essential for democracy to contribute to those institutions which gave it vitality. But you can take pride that the type of shameful abuses that have made newspaper headlines have not invaded your organizations. The hucksters of Madison Avenue can never make a wrong thing a right thing for more than a fleeting moment, if they can do it for that long, in America. They couldn't make the California voters buy the line that the workers were fed up with their unions, and they will not be able to use the abuses disclosed for that

purpose. Not even with President Eisenhower out in front!

Landrum-Griffin Bill

"Parenthetically, let me tell you that I am wiring all the members of the California Congressional delegation to urge them to oppose the Landrum-Griffin bill and to support the Shelley bill during the debates this week.

"The trade unions of California have always accepted the obligation to safeguard the rights of workers who may or

may not be in responsible unions. I am convinced that when the shouts have died down, unions like the California AFL-CIO will support every worthwhile movement that can lead only to an even greater vote of confidence than the public accorded you and your brothers in California and in four other states last November."

Recess

The convention was thereupon recessed by President Pitts at 12:20 p.m. to reconvene at 2:00 p.m.

MONDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:15 p.m.

Telegram

Secretary C. J. Haggerty announced receipt of a wire of fraternal greetings and best wishes for a harmonious and successful convention from E. H. Hogan, general secretary-treasurer of the United Garment Workers of America.

Letters re Anti-Labor Bills in Congress

Secretary Haggerty then addressed the delegates as follows:

"This morning you heard the statement of the Attorney General that he was wiring the California Congressmen asking them to oppose the Landrum-Griffin and Elliott bills and to support the Shelley bill.

"You have undoubtedly also been reading in the daily press of the course of events in Washington as they pertain to the present anti-labor activity and the recent statement of the President. You also have probably read or heard President Eisenhower, for the first time in my knowledge, take to the air to frighten and alarm the people needlessly.

"These bills are now in the process of hearings and consideration by the House in Congress. There are four bills now pending. The Shelley bill was the latest bill put in, and that bill has the support of the AFL-CIO; a bill which will allegedly straighten out the so-called wrongdoings in labor and yet will not destroy its normal, legal, proper functions.

"We are going to ask every delegate here today (you are not obliged to do it), if you believe that the bills which have been mentioned to you by the Attorney General are bad bills, if you agree with him, and also with the national headquarters and all International unions, to express yourselves with regard to these three bills. These measures — the Landrum-Griffin HR 8400, HR 8401, and the Elliott bill, HR 8302,—are bad bills for labor. They go far beyond the so-called cleaning up process which has been announced by the Congress and by the President.

"I am going to ask the sergeants-at-arms to pass out to every delegate a stamped air-mail envelope, a piece of writing paper, letter size, along with a list of the members of Congress from California and their addresses; and I am going to ask you to write in your own hand, in your own way, a letter to these Congressmen urging them to oppose the Landrum-Griffin and Elliott bills and to support the Shelley bill. The information will be contained in the material handed out to you at the tables just as soon as the sergeants-at-arms can assemble, and when you receive the material we would appreciate your writing as I have indicated. We want to mail those today, if possible.

"The bill has been reported out of the Committee on Rules with an open debate, unlimited. My information is as of a half hour ago. That means that any amendment germane to the measure can be considered, substitute bills can be proposed, and so forth, to the Elliott bill, which is the bill being reported out.

"I am not going to try to explain to you the processes which take place in the Halls of Congress, because they may change momentarily. They have a wide-open rule there, and the rule is written by the committee for the consideration of the particular bill before the body.

"I do want to stress, as has the Attorney General this morning, and I thought very, very clearly and very succinctly, that an attempt is now being made to ride on fear and hysteria, and the anti-labor elements of the nation are now sending unlimited wires, having their employees wire, their office force, their technicians, to all their Congressmen, requesting their support and urging them to support the President.

"I have before me now quite a large piece contained in one of our morning papers in Los Angeles, and this item asks the citizen and readers of this paper to write their Congressmen to support the President.

"This has now become apparently a battle between the trade union movement in this country for the right to carry on its legal, normal, proper activities, and the President, who desires to

suppress those rights.

"This particular piece in the paper says: 'For the convenience of this paper's readers who wish to write or wire California Senators or their Representatives from southern California we have set forth their names.' It lists them. Then it talks about 'Support the President in the new law to protect the American people from the gangster, racketeer and other elements.'

"The facts are that the bills now proposed, with the exception of the Shelley bill, merely touch on the subject matter of gangsterism and racketeering and wrongdoing, but they go to the heart of your right to organize, your right to picket, your right to refuse to handle unfair goods, or to cooperate one with the other as a trade union movement. They give every individual the right to obtain a list of your local unions so they may use it for their own purposes. The employers may use it, the Communist Party could use it, or salespeople could use it.

"I am not going to take your time by dwelling upon this subject, because I think you are all leaders and representatives of some fine people. You want to keep the right to function as good, clean American trade unions, and not be hampered by a moment of hysteria and this type of thing.

"So I will ask you, when you get the material, to please write letters in your own way, urging the Congressmen of your choice, your own Congressmen, I think mostly, to vote against the Landrum-Griffin bill and the Elliott bill and vote in favor of the Shelley bill. As soon as you get your material and your letters addressed, we will pick them up and take them to the Post Office before the adjournment of this afternoon's session."

(It should be noted that Congressional action on the Landrum-Griffin and other so-called "labor reform" bills was reported daily to the delegates throughout the convention.)

Glenn M. Anderson

Lieutenant Governor of California

President Pitts presented the next speaker, Lieutenant Governor Glenn M. Anderson, who addressed the convention as follows:

"It is a very great pleasure for me to be with you this afternoon. I am happy to be here and to have the opportunity of greeting so many old and loyal friends. And our friendship has been on both a personal and political level.

"More than this, I am proud to be here today as a member of your new state Administration. I am proud to have played a part, as President of the State Senate, in the accomplishments of the recent legislative session, because our Democratic Administration in this year of 1959 did more for the working men and women of California than any other administration

has done in the history of the State of California.

"Your new constitutional officers were inaugurated on January 5th of this year. We were not frightened by the problems and the decisions that lay ahead. We were afraid of only one thing: our party controlled the executive branch, and there were democratic majorities in both houses of the legislature. We wondered: Could we develop a team approach that would deliver a sound program for the people of California in our first legislative session?

"You know the answer. We could, and we did!

"And as your own state President Tommy Pitts just mentioned this morning, when he paraphrased the same analysis, he said it was the greatest and social benefits were the best for many, many sessions in California.

New Social Insurance Gains

"Let me first summarize that part of the box score dealing with social insurance. The three basic programs of unemployment insurance, unemployment disability insurance, and workmen's compensation, make up the solid undergirding of the structure of benefits with which we attempt to diminish the effects of tragedy and catastrophe. Our achievements in this field were typical.

"Assembly Bill 590 and Senate Bill 945 contained the major improvements in the field of unemployment insurance. The maximum weekly benefit was increased by \$15.00, to \$55.00. Permissible casual earnings, while drawing partial benefits, were increased by \$9.00, to \$12.00 a week.

"Senate Bill 945, on the other hand, provided that benefit payments may be extended for a period up to 13 additional weeks, whenever the unemployment rate in the state shall go as high as six per cent, and probably most important, for the first time in recent memory, these advances were won without the necessity of accepting restrictive proposals sponsored by employer groups.

"Probably two other achievements in this area of unemployment insurance should be mentioned: First, the payment of supplemental unemployment benefits will be permitted without the reduction of state benefits. Second, a worker may no longer be disqualified because of compulsory retirement under a negotiated pension program.

"The unemployment disability program was substantially improved by an increase in the maximum benefit allowable, from \$50.00 to \$65.00 a week. In addition, the package proposal placed the so-called extended liability fund on a substantially pay-as-you-go basis.

"Workmen's compensation benefits were improved very greatly with respect to the basic weekly benefit amount, death benefits, permanent disability life pensions, burial benefits, selectivity of a doctor, expenses of workers in contested

cases, and serious and wilful awards and employer penalties for failure to secure benefits.

"Let's put all of this together. The simple fact is that the benefits of the working men and women in the three basic social insurance programs are estimated to range between 75 and 100 millions of dollars a year. That's easy to understand. And let me quote your good friend and mine, 'Goody' Goodman, more formally known these days as the Acting Director of the Department of Employment. He stated: 'The benefit formulas are not only materially liberalized, but they are accompanied by increased taxes for sound financing. For the first time in many years,' Goody concluded, 'increases in benefits and taxes were obtained without raising eligibility requirements or imposing more stringent disqualifications.' Perhaps a legitimate restatement of that conclusion would sound like this: Some former administrations, which only talked about being friendly to labor, set up increased benefits in the statutes, but nobody got them.

Administration's Box Score

"Now, let me complete, in outline, the box score for this past season. Of the 40 major measures urged by the Administration, 35 have become law. That's a batting average of 875, and that is pretty good batting in any league. I think that probably your present state Administration is the only one that is compiling a higher average than Willie McCovey, and we are going to keep it up.

"The total legislative program of 1959 was in the best interests of all of the people of California. The state was restored to financial solvency. The end of deficit financing was accomplished by the approval of the Administration's economy budget and budget-balancing revenue program. Long range benefits will accrue to every one of us from the establishment of an Economic Development Agency and a Consumer Counsel. The Sacramento climate was such that real strength was mobilized to curb abuses in instalment sales, instalment sales which have cost the consumers as much as 369 per cent in interest rates. Progress was made with respect to increased aid to our senior citizens, the blind, and the needy disabled, including a new program of medical aid to the needy disabled. School teachers' minimum salaries were raised, and state aid to education was increased by 26 millions of dollars.

State FEPC

"Finally, in this brief summary, California wrote into law a historic Fair Employment Practices bill, and passed important anti-discrimination legislation dealing with public housing and public accommodations. I think I left this one for the last, because I am sentimental about this accomplishment. During virtually all of my career in government—over 20 years—I have supported precisely such measures. I

co-authored similar bills throughout the forties. This year I saw them passed. I am very proud of the fact that I am the first constitutional officer of the state of California that appeared before a legislative committee on behalf of fair employment practice laws in California.

"And, in addition, as presiding officer of the State Senate, where the bill has often been blocked, it was a real thrill for me to announce the final vote on the passage of that bill in the California State Senate, and I feel it was a great milestone in the history of our state.

"Your state Administration has, by its deeds, proved that it is responsive to the legitimate needs and hopes of California's working men and women. Your legislative representative will testify to that fact. As a legislator, in former years, and now as a constitutional officer, I have particularly welcomed the interest and opinions of labor organizations. I shall continue to do so.

Anti-Labor Union Fad

"Unfortunately, there seems to be a current fad of trying to limit unions to being mere collective bargaining agencies. This is dangerous. This trend could paralyze one of America's great forces for democracy. Unions should, on the contrary, be urged to develop a broad and sensitive social interest and conscience. Weaknesses and evils can develop in the union which is narrowly selfish and has little concern for the community, or for ethical standards of public behavior.

"A community, or state, or nation, that attempts to restrict trade unionists to the narrow job of collective bargaining should not be surprised if they show little interest in the community at large. Where ideas about social reform are not welcomed when proposed by union leaders, then no one should be surprised if those leaders are not concerned about community problems, clean government, or the role the free world must play abroad.

"Of course, all this discussion has political implications. Let's be frank about it. We live in too much of a legislated economy for unions to be any longer able to defend the economic status of their workers solely through contracts. A worker's real income, and his actual standards of living, are immediately and directly determined by many factors. Some of them are: the cost of living; monopoly price-fixing; publicly-controlled utility rates; public policy on rents and housing; the tax laws; unemployment and social security payments; the minimum wage law; laws concerning discrimination in employment. The list could be much longer, but these are some of the factors that are the direct result of legislation on government administration. And they are just as important in determining the worker's real wage, and the kind of a living he can provide for his wife and children, as the money wage he receives. It is right that the modern union is vitally concerned

with the legislation that charts our economy.

Unions and Politics

"I am proud that the vast majority of unions, in their political work, place primary emphasis on social purpose, rather than on power; on purpose rather than on patronage. This is not only ethically desirable, but it is ultimately realistic. Concerted action by union members at election time results only when the membership of a union is convinced that a given program or candidate is desirable. Concentration on the political education of union members is essential to maintenance of labor politics on a high plane. The votes of today's union members are not 'delivered' by anybody. But the political education that unions conduct is gradually changing the face of American politics. Millions of voters are learning that politics is a struggle of ideas and ideals; that it is not just a contest among labels, names, faces and prejudices. The key that is unlocking the potential political power of the unions of America is the understanding by members of why they should vote, for what they should vote, and why certain candidates deserve their support.

"Let me, in closing, clearly declare my position. A modern union is properly concerned with broad social and economic goals and their political implications. Only such concern can truly protect its membership in 20th century society. Unions have a right to security of membership, and to employ their hard-won rights to use the picket line and the boycott. The destruction of these rights would mean violent turmoil and favor lawless men. I believe in the union movement as an unquestioned necessity for the protection of workers, and I believe in the union movement as a great force for democracy and a bright hope for orderly social and economic progress.

"Incidentally, my office has been instructed to contact our California Congressmen informing them of our opposition to the Landrum-Griffin bill and in support of the Shelley bill.

"In closing, I want to say it has been good to be with you this afternoon. I was honored by the invitation to address you, and I hope that I can come back again."

Appointment of Committees

Secretary Haggerty announced the names of delegates appointed by President Pitts to serve on the several convention committees, as follows:

Committee on Credentials

James Blackburn, Chairman, Painters No. 256, Long Beach; Andy Ahern, Union Label Section, San Francisco; Fannie Borax, Ladies Garment Workers No. 96, Los Angeles; George Bronner, Ventura Central Labor Council; Claude Cox, Amalgamated Clothing Workers No. 55-D, Los

Angeles; G. J. Conway, Steelworkers No. 3941, Bell; W. Loyd Leiby, Southern California District Council of Laborers, Los Angeles; Phyllis Mitchell, Office Employees No. 3, San Francisco; Daniel J. McPeak, Electricians No. 1245, Oakland; Paul E. O'Bryant, Motion Picture Cine-technicians No. 789, Hollywood; Anthony Scardaci, Furniture Workers No. 262, San Francisco; William M. Sloane, Building Service Employees Joint Council of Southern California, Los Angeles; DeWitt Stone, Auto Workers No. 509, Maywood; Edna Waugh, Hotel, Restaurant, Cafeteria Employees No. 512, San Pedro; Ed Wilson, Sailors Union of the Pacific, San Francisco.

Committee on Resolutions

Thomas A. Small, Chairman, Bartenders No. 340, San Mateo; Joseph Angelo, Steelworkers No. 3367, Niles; Percy F. Ball, Construction and General Laborers No. 185, Sacramento; Joseph J. Christian, Los Angeles Building and Construction Trades Council, Los Angeles; Phil Deredi, Apartment, Motel, Hotel, Elevator Operators No. 14, San Francisco; Charles Foeht, Electricians No. 6, San Francisco; Albin J. Gruhn, Eureka Central Labor Council, Eureka; Armon L. Henderson, District Council of Carpenters, San Diego; Mary Olson, Hotel, Restaurant, Cafeteria Employees No. 512, San Pedro; William E. Pollard, Dining Car Employees No. 582, Los Angeles; Edward Shedlock, Utility Workers No. 283, Southgate; William Sidell, Los Angeles District Council of Carpenters, Los Angeles; Fred C. Smith, Fire Fighters No. 1014, Los Angeles; George Wall, Federation of Post Office Clerks, Huntington Park; Robert F. Willsey, Riverside Building and Construction Trades Council, Riverside; John Ulene, Sportswear and Cotton Garment Workers No. 266, Los Angeles.

Committee on Legislation

W. J. Bassett, Chairman, Mailers No. 9, Los Angeles; Chester Bartolini, Bay Counties District Council of Carpenters, San Francisco; Robert Callahan, Fire Fighters No. 798, San Francisco; William C. Carroll, Operating Engineers No. 12, Los Angeles; John A. Despol, Steelworkers No. 2018, Bell; Harry Finks, Sacramento-Yolo Counties Central Labor Council, Sacramento; Webb Green, California State Association of Electrical Workers, Los Angeles; George Kelty, Oil, Chemical and Atomic Workers No. 5, Martinez; Jack Kopke, Paint Makers No. 1101, Oakland; Harold D. Lackey, Bakersfield Building and Construction Trade Council, Bakersfield; Charles Marsh, District Council of Painters No. 36, Los Angeles; Everett Matzen, Butchers No. 364, Santa Rosa; Walter McLogan, Auto Workers No. 809, Whittier; Hazel O'Brien, Waitresses No. 48, San Francisco; Sam Otto, Ladies Garment Workers No. 451, Los Angeles.

Committee on Constitution

Robert Clark, Chairman, Steelworkers No. 1414, Torrance; Al E. Albertoni, Federated Fire Fighters, Burbank; Elliott M. Cantley, Oil, Chemical and Atomic Workers No. 1-128, Long Beach; M. R. Callahan, Bartenders No. 686, Long Beach; Sam B. Eubanks, American Newspaper Guild No. 52, San Francisco; George Johns, San Francisco Central Labor Council, San Francisco; Charles "Pop" Kennedy, Musicians No. 6, San Francisco; Ralph McMullen, Los Angeles Building and Construction Trades Council, Los Angeles; L. A. Parker, Council of Federated Municipal Crafts, Los Angeles; Burnell Phillips, Riverside Central Labor Council, Riverside; John Quimby, San Diego Central Labor Council, San Diego; R. W. Rivers, Communications Workers No. 9490, Oakland; Edd X. Russell, Actors Equity, Hollywood; James Symes, Union Label Section, San Francisco; E. H. Vernon, Automotive Machinists No. 1566, Oakland.

Committee on Rules and Order of Business

Max J. Osslo, Chairman, Butchers No. 229, San Diego; Charles Brown, Allied Printing Trades Council, Los Angeles; Newell J. Carman, Operating Engineers No. 3, San Francisco; M. J. Collins, Electrical Workers No. 569, San Diego; Ed H. Dowell, Motion Picture Projectionists No. 297, San Diego; Peter Greco, Painters No. 1104, Salinas; Henry Hansen, San Joaquin County Central Labor Council, Stockton; Charles J. Hardy, Central Labor Council, San Diego; George Mesure, Butchers No. 115, San Francisco; C. T. McDonough, Cooks No. 44, San Francisco; Isadore Stenzor, Ladies Garment Wkrs. No. 55, Los Angeles; Pat Somersset, Screen Actors Guild, Hollywood; Earl Wilson, Central Labor Council, San Bernardino; Herbert H. Wilson, Rubber Workers No. 44, Los Angeles.

Sergeants-at-Arms

Rex Pritchard, Chief, Lathers No. 88, Oakland; Ronald Benner, Ventura Building and Construction Trades Council; Jack Casper, Sailors Union of the Pacific, San Francisco; Anthony Cannata, Steelworkers No. 1440, Pittsburg; Edward D. Duffy, Oil, Chemical and Atomic Workers No. 1-128, Long Beach; Andy Hemnes, Bartenders No. 591, San Pedro; William Mulligan, Waiters and Bartenders No. 500, San Diego; Tom Nugent, Marine Cooks and Stewards, San Francisco.

Secretary Haggerty announced, for the record, that Delegate Sam B. Eubanks, appointed to the Committee on Constitution, had been called back to San Francisco on an emergency matter affecting his union.

By motion, the committee appointments were approved by the convention.

Telegrams

The following telegrams were read by Secretary Haggerty:

A most hearty welcome to San Diego. In behalf of the Joint Council of Teamsters Number 42 and the four teamsters unions in San Diego County we welcome all delegates and wish you a most satisfying time while visiting our community, and also hope you will have a highly successful convention. You may advise your delegates that we will have the usual barn located in the Maryland Hotel well stocked with supplies and all are welcome.

LARRY M. SMITH,
Secretary-Treasurer,
Teamsters Union Local

I extend my best wishes to the convention. A threat and challenge are being hurled at organized labor because of the activity of a small number of false leaders which must be met head-on. May your deliberations be fruitful of results.

GEORGE P. MILLER,
Member of Congress.

Report of Committee on Credentials

On motion by Chairman James H. Blackburn of the Committee on Credentials, the delegates whose names appeared in the printed preliminary roll of delegates were seated.

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 217.

Report of Committee on Rules and Order of Business

Chairman Max J. Osslo of the Committee on Rules and Order of Business reported for the committee, as follows:

"The Committee on Rules and Order of Business recommends the following rules as the Rules and Order of Business of the 1959 convention:

1. **Roberts Rules of Order.** The Convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. **Rules—Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. **Amendment of Standing Rules.** No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. **Convening the Convention.** The Convention shall convene at 9:30 a.m. each day after the opening session which shall

convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and shall recess at 5:00 p.m. each afternoon, unless the delegates agree to extend the sessions or to call special night sessions by a two-thirds vote.

5. Resolutions Defined. Whenever the word "resolution" is used in these rules, it shall include constitutional amendments.

6. Committee Reports. All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or non-concurrence shall be first on the minority report.

7. Committee Quorum. A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

8. Passage of Resolutions and Committee Reports by Convention. (a) A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment which shall require a two-thirds vote of the delegates present and voting.

(b) No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing same, if he so desires.

9. Roll Call Vote. At the request of one hundred and fifty (150) delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

10. Precedence of Motions During Debate. When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First—To adjourn;

Second—To recess to a time certain;

Third—For the previous question;

Fourth—To set as a special order of business;

Fifth—To postpone to a stated time;

Sixth—To postpone indefinitely;

Seventh — To refer to, or re-refer to committee;

Eighth—To divide or amend;

Ninth—To lay on the table.

11. Motions in Writing. Upon request of the Chairman, a motion shall be reduced to writing and shall be read to the Convention by the Chairman before the same is acted upon.

12. Contents of Motions. No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chairman.

13. Motion to Reconsider. A motion to reconsider shall not be entertained unless made by a delegate who voted with the

prevailing side; such motion shall require a two-thirds vote to carry.

14. Motion to Table. Motion to lay on the table shall be put without debate.

15. Recognition and Decorum of Delegates. (a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization which they represent.

(b) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(d) Any delegate may appeal from a decision of the Chairman, without waiting for recognition by the Chairman, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

(e) 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. The same shall apply while an appeal from the Chair is being decided.

(f) 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 a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to himself and shall forthwith be recognized by the Chairman, but shall not discuss a question in such explanation. Such matters of personal privilege yield to only a motion to recess or adjournment.

16. Voting Not to be Interrupted. When once begun, voting shall not be interrupted. No delegate shall be allowed to change his vote, or have his vote recorded after the vote is announced.

17. Attendance of Delegates. 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.

On motion by Chairman Osslo, the convention adopted the committee's recommendation for the Rules and Order of Business of the 1959 convention.

John F. Henning

**Director, Department of Industrial Relations
State of California**

President Pitts then presented John F. Henning, Director of the California State Department of Industrial Relations, who

addressed the convention, as follows:

"I am honored to address this second convention of the California Labor Federation, and in the name of the Department of Industrial Relations I am pleased to extend to all of you best wishes for a thoughtful and constructive convention.

"We prefer to think that the purposes of our department are intimately associated with the purposes of the labor movement of the state. There is justification for this thought to be found in the Labor Code of California. For in the language that created and established our department it is written that among the primary and the first duties of the Department of Industrial Relations are these responsibilities: to foster and promote and develop the welfare of the wage earners of California, to improve their working conditions and to advance their opportunities for profitable employment.

"Surely there is no mistaking this language. And so I may say without any sense of partisanship that the facilities of the divisions which comprise our department are at the command of the working people of California. It is true that the judicial units or vehicles of the department—the Industrial Accident Commission, the Industrial Welfare Commission, the judging bodies—are by necessity independent, but the divisions themselves offer their services to you.

"I think it significant in this state legislative year of 1959 to note that five of the nine divisions which comprise our department, namely, the Division of Industrial Accidents, which embraces the Industrial Accident Commission and Workmen's Compensation, the Division of Industrial Welfare, the State Compensation Insurance Fund, the Division of Industrial Safety, the Division of Housing, trace their origins to the great and progressive days of Hiram Johnson. They were first founded as independent agencies of the state government, and then in 1927 they were grouped with other divisions to form the Department of Industrial Relations.

"But despite that later grouping they remain still, and this is the significance, as enduring monuments to the liberal philosophy and the political courage of the Johnson Administration.

New FEP Law

"A like monument to political liberalism and to the Brown Administration was erected during the recently concluded session in Sacramento with the enactment of a Fair Employment Practices law. By reason of the provisions of this law, which was introduced by the Governor (and incidentally, that law is now safely beyond the practical threat of a referendum), the responsibility for administering FEPC falls upon our department. The measure was strongly supported and backed in both houses by this State Federation. And so it becomes the official duty of the State of California to make sure that no worker will ever suffer discrimination in employ-

ment, whether in hiring or discharge, in pay or promotion, by reason of his race, his color, his creed or his national origin.

"There are many in this room who made tremendous contributions to that successful campaign. The victory was not easily won any more than the reforms of the Johnson administration were easily won. The FEPC victory came only after 14 years of struggle, and the wise and the knowing and the sophisticated advisers of political strategy in Sacramento assured us through the years that California would never have such a law. But they failed to estimate properly the deepening social consciousness of the people of California, and in an organizational way they failed to anticipate the California Committee for Fair Employment Practices, which during the past six years marshaled the successful fight for an FEPC.

"I would say without any hesitancy that the enactment of the FEPC law represents certainly the most progressive type of legislation to be enacted by the legislature in California since 1946, when the State Federation's sponsored measure on unemployment disability insurance was written into law.

Next—Farm Labor

"And so we prove to the people of America and of the world that we are becoming more civilized. We have through this measure passed another social frontier. But there are others that await the action of the labor movement of this state; that await the sympathy, the finances, the organization and the help of the men and women in this room. And of these frontiers I think primarily of agricultural labor.

"We have here all of the unfortunate elements of class warfare. We have here a ruling, feudal aristocracy visiting its tyranny upon a virtually abandoned segment of the California labor force. Fortunately this situation which cries for action and reform and remedy has drawn the attention of high figures in state government within the last month, but it requires the attention of those in federal government, and specifically I would say the plight of the agricultural workers of this state demands the thoughtful attention of the Vice President of the United States.

"Now, Mr. Richard Nixon has within the past weeks been expressing outrage over the fate of the enslaved peoples of the Soviet Empire. And with this protest we would agree. But while Mr. Nixon is bleeding for the unfortunate workers of Poland, Hungary and the Soviet Empire generally, he is at the same time continuing to deny to his fellow Americans in agricultural labor basic human liberties to which these men and women are entitled by their very nature.

Mr. Nixon Would Deny . . .

"For example, Mr. Nixon, while weeping for Poland, would deny his fellow Americans in the fields the right to or-

ganize into unions of their own choice and bargain with their employers in accord with the provisions of federal labor law as it applies to other workers.

"For example, Mr. Nixon, while visiting the mines of Soviet Russia would, at the same time, deny to his fellow Americans in the fields the right to the protection of the federal minimum wage law as it applies to other workers. He would deny them the right to compensation for overtime and the right to protection against the abuses of long hours.

"For example, while Mr. Nixon has been saying kind things of liberalism abroad, he would deny to his fellow Americans in the fields the right of unemployment insurance. He would oppose efforts to make extension of unemployment insurance to agricultural workers a condition of federal financial assistance to state programs.

"This is the tragic irony of Mr. Nixon as he debates Khrushchev.

"You will recall that in their debate neither man discussed the place or the position of the labor movement in society, and for very good reason. The discussion would embarrass both parties.

"Now, I would like to make one thing clear: I don't think any of us, despite our differences with Mr. Nixon's social and economic philosophy, would compare his character with that of Khrushchev. Mr. Nixon does believe in democracy; he does believe in survival of free institutions. He was elected to his position in a free election by free people. And of course we must keep this distinction in mind. But while he believes in democracy, and I say, believes in peace, he is irrevocably committed by reason of his national politics to a ruinous social and economic philosophy, and he is one of those who would say in the field of agricultural economy that the success of that system demands the exploitation and the degradation of human beings.

"On the issue of labor, nothing was raised in the Khrushchev-Nixon debates because, again, it would embarrass both men. Khrushchev, surely, because he and the prevailing murder machine long ago liquidated the free trade movement in Russia and the Soviet Empire. The U.S.S.R. has long since been branded as a bandit empire by the International Confederation of Free Trade Unions. Workers who dared to dissent have been quickly disposed of, from the time of Beria to Trotsky, and down the long line of the liquidated.

"Mr. Nixon is part of a softer school. Mr. Nixon would emasculate this federation and every union associated and affiliated with it. He would leave the working people helpless before their enemies. He would permit organized labor to exist, but he would deny the functions of the movement, and so would he take from the workers of America their ability to bargain on terms of equality with capital.

"Throughout all his political career he has been the unfailing enemy of labor,

and may God help the working people of this nation if he ever assumes the presidency of the United States!

"Now, Mr. Khrushchev, according to the press, is soon to visit the United States. Perhaps he will come to California, and it is altogether likely that he will come in company with Mr. Nixon. It is to be trusted that this visit will not follow the pattern of the Kozlov visit to the San Francisco area, as directed by the Eisenhower Administration. Kozlov, a member of the ruling triumvirate, recently spent a week-end in San Francisco. He spent one day at the estate of a very wealthy and liberal Democrat; he spent another day yachting in San Francisco Bay with a prominent and influential business figure; and finally he spent a Sunday afternoon at the Bohemian Grove in the social company of the financial and industrial leaders of northern California.

"Now, we may argue that he is not entitled to see the working people of America and there is merit to this. But in the interests of peace, we are committed to the idea of exchange visits. And since we are committed, we are obliged certainly, as Americans, to play the game fairly. When Nixon comes with Khrushchev, as well he might, let us trust that he will show the visitor something more than yachting in San Francisco Bay or the luxuries of the Bohemian Grove. Let us hope he will take Khrushchev to the farm labor camps of California, and show him how our working brothers and sisters and their children live.

"And if he needs any assistance, there is a gentleman on this platform, Mr. Lowell Nelson, the Chief of the Division of Housing, who will take him into Santa Clara County and direct him to situations that his division is trying to remedy, show him where men and women and their children are living in houses which Nixon wouldn't permit his dog to dwell in. Whether his Checkers is dead or not, I do not know, but dead or alive, Checkers would know a better home and resting place. Those in our domestic labor farms are often obliged to live under conditions not fit for valued animals. Under such conditions, we force human beings to live out their days, human beings for whom a generous God gave the endowments of nature and the goodness of the earth!

"I trust that Nixon will take Khrushchev down to the San Joaquin Valley and into Salinas or into any of the agricultural areas of the state by auto. I could imagine on such a trip Khrushchev looking at the men, women and children bent in the field and saying, 'Who are they?' And Nixon would say, 'These are the agricultural workers of California.'

But Mr. Nixon Would Have to Say . . .

"How much do they get?' Khrushchev would say, and Nixon would have to say, 'They don't get very much.' In fact, he would be morally obliged to say, 'They get only what the growers pay them.' He

would have to say this to Khrushchev: 'The growers determine their pay rate.'

"And he would have to add in the interests of truth, 'Mr. Khrushchev, in the 1959 session of the state legislature, a measure was introduced to provide these unfortunate people with at least 90 cents an hour,' and he would have to say, 'Mr. Khrushchev, I realize that with 90 cents an hour they could never buy any of the attractive facilities, homes, and appointments that are on display in the American exhibit in Moscow. No, they couldn't buy the things we displayed in Moscow on 90 cents an hour, Mr. Khrushchev. But, unfortunately, even this minimum was destroyed. It was destroyed, Mr. Khrushchev, by the action of my own political party, the Republican Party, and by the action of some Democrats who joined with them in an action absolutely contemptuous of human decency!'

"And if Khrushchev asked him, 'Where do these people live?' Mr. Nixon could take them into shacks held together by discarded boards from crates in manufacturing plants. He could show them the glories of life as they apply to the agricultural workers of America.

"Now, we have nothing to be ashamed of in the long term sense of values. We are the most prosperous and abundant people on the face of the earth. There is more social democracy here than in any nation of the world. There is more personal freedom here than in any nation of the world, but we have our cancers eating at the heart of America. We have the cancer of urban slums and the cancer of chronic unemployment. We have remaining still the cancer of racial discrimination, and we have here in California the cancer of agricultural exploitation.

"Finally, with respect to farm labor, there is the classical answer Mr. Nixon could offer Mr. Khrushchev. He could say, 'Mr. Khrushchev, these conditions I apologize for, but there is hope. Mr. Khrushchev, we have a labor movement in America, and the labor movement, of all the institutions of our American life, is gravely concerned with the plight of those people in the fields. And, Mr. Khrushchev, I have the feeling that some day the labor movement will change the face of the earth in agriculture.'

"I am sure that Mr. Nixon would for the first time in his career be very proud of our movement and our contribution to American progress.

"But there is another opportunity here offered. The opportunity exists here in California whereby the labor movement may reclaim that position of moral leadership which it held so long in this country. There is the opportunity to reclaim that position first asserted by Gompers, sustained by Green, and by Murray, and now honored by Meany.

"Brothers and sisters, in fighting for the agricultural workers of California, you will show to the people of all America

that the labor movement was born to honor and serve the abandoned, the forgotten, and the poor!"

Telegram

Secretary Haggerty read the following telegram:

Congratulations, to the Second Annual Convention of the AFL-CIO and may the convention take a definite stand upon the organization of the agricultural workers of the United States and possessions generally and California specifically as many of our members are agricultural workers and need to be organized.

Fraternally,

A. T. DEL BUONO,
President Ventura County
Community Service
Organization.

George T. Brown

Executive Secretary, AFL-CIO Committee on Safety and Occupational Health

President Pitts then introduced George T. Brown, executive secretary of the AFL-CIO Committee on Safety and Occupational Health, who spoke as follows:

"First, it is my honor to transmit to you the fraternal greetings of President George Meany, who wishes you a fine and successful convention. I hardly feel obliged to explain to you why George Meany himself is not here this afternoon to extend these good wishes to you. In the field of legislation, we are faced with a problem that almost denies imagination. The AFL-CIO has itself provided a fishbowl organization by its own code of ethics and practices. The AFL-CIO itself has testified before Congress that it would certainly endorse legislation that would meet every test of how best to run a union in terms of honesty and fairness; but this is not enough. They don't want just a fishbowl, they are after the fish. They do not want to get the crooks, they want to get the labor movement.

"In another area, the problem is facing the AFL-CIO again of such imagination. There was a time when we were told that collective bargaining was the method by which we could share the good and bad years of our employers.

"When times were bad there were no headlines required to tell us that there would be no wage increases and we would be lucky if there were no job cuts; and now when times are good, and we look to share in the prosperity that we have helped to produce, we are told: 'Well, in good times you can't get a wage increase because that causes inflation.'

"I leave with you the question: If we can't get a wage increase in good times, then will somebody tell us when we can get a wage increase?

"The third problem is in the area of our own private business. The labor movement today is in the position of the ball player on the field who looks out and

sees 30 thousand people in the stands and 18 on the field, but every one of those 30 thousand is an 'expert' ball player. That's why he is in the stands! And in America today 65 million or more people are 'experts' on how the labor movement should be run. And where are we? We're on the ball field.

"Well, those are the three areas, the three sets, of problems that face President Meany—and I think that you understand why he is busy.

Trade Union Safety Movement

"My final point this afternoon, however, deals with something else. It deals with a personal message that involves you. It deals with whether or not you are going to come home at the end of each day alive, with your arms, with your eyes, and able to go back to work.

"Our message from the AFL-CIO Standing Committee on Safety is: It is time that we established our own trade union safety movement, because at the present time, the idea of safety is either being talked to death or being ignored completely.

"For example, how many men haven't said at one time or another, 'Accidents never can happen to me. Why bother?' 'Well, I don't know to whom accidents do happen, but every year, with almost clock-like regularity, 14 thousand men and/or women get killed on the job. If it isn't 14,006, it is 13,994. But you can bet your money that 14 thousand people each year in this country are going to be killed while they work.

"The interesting thing about this 14 thousand is that if you are here and you hear me, that makes you the prime candidate for one of those 14 thousand who will be killed this year. We have already killed over 7 thousand. So those of you who are here, who have jobs and are alive, are the prime candidates for the balance of the 7 thousand who will be killed. But 'accidents never happen to (you).'

"Then there are over 2 million people who get injured. They lose their eyes, an arm or a leg. Some can never go back to work. And if you are here and you have not had your accident, 'Nothing ever happens to (you),' get ready. You can be one of the 2 million who is going to get it this year.

"It is a cheerful subject! And then there is always the guy who says, 'I don't care what happens to me. When your number is up, it's up.'

"Well, last night when I went through an electrical storm I began to wonder: Was the pilot's number up or was it mine?

"There is an interesting angle to this 'when my number is up' because what it is overlooking is the fact that most of you who work have families, and whether you care whether you live or not, there are other people who do care.

California Study

"Your state of California showed great ability recently in making a study of the people who were killed on the job. In 1958, 790 people, men and women, were killed while at work. Their 'number was up.' But the important thing is that in addition to those 790 people killed, over 1700 other people took the rap for the death of those wage earners. And who were those 1700 other people whose lives were completely changed?

"Well, there were over 600 widows and there were almost a thousand kids who became orphans because daddy's number was up. And guess how old those kids were? On the average they were eight and one-half years of age. And already they were orphans. That's making your way in the world pretty fast.

"And in addition to that, there were several hundred older people, parents, grandparents, living at home, depending on those pay checks of the 790 whose numbers were up.

"There is another group which says, 'Don't bother. The employers will take care of us. By law, the employers have to provide us with a safe place to work.'

"Well, I have got news for you. Not every state has a law which makes the employer responsible. If you are satisfied with the employer to take care of your life and your limbs and the future of your family, why aren't you satisfied to let him pay you his wages? You get the legal minimum.

"What all this boils down to is the fact that for altogether too long a period of time we have failed to recognize a bread-and-butter issue. That bread-and-butter issue is our safety, our ability to work, our ability to enjoy a contract. If you add the number of people killed every year to the number of people hurt every year, we're knocking them off faster than we are organizing them.

"It is therefore the recommendation and invitation of the Standing Committee of the AFL-CIO on Safety that this state federation and every other state federation increase its activities in the field of safety. We need more effective legislation. We need more contracts which have a clause providing for a voice in matters affecting our day-to-day existence on the job. We need more joint labor-management committees on safety. We need to make the employer forget his prerogatives and remember his obligations.

"It is therefore on this note that I hope the California Labor Federation will put an end to talking and will go into action."

Monsignor Martin C. Keating Chaplain

California Labor Federation, AFL-CIO

President Pitts introduced the next speaker with the following words:

"For many years it has been my privilege to introduce to the old state federation one who has devoted more years

than I certainly have known him, and long before my time, to the fight and the crusade for justice on behalf of the working people; one whose history, if I attempted to give it to you this afternoon, would take hours upon hours; one who in his very, very early life and tender years knew something about the Danbury Hatters in Connecticut. I am not going to steal from what remarks he may want to make upon it himself, but he is one who was so thoughtful in all of his duties that when it was called to his attention that a new federation had been merged and put together, he sought to tender his resignation from the official capacity which he had formerly held with the California State Federation of Labor. The executive council, in session prior to this convention in San Diego, based upon his record and their knowledge about his activities, and his willingness to continue to function and carry on in the crusading fashion that he has, declined to accept the resignation.

"I am proud and happy and very privileged indeed to present to you the Chaplain of the California Labor Federation, Monsignor Martin C. Keating."

The Federation's Chaplain, Monsignor Keating, spoke to the delegates as follows:

"In the year 1893, when I was ten years old, the late and great friend of my deceased father, Thomas Boyd, met me at a railroad depot in Danbury, Connecticut, where, with my little mother, I was waiting for the arrival of an excursion train from Bridgeport, where her youngest brother was the conductor and whose guest I would be at the Danbury Fair, and who would bring me back to my mother at sunset. And along came Tom Boyd. He had not seen me since my father's death five months before, and he said to me, 'Little man, your father and I were born in the same country. I was born in the north of Ireland and I was taught to pray to God in the prayers of the Presbyterian Church. Your father was born in the south of Ireland and he was taught to pray to God in the prayers of the Catholic Church. We met here in the hat shop where we worked side by side. Little man, you are too young to know the full significance of what I am telling you, but you are old enough to know that I am telling you that your father and I loved each other as brothers. And I say to you, Be a man like him.'"

"That was the day that I got my first insight into the soul of America, and now in the 50th anniversary of my priesthood and the 76th anniversary of my life I can offer to you, my brothers and sisters, no word of advice richer than that Danbury hatter gave me 66 years ago.

"America faces no problem today nationally or internationally that cannot find its answer in the philosophy of the Declaration of Independence and the Constitution of the United States. Oh, it is

all so simple because it is all so true. But, strangely, we have neglected to recognize it and to practice it. And what is the truth? It is not of my making; it is not of yours. It is to be found in God's conversation with Adam and Eve in Paradise. He told them that they were made in His image, with a mind of reason, with a will to choose, with a memory to store away protection against repeating tomorrow, yesterday's mistakes.

"That is the equipment of man. Every man recognizes that in daily prayer, in daily consecration of his work, and in his management as an employer. Without effectuating this recognition, there can be no victory over the enemy who says that there is no God and who has enslaved more people than ever before in the history of the world.

"The trouble with America today is that it quarrels with communism because of communism's attitude toward money and property. That is not the evil of communism. Why is communism the enemy of man? Because communism denies the living God. Man cannot protect himself against man, let alone protect himself against the enemy, unless man knows as the Jews of old knew. The Jews of old, under the leadership of Moses, were never afraid to die against the totalitarian atheistic state. Why? Because the Jews of old antiquity were the only people who never forgot what Almighty God told Adam and Eve in Paradise: 'You are made in My image.'

"At Philadelphia in 1776, in a city already with a providential name, the City of Brotherly Love, the founders of this republic heard the echoes of God's voice in Paradise. And so when they planned to found here a government that would be dedicated to the promotion of the general welfare and the establishment of justice, they started first to make an act of faith in the creative God. Then they made their act of faith in the law of nature, the moral law recognized by every human being from the beginning of time, unless that person were insane, and they accepted the Ten Commandments as the ethics of the Declaration of Independence.

"We have reached the year of decision, the crisis of the world. Why have I hoped for the victory? Why have I hoped that I will live to see America making a right-about face to the America of 1776? Why do I believe that? Because we are a God-fearing people.

"In the crisis of the Civil War, Abraham Lincoln invited his Secretary of the Treasury to seek an expression of opinion from the people of America on what sentence on American coinage would best express the strategy of America in the tragedy of the Civil War.

"I, as a Catholic priest, am so happy, so proud, that just as Tom Boyd, the Presbyterian, could shake hands in all brotherly affection with my Catholic father, so I in spirit upon this platform

today can reach out and shake the hand of the Presbyterian minister in Lancaster, Pennsylvania, who in 1775 gave to the coinage of America the words 'In God We Trust.'

"This is America. This is American labor's own land. Because, and don't ever forget it, brothers and sisters, the hall that we now revere as Independence Hall in 1752 was built by the Carpenters Union of Philadelphia; and in that union employers registered alongside of their employees. There was no civil war among employers and employees as we have today.

"This is your America. Why? Because when God sent his Divine Son to this earth to redeem mankind he chose a carpenter, Joseph of Nazareth, to be the foster father of God's choicest gift to man, our Lord and Savior Jesus Christ.

"God be with you, and thank you for the opportunity that you have given me today."

Stephen Foote

**Commandant, The American Legion
Department of California**

In presenting the next speaker, President Pitts said, in part:

"We are particularly honored in having with us today, to speak for the American Legion, a man whose father was for years the president of the Los Angeles County District County of Carpenters, Charlie Foote; whose brother was a business representative of one of the Carpenters locals in the San Fernando Valley; one who knows, I am sure, the problems that exist in the American labor movement and our problems here in California today.

"It is a pleasure on my part to present Commander Steve Foote of the American Legion, Department of California."

Commander Foote then spoke as follows:

"Permit me to express my thanks for your invitation to appear before this great convention today. Early this morning I returned from the first official meeting of the California Executive Committee of the Department of California of the American Legion, and I bring to you the sincere greetings of all the Legionnaires of the state of California.

"As many of you may recall, I was elected the department commander of the American Legion at their recent convention in June in Hollywood. Perhaps it is significant that my first appearance before any major group since then is as your guest to your own great California AFL-CIO convention here in San Diego. Significant, in my opinion, is the fact that both our organizations have maintained a community of paralleling purposes. We both stand firm in the belief that the American way of life is the only way of life. Both our organizations have stood shoulder to shoulder in safeguarding our heritage of freedom. We are both dedicated to the promotion of the continuance

of that heritage. We all belong to that great and wonderful clan of we, the people of the United States.

"Also, as I stand before you it is with mixed emotions. My thoughts go back to the early days of 1930, those 12 years prior to World War II, when my father, Charlie Foote, was active, first for many years as president of Local 1913, AFL, Carpenters and Joiners, out in Van Nuys; later for many years as president of the Los Angeles County Council, A. F. of L. Carpenters and Joiners.

"It was he who taught me to look for the bug on everything that I bought and used. It was he who urged me to serve my apprenticeship as a carpenter in the early days of 1930. It was he who urged that I join the Seabees when I was ready to enlist in the services of our country in World War II, because the U. S. Navy had called upon the labor people to furnish new recruits for that newly-formed U. S. Naval Construction Battalion.

"My thoughts go back to those many evenings that Dad was away from home, those week ends he was missing from our home; but it wasn't until after his death, during the days of World War II, when I was overseas, that the real impact, the purposes of his absences from our home, were really felt. He was another member of we, the people, the working, active member for the wage earners in Los Angeles County; seeking recognition of those working people.

Labor and the American Legion

"The principles of Americanism have been interpreted in similar fashion by the American Legion and by your organization. It could hardly be otherwise, because our membership is so closely intertwined. Many of our members in high office and in the ranks have assisted in organizing American Legion posts throughout the state of California. Many of you are active in American Legion programs. Secretary 'Neil' is one of the charter members of one of the first organized labor posts in Los Angeles, and his now gray-haired field man, Curt Hyans, and Charley Hamner of Los Angeles, and Charley Lang, George Brunner, Mushy Callahan, Curley Benner, and Herb Wilson, and many, many others of your organization take time out to do their American Legion work.

"We of the American Legion are mindful of the advice and cooperation we have received through the years from you in respect to mutual employment problems. I say 'mutual,' because one of our big problems was the serious one of finding ways and means of job placements for returning war veterans following World War II and the Korean conflict. Great strides have been done in overwhelming the perplexities of employing the handicapped, in which we have been interested. Your effective help on this score alone has done much to relieve a situation which, at one time, appeared hopeless.

"We are mindful of the strides you have

made in taking up the slack in the matter of apprenticeship training by extending the ratio of apprentices to the number of journeymen in some of the higher skills. Your foresight not only caused the absorption of additional workers on pay-rolls, but strengthened your own position.

"With the continuing history-making influx of people to our California communities you, particularly, have been faced with new challenges. Let it be said to your credit that, greatly through the efforts of the now combined AFL-CIO in California, the economic equilibrium of the state has been maintained. This has been made possible because of the schedules you have developed, wherein an even balance of craftsmen are available.

"We must be watchful of those who seek to infiltrate our ranks with the dedicated purpose of upsetting our way of life; the life that we have chosen for ourselves and our posterity. You all know to what I refer.

"Like Legionnaires, you people of the AFL-CIO here in California have native ability to smell out the trouble-maker, the left-winger, the Communist in our ranks.

The American Way

"We are a free nation of free people. We are ready, willing and able to speak for ourselves, or to select from among our ranks those whom we desire to speak for us. We reserve for ourselves the manner in which we make those selections. If we desire laws to be adopted for the well being and security of our nation and ourselves, we follow the pattern we have laid down for ourselves to accomplish just that objective. If we find those laws do not amply cover a given situation, we follow a pattern we have laid down for ourselves to amend or repeal those laws. We do it all at the ballot box, in free elections.

"The same procedure applies to our selection of legislative representatives and government leaders. If we don't like them we don't vote for them, and if we don't like them enough, we exercise our privilege to urge everybody else we know not to vote for them.

"Again, it is we, the people, not the Congress, not the Supreme Court, not even the President of the United States, but we, the people.

"Now, neither you of California's organized labor, nor we of the American Legion, are going to sit back and knowingly permit anyone to change that pattern without a battle.

"In other words, we like the American way of life. If people in other lands like communism, that is all right with us. If they like slavery, that is their business. Let them have it, but don't try to force it upon us. We just don't want any part of it. We don't want them to try to force it on us. We just don't want any part of it, and we are not going to accept it. Being Americans, our one look at Communist-

dominated countries reveals the full and true story to us. We don't like it.

"Through the years you and we have recognized communism as a menace and a threat to our heritage of freedom and liberty. We have both taken positive action to safeguard our nation, our free institutions, our economy and ourselves against this menace. We have minced no words in making our stand clear.

Recognition of Red China

"Now we must continue to be alert to the dangers communism presents. We must exercise that same vigilance with respect to laws being proposed to soften us, especially in the area of recognizing such nations as Red China. That must be a touchy subject with you, because of the threat of slave labor-produced commodities which would flood our markets in the event of a proposal to trade with Red China ever becoming a national policy.

"The American Legion has made known its emphatic opposition to any recognition of Red China.

"I might suggest that it might be wise to look into the motives which prompt such a change in national policy; and it might be equally as wise to take a second look at those who make such proposals. Our vigilance must extend to those whose utterances in our communities label them for what they are. They must be exposed. You and I know that an enlightened American public knows how to play its cards.

"We believe in the adage that a man is worthy of his hire. In that belief we think he should have the prerogative of bargaining for it.

"Let me tell you that among the plans approved at our executive committee meeting this last week-end at Redwood City, are proposals for greater emphasis on the fundamentals of Americanism. We Legionnaires are convinced that under the skin of every American there is buried sound and positive beliefs. They include a belief in God, a belief in loyalty, and a belief in patriotism; all, combined with the elements which comprise the mind and heart of the ordinary American and make him an outstanding sort of an individual, and a member of we, the people.

"We suggest that you join with us in reviving those fundamentals. Let's try to bring them a little closer to the surface for an open look. Everything else American has been exposed. Let's try exposing the things that make the average American tick.

"We will find little opposition to the theory that it is still fashionable to believe in God, to be loyal and to be patriotic. If that's true, then let's try going to our church or temple next Sunday, or next Friday, or next Wednesday. Let's take the kids with us. I think the one probably most surprised might be the preacher or the rabbi. But try it and let's see what happens.

The Area of Loyalty

"The area of loyalty is nothing new to you. It's just a matter of being faithful, that's all. Each of us tries to practice it. Maybe if we were to spread it out in the community a little more it would accomplish the emphasis needed to induce better understanding.

"Patriotism is the inborn factor. You don't acquire that by transfusion. You all have it in your hearts. We of the American Legion are accused of wearing it on our sleeves. We plead guilty to that charge. We hope that it will brush off on others and become contagious.

"We agree it is great to be an American. In that agreement, then, we should have no problem lending emphasis to acting like one. How should it be done? The answer is easy. You are an American, just be yourself.

"Our organization has accomplished much for the state of California, as has yours, and also for the nation. And we have both worked side by side in this accomplishment. I hope that the full appreciation of our mutual responsibilities will never diminish.

"I want to thank you again for giving me the privilege of attending your convention. I hope your deliberations will be successful and that you will add another constructive page bringing further credit upon yourselves and to the people of our great state of California.

"May we continue to serve together, we, the people, for God and country!"

Appointment of Escort Committees

Secretary Haggerty announced the names of delegates appointed to serve on the following escort committees:

"For the committee to escort the Honorable Stanley Mosk, the President has appointed Delegates Albin J. Gruhn, Chairman, Humboldt-Del Norte Central Labor Council, Eureka; Anthony Anselmo,

Joint Board of Bartenders and Culinary Workers, San Francisco; Fred Smith, Fire Fighters No. 1014, Los Angeles; and Joe Angelo, Steelworkers No. 3367, Niles. That committee has performed its duties well.

"For the committee to escort Lieutenant Governor Glenn Anderson, the Chairman has appointed Chester Bartolini, Chairman, Bay Counties District Council of Carpenters; Harry Finks, Central Labor Council, Sacramento-Yolo Counties, Sacramento; M. J. Collins, Electrical Workers No. 569, San Diego; and George Roberts, Los Angeles County Federation of Labor, Los Angeles. That committee has performed its services.

"For the committee to escort the Honorable Edmund G. Brown, Governor, to the platform, the chair has appointed Sam Otto, Chairman, Ladies Garment Workers No. 451, Los Angeles; Carl G. Cooper, Stage Employees No. 33, Los Angeles; Chris Amadio, Machinists No. 1327, San Francisco; William T. O'Rear, Central Labor Council of Fresno-Madera Counties, Fresno; Ralph A. McMullen, Los Angeles Building and Construction Trades Council, Los Angeles; DeWitt Stone, Automobile Workers No. 509, Maywood; and Pat O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach."

Late Resolutions

Secretary Haggerty reported that he had received three resolutions after the deadline set by the constitution. He acquainted the delegates with their contents, and reminded them that a two-thirds favorable vote would be required for their acceptance. No motion was made to accept them.

Adjournment

There being no further business, the convention was adjourned by President Pitts at 4:50 p.m., to reconvene at 9:30 a.m. on Tuesday, August 11, 1959.

SECOND DAY

Tuesday, August 11, 1959

MORNING SESSION

The convention was called to order by President Pitts at 9:50 a.m.

Invocation

Reverend Donald G. Holsopple of the San Diego Council of Churches was introduced by President Pitts, and delivered the following invocation:

"Upon thy bended knee, thank God for work; for work to do and strength to do the work. A toiler with his hands unfurled was God's own son. None more forlorn than he who has no work; none more despised than he whose work he doth shirk.

"Upon thy bended knee, thank God for work, for work to do and strength to do the work. Amen."

Ewan Clague

Commissioner, U. S. Dept. of Labor Statistics

President Pitts presented Ewan Clague, Commissioner, U. S. Department of Labor Statistics, who gave the following address:

"First, I want to bring you greetings and good wishes from Secretary of Labor Mitchell, who was originally invited to appear at this time. He has been working on the steel situation since the trouble began, and from the work we are doing in the Bureau of Labor Statistics, I can assure you that it is very active work. In fact, I have just had a phone call from Washington telling me about a meeting tomorrow morning in the Department of Labor on this subject. So I am flying back tonight to attend it.

"I might say I am particularly glad to substitute for Secretary Mitchell because this gives me an opportunity to meet again many of my old friends here in California. As your President Tom Pitts has said, I have been out here before. I used to attend the educational conferences called by the University of California jointly with the unions, both UCLA and Berkeley, and there I met a considerable number of you.

"When I arrived here yesterday noon and was looking around for someone to help me, I saw a giant of a man whom I

recognized. I went up and asked his help, and it was Earl Wilson whom I had met some years ago. And I see some of the rest of you here who were there at that time.

"I considered with Neil Haggerty what I should talk to you about this morning. We decided that perhaps I might well talk about the cost of living. I realize that it is an unpleasant subject, but you are here to work. So I am going to give you something to think about in connection with it.

"This reminds me of a cartoon which went around in the newspapers several months ago. Perhaps some of you saw it. There was a picture of a government official sitting at a desk which was marked 'BLS,' which stands for Bureau of Labor Statistics; and an angry housewife had just busted an umbrella over his head. Underneath the picture was the statement, 'Please, Lady, we don't make the cost of living; we just measure it.' And so we, ourselves, feel lots of times that that is the way the public reacts to us. We are the cause of the cost of living, the public says. But really, we are not. All we are doing is trying our best to measure it. And so I would like to say a few words to you this morning about measuring the cost of living.

The Consumer Price Index

"First of all, let me emphasize to you that there are several different measures of the cost of living, and you must use each one of them as you find them. Any one of them won't serve for the other. The one you know best is the consumer price index. I suppose there are a considerable number here who have that in their escalator contracts in one way or another. Perhaps it is the national index; perhaps the Los Angeles or San Francisco indexes, or any of the others.

"In addition, I am sure that every one of you uses it when you come to collective bargaining. So you want to know something about it and the way in which it behaves. What are some of its features? Let me mention a few of them.

"This index was developed back in World War I; most of you won't remember that far back, but there were great labor disputes in the war industries and in shipbuilding and the president at that

time, President Wilson, ordered the Bureau of Labor Statistics of that day to make up a cost of living index so that it might be used to settle these wartime disputes. So the index was created.

"It developed in the 1920's, but the 1930's, I don't think, used it. It didn't change much in the 1920's; it declined some in the 1930's. However, it was revised in the 1930's and put on a more modern basis for that time, and then it was used in World War II in wage stabilization and price stabilization.

"At the end of the war we came into the period of inflation, 1946 to '48, and we saw that the index needed revision. By this time I was the Commissioner of Labor Statistics, so I participated in the big revision which we conducted in 1950 to '52.

"Then we produced the present index which has existed since 1953.

"Now, I must tell you that this year, Congress has given us the funds to revise the index during the next five years. Our preliminary work is beginning this fall. It will continue during the next several years. We will conduct family expenditure surveys, calling on the families for their family budgets and the kind of expenditures they are making for living for 1960 and '62, and we will have a revised index on January 1, 1964.

"You might bear that in mind in looking forward to your contracts. There will be a change perhaps in the base period so the numbers will be different, and also in the composition of the index at that time.

"Now, in the meantime I would like to call your attention to some peculiarities in the index so that as you use it you will not be surprised when it behaves in a certain way. I would like to mention three characteristics.

Seasonal Changes

"One is seasonal changes. There are a number of prices, as you people know, which change from season to season. Last month I issued the index in the press conference for the month of June, and it jumped a half a point. I would like to explain very carefully to the public that half point was mostly due to the high prices of fresh fruits and vegetables. They tend to rise in the spring when we are eating away on the old crop of last summer, and if there are any rains or snows or freezes which make the new crop short, you will have high prices for fruits and vegetables in the spring and up into early summer.

"Then what happens is that the northern crop comes in, the full flood of vegetables and fruits, and down goes the index, usually in the months of August and September.

"Well, that is what we call a seasonal. It will shift from month to month and quarter to quarter during the year and

you ought to know these seasonals because they will explain why it is behaving the way it is.

"Automobiles, for example, furniture, television, radio prices, consumer durables, as we call them, are high priced usually in the fall when the new models come in. They will then sell somewhat nearer the list price. But by January, February, March and on into the summer, we get the discounts the dealers are offering, and we do collect our prices from the dealers. So then you get a decline in those prices until the next season comes in. And, of course, I should mention clothing, which has two seasonals.

"You have a peak price in clothing in September and October, when the fall lines come in, and, likewise, in March when the spring lines come in for Easter. But after that it declines gradually and you will get the low prices in February and in August when you get the sales.

"Well, at any rate, let me tell you that during the year the index will fluctuate up and down, sometimes as much as a point during the year due to the seasonal changes.

The Cycle

"Now, the second feature is the cycle, and this is one that has given us a good deal of trouble during the past two years. I mean by the cycle, how does the index behave in the depression and then in prosperity? And the answer is that it lags very badly.

"I mean by that it isn't like the prices on the stock market or in some kinds of other economic factors; it is slow moving. It doesn't change much. You can have a recession with a lot of unemployment and the index will stay up, because those prices are pretty firm. On the other hand, when business starts up like in the spring of 1959, when we are having a good business revival, the index doesn't change much. It's slow on the upturn, also.

"It goes down eventually, and it will rise eventually, but it is very slow to respond.

"Now, in the spring of 1958, we were cussed out a good deal in the bureau because our index kept going up, although unemployment was increasing rapidly and employment was going down. A lot of people wrote us letters and said, 'You must be wrong.'

"There was nothing wrong with it. This is the way it behaves. We made an analysis of it in the bureau over the last six major recessions and depressions back to 1920, if some of you can remember that far back, and in every case we had the same kind of picture. You got a big recession and big depression in 1921 and the index stayed pretty stable until practically the end of that year when other prices had collapsed and unemployment was very bad.

"And so it was in 1929, we didn't get a decline for a couple of years; and in 1937, 1939, 1954 and 1958. This is the way it normally behaves.

"On the other hand, you mustn't expect it to go up very much until you reach practically full employment. It has been stable for the past year. Prices at retail really don't respond until you are practically at peak prosperity, then they do tend to go up. That is my second point.

"Now, the index lags badly, and when you have your contracts you must remember this is the way it will behave during the cycle.

The Longterm Trend

"The third is the longterm trend in the index, and here I would like to divide it into two parts. One is services and one is commodities, things. The services have been going up for the last 20 years almost without exception. The services are hospital bills, doctors' fees, the price of haircuts, laundry, cleaning establishments, streetcar fares, newspapers; we call them 'services'. Now, these kinds of prices are slow to move. They don't change very much.

"Oh, rent. Rent is another service. But rents steadily go up, slowly but surely. And they have been rising, as I say, almost without exception, month after month, for 20 years. I don't want to lend the impression they will always go up. It may be that these service prices will finally reach a general level with commodities or goods, and then they will level out. But so far I can count on them every month to go up.

"On the other hand, commodities rather frequently — as I indicated, automobiles — may be high in the fall and decline in the spring. Some things like clothing were higher in 1951 than they are today. Commodity prices can fall.

"Food particularly can rise and fall. In fact, for your information, I might express to you that for the last three years we have been in an upward price cycle on food. One of the reasons the index rose so much in the spring of 1959 was the rising prices of food. But now we have reached the peak of the food cycle, and in general those prices are likely to turn down, perhaps not awfully much, but, nevertheless, they are more likely to go down than up.

"The farmers are raising more hogs, more cattle, and more fruits and vegetables, and the food index is not going to be important, say, in the next year or so. Consequently, these prices can change.

"In the meantime, the services go up and the effect, so far, has been to bring you out about in balance. So for the past year we have had very little change.

"Now, let me go on. That is one measure of the cost of living. Let me mention two others before I sit down.

The Family Budget

"Back in 1956 the Appropriations Committee of the House asked the bureau to

make a study of what it costs in dollars for a family to live. So at that time, with funds especially provided to us, we produced the so-called four-person family budget, a man and a wife and two children, and expressed it in dollars — the minimum budget, but an adequate budget, one which would cover all basic family needs at a minimum rate.

"We priced that and produced those figures for 34 cities from 1947 to 1951. Some of you may recall those four-person budget dollar figures which were issued for Los Angeles, San Francisco and a number of other cities out here. We had to give it up in 1951 because we did not have continuing funds to keep it up-to-date. It was getting out of date.

"So we didn't have it until recently. Just a year ago the Appropriations Committee gave us some money to modernize this budget, and we have been working on that during this past year. In modernizing it, it means that we brought it up to date as much as we can, with new items of expenditures and new minimum standards; and on that basis we have the budget ready. Now we have received funds which will enable us to price it in 20 cities, the cities where we have indexes, which in this case will include Los Angeles and San Francisco. For these 20 cities we will have prices collected this fall, and then the budget amounts will be shown for these cities, perhaps sometime next spring, at 1959 price levels.

"This corresponds to the budget that most of you here know about, the Heller Budget, which is produced by the University of California. Our budget is not quite the same as theirs, but that is the general idea.

"So, beginning next year, you will have prices in about 20 large cities for this four-person family which comprise a minimum standard budget expressed in dollars.

"We were also asked to make a two-person budget for an elderly couple. There was such a great deal of interest in retired people and the question of how much it costs retired people to live that we have also been asked if we would make a minimum standard budget for an elderly couple. And we have done that, also. We have the amounts and the items to be priced for that, and we will price that also in 20 cities.

"The weakness, of course, in this is the fact that this will apply only in the 20 large cities. We will not have figures for, say, the smaller places where elderly couples retire, or the smaller cities throughout the country. But this is the best we can do for the time being. At any rate, this is another form of cost of living measure which will be available to you next year.

Place-To-Place Comparisons

"Let me mention very briefly a third measure. We get a lot of requests from cities all over the country (probably you

have written in from your locality) asking if you cannot have a consumer price index for that locality.

"Well, of course, we couldn't possibly meet that demand with any kind of money that we have in sight. I think we have letters from 600 cities asking for a local index.

"I want to emphasize to you that you do not need a local index, which is a month-to-month measure, or a quarter-to-quarter measure of change, so much as you need a place-to-place comparison. I find out when I get these letters that the interest lies in the question: How much does it cost us in this town as compared to some other nearby place? Is it higher to live here in San Francisco than it is in Los Angeles? Is it higher in Fresno or Sacramento? This place-to-place comparison is another kind of measure which we could produce if we had the funds to do it.

"I might say to you that our four-person budget will furnish us a method of measuring those differences between the 20 cities. This budget is a standard budget. It is equal in all places where it is measured. Therefore it does give us a measure of place-to-place comparisons throughout the 20 cities. But it will not apply in other parts of the country. So we are going to try later, as we do our revising work on the index, to bring in this third measure by collecting some information that will make it possible to measure from place to place relatively easily, from one town to another, what the difference is in the cost of living in those communities.

"I think that I really have summarized the basic facts concerning the work we do in trying to measure the cost of living. We will be glad to keep you informed from year to year, from month to month, as we are working on this. You will want to watch our progress with care, because it will have a deep concern to all of you."

Sigmund Arywitz

California Labor Commissioner

President Pitts next introduced Sigmund Arywitz, the California Labor Commissioner, who spoke, as follows:

"I am very happy to be here today. It is with a feeling of pride that I come here. As I am going to look back, though, I am going to call this my 'nervous' convention. However, I know that being here and speaking to you is not important in anything that I have to say, at least not important to me, but important in the sense that it is a symbol of the opportunity that I have to give service to the labor movement beyond the opportunity that I had before.

Wage Collection

"Yesterday I heard some unkind things said about collection agencies, and I am inclined to agree in all but one respect: that there is in the state of California one

collection agency that we all support. It is one of the biggest. And that is the Division of Labor Law Enforcement, which is the collector of unpaid wages for all of the working people in the state.

"You will be interested to know that in 1958, \$2,300,000 in wages that employers felt that they didn't like to pay were recovered by the Division of Labor Law Enforcement. This is the statistics of what actually came through the books. We don't know how much more was paid because we sent out a letter saying, 'You had better pay,' and the employer agreed he had better pay. But this \$2,300,000 is an increase of almost 20 per cent over the year before.

"We handled in our 16 offices in this state of California, 40,000 complaints and controversies, of which 30,000 were wage complaints. We held almost 20,000 hearings. We went into just about a thousand criminal prosecutions. We instituted 600 suits for recovery of money on behalf of workers. That is an average increase over the year before of about 15 per cent. And this is a very important figure to keep in mind: in 1957 there was an increase of about 12 per cent over the year before, and every year as the working force grows, as the problems increase, so has the work load of our division, along with the other divisions of the Department of Industrial Relations increased.

"I am not going to go into telling you everything the Division of Labor Law Enforcement does, because over in the Recital Hall there is an exhibit that the Department of Industrial Relations has put up. I think it would be interesting if all of you went over there and saw the work of the divisions. There you would see a list of what we call 20 ways the Division of Labor Law Enforcement helps the workers of California. But in these 20 ways is an abridgement of about 60 laws of the Labor Code that we enforce.

What The Division Handles

"Typical of one month's report to the Governor's Council are these kinds of various prosecutions and hearings that we held: advertising improperly during a strike; violations of the child labor laws; violations of the prevailing wage laws in public works; failure to furnish employment statistics; violations by farm labor contractors; controversies in private employment agencies; delinquent payments to health and vacation funds.

"And, parenthetically, I would like to say to you all that we are doing a job for the entire labor movement in the collection of health and vacation funds, but this is one area in which we need your help. Please tell your fund people that before they come to us with the violations, to go after the collections themselves and make a showing that they have tried to collect and that the employer has failed to pay, so that we have the evidence to go in and exert our

efforts on their behalf. We occasionally run into the problem that the first effort to collect comes to us, and then we really don't have this evidence that we need for wilful failure to pay.

"Other matters that we have are misrepresentation of conditions of employment, violations of the Labor Code on sanitation and ventilation, failure to pay on the proper payday, failure to have tipping signs when the worker doesn't keep the tips. There is failure to carry workmen's compensation, violation of the anti-kickback laws, failure to pay agreed wages in contracts, failure to comply with the weekly day of rest law. These are just some of the laws, but our biggest work is still the collection of unpaid wages.

"Today in California we have a work force of about 6 million people. Our projected figures indicate that by 1970 we are going to have a work force of 10 million people. And in addition to the problems that the labor movement is going to have in organizing and in servicing this vastly expanded work force, the Department of Industrial Relations and our own division will have problems of planning to take care of these new people who will be in California. We are going to have to have more deputies, more attorneys, more investigators, and we are going to have to establish new offices.

New Offices, New Deputies

"Now, I know some of you people in Orange County have been rather unhappy that we haven't been able to maintain a full office in Santa Ana. We have in the last few months increased the service in Orange County, but it's still not what we are looking forward to and are planning on, and I know that you are going to be happy to hear this: We are going to do our best to have a full-time office in Santa Ana within the fairly near future. As you know, Orange County has expanded tremendously. There is a great deal of industrial development and building, and we hope to be able to make the legislature see that an office is needed in Santa Ana.

"The same thing is true for most of you who are in the San Fernando Valley, where you know that about 25 per cent of the population of the City of Los Angeles resides. We are looking forward in the near future to being able to establish an office in Van Nuys so that we can give increased services there in the North Hollywood-Van Nuys area of the San Fernando Valley.

"Another thing that I am sure you are going to be interested in is that the legislature did allow us three new deputies in the current budget, and with transfers and additions, I think all of you are going to be happy to hear the names of some of the deputies that we have just appointed. Those of you from Los Angeles know Francis Donnelly, who is a vice president of the County Federation of Labor and former president of the

Amalgamated Transportation Workers Union. He is our newest deputy labor commissioner down in Los Angeles, and he started last month.

"After taking care of the greatest area in the county, we took care of another large area, naming John Kimberling, who was active in the Texas Federation of Labor, as another deputy down there.

"In Oakland we have taken John Candalaria, who has been with the United States Department of Labor in the enforcement of the Mexican farm labor program, and he is a new deputy starting next week in Oakland. People in the building trades, and especially those around the Bakersfield area, will be happy to learn that Paul Hill, Jr., of the Carpenters Union in the Kern County area, is starting as a deputy labor commissioner in the San Jose office, and those of you who knew Andy Evans, who was formerly a staff man on the CIO, and then went on the staff of the AFL-CIO, under Dan Flanagan, has also been appointed to serve as a deputy labor commissioner in the San Jose area.

Legislative Activities

"Now, I think you would be interested in hearing something about the legislative activities of the Division of Labor Law Enforcement—some of the new laws passed. But before I even start on that, I want to express thanks to Neil Hagerty, and to Tom Pitts, and Charlie Scully, and Don Vial, with whom I had the good fortune to work closely in Sacramento on the bills of interest and importance to our division, and I want you to know that I really had a team battling on my side. All I had to do was ask them for help, and not only was it always forthcoming, but it was the best type of help you could find in the city of Sacramento.

"When we talk about the Division of Labor Law Enforcement legislative activities, instead of calling it 'The Sacramento Story,' we could almost call it 'The San Diego Story,' because much of it originated in San Diego. Nothing should lead anyone to think that I am critical of the courts of San Diego. I am not, I am a public servant.

Wage Payment

"First of all, we had a little trouble about a year ago when we went to court to get a criminal conviction on an employer who refused to pay wages due a worker. And the court decided, 'It's true, he owed the money. It's true, he refused to pay.' But the day that the worker went and asked for the money, the employer said, 'I don't have it, you can't bring blood from a stone,' and even though the next day the employer did have it, the court ruled the demand was not made on the employer when he had the money. In other words, the interpretation of the court was, every morning, if a worker has money coming to him, he'd have to go to the employer, get down

on his knees, and say, 'Please, boss, please pay me today.'

"Well, we thought the court was wrong on this, so we went to the legislature and we had that section of the Labor Code amended so that now the first time you ask for your money, there is continued demand. If the boss doesn't pay once you have asked him for it, then we can get a conviction from him, and for him, too, because it teaches him a lesson, and he will learn that after this he has to pay, and no worker is going to go following the boss around, tagging after him, hoping that he can ask the same minute that the guy has some money in his pocket.

"This is a very important gain. While it looks like a small one in the book, it is going to account for improved collection of wages that employers don't feel like paying, although they are justly due.

Arbitration and Wages Due

"Now, we had a bill in on arbitration. It's also a San Diego bill, because it was put in by Senator Hugo Fisher, and this was a delicate one because it was important that the courts not throw out wage claims on technicalities of arbitration when the claims were due and payable, and at the same time it was important that the legislation not tamper with the principle of arbitration. It would be no gain if we were able to get arbitration clauses set aside capriciously and jeopardize the whole structure of arbitration, because if we could do it, others would be able to go into court and do it, too.

"So a measure was put in, and it was amended to everybody's satisfaction, which enables the Division of Labor Law Enforcement to go in to collect wage claims without regard to arbitration clauses, but still protects the arbitration provisions as far as interpretation and application of the contract goes.

Wage Collection

"Another bill that was important, and that unfortunately we took a beating on, but I see that it is in 'The Sacramento Story,' so I want to mention it briefly, was a bill that would have been of great help to us, because right now when somebody comes in to get wages, we hold hearings, and if the employer refuses to pay, then we have to go to court and start all over again, all of the hearings are thrown out. So a bill was put in—and interestingly, another San Diego bill, because Assemblyman Luckel introduced it and Senator Fisher carried it in the Senate—and this bill provided that once the labor commissioner's office provided that wages were due and payable, that a certification of this fact in court would be considered prima facie evidence, and we would be able to move on that. It would save time, it would get the money faster, and everybody thought it was a fine idea. In fact, it passed unanimously in the Assembly, it

passed by a good vote in the Senate. Then a few of the senators unhappily remembered that they represented employers some of the time, and they were making it too easy, so it was reconsidered. This was one of those dramatic last-minute affairs. If they didn't get it reconsidered by midnight, it was passed. And five minutes to midnight they called it up, and the roof fell in. The first thing we knew the bill had been tabled, and it is something that we have to go for next time.

Lost and Broken Tools

"Another important bill to all of the working people — after it was carried through pretty far, and it looked as though we were going to get it passed, but it got defeated on the last day of the session—was a bill providing that the employers could not charge workers for lost and broken tools when the tools were lost and broken through no deliberate fault of the workers. It seems like a reasonable bill. There is no reason why anybody should oppose it. Of course it was opposed by the M and M and the California Association of Manufacturers, and other people who never like to see workers get what is coming to them, but we got it through the Assembly. It went through the Senate Labor Committee, and then died in the Finance Committee, so nothing more was heard about that bill for this session.

Fringe Benefits

"I would like to mention one more bill, and the only reason I am presumptuous enough to mention it is because the enforcement of it comes to our division, although this bill was purely a labor bill. It was carried by the Federation and the building trades, and the Division of Labor Law Enforcement can claim no share in the triumph of its passage. It's all labor, and that is AB 317, which provides that fringe benefits will now be included in computation of per diem wages and prevailing wages.

"This is a great gain. It is not my place to tell you all that it is going to do, but I do want to tell you this because we are affected. If we are going to enforce this one properly, we are going to need information. I was mentioning this to Maurice Gershenson, of the Division of Labor Statistics, and he said, 'Please, if you remember, ask the building trades unions especially to get in their contracts to the Division of Labor Law Statistics, because we can't do the job of computing the prevailing wages without all the contracts.'

"So I leave this to you, sisters and brothers, to go back and give Maury Gershenson this cooperation so he can cooperate with you.

Kaiser Steel Case

"Now, I am going to talk about just a couple of more things, and the best way

to start this, because this is a good story, is to tell you a funny thing that happened to me on the way to the convention. I was in Los Angeles Friday, and I picked up a paper, and found that finally I had made the front page of the second section, but it was a front page. And I became subject to suit by the Kaiser Steel Company. The Kaiser Steel Company said that I was a great big bully. I was forcing them to pay vacation pay to their striking workers; and this was an unwarranted intrusion, so they went to court and wanted some declaratory relief from me. All my life I have been looking for relief, now they want me to get it.

"The story is a simple one. It started a couple of weeks ago, when just before the steel strike, the Kaiser mill sent out notices to all of their workers that they were canceling all vacations forthwith. Nobody who had a scheduled vacation was to get paid for it, but would be able to take it.

"Our representative in the San Bernardino area called after getting a complaint from somebody who came down and said, 'I had a vacation scheduled. I was supposed to get it next week. What do I do about it?'

"Well, the Labor Code has a section, it's Section 209, which says that when a strike is called, all wages due must be paid immediately or not later than the next payday. And there have been many judicial decisions that vacation pay is wages.

"So we called this to the attention of the Kaiser Steel mill, and I am unhappy to have to tell you that somebody said, 'We are not going to subsidize the strike by giving the workers vacation pay. We are not going to give them any more money to hold out.' And they said, 'We refuse to pay anybody vacation pay.'

"Our answer was, 'Under Section 209, if you don't want to pay anybody, you have got to pay everybody.' And they were served notice that they would have to pay vacation pay to every worker of the Kaiser Steel Company in this Fontana Mill, and that if they didn't, we would have to go and get criminal complaints against them.

"They said, 'You are going to have to expand your staff.' We answered, 'We don't have to, the district attorney will.'

"Of course, again they said, 'You are interfering in the strike. This is in violation of the government.'

"They said, 'You know there is only one guy who came with a wage claim.' The only answer we could give them is, 'You have Eisenhower, let this worker have the Labor Commissioner.'

"Well, after a couple of days of conferences, they came into my office and said, 'All right, we have had a meeting. We have decided to pay the vacation money to everybody whose vacation was scheduled.' But of course they put a con-

dition on it. They said, 'You had nothing to do with that, this was our own idea. We did it in spite of you.'

"So what could I answer them? I said, 'Be my guest.'

"As long as the workers are getting their money, we don't need the credit. The workers got the cash.

"So I am very happy to report that now I have received a letter from the Kaiser Committee stating that they have dismissed the suit. They don't need any more relief from me, and they are paying their vacations as they are scheduled so that the workers on strike will get the vacation money due to them as that original vacation was set up.

"There is only one thing that I have to say. You know this story has a happy ending, but I hear a rumor that there is another steel mill somewhere down in the southern part of Los Angeles. I shouldn't tell you the name. It begins with a 'B'. And they are not paying their vacations yet. But we don't go out and look for new accounts. If somebody comes in with a complaint, though, they will be 'our guest,' too.

Farm Workers and Child Labor

"I am just about through. I want to say it seems this convention is going to go on record as being a great convention in many respects, but one of them is because of the attention it is giving to the problems of the farm workers, who are today the most depressed workers in America and deserve the full attention of the labor movement. And we have in our division two areas where we come in on farm workers. One of them is the regulation, licensing and policing of the farm labor contractors. We have to see to it that they don't take advantage of their workers, that they are bonded, that they carry workmen's compensation, and that they observe the law in every respect. This is a difficult job, because there are so many of them and the areas to be covered are so vast, and you don't get an awful lot of cooperation in those areas. So I would like to offer those in the labor movement most concerned, our cooperation in the policing of the farm labor contractors, and in turn, I would like their cooperation in reporting violations that come to their attention.

"Another area that is very important to us is the enforcement of the child labor laws in the farm areas. We have child labor laws all over. There are certain restrictions, and we try to make the people live up to them. In the cities, it's not too bad a problem. We have teams of investigators going out all the time, and we catch them in the city.

"But out on the farms, you know they are picking, and they see the car coming from a long distance away, and sometimes the kids are so small they can hide behind the cotton bags. And even when we catch the kids, and we take the farm

labor contractor or the grower down to the justice of the peace to get a violation, the justice of the peace who comes from that area, and probably has some land himself, says, 'Well, what is wrong with a kid working on a farm? It makes them self-reliant. Children who start working at the age of five on the farm will never be juvenile delinquents.'

"Of course! They don't have a chance. They are old men before they are 14!

"We want to increase the enforcement. We are going again to do everything we can to stop this criminal abuse of children. We want them in school; we want the kids to have a better opportunity than their parents had. We want the kids to be able to learn and get some training so they do not have to live on the farms if they do not want to; so that they are not stuck in the ruts that their parents were, and so they can have the good things that the Americans dream for, that the industrial workers have fought so hard to get.

Unions Asked to Help

"Again we are asking you to help. Now, in all of our enforcement we can't do the job alone. The State of California will never be able to afford the budget that would be needed for 100 per cent enforcement if all we had were the enforcement officers of our division. Everybody must help in this. I am not asking you all to be lawyers on the Labor Code. I am asking you to tell people, if they are complaining, if somebody is taking advantage of them, first of all to go to their union. We in no way replace the union. We complement the union. We aid the union. The first instrument of the defense of the workingman is his trade union, and make no mistake about that.

"But we need help in enforcing the law. The defense of the workingman is a never-ending struggle, and this is something that we in the labor movement have always had to face—the old timers don't have to be told why they must be organized, they don't have to be taught the lessons of unionism. But the people who came in since the struggle think that the days of struggle are over. They think that now they can just sit back and take it. If the business agent doesn't carry it to them on a platter, there is something wrong with the business agent.

"We know that we have to be out there fighting every day, not only to get more but to keep what we have. And in this the unions are doing the basic job and will always continue to do that basic job. But backing you is the Division of Labor Law Enforcement, which we consider a mobile fortress. We get around; we cover the state; we move into the spots where we are needed; and we are a policeman, we are an attorney, we are a soldier, we are a judge. But whatever we do in any of these roles, we never forget that we

have one basic commitment, and that is to the service and protection of the workingmen of California."

Telegrams

Secretary Haggerty read the following telegrams to the convention:

Sorry I am unable to be present at your convention and address your delegates. However, have asked Commissioner Earl Ruddy to represent me. Hoping this is your most successful convention ever, I remain, respectfully yours,

ARTHUR C. VIAT
Regional Director,
Federal Mediation and
Conciliation Service

Due to the inability of my office to reach you by phone today, I must advise that my assistant, Peter M. McGavin, will be unable to attend your convention due to unforeseen circumstances which make it imperative to have Brother McGavin remain in the city. However, I have requested my assistant, George T. Brown, to represent the AFL-CIO at your convention. Sincerely regret this late change of plans and trust this will not inconvenience you too much. Am sure you will find Brother Brown a most able representative of the AFL-CIO. My warmest regards to you, the other officers of the State Federation and the delegates in attendance at the convention.

GEORGE MEANY
President, AFL-CIO

It is a pleasure to welcome you and your delegates to San Diego. We wish to thank you on the stand you have taken on the Right To Work issue in California. We hope that each organization in unity will derive a higher standard for the working people of our state in this convention.

SAM VENICH, President
San Diego County Unit
Masonry Contractors Association

Appointment of Escort Committees

Secretary Haggerty announced the names of delegates appointed by President Pitts to serve on the following escort committees:

"For the committee to escort President Clark Kerr, University of California: Richard Cartwright, Auto Workers No. 887, Los Angeles, Chairman; Charles Hardy, Central Labor Council of San Diego; Burnell Phillips, Central Labor Council of Riverside; and A. F. Mailloux, Building Trades Council of San Francisco.

"For the committee to escort Roy Simpson, Director of Education of Cali-

fornia: Max Osslo, Butchers No. 229, San Diego, Chairman; William F. Roy, Sheet Metal Workers No. 108, Los Angeles; John M. Sperry, Retail Clerks No. 1428, Pomona; and W. H. Diederichsen, Electrical Workers No. 617, San Mateo.

"For the committee to escort Joseph Kennedy, President of the Northern Area of the National Association for the Advancement of Colored People: Spencer Wiley, Auto Workers No. 509, Maywood, Chairman; Ernest King, Boilermakers No. 513, Richmond; Peter Lallas, Waiters No. 33, San Francisco; and William Becker, Cemetery Workers No. 265, Colma.

Alan Cranston
Controller, State of California

President Pitts introduced Alan Cranston, the State Controller, for a few remarks. Mr. Cranston spoke as follows:

"Thanks and good morning to all of you. It is a great pleasure to be with you, most of all because it is my first opportunity to thank you for all your help in my election last year. As you may remember, I had the narrowest squeak of any state candidate who finally won. My margin of victory was only 30,000 out of more than five million votes cast, and my opponent did not concede that I had won until a month after the election. So I firmly believe and know that, without your endorsement and without your help, I would not be the Controller of the State of California. I am everlastingly grateful to you and I will never forget your help in that campaign.

"I deeply believe that in the first six months of the new administration in Sacramento we have taken tremendous forward strides in civil rights, in social welfare, and in the financial responsibility for it, without which there cannot be solid steps forward in social welfare. For much that was accomplished in this session, again we owe gratitude to you for your help to all the victors in last year's election at the statewide and at the legislative level, and for the help that Tommy and 'Neil' and Charley and Don and others of you rendered in Sacramento in hammering out the legislation that was enacted.

"I want to be the first, however, to frankly state to you that I recognize that there were failures in these first six months. One well known example is the failure to take any forward strides in connection with the serious point of agricultural labor in the state of California. That is only one example of the many things where we have much yet to accomplish.

"Looking forward to next year, let me point out to you three items of great importance, with a sentence about each, that we must achieve.

"The first is to hold the state legislature and expand our strength in the next

year so that at long last the state will be reapportioned by the friends of labor, so that working men and women will have equal opportunity for representation in the state legislature in Sacramento and in the Halls of Congress in Washington.

"Secondly, we have the task of putting California's great and growing weight in national politics behind the best possible Democratic candidate for the Presidency of the United States; a man who will not put the weight of the White House behind labor-baiting measures like the Landrum-Griffin measure; a man who will support a measure like the Jack Shelley measure.

"And thirdly and finally, we have the task at long last next year of finally defeating and defying the dangerous dreams and desires of a fellow Californian, Richard Nixon.

"In closing, let me say just one other thing. Here in California those of us working together in the ranks of organized labor and in the ranks of government have a particular responsibility and a great opportunity. We know that at last the government of California is in the hands of those sympathetic to the aspirations of the working men and women of this state, and we have great and growing strength in the ranks of organized labor. Here in California our opportunity and our responsibility are tremendous, because we here, working together, are living and striving in what will soon be the greatest state, the most important political state, in the greatest Democracy on the face of the earth, in a world where only one-third of the people presently live under true democracy, where another third live under Communist dictatorship, and the final third having not yet made their choice between these two ways of life.

"What we achieve here in terms of social welfare, by democratic methods, may well finally determine whether democracy or dictatorship finally prevails upon our world. Thus, what we do or fail to do may have everlasting significance in terms of the progress or the failures of the human race.

"It is wonderful and it will be wonderful to work with you to achieve the greatest thing that we can achieve by working in harmony in the years and days ahead."

Richard A. McGee
Director, California State Department
of Corrections

President Pitts presented Richard A. McGee, director of the State Department of Corrections, who spoke briefly, as follows:

"I am here to extend my greetings and to express my appreciation for the cooperation that I have had from your officers and members over the past decade. I think these relationships continually improve and more and more of your mem-

bers are participating in one way or another.

"If I should undertake at this time to call the names of all the persons who are sitting on this floor who have taken some active part in helping us with our placement program and with our training programs and our institutions, it would take the rest of the morning, I am sure, and I would be certain to leave somebody out.

"I did not secure the permission of your chairman as to whether I could do this, but I feel impelled at this time to mention the names of some of the members of our organization who are members of your organization. I particularly wish to recognize at this time Mr. Jack Bell, who has been appointed by Governor Brown as a member of the Adult Authority. This is the term-fixing and paroling agency of this state.

"Another person, whom I do not see in the group, is a member of the Board of Trustees of the California Institution for Women, and has a similar responsibility—Mr. Phil Deredi of San Francisco.

"Two other persons whom Governor Brown has recently appointed to a very sensitive group that serves our department, the Correctional Industries Commission, are Mr. Chet Bartolini, whom I saw on the platform a while ago, but who is well known to all of you; and the second appointment to this group is Mr. Joe Christian, who is also, I am sure, known to all of you.

"I can't refrain from mentioning a former member of that same Commission whom you all know, too, and who was of great help to us in the past seven or eight years: Mr. Joe Cambiano.

"I see sitting at the end of the platform one of the early persons who has cooperated with us in our program as Chairman of our Advisory Committee on Clothing: Jerry Posner.

(As their names were mentioned, the several delegates present rose to acknowledge the introduction.)

"Now I want to comment just briefly on your Community Services Committee. This was a committee that came originally from the CIO organization and which has been adopted by the amalgamated group. I think this is one of the most forward movements that labor has made in recognizing that it has a broad social responsibility. I hope that under the leadership of Sam Eubanks and the other members that we can establish even better understanding and relationship than we have had in the past.

"Briefly, also, I wish to comment on two pieces of legislation which Governor Brown personally promoted, with our enthusiastic cooperation: one, an experiment in the supervision of narcotic addicts. This nefarious traffic is accounting for one-sixth of all the persons who are being sent to prison in California today. I do not wish to take your time to

elaborate on this. It is an experimental program which is aimed at dealing with the ex-addicts released from our institutions, as opposed to dealing with them merely as a police problem.

"The second piece of legislation extends our forestry camp program. This is a program which has always had the support of labor because we are doing work here which competes with nobody, and work which would not be done if we did not do it. The Zuni Indians get most of the publicity, but a thousand, sometimes two thousand, men that we have out conserving our natural resources are the people who are really doing the work.

"It reminds me of a little incident that occurred in connection with one of these camps about a year ago. There was a great disaster going on up in northern California, and we had a lot of these men out and some of them were serving as flagmen to keep people out of dangerous areas.

"A woman drove up in her car to one of the flagmen and asked directions. She said: 'I am awfully glad that I didn't take that other road. I understand that there are a lot of San Quentin convicts over there.'

"He said: 'Well, don't worry about us, Lady; we are Folsom convicts!'

"Thank you very much."

Following Richard McGee's informal speech, President Pitts introduced E. J. Oberhauser, superintendent of Chino prison; and Wesley Ash, special assistant to Director McGee.

Mrs. Florence Clifton

Chief, State Division of Industrial Welfare

President Pitts then presented another guest of the convention, the Chief of the Division of Industrial Welfare, Mrs. Florence Clifton, who, in brief acknowledgement, expressed her gratitude for the cooperation and assistance given her over many years by the Federation's officers and members.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

Resolution No. 108—"Amend Section 1257(a), California Unemployment Insurance Code."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this resolution, it is recommending that the resolution be filed, and suggests to the sponsors that it be re-introduced at the 1960 convention of the Fed-

eration in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 109 — "Abolish Section 1277, California Unemployment Insurance Code."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this resolution, it is recommending that the resolution be filed and suggests to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 110 — "Amend Section 1279 of the California Unemployment Insurance Code."

The committee report:

"The subject matter of this resolution is concerned with the increasing of the amount of partial earnings an unemployed individual is entitled to receive without incurring a disqualification.

"Prior to the 1959 session of the legislature the maximum amount allowable was \$3.00, as noted in the resolution.

"In accordance with convention action, the Federation introduced legislation and succeeded in increasing the allowable amount from \$3.00 to \$12.00. Accordingly, your committee wishes to alert the sponsors of the resolution and the delegates to the convention to this change which will become effective next month.

"Your committee, however, believes that additional increases may be warranted at the next legislative session in 1961; accordingly, while your committee recommends that this resolution be filed, it suggests to the sponsors of the resolution they may desire to re-introduce a similar resolution to the 1960 convention of the Federation."

The committee's recommendation was adopted.

Resolution No. 111 — "Loss of Unemployment Benefits in Respect to Trade Disputes."

The committee report:

"The subject matter of this resolution is concerned with the elimination of the disqualification under the unemployment insurance program with respect to trade disputes.

"While your committee concurs in the general intent of the resolution, the committee believes that there may be more feasible means of accomplishing the purposes of the resolution applicable gener-

ally to removal of disqualification in trade dispute cases rather than in the special circumstances mentioned in this resolution.

"Since there will be no legislative session other than the budget session until 1961, your committee recommends that this resolution be filed, suggesting to the sponsors that they may desire to re-introduce the resolution at the 1960 convention of the Federation and perhaps broaden it to apply to this disqualification generally."

The committee's recommendation was adopted.

Resolution No. 112 — "Amend Section 1253(c), California Unemployment Insurance Code."

The committee report:

"The committee requested the sponsors of this resolution to appear before it, but no appearance was made.

"Reference to 'The Sacramento Story' will show the legislature last year attempted to cure the problems mentioned in this resolution by a bill successfully passed at the last session of the legislature. The committee felt that perhaps the problem no longer existed. In view of all of the circumstances, the committee recommends that **Resolution No. 112** be filed."

The committee's recommendation was adopted.

Resolution No. 114 — "Eliminate Section 1253(d), California Unemployment Insurance Code."

The committee report:

"Your committee requested the sponsors of this resolution to appear before it, but no appearance was made.

"At the first merger convention, the policy was adopted of providing benefits for a waiting period under the provisions of the Unemployment Insurance Code if the unemployment lasted more than seven days. This resolution would require payments from the first day, and your committee was not convinced that it was preferable to the policy adopted by the first merger convention.

"In view of the failure of the sponsors to appear and the reasons noted above, the committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 115 — "Amend Section 1252, California Unemployment Insurance Code."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and sug-

gesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 77—"Cover Pregnancy with Disability Insurance."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 122—"Amend California Unemployment Insurance Code."

The committee report:

"Your committee requested that the sponsors of this resolution appear before it but none appeared.

"Your committee notes that procedures exist whereby an individual is promptly paid disability benefits so long as he files a workman's compensation claim and a consent to lien. Accordingly, it does not appear that legislation is necessary if the existing informal arrangements are placed in effect.

"If, however, these existing informal arrangements cannot be effectively applied, then it is of course possible for the sponsors of the resolution, under such circumstances, to re-introduce this at the 1960 convention of the Federation.

"In view of all of the circumstances,

however, the committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 15—"Free Choice of Doctor by Industrially Injured"; **Resolution No. 121**—"Amend Workmen's Compensation Laws."

The committee report:

"The subject matter of these resolutions is similar, namely: the liberalization of the workmen's compensation program, including specifically in **Resolution No. 15** the granting of freedom of choice of doctor.

"While your committee concurs in the intent of the resolutions, it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of these resolutions, it is recommending that the resolutions be filed and suggesting to the sponsors that they be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Telegram

Secretary Haggerty read the following telegram to the convention:

Would like to take this opportunity to extend my best wishes for a successful and productive convention. Am only sorry that I cannot be with you and the members on this occasion.

JEFFERY COHELAN
Member of Congress

Recess

The convention was thereupon recessed by President Pitts at 11:45 a.m., to reconvene at 2:00 p.m.

TUESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:20 p.m.

Federation Membership

Secretary Haggerty gave the following report on the matter of the paid-up and estimated actual membership of the Federation:

"I should like to call your attention to a little report which I have issued pursuant to the mandate of the constitution requiring that I must submit to each convention a list of local unions and their paid-up membership based upon the amount of tax which they pay to the Federation, and my estimate of the actual membership.

"I have attempted to ascertain actual membership without much success. As long as the constitution provides for my

submission of this to the delegates of this convention, I would appreciate your assistance in checking over some of these local unions, including some of your own. You may find that your secretary has become cute and Scotchy and does not pay the full tax; and you don't know that, because he hasn't told you. But you will know when you read this report.

"I would appreciate your assistance in informing me of actual membership as you may know it, so that we may in turn correspond with the secretary of the local union, and you in turn may assist us when you return to your local union to tell the boys 'get honest.'

"I don't think that you can probably support, in fact I am sure that you cannot support, this Federation on a half-way measure. I am sure that you appre-

ciate the expense to which we are put weekly and monthly. If you read my financial report to the convention, you will note that we are running at a deficit continuously. I am wondering how long we can go on that way. And that should not have to be. There is no need for that, if our unions would pay on their full membership.

"I don't very often talk to you about this matter, as you probably know, but in view of the fact that I am required by the constitution to do this, we might use this vehicle, then, as the means of correcting some of the smallness of some of the organizations and not have them be half-way riders or free riders, but go all the way and correct the tax.

"I shall appreciate your efforts in this direction very much."

Howard D. Mills

National Vice Chairman, State Chairmen's Advisory Committee, U. S. Treasury

President Pitts presented Howard D. Mills, the National Vice Chairman of the State Chairmen's Advisory Committee of the United States Treasury, who addressed the convention, as follows:

"I know you have a busy afternoon, and I shall make my remarks brief. I do have two citation awards to make. One, the Treasury's highest award to an organization, and the other, its highest award to an individual for service beyond what you might call the line of duty in the savings bond program.

"The first award is drawn in the name of the California Labor Federation, and is presented this afternoon in recognition of many long years of consistent cooperation, including the World War II years, with the Treasury in the savings bond program, and presented specifically in Calendar Year 1959 in recognition of the film which your national body sponsored and has contributed to the Treasury, entitled 'Twenty-Four Hours in Pirate Land,' in which, interestingly enough, the entire cast are California members of your Federation.

"Before making the actual presentation, I would like to comment that the cooperation of your bodies, the locals, councils and the state organization, is invaluable to the Treasury in connection with the payroll savings plan in many of our community activities. A year or more ago some of the union treasurers urged the Treasury to make Series E and H bonds available to other than individuals so that they could be purchased by associations such as your unions, and you are now supporting that program generously in that respect.

"Before making the presentation, in addition to speaking for the Secretary of the Treasury, I have two men on the platform with me, Mr. Newton McCarthy

of San Francisco, and Mr. George Grieve of Los Angeles, who are respectively state directors in northern and southern California. They would want to express their appreciation in behalf of their staffs, and for them I bespeak your continued cooperation.

"Now, Mr. Haggerty, if you would step here I would like to present the first of these awards. I won't take time in your busy program to read the legend, but let me assure you it is a pleasure to stand in for the Secretary this afternoon and present it, and present it to you."

Secretary Haggerty responded, "Thank you, Howard. On behalf of the organization I accept this."

Mr. Mills continued: "While you are on your feet I am going to drop the 'Mister' and get on a 'Neil' basis, if I may. This is a personal presentation to 'Neil' for service and leadership in this program which dates back before World War II. It fell to my lot to organize the original committee of volunteers in Southern California in the summer of 1941, before Pearl Harbor. 'Neil' was one of the first to accept an invitation to join that committee, and throughout the war period gave us invaluable counsel and advice and help through his association with your movement.

"So nothing could give me greater pleasure personally than to have a reunion with him and Tom Pitts and others of you who were active with us in those days, and to make a personal presentation of the Treasury's highest award to an individual, to 'Neil' himself."

Guests from Pakistan

President Pitts presented to the convention the members of a West Pakistan labor relations training team, visiting the United States through the International Cooperation Administration, as follows.

"I am happy to present to you Jamal Hasan Shirazi, who is the vice president of the All-Pakistan Transport Workers Federation; member of the executive board, All-Pakistan Confederation of Labour; and president of the General Motors Employees Union.

"Abu Saeed Enver, member, national executive board, All-Pakistan Confederation of Labour; member central executive committee, West Pakistan Federation of Labour; president, Pakistan Oxygen Labor Union, Lahore; president, Bata Mazdoor League, Batapur District, Lahore; president, West Punjab Textile Mills Mazdoor Union.

"Third, Muinudin Khan, assistant director of labor welfare, Government of West Pakistan, Industries, Commerce and Labour Department, Northern Region, Peshawar; enforcement of labour legislation in the field of labor inspections, social security, industrial relations, safety and welfare statistics.

"Ahmad Noor Talpur, Labor Officer, Government of West Pakistan; as labor officer, he makes factory inspections, conciliation of industrial disputes, et cetera.

"We welcome all of you here in our convention: we trust you enjoy the proceedings and functions. And at this time it is my pleasure to present to you Mr. Jamal Hasan Shirazi for his remarks."

Jamal Hasan Shirazi

Vice President, All-Pakistan Transport Workers Federation

Jamul Hasan Shirazi spoke to the convention as follows:

"We are extremely happy to be in your midst today and we are grateful for the honor you have done us by introducing us to this august assembly of dignitaries and delegates representing the working men and women of the state of California.

"From the 450 thousand organized workers of Pakistan and the people in general, we bring to you our fraternal greetings and wish your deliberations a unique success.

"Since yesterday we have been listening with close attention to the distinguished speakers who have addressed you, and their wonderful expositions of the problems involving the working people of America and with which particularly the workers of California are faced today. The problems of the steelworkers, the agricultural workers of California, their wages and other problems, have interested us intensely.

"What has drawn our attention most pointedly is your forthcoming 'labor reform' bill in the Congress. From the statements of Brother George Meany and from what has been said from this platform yesterday in this connection, we find that the free trade union movement of America is really faced with a grave danger of losing some of the fundamental rights of free workers. But we have every confidence that the united might of your rank and file and the wise counsels of your leaders will steer the boat clear of the storm and you will succeed in preserving and maintaining the sanctity of the democratic rights of free trade unionism which you have achieved through tremendous sacrifices.

"Let it be remembered that today the workers in Asia and Africa are marching ahead and drawing inspiration from the institutions of industrial democracy that you have set up in your country.

"Mr. Henning, in his historic address yesterday, referred to the American workers' role in combating the forces of communism in the world. You are well aware that today, particularly in Asia, Africa, the Middle East, a conflict is raging between free democratic institutions and communism, and you have been extend-

ing your helping hand to these teeming millions who, in spite of suffering from deprivation and starvation, are fighting against the establishment of a Godless society.

"We are happy to mention that the AFL-CIO, both independently and from the platform of the International Confederation of Free Trade Unions, has always tried to render effective help in fighting the forces of subversion all over the world; and for this we salute the working people of America and the flag of the AFL-CIO.

"We are also happy to mention that in Pakistan we have so far held the anti-social elements in leash, and with your cooperation, we assure you, we shall succeed in this and rout the enemies from our country.

"We congratulate once again the working people of California for this grand convention and express our thanks for their hospitality. California, as had been rightly pointed out yesterday by various speakers, has a great future; and we wish the people of California increasing prosperity and happiness."

Clark Kerr

President, University of California

President Pitts next introduced President Clark Kerr of the University of California, pointing out as he did so that President Kerr was the first president of the University of California to address a state labor body convention in California.

President Clark Kerr then spoke, as follows:

"First, I should like to thank you, Tom, for your very nice introduction; and second, to express to all of you delegates my great appreciation of your warm acceptance of me both personally and also because, as your chairman has said, this is the first occasion upon which the president of the University of California has addressed a convention of the Federation of Labor in California. And may I say that I hope it is not the last time.

"Also, I am very pleased to participate with you in welcoming the delegates from Pakistan. I was out there last January and had the honor of addressing a meeting of the Pakistan Confederation of Labor. They have a custom there which I had thought was limited only to the Hawaiian Islands, because before I spoke I had hung around my neck about a dozen leis, and by the time I got up to speak I felt that I had just won the Kentucky Derby!

"I might say that we were wonderfully received by the trade union officials in Karachi and were very much impressed with their country and with them. And I would like to just note to you the high aspirations of their new nation, the great vigor with which they are trying to ful-

fill these aspirations, and the firm adherence of Pakistan and this trade union confederation to the principles of the free world. They are our good friends and we should be their good friends.

Industrial Relations Background

"It is a very great pleasure to be here this afternoon, to begin with, because I have known so many of you over the years and worked with you, first, in the field of labor education when I was the first director of the Institute of Industrial Relations for the University of California, and later also as an arbitrator and mediator in many disputes throughout the state, including here in San Diego. In fact, as I walked down the aisle and saw so many of you I was impressed that while I came here as an educator, a good many of you had educated me; and as I went along I almost said 'Hello, professor' to some of you.

"You may think that having left the field of labor relations to become an academic administrator, I no longer have use for the knowledge that some of you taught me so painfully. But I would like to say that that is not true. Some of my friends in the arbitration field ask me: 'How does it feel not to arbitrate any more? Don't you feel kind of lonesome? Don't you wish that you were arbitrating again?'"

"So I tell them: 'Arbitrate? I am doing much more arbitrating as president of the University of California, with eight campuses and 800 faculty members, than I ever did as an arbitrator in the field of labor relations.'

"But there are some differences. First of all, I get a lot less per case than I used to; second, I can no longer leave town once I have made my decision; and in the third place, there are some methods which are sometimes used in the collective bargaining field which I have not yet been able to introduce into the ivory tower.

"So you may fully understand what those methods are, let me tell you of an experience that I once had in the Carleton Hotel in Washington when I was back there on an industrial problem. I went into the room where refreshments are served, and a friend of mine from the other side of the room saw me there. He got up and, in a very unsteady way, made his way across the room through the tables, and he finally got hold of my hand and said: 'Hello, Clark. Are you working on an industrial relations problem or are you sober?'"

"While I have learned a good deal from some of you, may I say that I think some of you have learned a bit from me, both in the informal school of collective bargaining, and also as students in my classes, including Don Vial, who now works for the state offices of the Federation.

"I am not sure that any of you has been as good a student as one that I had

a couple of years ago. I gave an examination and I only had one question in the examination. I asked: 'If you were the head of a large industry and you had this very difficult problem (which I then specified), what would you do?'"

"There was one student in the classroom who looked at the question for a moment and then he smiled. He wrote for about a minute or two, handed in his blue book and walked out.

"I wondered, what could he possibly have said in a minute or two to solve this very serious and difficult problem? which I thought would take a full hour. So I opened the blue book and this is what I found. It said: 'If I were head of this large industry and I had this very difficult problem, there is only one thing that I would do. I would ask Clark Kerr for his advice and do exactly what he told me.'

"May I say that I had a very hard time grading that paper! It didn't seem to me that he had done much work to earn a very good grade, but he was so right!

Labor's Support of Education

"Now, second, it's a great pleasure to be here this afternoon to express appreciation to the State Labor Federation for its support of education in California, including its support of the University of California throughout the years. As a symbol of this devotion of organized labor in the cause of education I might note that your president, Tom Pitts, serves with distinction on the State Board of Education, and that your secretary, 'Neil' Haggerty, is one of the most useful and valuable members of the Board of Regents of the University of California. And in carrying on in these capacities they are going ahead as organized labor has in the United States from the very beginning, because the history of public education in the United States has been intimately interwoven with the history of organized labor.

"The first labor movement in the United States was formed in Philadelphia in 1829, and the Workingman's Party over a century ago said this: that real liberty and equality have no foundation but in the universal and equal instruction. And as one of the first planks of this labor movement in the United States they called for, and I quote, 'a general system of state education.' Organized labor first supported public education at the elementary level, then at the secondary level, and then at the time of President Abraham Lincoln, began to demand state free tuition education at the university level as well, and that is one of the reasons why the University of California exists today.

"So I would like to express to you and the people who went before you our great appreciation for what you have done for the cause of education.

"Now I should like to speak briefly to-

day, first, of the increasing role of education in the United States, and second, of some of the prospects ahead in California over the next few years.

Increasing Role of Education

"First, turning to the increasing role of education in our nation: Adam Smith a long time ago in his famous 'Wealth of Nations,' in 1775, said that the wealth of a nation was the product of its labor, and that the products of its labor depended mainly on the skill, dexterity and judgment of its workers.

"Now, all of us in past decades have talked about the contribution of machinery, of capital, to the greatly increasing wealth. Just a few days ago I read a most interesting article covering the period from 1870 to 1945, a period of 75 years, asking this question: What had caused the great increase in wealth in the United States? And this article was concluded by a Harvard University economist saying that less than half of the increase of wealth in the United States in this 75-year period had come about because of increased capital, the larger number of factories and machines in the United States, or because of the increased population of our nation, and that more than one-half of the increased wealth of our nation had come about because of the increasing technology developed by our scientists and the increasing skill of our labor; and that the role of technology and skill was rising all the time as compared with the role of capital and the role of population. And this is quite reasonable, because as a society becomes more complex, it takes more skill to operate it all the time. And so the real investment in the United States is not our investment in capital, but our increase in people, and our greatest investment consequently is in our educational system.

Education the Basis of Survival

"Now, beyond its contribution to skill, and thus to wealth, our educational system is the basis of democracy, as Thomas Jefferson pointed out so long ago. It's also increasingly important as we work toward greater leisure, and thus the need for the bases for using that leisure. But we have also become alert to the fact in recent years that education is the basis of survival itself.

"When Sputnik went up two years ago a shudder ran down the spine of the American nation in the fact that the Russians were able to invent such a mechanism. I should like to give you one general and significant figure: in Russia today they are spending twice as high a percentage of their national economy on research and education than we do in the United States, and the battle with Russia is not fought alone over the air waves or on television channels or through our Army or Navy, or through our economic activities, but it is also fought through our educational system. In the long run

it becomes really our first line of defense.

"So I should like to suggest that in the United States increasingly, because of its support to our wealth, to our democracy, to our enjoyment of life, and even to our survival, that education has become our really basic industry.

"Now, second, I should like to say a word about education in California and the prospects ahead. At the present time 90 per cent of all the school age young people below the age of 16 in California are in school. This is the highest percentage of any state in the nation, and it's higher than the percentage of any nation in the world.

"In the state of California this past year, out of high school graduating classes, 54 per cent, just over half of the high school graduates, went on to some institution of education beyond the high school. This is the highest of any state in the nation. It compares with a national average of 32 per cent, and is the highest of any locality in the entire world. So we have a great deal to be proud of in the state of California.

California's Problem of Numbers

"But there are some real problems ahead, and I should like to mention them very briefly to you. We have to increase public-supported higher education in this one state in the next decade from taking care of 200,000 students, as this year, to taking care of half a million students in publicly-supported higher education in this state by 1970. The University of California alone must increase its student body from 45,000 to 100,000 students. And this is the greatest expansion ever demanded of a system of higher education in the history of the United States.

"So we have this great problem of numbers. Beyond it, we have the question as to whether the people of this state can afford to educate all these young people. And there are many who say that we can't; that we must cut back. But I should like to give you just two figures which I think prove conclusively that the state of California can afford its system of higher education.

"This state ranks fourth from the top in its per capita income, the fourth state in the nation in per capita income. But in the percentage of per capita income spent on public higher education it ranks sixth from the bottom. In a state that is fourth from the top in per capita income, but sixth from the bottom in per capita expenditures, percentage per capita expenditures on higher education, certainly we can afford this increase in public education over the next decade.

"A century ago the gold in California was in the hills in the Sierra Nevada. But today the gold in California is in its people, and their skills, and their skills lie behind industry, which is based upon the knowledge of scientists, and

not upon the cheap raw materials that some other states have.

"So we can afford an enlarged system of public higher education, and we must have it.

University of California Record

"Beyond the problem of affording it is maintaining its quality in the face of this great expansion. And let me say that the quality is extraordinarily high, and I am sure that each of us, as a citizen of the state of California, is proud of it. I shall make reference here only to the University of California, but the University of California, this one university out of 1,800 colleges and universities in the nation, has turned out 20 per cent of all the Nobel Prize winners educated in the United States; this one institution.

"And of all the Nobel Prize winners teaching in American universities, 20 per cent of them teach at the University of California. And it's on the brains of these men that the future of the United States depends, more than on any others.

"This is a university which developed the atom bomb to win World War II; which developed the hydrogen bomb to hold off the Russian threat and the prospect of a World War III; which has recently discovered and created for the first time a substance called 'anti-matter,' the opposite of what we are made of ourselves. And the prospect is that in our universe there may be whole galaxies which are made of this anti-matter exactly balancing what our galaxy is made of.

"May I say, incidentally, if this is true, I hope they never collide, because the impact of anti-matter and matter is to explode; exactly cancel each other out, and only zero is left.

"This is the university which for the first time in the history of the world put together a new living thing that never existed before, a virus which is the lowest form of human life, regardless of what you may sometimes think of the people across the bargaining table.

"But the virus is the lowest form of life. Sometimes it's inanimate, just like a salt; sometimes it lives and can recreate itself. And in one of our laboratories we created a new virus, and the prospect of that holds out hope for using viruses to fight viruses. Think of the impact on the health of mankind!

"The university in which the process of photosynthesis has first been undertaken chemically, the process by which the plants take the sunlight and convert it into energy, and the plants only take one per cent of the sunlight and really use it. And if through our knowledge of photosynthesis we can raise that to two per cent, the impact that can have upon the health levels of people around the world will be fantastic.

"It is the university that has done more for the health, welfare and survival

of the people of this nation than any other institution in the state of California.

"So we raise these problems of numbers, of costs of the maintenance of quality, and we look ahead.

The Coming Challenges

"I am sure we shall meet these challenges. As we face them, let me say again I should like to express our appreciation to you for your past support of higher education in California, and also to express our appreciation in advance for your continued interest, which we hope goes on forever.

"We have the best system of public education contributing to the growth of what will soon be the most populous state, the wealthiest state, the politically most influential state, in what is already the most powerful nation in the world. And we should like to keep it that way.

"Finally, I should like to read to you a quotation from Alfred North Whitehead, written way back in 1916, and he said: 'In conditions of modern life this rule is absolute: The race which does not value trained intelligence is doomed. Not all your heroism, not all your social charm, not all your wit, not all your victories on land or sea can move back the finger of fate. Today we maintain ourselves, tomorrow science will have moved forward yet one more step and there will be no appeal from the judgment passed upon the uneducated.'

"So may I conclude by saying that for the sake, then, of our democracy, our wealth and our survival, our education system can and should be in the future, as in the past, our best servant, opening the doors of equal opportunity to all our youth, and creating the new knowledge that is at the root of all progress.

"It has never been so true as it is today that as education goes, so goes our state, and so goes our nation."

Earl J. Ruddy

Commissioner, Federal Mediation and Conciliation Service

President Pitts presented next Earl J. Ruddy, Commissioner of the Federal Mediation and Conciliation Service, who spoke, as follows:

"Our regional director, Arthur Viat, is busy in copper negotiations at the present time, especially in Salt Lake City. He was unable to attend your convention. But I know that if he were here today he would probably want to stress one point upon you, and I think that I shall do that here this afternoon.

"You know, under the terms of the Taft-Hartley law, wherever there is a collective bargaining contract between two parties, the party desiring to modify or amend such contract must notify the other party in writing 60 days prior to such anni-

versary or expiration date, and 30 days prior to that time must notify the Federal Mediation and Conciliation Service and the State Conciliation Service in writing.

"The reason why I would like to stress that upon you here today is that in the past year especially, we have found on many occasions that a local union which had a contract with a firm doing interstate business either neglected to file this notice or filed it late. If you neglect to file it or if you file it late, and comes time that you have reached an impasse in contract negotiations, and your membership says you must take them out on strike and you have not filed this notice properly, then you are subject to having charges filed against you through the National Labor Relations Board.

"Just recently a small local union neglected to file a notice until the day they struck the plant. They were taken to the National Labor Relations Board by the management, and it was very fortunate in this situation that the local union did not have very much money in the treasury. But after the hearing they were permitted to put their people back on the job and given orders to negotiate for an additional 60 days. So you can see where it is very vital that you should file these notices.

"The law just says that you must 'file it in writing.' It doesn't say what kind of paper you shall use. You could use any kind of paper you so desire, even a piece of tissue paper, if it is signed by you and filed through the proper channels.

"But our service has, for your convenience, a form which has five copies, and there is a carbon between each copy. All it says on there is the name of the conciliation service; the date you file it; the name of the employer; whom on the employer's side you should communicate with; his telephone number; the name of the union and address; and the proper person to contact on that side; the nature of business of the establishment affected; the number of people involved; the expiration date of the contract—and you sign it. So it is just like a letter. These can be obtained from our national office, our regional office or the field office, and they are for your convenience.

"At the bottom of the page it will tell you where to send them. The first two are filed with our regional office in San Francisco, the next copy is filed with the State Conciliation Service, the fourth copy is for your file, and the fifth copy is for the other party to the contract, if you so desire. If you do not want to send him the copy, you can put it in your file or destroy it, whichever you desire. But it is very important that you file these notices, because if you are found guilty, the management may then go to court and ask for damages. I know of one particular case in which management was awarded \$50 thousand—and the strike lasted less than one week.

"So please inform the personnel in your office that these can be obtained. If you don't desire to use them, be sure and file these notices on your letterhead or any other paper that you might desire.

"To me personally, it is an honor to be here today, even in a pinch hit capacity, because it does seem not very long ago that I sat on the floor with you delegates, probably some of the same ones who are here today, as a delegate to this wonderful convention. But I notice today that there are probably a great many more, for, as you know, a larger number of delegates attend here today than were present at the time that I was a delegate to your convention. Nevertheless, it is my honor and my pleasure to have known a great number of you delegates. And I think that I have known some of your officers and especially your president and secretary for many, many years.

"But I want to wish you as officers and delegates to the convention and also the members that you represent here at the convention, the best of everything, a great convention, much luck and good health!"

Percy H. Steele, Jr.

**Executive Director, San Diego
Urban League, Inc.**

President Pitts introduced Percy H. Steele, executive director of the San Diego Urban League, Inc., who spoke as follows:

"I consider it a real honor and a privilege to make a very brief comment on your program.

"Several years ago we had the honor of having President Pitts as our distinguished annual meeting speaker to discuss the very vital subject of human relations in the labor movement.

"All too frequently we find highlighted throughout the nation and throughout the world some of the unfortunate happenings and some of the blights in this area of human relations, human emotions or race relations, as you will have it. But I would like to take just a moment to commend the labor movement, particularly in the state of California, for having demonstrated not only its ability but its interest and desire to improve relationships between men and women; and I would especially commend your organization and its leadership for having very forthrightly taken the stand in this particular field, a very difficult field dealing with human emotions, sometimes rather charged emotions. Making possible equality of opportunity is not just an empty phrase. It is something which has terrific meaning and has terrific impact on our various communities. Without the forthright position of the labor movement along with that of management, business and so forth, we would not be able to see the progress that has

been made in this very difficult field.

"And so I consider it a privilege to be on this program today, to commend the labor movement, particularly in the state of California, for the tremendous strides and progress in this field."

Guests from India

President Pitts next introduced two guests from India, as follows:

"First I should like to introduce M. S. Ramachandran, who is the general secretary of the National Plantation Workers Union of India.

"Mr. G. Radhakrishna, who is the vice president of the Federation there comparable to the national AFL-CIO here. He is also from India.

"May I say to you that we welcome you here in our convention and trust that from this convention you glean something of value that you may take home with you to benefit those you represent.

"We wish you Godspeed and hope that you enjoy the travels that you make throughout our country."

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

Resolution No. 48 — "Delete Optional Carrier Provisions in Workmen's Compensation Law."

The committee report:

"The subject matter of this resolution is concerned with the requirement that workmen's compensation coverage be in a monopolistic state fund.

"The committee requested the sponsors to appear before it, at which time they advised these sponsors that although originally the affiliates had established the policy of state monopoly, subsequently, because the state fund was accused of substantially the same activities as the private carriers, it was concluded that they were in effect nothing more than another insurance carrier, and accordingly a monopoly for them would not be warranted.

"The committee concurs with this latter position, and accordingly recommends non-concurrence with this resolution."

The committee's recommendation was adopted.

Resolution No. 113—"Uniform and Adequate Health and Sanitation Standards."

The committee report:

"The committee requested the sponsors of this resolution to appear before it, but they did not appear.

"It was the feeling of your committee that the suggestions contained in the resolution more properly should be incorporated in an administrative code per-

mitting flexibility, rather than being frozen in the Labor Code. Since the sponsors, however, did not appear, the committee recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 125—"Improve Industrial Safety Regulations."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 131—"Sanitary Facilities for Field Workers."

The committee report:

"With respect to the first Resolved of this resolution, your committee concurs in the intent of the resolution. It is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this resolution, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then be reviewed by that convention.

"With respect to the second Resolved, however, your committee concurs that immediate action is warranted, and accordingly recommends concurrence in the resolution insofar as this second Resolved is concerned."

Delegate Frank Menezes of Packinghouse Workers No. 78, Salinas, spoke in support of the committee's recommendation.

The committee's recommendation was then adopted.

Resolution No. 22—"State Welding Standards."

The committee report:

"The sponsors of this resolution appeared before your committee, pursuant to its request, at which time they requested that the resolution be withdrawn. The committee recommends concurrence in their request."

The committee's recommendation was adopted.

Resolution No. 4—"Standardize Weld Tests."

The committee report:

"In accordance with the request of

your committee the sponsors and all other interested parties appeared before the committee with respect to this resolution.

"At that time it developed that the sponsors intended the resolution to apply only where the state law presently requires certification. With such understanding of the resolution, the other crafts present joined in its support and there was no opposition.

"Accordingly, your committee concurs in the intent of the resolution, but it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

Delegate Joe Eberle, Boilermakers No. 92, Los Angeles, spoke against the committee's recommendation, as follows: "I want to disagree with the committee's decision. Now, all morning long I have listened to the Legislative Committee state that there is no session of the legislature this year, and so, therefore, they ask to file the things as they have come up and to re-enter them next year.

"Well, I want to point out to you at this time that practically every one up to this date has been on the subject that is up here every year, and every year the Legislative Committee is working on it constantly. They all are good resolutions; they all have their merits; and they are being worked on and changed every year. But this resolution is in a different category. Once about five years back this resolution came in front of the old body, the AF of L, and nothing was accomplished from it. At that time there was a little difference of opinion as to whether it might run into a jurisdictional dispute or not. And so, therefore, there was not too much effort, in my opinion, made to have the legislature work on it. But we come to this now.

"It is a sore spot for years with the welders in all the crafts every place that welders are required to take a test.

"Now, I want to explain to the people here who are entirely ignorant of the welders' welfare just exactly what is involved. Anybody that knows about the welders can just close their ears, but anybody that doesn't know about it, I ask you to listen to me for a minute.

"I ask all of you, regardless of whatever trade or whatever work you do, if every time you went on a job you would like to take a test, the same test over and over? If when you went on this job, and you were a little down in spirit, you were a little down in health—we will take, for instance, the Ladies Garment Workers—and if they had to take a test

and they missed a stitch and didn't get that job, and then had to wait a few days and go out on another one and take another test on some of them, they wouldn't like it. It goes on down the line.

"The welders have to go out and take a test for every position, every type of welding they do. They work for Joe Doaks Construction Company. They take the test. They may make it, they may miss it. If that job lasts a week, they are laid off. They go out the next week for Joe Blow. They have to take the same identical test.

"The man might have to take that test 15, 20, or any countless number of times a year. And sometimes you miss it. Any welder will miss it. But that doesn't mean that he isn't a good welder, because after he once gets on the job they x-ray and test his work anyway, and if he makes a mistake they have to make it good.

"So therefore it doesn't prove he is a welder, it doesn't prove he isn't a welder. All it is is a hardship on the working man. He has to do it time after time. It causes him to lose day after day of work when he misses. Sometimes in some of them they don't even get paid if they miss the test.

"Now, when we proved to the committee that it was relative and pertinent to all welders of any craft, it isn't something meant just for the boilermakers alone, we meant it for every welder that picks up a stringer or does helium or acetylene welding. We meant it for all of them. And therefore, like I say, it has been something that has been forced down the welders' throats for years.

"Now, the reason I say that, I don't want to concur in the committee's recommendations. And this is the reason: We have tried and fought it for years, and it is a hard problem to whip. I say that I'd like to have that go in this year to give the Legislative Committee plenty of chance to work on it before the legislature convenes, so that they have an adequate program. If it was something that they have already got all the literature for, and all the knowledge that they need on it, well, certainly they don't need the time. But this one they do need the time; they need adequate preparation on it.

"So at this time I would like to ask you delegates not to concur in the committee's report, vote it down, and then after that I will move that you accept the resolution as written."

Chairman Bassett: "The committee is not in disagreement with the sponsors of this resolution in any way in the intent of the resolution and what they are trying to accomplish. As the previous speaker said, they convinced the committee that there is no longer any jurisdictional aspects, and all of the crafts who had representatives appear before the commit-

tee who have welders within the framework of their trade concurred in the resolution.

"The only difference of opinion here lies in the fact that the committee is following the policy that it is following on all resolutions, of concurring in the intent and filing them and requesting the sponsors to put them back in the next convention, which we believe will not be too much of a hardship.

"Now, if we start trying to make exceptions of one resolution to another, we will have the records all cluttered up with some concurred in and some not concurred in. The reason that the policy has existed for many years of filing the resolutions on the off-year is that sometimes conditions change. I don't believe they will change in this particular case, but many times they do change between sessions, and by the next convention, conditions have changed to the point where a counter-resolution would have to be put into the Federation.

"Now, if at one convention a resolution stating one thing was adopted and at another convention a counter-resolution was adopted, we would have a conflict between the two conventions. This is exactly why the committee does it. All the committee is asking the Boilermakers to do is to re-file the resolution at the next convention, and undoubtedly it will be adopted at that time and legislation will be prepared.

"Now, with respect to the committee, or the officers of the Federation, needing two years to work on any particular bill, it will serve no advantage whatsoever. Following a convention, where we prepare legislation, the legislative representatives of the Federation help to draft bills, and then they get Assemblymen or Senators to introduce the bills, and no work can be done on any bill until it has been formally introduced and it is a bill. Just to talk about an idea doesn't particularly gain anything. We can't see why the committee should clutter up the records by filing some and adopting some, and we think that is the only sound policy. We can't do anything for the Boilermakers until after the 1960 convention anyway, and we feel that they will not be put to any particular disadvantage from which they are not suffering now, and that all resolutions should be treated the same so that we have a uniform policy throughout the Federation meeting."

The committee's recommendation was then adopted.

Resolution No. 3—"Assessment of Properties by Counties."

The committee report:

"The subject matter of this resolution is concerned with uniformity and equality in assessment practices involving properties in various counties of the state.

"While your committee concurs in the desirability of uniformity, it does not believe that the suggested basis contained in the resolution, namely: 'Replacement Value' is the test that would be more equitable and desirable.

"Since there will be no general session of the legislature until 1961, and since adequate time for further mature consideration of the more desirable basis of assessment still exists, your committee in recommending that the resolution be filed, suggests to the sponsors the desirability of discussing this matter with the executive council of the Federation and re-introducing a resolution if they so desire at the 1960 Federation convention after such consultation."

The committee's recommendation was adopted.

Resolution No. 90—"Repeal Franchise Tax on Credit Unions."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 9—"Collective Bargaining in Public Employment."

The committee report:

"This resolution concerns the requirement of providing by state law the right to organization and with respect to proprietary operations of government the right to enter into collective bargaining agreements.

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960, and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The following debate ensued:

Delegate M. A. Walters, Electrical Workers No. 1245, Oakland: "I would like to point out, Mr. Chairman, that the subject matter with which this resolution is concerned was one in which the State Fed. at the last session of the legislature had several bills, most of which were referred to interim committees for study, and I feel that this resolution should be adopted and not referred to the 1960 con-

vention, for the reason that the interim study will probably be held prior to the next convention of our body. And I think the policy of this body should be adopted so that our representatives can properly represent the feeling of this convention before the interim committee."

President Pitts: "Delegate, even though the resolution in itself is not fully adopted here, the intent is adopted, and it has always been the policy of the Federation to follow interim committees and their studies throughout the period between sessions of the legislature. You may not be aware of that fact, and what you seek, I think in the interests of our organization, and from the standpoint of interim committee work, will just necessarily follow as a part of the duties of the Federation in the concurrence in the intent of the resolution which you proposed."

"However, on the other instance of actual legislation itself you, I am sure, are well aware that it cannot occur until the 1961 session."

Delegate John L. Cooper, Miscellaneous Restaurant Employees No. 440, Los Angeles: "Mr. Chairman and delegates: I have listened to this committee's report, as all of you have, with their rather standard recommendation that resolutions dealing with proposed legislation be filed. In some cases the intent has been concurred in."

"On the basis that this has been a past procedure of all our conventions—I have been coming to these conventions for 20 years, and I don't have the record before me, but I question whether or not this has been an ironclad policy in past conventions in off-year meetings of the legislature. I recall in Oakland two years ago that we debated at some length on resolutions and took positions with respect to them. I think where a resolution deals with a policy subject matter that it is quite appropriate for this convention in any year to take a stand, an affirmative stand, with respect to principle issues, so that the delegates interested in the passage of legislation in this field can use the vote of this convention and its policy position during the intervening months to work at the grass roots level to gain support for the legislation they propose."

"I believe that to wait until a convention shortly before the state legislature meets, relying entirely on arguments that may be presented at Sacramento, ignores the importance of the grass roots work that can and should be done in many cases."

"I support the previous speaker; I am opposed to the committee's recommendation. I would favor an affirmative stand with respect to the principles involved, so that these delegates can go back and say that they have the support of this convention. If the technicality of the formal

draft of a bill should be put over, that could be put over, but to go back to your local union and report that a resolution which had been presented and voted upon was filed at this convention is a slap in the face, in my judgment, of the delegates that present such a resolution, and it is not a compensating factor of any consequence in my judgment to say that it was adopted in principle and to submit it the following year."

"I would like to add one thing further. I do not recall when the call to this convention was issued, with a note that resolutions should be in by a certain deadline, anything stating that resolutions dealing with legislation would not be considered at this convention, and I strongly recommend to the chairman of this committee, a close personal friend for many years, that the committee reconsider with respect to principle resolutions the type of report they make, so that the action of the convention with respect to the principle issue itself can be affirmative and can be used at the grass roots level, as I previously indicated, to insure its success when we do have another session of the legislature."

Delegate Louis B. Hoffman, Electrical Workers No. B-18, Los Angeles: For many years I have been coming to state conventions and submitting more or less the same type of resolution in order to get collective bargaining and written agreements for the employees, particularly those amongst whom I work, which is the Department of Water and Power in Los Angeles, and the actions have been more or less taken similar to this in the period of time when there is no legislative matter to be taken up until the following year."

"Now, as Brother Cooper has stated here, and the previous speaker has stated, it is very important that we get a policy adopted in the convention here so that the people themselves, and our members, would also be notified that we are at least trying to get the things that they have been wanting for many, many years. I think the action of the committee, although it is one of precedent, as they state, and will probably be taken care of, as has been stated here before, filing the resolution and then bringing it back again, you take something like that to your members and they say, 'Well, what in the devil did you do there?'"

"We know that the committees are doing a hard job. We also know that the convention here has a lot of matters to take care of. But we also feel that we are sent here by our members to take care of the matters that are vital and important as far as their welfare is concerned. And I think that the committee should reconsider, and if nothing else, at least adopt the policy of the matter and let it go at that."

Delegate Walter Cowan, Culinary Workers Joint Executive Board, Los

Angeles: "I move that this resolution be re-referred to the committee for further consideration, because I am in accord with the sentiments expressed by those who are opposed to the report of the committee. I therefore move it be referred to the Legislative Committee."

The motion was duly seconded.

Chairman Bassett: "Mr. Chairman, in my opinion, the matter of referring the resolution back to the committee is not going to accomplish what some of the previous speakers have said. I have now served on this committee for 12 years, and any of the previous delegates who say that they weren't handled, in the off-years, in this manner, are strictly mistaken. And in every year, on the off-year, we have had the same type of approach on individual resolutions and delegates asking that their particular resolution be adopted. Now, when we concur in the intent, it actually becomes the policy; it's a concurrence for all practical purposes. When we file the resolution and advise the sponsors to bring it back to the next convention, we are merely removing the mandate to the officers to prepare and introduce legislation, and no delegate should feel, or has any reason, in my opinion, to feel that his resolution has been turned down.

"But I want to say to the delegates that if you are going to refer this resolution back to the committee, my belief is that the proper action should be for the convention here and now to change its historic policy and instruct the committee to go ahead and adopt the resolutions and leave it up to the officers to worry if things change in the next couple of years, to see that other resolutions got in to counteract a bad action, or an action that turned out to be bad within the next year or so; let them worry about straightening out the convention mandates from one year to another, and treat all resolutions the same. There is no difference in this resolution from any of the others that you have permitted to be filed here today.

"In concurring in it, the officers of the Federation have to appear before any interim committees to try to carry out what the content of this resolution is.

"But as I said before, if you are going to refer this one back, then I think that the next motion should be to instruct the committee to go ahead and just not to file any on the off-year, but to make a strict adoption of all of them. And I think you should even reconsider those you have filed up to date. You have to make a policy that applies to all of the resolutions, in my opinion. You can't make fish of one and fowl of the other, and I think here and now, if this is the sentiment of the delegates, then the policy should be changed and the committee should be so advised, so that we can just recommend concurrence on

those and forget about the filing on the off-year. I hope that the delegates do not vote to re-refer it and stay with the policy."

Delegate Jerry Conway, Steelworkers No. 3941, Bell: "It appears to me that we are making much to-do over nothing. If I am wrong, I want to be corrected. It is my understanding that after the next convention we are only going to have a two-year convention. Is that not right?

"And this being my second convention, coming from the old CIO union, I think, like Brother Bassett has said, if we are going to take just one of these resolutions and try to refer it back, then we are going to have to do it with all of them. So I think that we should go along with the committee's recommendation, and in the future we won't be bothered with anything like this whatsoever."

Delegate Louis B. Hoffman, Electrical Workers No. B-18, Los Angeles: "Mr. Chairman and delegates: I fully concur in some of the ideas of Brother Bassett in respect to his wishes and thoughts that maybe we should go back and ask for concurrence on all the other resolutions that they have brought in, stating, 'Well, we should file them and have the various locals bring them back again in proper form at the next year.'

"We have been listening to a number of people throughout this convention hall, and they probably have the same idea that he has, except I think that the amount of money that is going to be used by the various locals in drawing up these resolutions again and taking them to their state bodies could be more properly used to organize our members throughout the state of California. I think that maybe Brother Bassett has something there when he says we should go back and actually concur and then let the state officers have these things on hand, and if the proper time comes along, submit them to the proper people for legislation in our state. I think that for once I have heard something concrete, something that I think is really valuable to this organization. I think it would stop a lot of debate; I think it would stop a lot of argument; and I think it should be followed.

"Personally, I was not too much in favor of re-referral, because the same answer would probably come back again. However, the thought that was expressed there, that these should have a concurrence, is one that should be followed. I think that if we did follow the idea of concurrence and let our state officers, who have certainly done a good job as far as legislation is concerned, handle them, I think we would then really go ahead."

Vice President Gruhn: "Mr. Chairman and delegates. I think there is one point that has not been given consideration. That is in connection with the legislative years

which follow our next convention.

"I think as a state body, our legislative representatives, in their contact with the various legislators, would find themselves in a very embarrassing position if at this convention we should adopt a position on legislation, and in the interim period between now and our next convention we would be out working for it and the next convention reverses our position before the next legislative session.

"I think that you should give that some consideration in whatever position you take on this floor. I favor the committee's position and I oppose the matter of re-referring back to the committee on that basis, along with the fact that following this convention we will have only conventions immediately prior to a legislative year. So let's not confuse this thing and get ourselves caught in that kind of a bind between now and the next session of the legislature."

Delegate Joseph F. Eberle, Boilermakers No. 92, Los Angeles: "I am not in favor of re-referring one resolution and filing another, but I will not go along with the last speaker wherein he states that from year to year we contradict ourselves. If a motion has merit this year, it has merit next year; and like the other delegate said, even if it isn't a legislative year, they should be accepted and the work done on them for the year or the year and a half up until when it takes effect.

"To me, it is ridiculous that everybody who puts in a resolution here pertaining to legislative action must refile his resolution. We take time up here this year, valuable time for everybody, and file them all. You might as well, in the strict sense of the word, say they are deposited in the waste basket. Because that is a fact. They are deposited in the waste basket. Then next year we have to go through the same run of the mill. Perhaps next year when Local 92 files the same resolution, they will have to go back before the committee and make clear to them that they don't intend to harm anybody, that their intention is not to benefit only themselves. That thing goes on and on and on.

"So I say, either change your position and accept these resolutions on their merit, or else put out the notification to all the affiliates that you will not accept any legislative resolution in an off-year."

Delegate John L. Cooper, Miscellaneous Employees No. 440, Los Angeles: "Speaking in favor of the motion to refer.

"I want to state that my talk on it a moment ago with respect to the resolution before the convention was not one for this resolution alone. I felt the same way with respect to all of the resolutions that have come in, and I plan if this motion to refer carries, to make a motion that this convention reconsider and act on all resolutions without filing because it is an off-legislature year."

Delegate Juanita McDougale of Culinary Workers No. 681, Long Beach moved the previous question; the motion was duly seconded and adopted.

President Pitts then put the motion to re-refer the resolution to the Committee on Legislation. This motion lost.

Finally, the delegates adopted the committee's recommendation on the resolution.

Resolution No. 98—"Prevailing Wages in Public Printing."

The committee report:

"The subject matter of this resolution is concerned with amendments to the Labor Code dealing with wages involved in public printing.

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 93—"Full Pay by Employer for Jury Duty."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 45—"Old Age Assistance to Non-Citizens."

The committee report:

"The subject matter of this resolution is concerned with the granting of old age assistance to non-citizens.

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this resolution, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 136—"Reduce Private Employment Agency Fees."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960, and it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 138 — "Outlaw Polygraph Tests for Employees."

The committee report:

"Your committee recommends that the last 'Whereas' be amended by inserting in line 1 the word 'some' before the word 'experts.'

"As so amended, your committee concurs in the intent of the resolution, but it is to be noted that there will be no legislative session other than a budget session in 1960; accordingly, your committee is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 139 — "Guarantee Organizational Rights of Labor."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then reviewed by that convention."

The committee's recommendation was adopted.

Resolution No. 140 — "Safeguards for Meat-Sealing Operations."

The committee report:

"While your committee concurs in the intent of the resolution, it is to be noted that there will be no legislative session other than a budget session in 1960; and while your committee concurs in the intent of this legislation, it is recommending that the resolution be filed and suggesting to the sponsors that it be re-introduced at the 1960 convention of the Federation in order that the subject matter can then be reconsidered and then re-

viewed by that convention."

The committee's recommendation was adopted.

Resolution No. 145—"Repeal or Modify Responsible Relatives Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Bassett then announced that this completed the committee's report. On motion by Chairman Bassett, the convention adopted the report of the committee as a whole, and President Pitts discharged the committee with thanks and appreciation.

Report of Committee on Resolutions

Chairman Thomas A. Small reported for the Committee on Resolutions, as follows:

Policy Statement I
Full Employment and the Economy

(a) Continuing heavy unemployment in the face of high production and record profits threatens to reverse the partial recovery from recession.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Sharing the benefits of rising productivity remains the key economic issue in the reestablishment of full employment in an expanding economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) Automation intensifies the problem of keeping purchasing power abreast of productivity advances, and presents new problems of social dislocation and change which requires forethought, planning and guidance in the introduction of automated processes.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49—"Seven-Hour Day";
Resolution No. 117—"Campaign for Four-Day Week."

The committee report:

"The subject matter of these resolutions is similar, namely, the establishment by the Federation of specific policy with respect to work day and work week insofar as a maximum number of hours provided are concerned.

"While your committee re-emphasizes the historic position in favor of the reduction of the work day and work week pronounced by organized labor in this state, your committee also is of the opinion that the particular number of

hours per day or days per week should be resolved by each of the respective affiliates in the manner in which they believe their objectives would best be obtained. Accordingly, while concurring in the intent of the shorter work day and shorter work week, your committee recommends that **Resolutions Nos. 49 and 117** be filed."

The committee's recommendation was adopted.

Resolution No. 76—"Establish U.S. Monetary System."

The committee report:

"Your committee has reviewed with interest this rather voluminous resolution and although undoubtedly the sponsors of it strongly support the viewpoint expressed, your committee was of the opinion that this type of resolution did not merit concurrence by this convention.

"Your committee accordingly recommends non-concurrence."

Delegate Franklin Hull, Oil, Chemical and Atomic Workers No. 1-128, Long Beach, spoke on the resolution, as follows:

"I originally rose to straighten out the record, put it in the minutes that there has been an error made in that in the sponsors of this resolution. Although I am proud that somebody chose to put my name there, Brother Harlan Savage of the Oil, Chemical and Atomic Workers International Union, AFL-CIO, has for probably the past 20 years been striving hard towards the adoption of the principles in this resolution.

"The national AFL-CIO has seen the light and the wisdom of what Brother Savage has been telling the Oil Workers in their conventions for years. Our International Union has passed a similar resolution, and our President, Jack Knight, has presented it to the executive board of the national AFL-CIO, and we have received favorable treatment from this board.

"As you are all aware, I would now have to be speaking in opposition to the committee's recommendation, as, if you will all recollect, it has only been a short time ago that the President of our organization, George Meany, hit the local press, the UP, the AP, the works, with the feeling that it was time that organized labor was recognized for being a responsible part of our society. And there are very few segments of our society that feel the pinch of the buck, the establishment of the interest rates, any more than the guy that works for hourly wages, the people that we represent.

"Now, this is something real close to us, fellows and girls. It is something you should all take a real serious look at. I know it is lengthy, it is a subject that cannot be handled in a few minutes. But I do believe that we would be making an

error in supporting the committee and going for a non-concurrence on this matter that is right, that our national AFL-CIO have already concurred in, and many of the independent International unions have also concurred in."

Delegate Harlan Savage, Oil, Chemical and Atomic Workers No. 1-128, Long Beach, then spoke on the resolution:

"Mr. Chairman, first I want to thank my fellow delegate from my own local union for the talk that he made on this, and also for straightening out the author of the resolution itself. Through some mistake, as he has told you, there were four members of my local union who had their names submitted as those that presented these resolutions; whereas I presented the resolutions in my own name. And the reason for it, and the reason I am making this correction, is that there might be a time that the executive board of this organization might see fit to call me in to explain the subject matter of these resolutions, and they would know who the real author was of the resolutions.

"I would like to say to you people that you cannot explain something like this in the amount of time that you are allowed to talk on this. But we do want the support of this California Labor Federation in backing this thing up. As Brother Hull has indicated to you and told you, our own International Union, the Oil, Chemical and Atomic Workers International Union, has endorsed and concurred in these resolutions in their International conventions, and other organizations have done the same.

"I would like to point out to you that these resolutions are the work of, say, some 25 years on the part of several people, and one of those persons is a man that most of you people in this convention know, especially the people that are up around 40 years of age. That is ex-Congressman Jerry Voorhis. Jerry Voorhis worked diligently to bring about a constitutional monetary system for our nation. He wanted the Congress to restore it to its mandates as specified in the United States Constitution in regard to this matter. The bankers of this nation were really getting a little bit scared of Jerry Voorhis. In any event, they certainly wanted him out of Congress, so they chose Richard Nixon, who is now Vice President of the United States, and I don't have to tell you about him. The bankers spent approximately, or an estimated \$40,000 to have Jerry Voorhis defeated and Richard Nixon elected in his place, because Jerry Voorhis had bills in Congress at that time, as I said before, that would carry out the intent of these resolutions.

"I am not going to belabor the issue here this afternoon, but I do want you to know this: in voting in favor of these resolutions, and in voting against the committee's recommendation, you will

be voting in favor of the Constitution of the United States. And I think all of you people believe in that great document, and one of the very most important parts of that great document was the setting forth in the very first Article: Who shall issue the money of this nation? And: That shall be the United States Congress. That is in Article I, Section 8, Paragraph 5, of the Constitution. It denies that right to states in the very same Article, Section 10, Paragraph 1. They never intended for bankers to have that power. But, every Congress, as set forth in their Preamble, and as in the Whereases of this resolution, as probably all of you have read it, has violated the Constitution in this matter, and delegated these important powers to private banking institutions. And that is why this matter was established on the recommendation of Alexander Hamilton. Alexander Hamilton is the grand-daddy of the Republican Party. And Thomas Jefferson, in opposition to him, in order to do what he could do to combat this what we call a debt monetary system, resigned from President Washington's cabinet, and, together with Patrick Henry, James Madi-

son and Randolph, and others, established what was known then as the 'Republican-Democratic Party,' today known as the 'Democratic Party.'

"So this is a political matter, too. But more important, and above a political matter, it is an American matter; it concerns everyone at this convention. And, fellow delegates, I am not going to try to explain to you the full subject matter of this resolution because it will take too much time. But I am going to ask you sincerely to vote 'No' on the committee's recommendation."

On motion by Delegate Howard Geiger of Oil, Chemical and Atomic Workers No. 1-128, Long Beach, the delegates voted to refer **Resolution No. 76** to the executive council for further consideration.

Adjournment

On motion by Secretary Haggerty, the delegates, by the required two-thirds vote, suspended the portion of the rule pertaining to adjournment at 5:00 p.m., and the convention was adjourned at 4:55 p.m., to reconvene on Wednesday, August 12, 1959 at 9:30 a.m.

THIRD DAY

Wednesday, August 12, 1959

MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

Invocation

Murray Goodrich, past president of Temple Beth Israel, was presented by President Pitts and delivered the following invocation:

"Almighty Father in Heaven! Gathered are we here to do service to our fellow men. Humbly we ask Thy blessing on this assemblage; for its precepts are good and its motive well-intentioned. Its interests are those of labor, that vast army of Thy co-workers in the unfolding of Thy divine plan. Thou hast set Thy blessing upon labor, and hast enabled us to promote the well-being of all by the faithful work we do. Strengthen in us, O God, the spirit of service and sacrifice. May we never be tempted to profit by impoverishing and degrading the lives of others. Make us realize the wrong of letting others hunger while we are surfeited with the bounties of nature. Implant in our hearts, we pray Thee, a sense of responsibility and comradeship. Reveal to us the divine glory that abides in every soul, and the high dignity that invests all honest labor. Help us to live that, by our own endeavors, we may hasten the day when all shall toil and serve side by side as brothers; when love and sympathy shall stir every heart, and greed and want no longer mar the beauty of Thy creation.

"God of freedom, in this world some of Thy children still groan under the burden of cruel taskmasters. Slavery debases their bodies and souls, and robs them of the enjoyment of Thy bounties. O break Thou the irons that bind them. Teach men to understand that by forging chains for others they forge chains for themselves; that as long as some are in fetters no one is truly free. Help them to see that liberty is the very breath of life and that only in the atmosphere of freedom can truth, prosperity and peace flourish. Imbue us with courage to guard our heritage of freedom above all material goods and to preserve it for others, so that all men shall dwell together in peace and safety and none shall make them afraid.

"Heavenly Father, thou hast always been especially sympathetic with the hardships of those that toil. Labor is man's very life. Nothing comes into the

world ready made. The things we daily enjoy must first be conceived and planned by the human mind and fashioned and formed by the human hand. Let none of us, therefore, in the pride of possession forget the true nature and source of human wealth and be unmindful of the responsibilities of power. Whether we will or no, human life is a cooperative venture and the business of life is carried on whenever and wherever two persons transact any enterprise whatsoever. If there is fair-dealing between them, then so much good issues from it that the whole world is enriched thereby. If, however, one man should take advantage of the other, then out of this transaction must inevitably come hatred, strife, and possibly violence.

"O Lord! we ask Thy special blessing for these dedicated leaders and faithful stewards in the cause of labor: Tom Pitts, C. J. Haggerty, Max Osslo, John Despol, Emanuel Dias, John Quimby, and for all who devote themselves honestly and wholeheartedly to the purpose of achieving a fuller and richer life for those who toil. Gracious Father, Thou hast blessed this land of ours as the bulwark of freedom and prosperity, where living conditions and labor standards are the highest in the world, where freedom and the dignity of man are preserved as a cherished heritage. May You continue to bestow Your benevolence upon us and may the men who are even now, and here, contributing to our glorious history be directed by Your divine guidance."

Appointment of Escort Committee

Secretary Haggerty announced that the following delegates had been appointed to the committee that would escort Joseph Kennedy, president of the Northern Area of the National Association for the Advancement of Colored People, to the platform: Spencer Wiley, Auto Workers No. 509, Maywood; Ernest King, Boilermakers No. 513, Richmond; Peter Lallas, Waiters No. 30, San Francisco; William Becker, Cemetery Workers No. 265, Colma.

Telegram

Secretary Haggerty read the following telegram:

I extend fraternal greetings and best wishes of the AFL-CIO Union Label and Service Trades Department

to all the officers and delegates assembled at this convention of the California Labor Federation, AFL-CIO. Our Department expresses its sincerest thanks for the wholehearted cooperation you have extended to us in the promotion of union labels, shop cards and service buttons. The state of California is well represented through local union label and service trade councils made up of many of your affiliates. California trade unionists have always been among the leading participants of the annual celebration of Union Label Week.

More On Resolution No. 9

Delegate Louis B. Hoffman, Electrical Workers No. B-18, Los Angeles, spoke as follows on **Resolution No. 9**, "Collective Bargaining in Public Employment," which had been acted upon the preceding day:

"For the record, in making my talk yesterday, I was remiss in not mentioning that Local 1245, who sponsored **Resolution No. 9**, happens to be from a private power organization, and they were gracious enough to put into the resolution a measure which would help public power employees. And at this time, for the record, we want to thank them wholeheartedly.

"And I might say that evidently the good Lord was with us, because we received a 5½ per cent increase in salary at the Department of Water and Power yesterday!"

Report of Committee on Resolutions

Chairman Thomas A. Small reported for the Committee on Resolutions, as follows:

Policy Statement II Taxation

(a) Federal tax relief for low income groups and the closing of various loopholes is vital to the health of the economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Organized labor pledges itself to an intensive fight against California's regressive tax structure, recently aggravated by the actions of the 1959 legislature, under which sales and other consumer taxes predominate and cause workers and consumers to pay a staggering and disproportionate share.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52 — "Reimbursable Sales Taxes."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 92—"Common Property vs. Utilities Tax Assessment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III Labor Legislation

(a) California labor will continue to support national AFL-CIO efforts to secure legislation which will aid its unrelenting drive against corruption and racketeering wherever it appears on either side of labor-management relations, but will oppose any and all attempts to use the "corruption" issue as a vehicle for the emasculation of the trade union movement.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 105—"Oppose Kennedy-Ervin Bill in Present Form."

The committee report:

"The subject matter of this resolution is concerned with opposition to the Kennedy-Ervin bill. Your committee refers the delegates to **Statement of Policy III—Labor Legislation**, which the committee believes more correctly reflects the problems existing in this regard today.

"The committee, accordingly, recommends that **Resolution No. 105** be filed."

The committee's recommendation was adopted.

Resolution No. 35—"AFL-CIO Ethical Practices Committee."

The committee report:

"The subject matter of this resolution is concerned with anti-corruption legislation and the AFL-CIO Ethical Practices Committee.

"Your committee believes that the subject matter of this resolution has been more adequately covered in **Statement of Policy III(a)**, and accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

Policy Statement III (b)

(b) Taft-Hartley's section 14B, the source of "right to work" movements, remains one of many unfair provisions and interpretations of that Act which must be repealed.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28—"Taft-Hartley Act"; **Resolution No. 54**—"Repeal Taft-Hartley Act."

The committee report:

"The subject matter of these resolutions is similar, namely, the correction of the harsh and inequitable provisions of the so-called Taft-Hartley Act.

"Your committee recommends concurrence in **Resolution No. 28**, and further

recommends that **Resolution No. 54** be filed."

The committee's recommendation was adopted.

Resolution No. 27 — "Right to Work Laws."

The committee recommended concurrence.

Delegate Walter McLogan of Auto Workers No. 809, Whittier, spoke in support of the committee's report.

The committee's recommendation was adopted.

Resolution No. 75—"Remove Taft-Hartley Discrimination Against Guards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Roy E. Simpson

State Superintendent of Public Instruction

President Pitts then introduced Roy E. Simpson, State Superintendent of Public Instruction, who delivered the following address:

"I want to pay tribute to the members of the union group who have served us with such distinction in the field of public education in California. I refer particularly, of course, to your president, Tom Pitts, who is currently a member of the State Board of Education; Neil Haggerty, who was at one time a member of the State Board of Education and now is currently a member of the Board of Regents of the University of California; my good friend and your good friend, a former member of the Board of Education, Max Osslo, who is here on the platform.

"I pay tribute to these men and to all of you who are working in the several districts throughout the state of California, standing, as I know you do, for the promotion of this work.

Labor's Challenge to Education

"Six years ago this nation's great labor movement issued a challenge to education. I am here today to tell you that California's public schools are meeting that challenge.

"In its 1953 national convention in St. Louis, the American Federation of Labor warned that the 'changing needs of the community must be met by a dynamic school system.' This report is one of progress and improvement in your schools, showing their response to the 'changing needs of the community.' Unofficially and officially, as parents and as union members, labor has consistently shown interest in and a backing of this state's schools. The progress to be reported here today is due in large measure to support of your schools such as that offered by the labor movement.

"It is nearly two years since the Russians launched the first successful earth satellite. Since then one of the most intensive debates in memory has enveloped

the schools. Much of that criticism has been extremist—and even alarmist. Some of it has been good, solid criticism. All of it has been beneficial to the extent it has concentrated more attention on American schools than in many decades.

"What have California schools done in answer to this debate? Any full answer must pre-date the first satellite.

"Long before Sputnik was fired into outer space we were studying and planning changes to improve your schools. While Sputnik circled the earth, we continued to make improvements in education. Now that Sputnik and many of its critics have burned out, we're still working to make instruction more effective.

"We in education are our own severest critics. That may surprise you. If it does, it is only because our self-criticism is so constant it rarely makes news. Occasionally, as in Dr. Conant's critique of the high schools, it wins the headlines. Most of the time it doesn't. When the local school principal suggests improved techniques of teaching to his teachers, it doesn't hit the papers. When the school superintendent and his staff add courses to meet new community needs, it doesn't often get into print. When the State Department of Education brings out new textbooks more closely attuned to our day, it's not news.

"Sputnik did not stir us to action. We were already in action. It did stir us to ever greater effort, however, and that effort continues long after Sputnik is gone. These efforts will continue for years, as the record will show. This is our job, the challenge your colleagues so clearly outlined in 1953. And we are meeting it.

"Now let's look at the record two years after the Sputnik. What changes are being made in California schools?

Foreign Language Study Revolutionized

"Let me tell you first of the virtual revolution in modern foreign language training. Most of you remember that you learned your native tongue by hearing your parents and others speak it, then imitating them. You were fluent in that language long before you reached school. Now, contrast that with the way you learned foreign languages in schools—not by hearing, but by reading.

"Beginning this fall, more than 150 high schools in California will start teaching foreign languages the same way you learned to speak English. Last year less than a dozen high schools used this so-called 'direct method.' The key to the revolution is the tape recorder. Using tape recorders and other audio equipment, students first hear the language spoken. Next they try to speak it themselves. Their use of the foreign language is taped, then played back to them to help improve pronunciation and accent. Later, once a large vocabulary is learned, reading and writing are taken up.

"Even more interesting, 92 elementary schools will be teaching modern foreign languages next month. Most of these schools previously taught no foreign languages at all. Here is a step toward another revolution in foreign language training.

"We Americans for years have been awed by European linguistic ability. There's really no secret to it. It's due mainly to hard work. The German student, for example, starts studying his first foreign language at the age of 10. He studies it for the next nine years. At the age of 12 he starts his second foreign language and studies it for seven years. In the United States, most students start studying one foreign language at 13 or 14 and continue it for only three years.

"The U. S. Office of Education now is urging foreign languages be studied for 10 years in our schools. Foreign language teaching in California's elementary schools could be a move in that direction.

"So your schools can and do take the initiative in meeting new demands.

"Did you know more than 14 California high schools teach Russian? They recognize the need to know the language and to interest students in it. They scouted out persons to teach the language—sometimes naturalized Americans of Russian background. Then they included the classes in the regular schedule, and they've generated a lot of valuable interest.

"This is evidence that we, in education, are just as interested as the generals and ambassadors, and you in the labor movement, in winning the Cold War. One way is to provide better means to understand other peoples by knowing their language.

More Emphasis on Science

"Another big change this year in California schools will be more emphasis on science. Some 40 per cent of the state's high schools and half of its junior colleges will have expanded laboratories and science libraries this fall. There is no need to dwell on the reasons why.

"The propellant for this expansion has been federal aid—nearly two and a half million dollars of it. I know the labor movement has been staunchly in support of federal aid to education. Here is a recognition of that fine stand, this federal aid bill passed last year will mean better instruction in California classrooms this year.

"That federal aid comes from the National Defense Education Act of 1958. It is a one billion dollar, four-year answer to post-Sputnik criticism of American schools. In the case of funds available for foreign language, science and mathematics facilities, local districts must match the federal grant dollar for dollar. The first year's projects in California schools numbered 830. One result is the language training revolution I have cited;

another, the bigger and better science laboratories. A third is improved mathematics facilities.

"Let's take a look at mathematics for a moment. It is an integral part of the job need for many working men and women. Whether used on the job, in figuring the family budget, or filling out income tax forms, mathematics is basic to much of everyday life. Despite this, it has escaped the improvements made in various phases of education in recent years, except for improved textbooks. Now this is about to change. National mathematics groups have proposed greatly strengthened courses. Here in California full-fledged study of mathematics teaching is being considered.

"Another change is being studied nationally. High school biology courses are being reviewed by the nation's top men in the field. After a careful study they will propose changes to make biology instruction more effective.

New Social Studies Curriculum

"In California a sweeping study has been completed of the social studies program. This survey took four and a half years, and involved testimony by thousands of teachers, administrators, and laymen. The two major results outlined in a report to be released in October will surprise you.

"First, the survey proposes a much stronger emphasis on the fundamentals of social studies—economics, history, political science, philosophy. It does not urge an end to social learning courses, such as first aid and driver education. It does propose these be taken out of social studies so the student can concentrate on learning the basic elements of our complex world.

"Second, the survey proposes an integrated course of study from the third grade through tenth grade aimed at better understanding of today's social, economic, and political problems. For example, it would, for the first time, formally include study of the Communist world and the uncommitted nations.

"Thus, the new social studies curriculum, if accepted by the State Board of Education, would meet a major demand of organized labor—that our schools produce a knowledgeable citizen whether he takes a college preparatory or vocational course. Its aim is to give young people a better background for making the increasingly important decisions before us today. By greater emphasis on the hard core of social studies, it hopes to provoke greater freedom of thought.

Careful Planning Necessary

"As you can see, these improvements in your schools come after long study. They are the product of careful research, probing discussion, and often spirited debate. Despite Sputnik-inspired demands for im-

mediate change, no such panicky actions were taken.

"It is to labor's everlasting credit that it, too, maintained a calm view of education in the post-Sputnik uproar. In its December 1957 national convention, a resolution warned against being stampeded into emulating the Russian school system. Your organization was right in its warning. Later information showed the key men in the Sputnik experiment were products of a school system junked by the Communists for their present set-up. We also learned the Russians themselves are dissatisfied with their present school system. Labor's December 1957 warning was well timed and much needed.

"Education of our young people is too vital to be changed on whim or alarm. The utilization of our most important resources—our children—must be carefully planned. Changes there must be. But they must be well considered in all their ramifications. To do this takes time, so that changes may seem slow in coming. They are not slow for lack of action, but because of the exhaustive examination to which all changes are subjected.

"In the social studies program survey which I mentioned a moment ago, nearly 7,000 persons were solicited for ideas and opinions. Before two new textbooks were adopted recently, 4,000 teachers, administrators, and trustees read and discussed them. Hundreds of persons in meetings held throughout the state have commented on a new system of teacher credentials. These changes are too crucial to be made on the beliefs of a few persons. We draw on the experience of the public school system, of the colleges and universities, and of the public. We knock on many doors to find the best answers to our educational needs.

Increased Study of Unions

"Another statement on education by organized labor deserves attention. It is a constant criticism, and I want to tell you what California schools are doing to meet it. It is the contention that schools don't teach enough about the union movement. Voiced at succeeding national conventions, it is a contention which deserves an answer.

"The labor movement in the United States is a major factor in the economic, political and social picture today. A school cannot properly prepare its students to understand their country without telling them the history of unions and their place in the economy today.

"The social studies survey to which I just referred calls for increased study of the union movement. This is certainly an important part of such a course.

"But we have not waited nearly five years for the study. Nor will we wait another two years before it goes into effect. Since 1951 the State Department of Education has sponsored summer work-

shops for teachers. At these sessions, teachers have heard labor leaders discuss the history and hopes of the union movement, as well as its contemporary status and problems. Back in their classrooms, these teachers have increased study of the American labor movement. They have invited both labor and management into the classroom to give their points of view. In California today, the public schools are meeting your demand for study of the dynamic segment of our nation represented by the unions.

Industrial Training

"Let me turn for a few moments to that part of education which most directly concerns you. I refer to the State Department of Education's industrial training. Its major components are the apprenticeship program, advanced training of employed workers through adult education, and instruction in supervision. This is a program of progress for the working man—first helping him obtain the skills of his craft, then improving and broadening it, and finally training him to be a leader in that craft.

"To do this, the State Department of Education has developed 60 special textbooks, an even larger number of courses, and hundreds of teachers. It has done this as part of a team. The other members have been labor and management. Each book and course is the product of a committee containing union and management leaders. With the additional help of our local schools, the industrial training program is one of the nation's best.

"We, in education, are proud of our part in the apprenticeship program, of the national prominence achieved by our instructional materials for apprentice classes, and of our close liaison with labor-management committees in the development of this program.

"It is our intention to continue development of this program as the need arises, seeking the counsel and assistance of people such as you. In addition, we shall work to protect the program already in action for California's working men and women. In this session of the legislature the State Department of Education fought an important battle to protect one part of the industrial training program. For four months we opposed a move to cut \$2 million from aid to adult education, and we were successful. Adult education, a vital part of the industrial training program was maintained at its present level.

Labor's Education Department

"Nationally, the labor movement has maintained an education department for over 30 years. Originally, it was conceived for teaching union principles and techniques within the movement itself. But as unions grew and prospered, it began to pay attention to public education as well. Out of that interest has grown a group of policy stands taken by organ-

ized labor on educational issues. In all cases that come to mind, those policies have been welcomed by education. Labor leadership's interest in education has been reflected on the local scene. There, union members have played an increasing role in school affairs. They have given us a new source of backing at a time when education has been faced with its biggest challenges.

How Labor's Challenge Has Been Met

"In closing, let me review this year's record of response to labor's challenge for a dynamic school system:

"With the help of federal aid, we are revolutionizing foreign language training.

"We have completed a five-year survey of social studies calling for greater emphasis on the hard core subjects.

"With the help of federal aid, we have greatly strengthened science and mathematics classes.

"We are planning a survey to improve mathematics instruction.

"We are completing a plan to reduce the state's 44 teaching credentials to a manageable number.

"With 3,300,000 students in its public schools, California has this nation's largest state educational system. With labor's continued support, we will see that its improvement keeps pace with the expansion as California grows.

"My congratulations to you for the very fine help you have given us. We look forward to that continued cooperation."

Following Mr. Simpson's address, Dr. Love, president of San Diego State College, was introduced by President Pitts and briefly greeted the delegates.

Report of Committee on Constitution

Chairman Robert Clark of the Committee on Constitution reported for the committee, as follows:

"This committee has the pleasant task of advising this convention that not a single resolution has been introduced proposing any change to the constitution adopted at the merger convention last year. While the delegates are undoubtedly most agreeable to this situation because very little time will be consumed in hearing the report of this committee, your committee felt it was necessary to comment briefly.

"Your committee believes that this one fact in itself is a great indication that the doubts of the skeptics as to the nature of our merger and its effectiveness were totally unfounded. Your committee believes it shows that the representatives of both former organizations on the merger committee did an outstanding job in reaching full agreement, and that all of the present affiliates are in full agreement with it and have complete confidence in the administration of such agreement by the present officers of this Federation.

"Your committee, accordingly, felt it necessary to commend each and every one of the incumbent officers for an outstanding job."

On motion by Chairman Clark, the committee's report was adopted, and President Pitts discharged the committee with thanks.

Report of Committee on Resolutions

Chairman Small of the Committee on Resolutions reported for the committee, as follows:

Policy Statement III (c)

(c) The continued denial of a federal minimum wage of \$1.25 an hour and the exclusion of over 20 million workers from Fair Labor Standards Act coverage are moral and economic crimes which organized labor and the nation can no longer tolerate.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62 — "Increase Federal Minimum Wage to \$1.25 and Extend Coverage."

The committee report:

"Your committee recommends that the second Resolved be amended by striking all the language after the word 'session' in lines 5 and 6.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 29 — "35-Hour Week"; **Resolution No. 55** — "Support Thirty-Five-Hour Week."

The committee report:

"The subject matter of these resolutions is similar, namely, the establishment of a 35-hour week and a seven-hour day as a maximum period permitted under the federal Fair Labor Standards Act without the requirement of payment of overtime.

"Your committee recommends concurrence in **Resolution No. 29** and further recommends that **Resolution No. 55** be filed."

The committee's recommendation was adopted."

Resolution No. 118 — "Provide Penalty for Violation of Fair Labor Standards Act."

The committee report:

"Your committee recommends that the fourth Whereas be amended by striking the words 'and the Davis-Bacon Act provide,' and inserting the word 'provides.' The reason for this suggested amendment is to correct what this committee believes to be an inaccuracy.

"As so amended, however, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Policy Statement III (d)

(d) California labor rededicates itself to the job of winning enactment of a uniform state minimum wage law of at least \$1.25 an hour and covering all individuals and all industries within the state.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78—"IWC Coverage of Women and Minors in Agriculture."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124—"Initiative Petition for \$2 Minimum Wage."

The committee report:

"The subject matter of this resolution is concerned with the recommendation of the convention being submitted to the executive council of the California Labor Federation for the purpose of determining whether or not a state initiative petition should be sponsored to require a minimum hourly wage of \$2.00 and a maximum work week of forty hours for all workers, including farm labor."

"In addition to the fact that your committee felt the financial aspects of such a program would impose a serious burden upon the Federation when it is striving earnestly to readjust itself financially and carry out its normal operations as a recently merged Federation, your committee believes that the \$2.00 requirement and forty-hour requirement is in conflict with **Statement of Policy III(c)** heretofore adopted by this convention.

"Your committee, accordingly, recommends this resolution be filed."

The committee's recommendation was adopted.

**Policy Statement IV
Agricultural Labor**

(a) The scandalous condition of agricultural labor demands their organization into a union and the lifting of the agricultural exemptions which have excluded these workers from virtually all the protections of federal and state socio-economic legislation enacted during the past 25 years.

The committee recommended concurrence.

Delegate Helen Hardeman of Packinghouse Workers, District No. 4, Los Angeles, spoke in support of the committee's recommendation, as follows:

"I would like to have all of the delegates here consider this statement of policy and to read it, because this is very, very serious to the health and welfare of each and every one in this room and to the members that you represent here today.

"The agricultural workers are a serious threat to all of us because of the low wage that they are earning. The domestic agricultural workers have to work for a low wage of from 70 to 90 cents an hour. Each and every worker in this room today, I am quite sure, earns more money than that, and the domestic workers who work in these fields certainly need more money than that to live, if you need the amount of money that you are earning today. They are a serious threat to your job, because they, too, are looking for a better job and a better way of life.

"In this statement of policy, in the very last section, it speaks of sanitary facilities that we do not have in the field of agriculture. It was brought to the attention of the State Department of Health in the spring of this year, and now we have some portable privies.

"There is a very large delegation from the Culinary Alliance here today, and I am sure that each and every member of the Culinary Alliance knows that you cannot wash lettuce, and you do not wash lettuce, and you cannot wash celery, and you do not wash celery, unless you are going to cook it, in hot water.

"When you have some 200 Mexican Nationals working in the field they excrete—and I mean excrete—on the lettuce, and they urinate on the celery.

"We have a film (we were unable to get it in operation until today) that is in operation in the exhibit room, and we would appreciate it if each and every delegate here today would take a look at this film.

"This is a very, very serious thing to your health and to the welfare of the people whom you represent, your families, and to all of the people of the United States. Today they have some portable privies that are being lugged, but there are no laws on the books today that concern the requirement of having toilets and hand-washing facilities in the fields.

"I am very, very glad to see this statement of policy, and I appreciate the time I have taken."

The committee's recommendation was adopted.

Resolution No. 89—"Assist Drive to Organize Farm Workers"; **Resolution No. 132**—"Support Drive to Organize Farm Workers."

The committee report:

"The subject matter of these resolutions is similar, namely, assistance in the organizational drive to fully unionize farm workers.

"Your committee recommends concurrence in **Resolution No. 132**, and further recommends that **Resolution No. 89** be filed."

The committee's recommendation was adopted.

Resolution No. 25—"Support California Citizens Committee on Agricultural La-

bor"; **Resolution No. 123**—"Endorse California Citizens Committee for Agricultural Labor"; **Resolution No. 129**—"Endorse Work of Citizens Committee for Agricultural Labor."

The committee report:

"The subject matter of these resolutions is similar, namely, support of the California Citizens Committee for Agricultural Labor.

"Your committee recommends concurrence in **Resolution No. 123** and further recommends that **Resolutions No. 25** and **No. 129** be filed."

The committee's recommendation was adopted.

Policy Statement IV (b)

(b) Organized labor will intensify its opposition to the importation of foreign labor under conditions assuring growers an unlimited labor supply with which to depress wages and working conditions to such a point that domestic farm workers find it impossible to stay in the industry.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 74—"Establish Special Committee on Labor-Farmer Relations."

The committee report:

"The subject matter of this resolution is concerned with farmer-labor relations and specifically calls upon the convention to establish a special committee to work out a public relations program with co-operating farm groups for their common protection.

"Your committee wishes to point out first that the California Labor Federation is actively participating in and supporting the California Citizens Committee for Agricultural Labor and that the executive council of the Federation has been one of the leaders in this field. Accordingly, your committee is convinced that there is no need for any special committee and in any event believes it is totally impractical for this convention to appoint such a committee.

"Your committee, accordingly, recommends that **Resolution No. 74** be filed."

Delegate Victor J. Lazzaro of Retail Clerks No. 428, San Jose, spoke in opposition to the committee's recommendation, as follows:

"The subject matter of this resolution is not one, as the committee stated, that this Federation is properly dealing with. The organization that the chairman of the committee mentioned is not necessarily one which is established for the purpose of such cooperation between farmers and labor. Labor needs all the friends that it can possibly find among the farm element. The farm element, as you know, those that are dissuaded by chambers of commerce, farm bureau federations, and any organizations of farmers that you

can mention, are all groups that have programs against labor unions.

"We need closer cooperation between us and the farmer. We need to disseminate a bulk of education, information, friendship, if you please, among the farmers in our state, and the only way that this can be done is for this Federation to set up some vehicle with which to do it. A committee, whether it be part- or full-time, is not the answer. There is some answer whereby we can achieve such a purpose.

"As you know, during the recent fight for our lives against Proposition 18, those of us who were conducting the campaign in various counties, among which I wish to count myself as conducting the campaign in part in our county, were groping for friends among the farm elements. We in Santa Clara County nearby have two hot beds of farmer reaction against labor; one is in the Pacific Grove-Monterey-Carmel area, and the other is in the Hollister area.

"In both instances they were able to achieve the passage, by city councils and such types of public bodies, of the 'right to work' laws.

"It cost this Federation money to get reversals. It cost the local labor movements money to do likewise. Therefore, we must seek our friends out among the working farmers and do everything that we can to cultivate their friendship and change their opinion toward the workers, because in many cases the farmer is no better off than the people that we serve as their leaders who work, and they need this pointed out to them.

"Who can best do it? The Farm Bureau Federation is certainly not equipped to do such a job; neither are any of the other farm organizations.

"Therefore, I plead with this committee in this convention that something must be done toward bringing about the type of cooperation that is needed, the type of vehicle that is needed to disseminate the necessary education, public relations and understanding to achieve a common bond of unity between us and the farmer.

"I rise, therefore, to oppose the committee's report to file this resolution, and I hope I find enough support in this convention to achieve this end."

Secretary Haggerty replied to **Delegate Lazzaro**, as follows:

"I just couldn't allow this discussion to go on and leave the impression that nothing has been done and nothing is being done to form a closer cooperation with the farm elements of this state. I have been your secretary now and working in Sacramento since 1943, and prior to that the president in 1939, and on all occasions this Federation, through your spokesman, supported every bill we thought was good for the farm element.

"I also serve on the Farm Labor Com-

mittee of the Department of Labor's Bureau of Employment Security, and there again we support everything which the farmer requires as a producing element in this society.

"I have also served in the state on many other committees, and have notified the farm leaders again and again that we have a committee of the Federation available and prepared to sit down and talk to them at any time to see if we cannot bring about closer understanding.

"I have the feeling that that time is approaching in the very near future. Some of the more tolerant, intelligent, understanding farm leaders are talking to us now, and they have a problem in their own organizations to obtain support for their intelligent and best thinking. So far they have not succeeded.

"So this Federation has worked for many, many years in behalf of the farmer. We do deplore some of their procedures when it comes to the handling of their work force. We have said so publicly, you said so here. But I want this convention to know that, as far as we are concerned, the executive council of the Federation, your secretary and officers are available and ready and seeking ways and means to bring about a close relation with the farmer and organized labor.

"And this resolution certainly would do no more than what we are doing at the present time and will continue to do for all time to come."

The committee's recommendation was thereupon adopted.

Edmund G. "Pat" Brown

Governor of California

Governor Edmund G. "Pat" Brown was escorted to the platform by the escort committee amidst prolonged applause.

President Pitts presented Governor Brown to the delegates with the following words:

"Delegates, it has been somewhat of a trial to get to this convention the gentleman about to address you. He was busy, as I am sure every one knows, participating in the Governor's Conference in Puerto Rico and has hurriedly traveled across the nation to be here at this convention to bring to you, I am sure, an outstanding message.

"And it is not easy to introduce the gentleman, because one who is so well known to all of our people certainly needs no words from the president of this organization, except to say that we have made progress, we are going to make more progress. I am sure he will discuss some of it here with you at this time.

"It is pleasant indeed to present to this second convention of the Federation the Honorable Edmund G. "Pat" Brown, Governor of the State of California."

Governor Brown addressed the convention, as follows:

"When I appeared before you last year you were taking the historic step of merging your two great labor organizations. In Sacramento the Democratic Party was preparing to assume control of both the executive and legislative branches of state government for the first time in this century. In the nearly nine months since, you have chalked up an impressive list of accomplishments. I hope that you think I have, also. We worked together on many of those accomplishments, and I think that together we can be proud.

"Neither of us got everything that we wanted. But then we cannot expect to bat a thousand per cent. I think, however, and I hope that you will think that I am sufficiently modest when I say to you that the official scorer will say that we led the league by a wider margin than any team in recent history.

Advancement in Social Insurance

"The top of your own batting order, 'Neil' Haggerty and Tommy Pitts, and many others that I would like to name, but I am sure to leave out someone, helped us to knock out the greatest single advancement in social insurance that has occurred in California in decades.

"Largely because of the efforts of men like 'Neil' and Tom and others, California now has the highest maximum weekly unemployment insurance payments in the nation: \$55 a week. We increased the duration of benefits from 26 to 39 weeks in some cases and placed the stamp of legality that was in question in the courts of this state on supplemental unemployment benefits.

"Our workmen's compensation and unemployment disability payments were raised to \$65 a week. Other technical improvements have made California's social insurance program the finest in the nation.

"These things were part of what I think was a balanced program. It was balanced in the benefits to our people and in the manner in which the responsibility of payment was spread.

"Aid to the aged was increased to \$95 a month, and to \$115 for special need cases. Similar increases went to the blind, and medical care was provided for the needy disabled.

"We acted to protect the consumer by curbing racketeering in installment sales and by establishing a consumer counsel to fight high prices and rising utility rates.

"We set up an Economic Development Agency to help bring new jobs and new payrolls to California.

"Our state employees and university and state college people were given a five per cent salary increase. This was not as much as we wanted to give, but it was all that we could recommend with the tight

budget that we had to present in view of the deficit that faced us last January.

"We provided for a \$26 million increase in state aid to local school districts. And this is the first such increase proposed by a Governor since 1952.

"There were other accomplishments, too. We launched a fight against smog, the state moving into it for the first time. We have tried to make a real move against highway accidents. We have set up a new social program of trying to fight the vicious narcotics traffic, with particular emphasis upon those who are addicts and who are not criminals in the full sense of the word. And we acted to make our political parties more responsive to the wishes of our people by abolishing cross-filing.

"Most significant of all in terms of social and human progress was our enactment of a Fair Employment Practices Act; and in addition to that, laws against discrimination in public services and laws against discrimination in publicly-financed housing programs.

"These are all things which you, as representatives of working men and women, and as working men and women yourselves, have fought for all your lives, in convention and out of convention.

"These are the things (and there were others, too) that I believe fulfilled our pledge of responsible liberalism, our pledge that people are more important than dollars.

Water Program

"Beyond the tremendous social significance of FEPC, in my opinion, the two outstanding accomplishments of my freshman term as Governor of this state, in the first six months, was the water program, and our return to fiscal responsibility with a balanced budget.

"I think that you will agree with me that the water program is of utmost importance to you. It means thousands and thousands of jobs in the construction of the project, and a vast new economic development in the future. It is, in fact (and I say this advisedly), the most significant single step ever undertaken by any American state in a material way.

"When I assumed office, water development was the most active and aggravated issue confronting California. The north and south were at loggerheads. Our legislature had been stalemated on the problem for many, many years, and much was heat, that overrode many of the more important issues that were up there in Sacramento — the division between the north and south, rather than all of us being one state and one people.

"I concluded that the only way to resolve it was to meet first things first, and one fact in this matter was abundantly clear. Unless we embarked as soon as possible upon a construction program, California's economic security and growth would be in serious jeopardy.

"And look this year at the dry year that we have and the problem that will come next year if we have another drought like we are having this year. I can assure you that it will be a tragic thing unless we have plenty of snow and rain this winter and this spring.

"I know the manifold problems, but I know that no matter how those problems are resolved, we must get on with the work.

"Accordingly, my first action was to propose, in the Burns-Porter bill, a bond issue Act of \$1,750,000,000—the necessary funds to make construction possible. Once the money was available, I considered that then we could meet the other problems.

Unjust Enrichment and Land Limitation Problems

"Conversely, the conclusion was incapable that unless the money was made available there would be no need to consider unjust enrichment, land limitation, or any of the other problems. We simply wouldn't have a water program to worry about these other very, very tough problems.

"I want to make it very, very clear that I recognize that this great water program raises these complex problems, not the least of which are the questions of unjust enrichment and land limitation. But we will neither serve our economy nor the working people of this state by recommending anti-unjust enrichment legislation for the sake of saying that a limitation has been imposed.

"Throughout our water controversy the people of this state have had thrust upon them a battle of symbols, symbols which have been delaying, frustrating and costly. If real problems exist, steps must be taken to eliminate them prior to the time that the people vote on this bond issue a year from next November. But first we must determine if they do actually exist.

"My staff is studying the matter of unjust enrichment to determine whether state construction will result in a monopolization of benefits or encourage large, large land holdings. They are also studying ways to prevent such results. When these studies are finalized I intend to announce my program on that subject. As yet we cannot be certain what the problem is or how great is its scope. We cannot be certain whether the problem is the economic question of agricultural subsidy, the sociological one of small versus large farms, the lending of state credit, or a complex number of other things. As yet we cannot be certain what kind of legislation will produce demonstrable benefits.

"I am aware of the proposals that have and that will come from this great labor Federation, but I think that you will agree that your state government should, and must, study every possible answer to the many problems facing us before com-

mitting itself irrevocably to any particular plan.

"If government adheres always to the old and the easy way; if, for every problem, it accepts the first solution that comes to hand, without considering all the possibilities and what, if any, evils are to be corrected, it deserves neither your support nor that of any other thoughtful group of our people.

"Government must pioneer; it must always strive to find a better way, keeping in mind, as you must keep in mind, that it exists for the people that it represents.

"I can promise you that this administration will see that everything is done to prevent the creation of a class of land barons under the California Water Plan.

"I pledge to you and to all of the people of this state that the California Water Plan will exist to enrich all Californians, all of our people, not just a favored few.

Fiscal Responsibility

"Now as to fiscal responsibility. It was not an easy task to balance the 1959-60 budget and to try to make certain of future solvency. I have just returned from the Governor's Conference at Puerto Rico, and I had the opportunity to talk with Governors of all of the states of this Union. It was most interesting to discuss with them their fiscal problems, the problems that they are having with their legislatures; to talk with the Governor of the state of New York, now the largest state in the Union, but before my term of office is over with I think that we could well surpass it, and to talk about his budget. And they haven't anywhere near the problems of growth that you and I have here in the state of California. If we were to meet the great needs of a growing state and at the same time move toward correcting deficiencies in services to our people, we had to do two things: We had to economize, and we had to have new revenues.

"We did economize. In the first six months we saved over \$6 million in things like taking the air coach, in things like using the letter rather than the long distance telephone; in not filling some of the positions that we could postpone for a period of five or six months. And when you have 100,000 employees, as we now have in the state of California, you can see how much we can save in little things just by economizing on little things.

"I know your traditional opposition to consumer taxes, and believe me, my opposition is as deeply-rooted as yours. Nonetheless, our need for revenue was desperate. We inherited a deficit of \$68 million in the 1958-59 fiscal year from the previous administration. We were faced with a deficit of nearly \$200 million in the 1959-60 budget. And when you look ahead (and 'Neil' Haggerty will tell you better than I, because he has been on the Board

of Regents of the University of California for many years) to the needs of our great state university, the number of new campuses that we are going to have to have, the number of new state colleges throughout this state that we are going to have to have just for young people, young persons in being at the present time, you will understand better the fiscal problems that face this state.

Why of New Consumer Taxes

"My revenue program imposed proportionately heavier burdens on groups which had not been bearing, in my opinion, their fair share of the cost of government; and to the extent that consumer taxes were levied, personal income taxes (and mark you this) for families earning less than \$10,500 a year, were lowered by an amount approximately equal to that which would be collected from them in new consumer levies. In effect, the over-all revenue responsibility of families earning \$10,500 a year or less was left at the existing level, and the responsibility of those better able to pay was increased.

"I would have been guilty of irresponsibility and hypocrisy had I said that our people were unable or unwilling to pay for the services that a great and growing state requires. California, unlike any other state except two, and in these two states tobacco is the principal crop, had no cigarette tax. It had not increased its tax on beer since 1933.

"I think that fiscal realism, if not political expediency, required that at least a portion of our new revenue come from these two sources to make our tax program properly equitable.

"Out of our anticipated \$186 million in new revenue this year, those two taxes are expected to yield less than \$70 million. The remainder is spread through other segments of the economy of our state.

"To me, this is evidence that our revenue program as proposed was broad-based, and that it was fair.

"Unfortunately, one industry, oil, evaded its fair share of the revenue burden. It was successful in its attempt to defeat a proposed two per cent severance tax. And for your information, California is the only oil-producing state in the union that does not at the present time have a severance tax on oil.

"Responsible oilmen have told me that such a tax would be proper, but that the specific bill that we proposed was objectionable. They may have been right. I have promised to discuss this problem with them to see what can be done about it.

Fight for Minimum Wage to Continue

"I have no intention here of minimizing the other defeats we suffered, in our at-

tempts to enact a minimum wage law for California, to repeal the Jurisdictional Strike Act, and to enact a law regulating the conduct of unions and management.

"This administration, I know, and I think labor, too, learned a few things this year in Sacramento, and had we acted a little bit differently, we might today have had a minimum wage law.

"The important thing is that we will have a minimum wage law in California one day, and I want to tell you I don't think that day is too far distant.

"I have already pledged to renew the fight for such a law. I repeat that pledge to you here today. I am convinced that the people of California are on our side in this fight.

"I am convinced the people of California believe that if a man is worth hiring, he is worth paying a decent livable wage.

"Now, some of you may recall that when our minimum wage bill was defeated, I said that we might be able to make some administrative adjustments that would mitigate its loss, at least insofar as farm labor was concerned. Just recently, Director of Finance, John Carr, announced a series of changes in the Farm Placement Service, which I think are a step in that direction.

Farm Placement Service

"The service itself has been reorganized to bring it under control of the regular job placement procedures of the Department of Employment.

"And let me just interpolate here to tell you that I am speaking particularly of 'Goody' Goodman, because I am talking of the Department of Employment. But I have had associated with me during the first six months a great many brothers of yours from this great convention, and this great Federation, and I want to tell you that you men and women, devoted to their state and to their nation and to their people, are not surpassed by anyone I have met in state employment.

"I am proud of the people that I have appointed from the ranks of labor, and I intend to continue to appoint many more.

"With respect to the regular job placement procedures, that was a situation that other administrations refused to tackle. I found out in Sacramento that the farm lobby was one of the toughest that I ran into up there at Sacramento.

"I don't say that they influenced the job placement procedures of the Department of Employment, but let me just say that improvements could have been made, and I think that they will be made.

"I promise you, too, that the present administration will not rest until our farm placement program functions for people it was created to help, our domestic farm workers.

"Now, what about repeal of the Jurisdictional Strike Act, and the adoption of rules of union and management con-

duct, and of a method to require that an employer recognize the union representing a majority of his employees?

"We were faced with at least three problems: What could we do about the evils of the Jurisdictional Strike Act? What could we do about court rulings which interpreted California law to bar organizational picketing? What could and should be done about legislative regulation of internal union and management affairs?

"Our objective in answering these questions, among other things, was to secure labor's right to organize, its right to strike, and, just as important, its right to live within its own house.

"In the case of the first two questions, there was little doubt about the course of action we were conscience-bound to take.

Viciousness of Jurisdictional Strike Act

"If anyone disputes that the Jurisdictional Strike Act, as presently written, can be used to break a legitimate strike and halt peaceful picketing, let me cite the most recent case in this regard. And I haven't heard the other speakers; maybe others have told you about it, too, but I want to give it to you again.

"This is the decision of the Second District Court of Appeal in Los Angeles. It was handed down in June, 1959. Not five years ago, not ten years ago, but 35 days ago.

"The case is Petri Cleaners, Inc., vs. Local 88 of the Automotive Employees. There was testimony that the union had secured representation authorization from nine of the company's ten drivers.

"The union requested that the company recognize it as the bargaining agent for the employees, but the company refused. After advance warning, the union called a strike and picketed the plant.

"According to the transcript, the record on appeal, 'All but one of the plaintiff's drivers left their jobs.'

"Later the employer hired other drivers as replacements, and within a month an independent employee association was formed, and although there was testimony that the association was not entirely independent, the court ruled that it was.

"Although the union represented a majority of the employees, the employer arbitrarily refused to recognize them, and although the union was left with no alternative but the strike, the employer was granted an injunction halting the strike under the Jurisdictional Strike Act.

"The vice of the Jurisdictional Strike Act lies in the fact that if the employer chooses to fight it, a union which represents a majority of the employees cannot obtain recognition by any means other than economic action.

"There is no machinery for democratic

battling on the question of representation, except with the consent of the employer. The employer, in other words, holds all the aces.

"And in this very case, under the present law, the union which attempts to obtain recognition by picketing or striking may very well be confronted by an injunction against its picket line or strike.

"Furthermore, the law confuses a representation dispute with a jurisdictional strike, and it makes absolutely no provision for solving either.

Answer Proposed by Governor

"The bill that I proposed would have filled that gap. It could have been an answer to the present chaos and inequity of the Jurisdictional Strike Act.

"And I want to point out to you that this Administration is the only one that has had the courage to demand repeal of that disruptive law and its replacement with workable machinery since the law first passed some dozen years ago.

"I didn't win it up there. I didn't win everything that we were after, but let no one tell you that we didn't work hard on that bill. That we lost it is history, though it need not be the final word on this important matter.

"I promise you that it will not be, as long as I am Governor of this great state.

"Now, the third part of our objective—and this was probably the toughest one in connection with our relationship up there in Sacramento—in the tailend of a tough session, as I am pleased to term it, and someone may not like the words I used, 'labor's right to live within its own house.'

"And this was contained in Senate Bill 209, which sought to codify standards that every union in this convention hall already lives up to.

"However, within the past three years, in my opinion—and you may differ with me—labor has lost some prestige. Most of it without justification, in my opinion.

"The gains that you have won have come only after decades of sweat, struggle and pain. Now those gains are in jeopardy, the target of vindictive legislation.

"Your national officers have recognized that in their statements urging Congress to pass reasonable legislation. You have recognized it in the policy statement of your 1958 convention, with a similar announcement of support for such legislation.

Senate Bill 209

"Senate Bill 209 was a moderate bill which no union in this hall would have found the slightest difficulty in living

with. It was reasonable legislation of a kind that, in my opinion, would forestall vindictive legislation. It was a good bill entirely apart from any other bills or measures in the Administration's program.

"Just so long as reasonable legislation of this sort is not on the statutes, labor will be on the defensive, hampered in its efforts to extend the benefits of organization and forced to expend time, effort and money to counteract adverse editorial and public opinion.

"And I think that it is highly significant that 31 of the 33 Republicans in the Assembly voted to kill SB 209. I submit to you that the Republicans wanted no solution to this problem. In fact, at this very moment in Washington there is the great debate on this issue. But it should be noted all across the country that Vice President Nixon intervened through his personal representative against this fair and effective labor standards bill in his own home state, a measure based largely on the Kennedy-Ives Bill, urged by the press and much of his own party as a constructive step.

"The vice president's gloved hand here indicates the sorry political misuse being made of this issue. Mr. Nixon's double-dealing on labor standards very legitimately raises the question: Just what kind of hypocritical stuntman is he?

"For my part, I believe it would be best for all concerned—and certainly for both labor and the Democratic Party—if there is enacted once and for all a fair and reasonable law setting standards for the conduct of internal union affairs.

"In my opinion, the proposed Landrum-Griffin Bill is neither fair nor is it reasonable. It is a labor busting measure which would put the union movement in a strait jacket.

"I believe we need to put behind us the negative, divisive issues stalemating much of our forward progress.

"We need to move on to the great economic and human opportunities that lie ahead; opportunities for still better living standards, better job opportunities, better schools, better recreational possibilities; and, above all, a better regard in our daily conduct for the goodness and greatness of people for their own sake and in their individual right.

"You of labor, and we who serve in public office, share these goals. Let us meet our responsibility together with full vigor and far vision."

Recess

The convention was thereupon recessed by President Pitts at 12 noon, to reconvene at 2:00 p.m.

WEDNESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:10 p.m.

Final Report of Committee on Credentials

Chairman James H. Blackburn of the Committee on Credentials presented the final report of the committee as follows:

"The Credentials Committee received a written communication from Delegate George M. Wall, President, California Federation of Post Office Clerks, protesting the seating of Robert P. Sanders and Edwin L. Myers of Postal Employees Amalgamated Union No. 1, independent, as delegates to this convention.

"After due hearing by the Credentials Committee, in conformance with the constitution of the California Labor Federation and the admission by the two above-named, the committee hereby declares these Brothers Sanders and Myers not be seated at this convention, owing to their admission they are not members of a local union or international affiliated with the AFL-CIO, and, therefore, not in conformance. We therefore move that their I.D. cards be revoked."

The motion was duly seconded and adopted.

On motion by Chairman Blackburn, the convention thereupon adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

Joseph Kennedy

President, Northern Area, NAACP

President Pitts then introduced Joseph Kennedy, president of the Northern Area of the National Association for the Advancement of Colored People, who addressed the convention, as follows:

"I recall to mind no experience in the 42 years of my existence which has accorded me more pleasure than the opportunity of addressing this, the second convention of your great state organization.

"In my humble opinion, no person or combination of persons have contributed more to the growth, welfare and economic stability of California than have your great labor organizations. And now, after two years of amalgamation of the two dominant labor organizations in this state, great strength and vitality has been given to that movement which was already significantly endowed with these sterling attributes.

"I bring you greetings from the organization which I am pleased to represent here, the National Association for the Advancement of Colored People, and its more than half a million members. This is the golden year of our achievement in the area of race relations. We are justly

proud and deeply thankful for the abundant help and political assistance given us in our fight for freedom by your organization both on the national and state levels. If I should attempt to enumerate the many ways in which you have given aid and comfort to us and our feeble efforts, time would fail me. Suffice it to say that the distinguished performances by your combined membership and by your leadership as epitomized in your Neil Haggerty have warranted our undying gratitude to a progressive labor movement dedicated to the equality and dignity of men as well as their economic independence.

AFL-CIO Civil Rights Activities

"We have nothing but laudatory comments for the strenuous efforts being asserted by your international and state organizations to eliminate racial and religious bigotry in every facet of our national existence, not excluding the residual effects of such levels within the ranks of labor. We are especially proud of the civil rights section established within the framework of your state and national lines. We, however, would call upon you to augment the work and operations of these bodies to the extent that they accomplish the purposes for which they have been established. Our people not only want labor organizations such as yours; we demand them. They do so, confident and secure in the knowledge that those peripheral groups within the labor movement who seek to bring the entire movement into disrepute by practicing racial and religious discrimination shall soon be done away with, and American labor shall stand before the court of world opinion for all to see; a bulwark of practical democracy and a repudiation of the Communist claim of decadent capitalism.

"We rejoice with you in your political victories in the state elections of 1958, in defeating at the polls the invidious spectre of social divisiveness, the so-called 'right to work' law, more properly described as the 'right to starve' law.

"We take no little pride in the fact that we were privileged to work side by side with you in marshalling public opinion to soundly and decisively repudiate the arch-conservative and anti-labor conspirators who conceived such a diabolical plot.

"And here, again, the year 1958 marked another milestone in the cooperative effort between our two great organizations in California. Had it not been for your benevolence in providing us funds to augment an always strained exchequer and in supplying us with trained personnel to give added zest and vigor to an already overworked staff, our magnificent increase in voter registration and voter activity would have been impossible.

"I want to take this occasion to personally thank your executive secretary-treasurer, Neil Haggerty, for the splendid cooperation he gave our organization in its time of need during the last election and in supplying us with trained personnel and experts to increase our voter activity and our voter registration.

New State Laws

"With the hard work of an election over and with the good guys in and the bad guys where they should have been all the time—out—our organization faced the realities of the situation. Even though the battle had been won, the war was not over. For ours was the task of bringing to California a more enlightened idea of race relations by seeing to it that laws were passed and placed into effect which would tend to guarantee to all citizens of our state fair and equal opportunities irrespective of race, creed or color.

"Today fair employment practices, fair housing and the multitude of other pieces of legislation seeking to insure the elimination of racial and religious bigotry have been made law in California.

"I say, without fear of contradiction, without you and your political influence and help, these achievements would have been improbable if not impossible at this last session of the legislature.

"I only wish that I could say here today that these laws have solved all of our problems in this sensitive area, but I cannot. However, I can say that these laws have materially hastened the advent of the day when labor and the NAACP can join hands and combine efforts in combating and ultimately eliminating those problems common to both of us in an equal measure.

Identical Enemies

"As we sit and meet here in the serenity of one of the garden spots of California, we are not totally oblivious to the tempest taking place in the capitol of our great nation. In the ivory halls of Congress there are those who for their own selfish political gain or for other reasons equally spiteful seek to hamstring and ultimately destroy labor, together with the progress that it has made over the years. We of the NAACP are not unmindful of the fact that in the main these selfish few are the same men who fought equality of opportunity for Negroes, the same men who signed the southern manifesto and the same men who heaped invectives upon the Supreme Court for its school desegregation decision. For always the enemies of labor and the enemies of the Negro are identical.

"Less than a fortnight ago the distinguished senator from Arkansas, the home base for the Little Rock international disgrace, in speaking of the need for anti-labor legislation, spoke in the same breath of the necessity of men tak-

ing a moral stand on controversial questions.

"I ask you in all earnestness: How in the name of God can the senior senator from Arkansas, after his disgraceful position in the school desegregation controversy in Little Rock, seek to predicate any position he takes upon the high and lofty concept of morality?

Labor's Ally

"We in the NAACP feel that this fight to preserve the dignity of labor is not only your fight but it is our fight, and we shall actively and aggressively resist side by side with you any effort on the part of a reactionary but powerful few to nullify the gains made and consolidated by organized labor in this country.

"We have said before and we say now to the hirelings of big business, to arrogant and reactionary legislators, to greedy industrialists and to the chambers of commerce wherever they may be, if the choice must be made, we in the ranks of the NAACP chose to align ourselves with labor.

"We, together with you, call upon all Americans truly interested in the economic and social welfare of their country to join us in meeting head-on the problems of an era that has slipped silently upon us: the era of automation and mechanization. Let us, as we move forward in this era of increased mechanization, face the problems of displaced workers and their need for re-location and re-orientation. Let us together, in short, make America strong.

"We pledge you, we pledge ourselves, to work untiringly, unceasingly, unrelentingly and uncompromisingly for the dignity of America's laboring men as well as for the dignity and equality of America's Negro citizens.

"Again I want to thank you for having invited me here to speak, and I hope throughout the course of your second convention your efforts shall be fruitful; and certainly we hope that as the years pass on we shall see our two associations joined closer together in fighting those evils that beset mankind."

Charles F. Hanna

Chief, State Division of Apprenticeship Standards

President Pitts next presented Charles F. Hanna, Chief of the State Division of Apprenticeship Standards, who addressed the convention, as follows:

"Once again it is my privilege and pleasure to appear before you for a few moments, to tell you about California's apprenticeship program. Before I do this, however, I want to bring greetings to you from California's fine Apprenticeship Council. The council will celebrate its 20th anniversary under the Shelley-Maloney Apprenticeship Standards Act in Oakland in October, and I hope that

many of you will join with us in that celebration.

"The success of this council and the respect in which it is held are due in no small part to the staunch support of your labor organizations. It is due to a great extent to council members who belong to your organizations: Bill Kelly; your own delegate, Ernie Vernon; Bob Clark, of the United Steelworkers; Chuck Marsh; Webb Green; Percy Ball; and a gentleman whom you all know, Archie Mooney, who was our public representative.

Labor's Voice in Council

"This is one of the few councils or commissions in the state of California on which labor has a full and equal voice. It seems to me that there are a number of other boards and commissions that could be improved greatly by the addition of labor people, such as the ones that we have on California's fine Apprenticeship Council.

"I would like to mention one of the things in which California takes a great deal of pride and the council particularly. It is that long ago they adopted a little FEPC legislation and they have quietly worked for opening up opportunities for the minority groups, and we have many, many of these young people working as apprentices now, and they and we shall continue to work in this direction.

"As you well know, during your merger convention in San Francisco last year there was a lot of speculation regarding just who would wind up in what state position. I assure you that I shared in your concern, since I was directly involved.

"May I say to you, to your Secretary Neil Haggerty, and to the many others in this organization, that I am humbly grateful for the wonderful confidence that you expressed in me, helping me to secure reappointment as Chief of the Division of Apprenticeship Standards. I am known in the department as the 'sole survivor.'

"I might mention the fact I have been a lifelong Democrat, and that might have helped.

"The appointment of Jack Henning as Director of the Department of Industrial Relations, and my boss, as Administrator of Apprenticeship, was certainly an excellent one. Subsequent events have proved that Governor Brown was well advised in making this selection.

"After hearing all of the plaudits of his fine talk, I take great pride in the fact that I am able to work with this leader.

"His continuing activity in behalf of the working men assures that our Department of Industrial Relations in California will continue to merit your full confidence and support.

"I will demonstrate my sincere appreciation of your confidence by doing the

best job I possibly can for California's apprentices, most of whom are members of your organization.

"Our division has 55 apprentice consultants and seven area supervisors, and most of them are members of your organizations. And I am proud to say that most of these people are members of organized labor, and they have delegations here.

"I might also say that one of our men, as a matter of fact, one consultant, is the only Negro apprenticeship consultant in this entire country, and I would commend to other state agencies that while we nominally support FEPC, that we practice it more among ourselves.

"Now, I would like to tell you a little bit about California's apprenticeship program.

"You all know that Governor Brown proclaimed June 'Apprenticeship Month' in California. Your organizations and the joint apprenticeship committees, as well as the participating employer associations, enthusiastically swung into full support of this drive, and as a result, 1,577 young men found opportunities to learn skilled trades during the month of June. This is at least 600 more than would have done so ordinarily, and is by far the greatest number of youngsters that have ever entered apprenticeship programs in California in one month. I again assure you that this is not more apprentices than we need; the contrary is true.

Need for More Apprentices

"We now have an apprenticeship program that is training, with your support, more than 20,000 young craftsmen, yet there are many crafts that do not have apprenticeship programs, and many crafts that do not have nearly enough men in training to even replace those who leave the trade for various reasons. Some of the crafts which are vital to our economy, and in which little or no apprenticeship training is being done, are the electronics technician trade, which is mostly non-union and unorganized; the automotive mechanics, which is in some areas non-union and unorganized; and several others with which I am sure you are familiar.

"When you consider that not more than 5,000 apprentices reach journeyman status every year, and you consider also the fact that there are well over 1½ million craftsmen in California now, simple calculations will show—particularly in view of the fact that well over one-half of the graduate apprentices will soon become supervisors—that we have not even scratched the surface so far as providing skilled craftsmen to replace those who drop out of the ranks of skilled labor each year.

"As a matter of fact, at the present rate it would take us more than 200 years to replace these 1½ million men; whereas we should have an apprenticeship program

that will replace these craftsmen within the next 30 years.

"Our Division of Apprenticeship Standards has always operated under a very tight budget. We have had no increase in personnel for the last four years. Through our division, the state spends a little less than \$50 per year for each apprentice in the state. On the other hand, the state spends from \$1,000 to \$1,200, and possibly more, per student per year in junior college. Junior college, of course, is very important and necessary, but I believe that apprenticeship is at least equally important to the people of this state.

"There are a lot of young men who end up in prison, and this costs us about \$1,900 per year. Very few apprentices ever go there; neither do skilled craftsmen. It is a sad commentary that most of these young men who wind up in prison have not had even a high school education.

Retraining Program Is Essential

"Not only is an accelerated apprenticeship program essential in California, but increased attention to retraining is very important. The National Defense Education Act has made no provision to do this retraining, extensive retraining, and I, therefore, invite your attention to this problem. Not only are we concerned with training of skilled craftsmen through apprenticeship, but there are hundreds who will have to be retrained because of automation and more complicated methods.

"With the exception of a few extension courses being presently given in some schools, there is very little being done to retrain semi-skilled workers displaced through automation, and not much is being done for extension training for journeymen. To keep them up with the rapidly changing and more complex industry, very little, if any, attention on the part of industry is given towards training craftsmen in the elements of supervision.

"The skills of the work force are a matter of serious concern to our Department of Industrial Relations, and close and serious study is being given to this general problem by the Interdepartmental Committee composed of representatives of the Departments of Employment, Education and Industrial Relations, of which I am chairman. And I am quite sure in the near future Director Henning, with the other directors, will make recommendations for appropriate action on the part of the state government to begin to do something about this very important matter of training for all of the people who are members of your organization.

Apprenticeship Funds and T-H Act

"On the favorable side, I want to mention the very important collective bargaining developments which have established apprenticeship funds in certain trades. The plumbers, as you know, have

one cent per hour, and so on, and the carpenters have one-quarter of a cent.

"This was a rapidly expanding development and one in which there was very little controversy between labor and management when such funds were negotiated. However, because of the utter confusion created by certain federal court decisions based on Section 302(c) of the Taft-Hartley Act, progress in this direction has been stymied for some time. In an effort to provide a solution for this problem, we asked our good Congressman John F. Shelley and Senator Clair Engle to introduce legislation which would solve this problem once and for all, and not only solve it, but also make it clear that Congress did not intend to impede progress in apprenticeship by imposing the legal complexities which go to make up the Taft-Hartley Act.

"Congressman Shelley, under the sponsorship of the California Apprenticeship Council, the California State Council of Carpenters, and many other apprenticeship committees, introduced H.R. 6068, and Senator Engle introduced companion bill S. 1534, which bills presently are lying in committee without action, pending solution of the so-called 'labor reform' legislation.

"Each of these labor reform bills contain mention of apprenticeship funds, but it is my position, and that of many others, that apprenticeship certainly does not need labor reform legislation; it needs legislation to support and enhance and promote apprenticeship. This apprenticeship legislation is worthy of your consideration and vigorous support. California's apprenticeship law, which was strongly supported by labor as a voluntary law, recognizes the right of labor and management to solve their own problems with the encouragement and support of appropriate state and federal apprenticeship agencies. This is free enterprise at its best. There is dammed little free enterprise mentioned in the so-called 'labor reform' bills which the Administration in Washington has supported. These Administration bills would impose further massive governmental control and interference on our apprenticeship systems.

"Apprenticeship should be left entirely out of labor reform legislation and kept under separate state and federal legislation as it always has been.

California Conference on Apprenticeship

"The Division of Apprenticeship Standards and the California Apprenticeship Council will continue, of course, to do everything possible within their limited means to meet your needs. Along these lines, and in order to develop some new thinking, some new and additional incentives are needed to get employers to hire and train enough apprentices. The Apprenticeship Council endorsed a proposal in which Secretary Haggerty in his talk at the California Apprenticeship

Council meeting at Santa Monica suggested that we hold a California Conference on Apprenticeship. This conference will take place either the last week of May or the first week of June, 1960, and I am sure we can rely on all of you for your active support.

"In closing, I would like to point out that while none of us are entirely or completely satisfied with what has been accomplished in apprenticeship thus far, we are nevertheless quite proud of the fact that over 55,000 young men have completed their training during the 20 years of operation of the California Apprenticeship Council and this Division. On October 29th, 30th and 31st, at the Leamington Hotel in Oakland, the 20th Anniversary Meeting of the Council will be held. I would like to extend to all of you an invitation to visit us during the meeting, to join us at the banquet, at which we are very hopeful that our good Governor 'Pat' Brown will be with us to celebrate this occasion.

"Once again, may I express my sincere appreciation to you for all of the fine things you are doing for the young men who are coming up in our organization. I commend you for all the time, effort and money you spend on apprenticeship, for your generous consideration not only of youth in general, but of the veteran, the handicapped, the paroled prisoner, and the minority groups. In all of these matters you have been generous to a fault in accepting these people and in helping them to learn a trade.

"Once again, from the bottom of my carpenter's heart, thank you very much!"

Issues in Steel Strike

Delegate Jerry Conway of the Steelworkers spoke informally on the issues that prevail in the present steel strike, as follows:

"I want to thank you for allowing me this time to try to explain to the delegates just exactly what the issues are in the steel strike at the present time.

"Before I get into that, though, I would like to also say that Director Charles Smith, the Director of the United Steelworkers of America in District 38, wanted very much to be here, but he has been tied up for the last three months in New York on negotiations. I talked to him the night before last and he said to me to be sure to convey his best wishes to this convention. He wished he could be here.

"Also, I am sorry that there are not more delegates from the Steelworkers Union here at this convention, but I know that you will agree with me that we are where we belong at the present time. We do have a few here, and I am sure that they are going to serve well, and they are going to take back to the people that are on the picket lines what has transpired in this convention, and I am certain the Steelworkers will go along with the policy 100 per cent.

"You have all been reading articles, paid advertisements, radio speeches, television speeches, on what the steel strike is all about. I can say now that if we are to believe what the employers are putting out over the air, we are in one helluva position.

"Our union started in the early part of May of this year to negotiate with the steel companies. What they are called are the 'Big Twelve' steel companies. They represent the vast majority, some 450, 500 thousand people. The steel companies are banded together, and they have told us in no uncertain terms that they are going to try to break the United Steelworkers of America.

"Sister and Brother Delegates, if these steel companies are able to do that with one of the biggest labor organizations in the country, what is going to happen to the rest of organized labor throughout this country?

"I think it behooves every single one of us to support our strike, which I know you are doing very, very well, but if you can do a little bit more we will certainly appreciate it.

Steel Proposals and Union Answers

"Now, the companies proposed to the United Steelworkers of America what they call an eight-point program. You have all read about that.

"They said to us, 'If you will accept these eight points for this year, then we might be able to do something on pensions, and also on insurance, and the hospitalization plan. Also, then, if you agree to these eight points, further, next year, we might be able to give you a small wage increase.'

"I want to read these proposals to you that the companies have proposed to the Steelworkers Union, and give my union's answer to the companies on these proposals.

"1: The first proposal by the company was: Modify ambiguous and restrictive language so as to enable the management to make operating improvements in the interests of greater efficiency and economy.

"My union thinks that that proposal means this—and we know damned well that is what it means: That you want to eliminate any employees' rights that may exist under our present contract which in any way restricts you in your endeavor to speed up operations and to bring from each worker something more than the last possible ounce of productive effort.

"They propose to destroy seniority, eliminate established practices, and wipe out the hard-won individual protections upon which individual workers have learned to rely.

"That was point one. That is what our union feels that proposal means.

"2: Add provisions which will rein-

force the contract prohibitions against wildcat strikes, slowdowns and picketing.

"In our contracts at the present time we have one of the strongest clauses that protects management. Our contracts contain ironclad 'no strike' guarantees which are far more stringent than those in effect in most other industries, and which have been rigidly enforced by the International Union.

"Your requests for further provisions along this line can only be intended to vest in you the right to inflict unwarranted punishments upon your employees with no effective recourse.

"3: Recognize the functions of management to develop incentives and establish sound standards.

"Our union thinks that means this: Our present contracts do recognize that it is a function of management to develop incentives, and do not prevent management from developing standards in connection with those incentives so long as such incentives provide fair, just and equitable compensation and do not actually result in a reduction of earnings for the employees involved.

"Your request for a change must mean either that you are unwilling to continue the provision that incentives be fair, just and equitable, or that you propose to cut the earnings of our employees under established incentives, or perhaps you desire to impose incentive standards without incentive pay.

"4. Clarify the right of the companies to change work schedules so as to meet the changing requirements of the business.

"Our answer: The companies now have broad rights to change work schedules, as you well know. Those rights are subject only to the limitation that proper notice be given to the affected employees so that they may adjust their own schedule to meet your needs; and even when you violate the provisions with regard to notice to the employees, our present contracts permit you to proceed with that violation subject to the payment of penalties to the affected employees in only a limited number of cases.

"5. Require employees as a condition of receiving a vacation to perform some work in the vacation year and enlarge the period for scheduling vacations.

"The union feels that this is what that means: The first part of your proposal would impose a double-barreled qualification on the receipt of a vacation, requiring a specified amount of work both in the year before the vacation and in the year in which the vacation occurs. This is obviously improper, as the companies themselves recognized when they suggested in 1956 the elimination of a provision which you now propose to re-insert even though no complaint against the 1956 provision has been heard from any company prior to this letter.

"7. Simplify the procedure for establishment of seniority units.

"You ask that we simplify the procedure for establishment of seniority units. Under our present agreements existing units are preserved and new units are established by mutual agreement at the local plant level. In the event such agreement cannot be reached as to new jobs, you have the right to place the job in an appropriate unit subject to the grievance procedure. In the light of the general tenor of your proposals, your proposal for changing this procedure can only mean that you want to simplify it by vesting in the company the unilateral right to determine and revise seniority units.

"8. Generally simplify and clarify contract language in order to develop better understanding and cooperation among the working force.

"Well, out of the eight proposals we are 100 per cent in accord with that eighth proposal. We think that that is about the only sensible one that they offered us.

"I am sure, brothers and sisters, you can see that if the Steelworkers Union would accept these eight proposals we would be called one of the biggest company unions in the country. And I can assure you that the United Steelworkers of America will never be called a company union!

Steel Profits

"You have also read in the papers the last few days some glaring financial reports of these steel barons. I would just like to give you one company: United States Steel Corporation. For the first six months of this year, better than \$254 million profit. \$254 million!

"You see, I can't even say it—it is so damn much money.

"They can pay the top boys all that dough, they can give it to the stockholders, but they say that the guys who make that dough for them are not entitled to one damn penny!

"I am sure that the working men and women of this country, when they know the true facts of just what this strike is all about, are going to get behind us and stay with us 100 per cent.

Aid from California Unions

"Tonight at midnight will be the 30th day. I have talked to my office every day, and I am informed by my office that the strike is still very, very strong. And I want at this time to thank all of the AFL-CIO in the state of California for helping the 25 thousand members who are out here in the state. I especially want to thank the Los Angeles County Federation of Labor and the affiliated AFL-CIO unions in the Los Angeles area. If they had not helped us, we would be in one helluva shape right now. I think that I can truthfully say that at the pre-

sent time they have been able to secure employment for at least 30 per cent of our workers who are out on strike.

"Also, I want to thank the International Longshoremens and Warehousemen's Union, who have so far to date given the United Steelworkers of America over one thousand jobs. Which means that about 500 of our people are getting a couple of days of work a week down in the harbor.

"Brothers and sisters, with that kind of cooperation throughout this state, I am sure that when this thing is over we're going to come out on top.

"But once again let me stress this: If they whip us, come your next negotiations, you are going to be in the same boat as the United Steelworkers of America. So God help us, stay with us, and thanks ever so much for your time!"

Convention Reaffirms Support of Steelworkers

Vice President John A. Despol made the following proposal: "In view of Brother Conway's remarks, at this time it would be very appropriate for our convention, in the name of the delegates, to adopt the following:

"I move that this convention reaffirm the statement of policy already adopted by the executive council of the California Labor Federation in support of the position taken by the Steelworkers, and that notice of that reaffirmation be sent by wire to President David J. McDonald of the United Steelworkers of America."

The motion was duly seconded and adopted.

(The statement referred to above, extending full support to the Steelworkers, appears on pages 230-231 of these proceedings.)

Presentation of the Federation's Ninth Annual Scholarship Awards

to

**Sandra Lee Miller, Allene Downey
and Don Manka**

Secretary Haggerty made the following presentation of awards to the winners of the Federation's ninth annual scholarship contest:

"Once again it is my privilege and my honor to present to this convention, as I have over the past eight years, the students who are the winners of the Federation's annual scholarship contest.

"The winners this year are two girls and a boy.

"I want to present to you, first, Allene Downey, Westmoor High School, Daly City, San Mateo County.

"Miss Downey will enroll this fall at Stanford University and plans to major in English and physics. Miss Downey has an outstanding scholarship record in her school. I am sure that she will bring great credit to this organization as one of our winners at this time."

Allene Downey

"I truly want to thank you for this scholarship and for your interest in California's education of the youth of today, which will be most certainly the labor of tomorrow. It has never been so true as it is today that as education goes, so goes our state and so goes our nation. This was aptly expressed by President Clark Kerr of the University of California yesterday afternoon. You have shown your enthusiastic support of his statement by offering these scholarships which encourage higher education.

"I know that \$500 is a lot of money and certainly not easily acquired overnight. Looking back, I can recall when only a short while ago I used to baby-sit and do light housework 15 hours a week for \$5.00. At that rate I would be baby-sitting for 1500 hours, or 8 hours a day for six and a quarter months, to earn the amount of the scholarship that you have given me. I realize now, of course, that what I should have done was to form a union and go on strike!

"To me, this honor is the kind of thing that you always hear about happening to someone else, just as Mr. George Brown pointed out Monday afternoon when I was here listening to his speech about labor safety. All of us realize that accidents occur, but we all seem to say 'they couldn't happen to me.' These were my sentiments as I took the competitive labor examination in May. 'Three would win, but it couldn't happen to me.' However, this accident miraculously has happened—and to me.

"Before this time I had very little association with labor. I might have been able to tell you who Samuel Gompers was if someone asked me on a quiz show, but aside from that the labor movement was merely a phrase in a history book. Now, however, after studying for the test and attending this convention I realize that the labor movement has played and will continue to play a prominent part in our American way of life.

"I sincerely thank you again for this scholarship and also for the wonderful opportunity you have given me to see labor in action at this convention. It has been a true highlight in my life; in fact, as we 'teen-agers would say, I'm absolutely on 'Cloud Nine!'

Secretary Haggerty continued:

"The young man who was the winner is Don Manka, from Live Oak Union High School, Morgan Hill, Santa Clara County.

"Don plans to attend the University of California at Berkeley and plans to major in engineering. He also has a very outstanding scholastic record in high school.

"I now present to you Don Manka."

Don Manka

"I want to express my appreciation for having a chance to compete for the scholarship. I also want to thank you for

the opportunity to attend this convention.

"While I was preparing for the essay examination that I took I learned a great deal about the part that labor played in the development of this country's standard of living, which is the highest in the world. It was only through the union of the individual workers that labor could gain an equal footing with management in bargaining for the rights of its members. Labor has been a vital force throughout our nation's history, and I am sure that it will continue to play a very important part.

"Thank you."

Sandra Lee Miller

Secretary Haggerty explained:

"The third winner was unable to be here, but she has written a letter that I should like to read to you because I think that you will enjoy hearing it.

"It is addressed to me and it says:

I was very, very happy to receive your telegram and letter telling me the scholarship committee had chosen me as one of the recipients of the Federation's scholarships.

San Francisco State College has accepted my application for admission this September and I plan to major in music. A music course carries quite an additional expense so the scholarship money will be a big help. I also have been awarded a California State Scholarship which pays tuition and fees.

You will no doubt be interested to know that one of your scholarships went to the daughter of a man active in his union for years. My father is president of Local 6-64, AFL-CIO-IWA in McCloud and has been a Northwest Regional Negotiating Committee member for the past four years.

Even though I had completely given up hope of being a winner in your competition, I felt the study I had put in on the suggested list of books to prepare for the examination had been worthwhile because I had a much better understanding of my father's work and problems in his union. I also learned more about economics and history.

I very much regret that I won't be able to attend your convention. I would love to go but I have signed a contract to work here at Lassen National Park for the summer season so am not free to go.

Please accept my deepest appreciation and thanks for both the honor and the money involved in being chosen to receive one of your scholarships. It was a very thrilling experience for me.

Secretary Haggerty concluded:

"This young lady will have the check sent to the school of her choice, as will the other two scholarship winners.

"We are happy to have had you with

us. We are sorry that the third scholarship winner could not be here.

"We shall have the contest again next year."

Norman Smith

Director of Activities

Agricultural Workers Organizing Committee

President Pitts next presented Norman Smith, director of activities of the Agricultural Workers Organizing Committee, who spoke as follows:

"When I read the policy statements, hear the speeches that I have heard here today and read the proceedings of the two previous days, I sometimes think that what I might say here to you would be sort of anticlimatic or superfluous. But I do feel that the question that we have is of such importance that I can intrude upon your time for just a bit of time to tell you something of what we are trying to do with the Agricultural Workers Organizing Committee, what it is and why the whole of the labor movement should be concerned with it.

"But before I do that I want to say this: that for the past 16 years I have been inactive as far as labor is concerned. After two years in the service I found that I had established seniority at the Kaiser Steel Plant at Fontana. I had worked there for six months during the war and then went to the Army and was gone for two years. When I came back I had something that I had never had in my life: seniority in a plant. I thought that I would go back there and stay for a year or two until the postwar unrest had more or less worn off and there would be some more organizing to do. But I stayed there 14 years after coming out of the service, the last 11 years as a supervisor, where, after consultation with the people in the union, I took a withdrawal card from Steel. In some respects, for 16 years I have been more or less sitting upon the moon. During that time the fellows that have been carrying on the fight for labor in a great many instances have had an unthankful task, because this period, although we have made some gains, has been a period in which you have had to constantly stay on your toes.

"I want to take this opportunity to thank the officers of the California Labor Federation, the director of the AFL-CIO in this region, and all of you that I have come in contact with, for the help that you have given me since I have taken this task. Everybody has done everything that I have asked them to do, and I don't think that you could have any more cooperation than that.

The Steel Strike

"I would like, too, to pay tribute to Brother Conway of the Steelworkers for the apt presentation that he made here. For 14 years immediately preceding my assignment I worked in a steel plant; I worked as an hourly rated man; was a

member of the wage inequity committee, a grievance man, and then for 11 years a supervisor. And I am rather proud of the fact that for 11 years I never had a formal grievance in handling a relatively good sized crew. I did have some disagreements sometimes, but I was able to iron them out.

"In working for Kaiser in the early days, I think he was the fairest employer in the industry, but since it has become a corporation, the sons and the nephews of the same people who run the rest of the industry, who did everything that they could to keep it from being established on the West Coast, now occupy management positions, and they are acting like all the rest of them. In fact the management at Kaiser reminds me of a bunch of little boys that go swimming with a bunch of bigger ones, and the bigger ones say: 'You little fellows get up there, away up on that high rock, and see how far you can jump out into the water.' And I am sure that the people who are managing the Kaiser Company are finding the water pretty cold in following the leads of the hard-boiled boys from Bethlehem, and Republic and United States Steel.

"I just want to add one thing to the statistics that Brother Conway gave. Last year the 12 major companies made a profit of over \$4,000 per employee. Yet they say that the employee is not entitled to any additional increase in his wages, and that it is inflationary to give it to them!

"Where is that money going? Why do they have to keep it away from the fellows who earn it?

"And I want, too, to pay compliment to the young people who are up here. I think that when they have this kind of an example, we can feel that labor is something living and vital; and the young people who have been helped by this, who are learning something about it, are of such quality that we can look hopefully to the future when us old gray-heads have passed out of the picture.

Organizing Farm Workers

"Now to get down specifically to my assignment. As I said, I think the policy statements, the resolutions, the many speeches that have been made here, both by your officials and by some of our state officials, have brought to the attention of everybody the plight of the agricultural workers. I don't know that there is any other group in the country whose plight has been more portrayed and that the public should be better aware of, but for some peculiar reason, in our attempts to organize the field workers and those who are most closely associated to them, we seem to have missed the mark. As I look back over the years and as I recall being asked to come in on this in April of this year, if I had known before I gave notice to the company that I was being assigned as a director, I don't know whether

I would have taken it or not. I think all of you know what a big task it is. In addition to all of the complex problems that are presented here, there is the fact that this struggle has been going on for almost a hundred years, and that the growers, who are not farmers, have always been able to stamp it out. Thus you can realize the immensity of it.

"But out of almost 40 years of being directly and indirectly mixed up in labor affairs, I have always found one thing: that the best way to get a group organized is to get some of the people who actually come from that group, who know the problems, who can express them, yet can speak the language, actively associated with the work and trained to do the job.

R. M. Aguilar

"I would like at this time to introduce to you a fellow who has for practically all of his life, except for the time that he was in the military service, worked in the fields. He is one of the 12 people that I have picked out of the fields in the area where we are working and have spent the past few months in trying to train them into making a team of organizers. For two purposes (1) that we nail the organization down in the territory that we are working, and then (2) that when we move out of that territory we won't have to repeat this process; that I can have some fellows to take along on the job.

"I want to introduce to you now, not for a speech, but just so that you can know him, R. M. Aguilar."

(Brother R. M. Aguilar, representative of the Agricultural Workers Organizing Committee, rose to acknowledge the introduction and applause.)

Norman Smith resumed:

"As I said earlier, I think that this problem has been placed before this convention; it has been before the public for so many years; and I know that it is a very easy subject on which we can get enthusiastic. But I am not going to bore you about the little wage that the agricultural worker makes. I think that you all know that. Rather, I would like to talk to you for a minute about what is the role of the rest of us, what is the role of myself in this program, and how we propose to go about to do something about it.

Labor's Interest in Farm Worker Organization

"In the first place, labor should be interested in it because it is the moral, the right and the decent thing to do. With any group of people who are underprivileged, who are down-trodden, it is the duty of all of us who have lifted up our standards by organization to see that they are given this opportunity.

"But there is a second reason, and perhaps one that is more easily understood by most of us. Just as Brother Conway said, if the Steelworkers should lose out,

the same fate is going to be dealt out to all the rest of us; and if we don't organize the largest group of partially employed and wholly unemployed people that there is in the country today, it is already a cancerous sore that is going to engulf all of the rest of us. Between two and two and a half million hired farm workers not including a million or a million and a half of marginal small farmers that are on the verge of bankruptcy, this group has to be organized for our own protection. Today, it is like trying to build a levee on a bed of quicksand. Those of you who are in the construction industry know that when you go to put in a foundation for a building where you have quicksand, you have to push some pile down to bedrock and then cap it to make that foundation. And we will have to push some pile down to the bedrock and give this group of people some support to keep from building a levee on a ground that is constantly sinking so that the tides of unemployment and of disastrous conditions will engulf all of us.

"As long as this group exists, and particularly when you can bring in a foreign army, as is represented by the Mexican Nationals under the bracero program, and shove the people off who are on the lower rung of the economic ladder, nothing can happen except that they are going to start reaching for the job that is above, and when you shove the fellow who is working in the field already for the lowest wage out of that job by bringing in a foreign army and taking it away from him, he goes out and becomes a taxicab driver, an independent truck operator, a cement finisher, and his wife and daughters go into the cheaper restaurants. They know nothing of a union or the aspirations of union labor. And we can't very well blame them for undermining our conditions.

"I think you will all notice that there are a number of planing mills that are going into all of the little towns in the valleys. A carpenter in Oakland told me the other night that the planing mills have practically disappeared from the metropolitan areas.

"Why are they moving these out? Because they know that they are creating a reservoir of partially employed and unemployed people; people who are employed at a sub-standard wage; and that some of these days they will offer them jobs and they will fall over themselves taking them.

"The Kern County Land Company, for example, has been playing around with the idea of establishing an automobile parts manufacturing plant, trying to sell the same old theory that Ford sold for years, of working half-time in industry and half-time in agriculture. If they can continue bringing in the Mexican bracero, who is truly a soldier, who is either a single man or leaves his family behind

him in Mexico, who comes here and lives in a barracks, who can only go to town when the foreman allows him to, who is taken to a selected store where he can buy only what they want to sell him, at the price that they sell him, if we allow that kind of condition to exist, it is only a short time until some one of the smart cookies working for General Electric or General Motors, or some of the other great corporations, will conceive the idea of using an army to invade some of our other jobs. And we have to see to it for our own protection that this is broken up.

Growers Are Not Farmers

"For 50 years growers have posed as farmers. So many people have come into California from the Middle West that our conception of a farmer is somebody in a straw hat and overalls. But the Kern County Land Company, the Merritts and the Otises and the Chandlers, the Zuckermans, the Chases, and the Bonellis, who operate thousands and thousands of acres of land, are no more farmers than I am a jet pilot. They are cold-blooded business men, and they are making their money off the exploitation of the most down-trodden group in all the world.

"They are starting to talk back about that. On May 23rd the 'California Farmer' said in an editorial: 'We shudder to think of the men who have come into California to organize the agricultural laborer, because the light of human kindness is not in their eyes and their souls know no compassion.'

"Well, for Mr. Pickett's information, I didn't just come into California. I have lived here and watched this program for 16 years. And I would like for him to go into the 'skid row' at Stockton or Sacramento or Fresno or Modesto, or any of the places, at anywhere from 2:00 to 7:00 o'clock in the morning and see the light of hopelessness in the eyes of the men that have been doing the agricultural work in this state for years, and then see about comparing the light of human kindness that he says is not in the eyes of the organizers.

"On July 4th they had another editorial, and they took off after Jim Murray and his Citizens Committee, and then they concluded by saying: 'The farmers of this state will readily recognize the bleeding hearts and the names of C. J. Haggerty, Ernesto Galarza, and Pete Andrade.'

"So when they start talking back to us, we have them, I think, where we want them, because they are not going to convince any of the people out there who are doing the work for them, and I think when they start making statements like that, that's it's going to reinforce your minds with the idea that this job has to be done.

"Now, the Farm Bureau Federation, in the July issue, has a front page editorial warning the farmers that this is some-

thing different; that Mr. Labor himself, Mr. Meany, had hand-picked the people to stand in and do this job, and that he had deliberately picked the most dedicated and the most hard-boiled organizers that he could find.

Ernesto Galarza

"Well, I don't plead guilty to being the most dedicated. But I think that one of the most dedicated men that I have ever met is the one that is associated with me, Ernesto Galarza, who came to this country as an orphan of one of the early Mexican revolutions; came when he was four years old; became a fruit tramp when he was nine; tramped up and down the valleys of Central California, but who was a pretty smart boy, and the gang he worked with saw to it he got through school, through college. He then taught for a good many years, and then for 11 years was an employee of the Pan-American Union, and when Sumner Welles succeeded Cordell Hull, and the Good Neighbor Policy as far as the Latin countries was concerned started to run out, he quit in disgust, gave the money that he had accumulated to try to buy himself a home in San Jose to retire in, to a group of tin miner strikers in Bolivia and came back and plunged himself into this, and has been engaged in it ever since.

"He never had tires on his car. He only had enough gas to get over one mile. And wondering if he could get around to his assignments. He has been criticized by a great many people in this state for not being able to be in 15 places at one time.

"Nevertheless, he kept pecking away in the face of the fact that the Governor of this state had called him a prevaricator; that the Secretary of Labor had done it; that many people, in speaking of his book, 'Strangers in the Fields,' said that it was just a conglomeration of accusations, and that he had no proof back of it.

"Well, in the last few days we have had proof of the facts coming, not from a labor man, but from a dignified administrative officer of this state government. When Mr. Carr said that there are many domestic workers who are ready, willing and able to do agricultural work and who would like to do jobs that are being held by the Mexican Nationals, but have never had an opportunity to exercise that right because the people of the state's own department have been so busy horning them off they never got a chance to exercise it—that wasn't a labor organizer saying that, it was a man who had made an analysis of the farm placement program in this state, and then came out with some honest conclusions and had the guts to do something about it.

"I don't glory at a 70-year-old man being thrown out on his ear. I never gloried in Sherman Adams, or any of the other people who fell down on the job and got caught; if any of you think that I

am introducing politics here, the same goes for Andrew May a few years ago. But I can't see very much difference between crates of cherries—especially when you have to go all the way from Los Angeles to Beaumont in a state car—I don't see very much difference between crates of cherries and vicuna coats. And when you send all these people from Bakersfield and Los Angeles to pick up these things, I don't see any difference in that and the deep-freezes so many people talked about in Washington a few years ago. So I don't take any glory in the moral talking down of the people who are on this job, but I am glad I am living in a state where the state government has the moral fortitude to tie into, as the Governor said from this platform this morning, the most entrenched body this state knows. The growers in this state have had it in their way far too long.

A Union So Strong . . .

"I am not big enough to make a land reform, and I don't want anybody accusing me of being a Fidel Castro, but I know that we can very easily get off into a lot of facets. We can talk about the 160-acre limitation, and I know that is going to enter into it, the question of whether the water program is going to enrich too many people, but that is not my role, that is not the role that I am here to play. My role in this thing is to build among the agricultural workers a union that is so strong that, by God, they can take the things that are coming to them; and that is what I am here for!

"Now, some people have said to me: 'How are you going to operate a union here, because there is no way you can get a check-off?'

"Well, to the old grey-heads who are out here, you can all remember when we had unions and we didn't have the check-off. I can remember when the only two unions that had the check-off were the United Mine Workers and the International Ladies Garment Workers. And when we got the check-off in Ford, Mr. Murray said to me: 'Aren't you proud of the fact that you have helped accomplish this? Aren't you proud of the check-off?' And I said: 'Mr. Murray, I have never been in favor of the check-off.'

"He said: 'What do you mean?' I said: 'I would like to see every man go to a window and pay his dues through a window, and leave some of his bitches there.'

"And I think that our dependence upon the check-off in the last few years is what has encouraged the steel companies to think they have us so divided they can start in and destroy the labor movement. I would a good deal rather have a steward in every field who says to every man who comes in that field, 'Where is your ticket?' And if he doesn't have it, he will say, 'Well, you can work today, but tomorrow you better have one.'

A Steward in Every Field

"We have got to have a steward in every field, in every gang that goes out to every contractor boss that pulls out on the day haul. We have got to have a steward on that, and we have got to have one or two business agents in every local community, a man that can't be fired; who can move in and see that that job is done. And that is the only role that I am here to play.

"It has already been insinuated in the newspapers that we are in here trying to carve out a kingdom; that we are trying to set up a dues-collecting agency. Well, I want to publicly go on record, so that it be known by everybody, that I am not, nor will I ever become a member of either of the unions that we are trying to organize. I carry a Steelworkers card, which I picked up after having taken a withdrawal, and I am not interested in building a kingdom or a district for myself, and I am not concerned about who the officers of the Agricultural Workers will be.

"Not so long ago Ernesto and I went under a bridge in Stockton on Fremont Avenue where three families of fruit tramps were camped, and there we found a 14-year-old boy, and he and Ernie Galarza struck up a friendship in a very few minutes, because they were both expert cherry pickers, and after we went away and were on the way back to my motel, I said this: 'Ernie, wouldn't it be a glorious thing if 25 years from now, the president of the biggest International Union could be able to get up and say, "I remember when my dad and I were camped under a bridge in Stockton, California, and three organizers came down to see us"?' And, as the little lady said here awhile ago when she talked about having won this scholarship, that she didn't think it could happen to her, very likely that could happen to that chap, or somebody else, because the labor movement has to be a living and a vital thing.

"It wasn't so long ago that George Meany was a plumber, and Bill Schnitzler used a great long handle to put loaves of bread in an oven.

The Auto Workers Did It

"In 1935 Bill Green told me it would take us 35 years to organize General Motors. I stayed with the organization to see the automobile industry completely organized, and I have worked 14 years in a plant and spent two years in service since that time.

"Not because I happen to come from the Auto Workers, and not because we come from the industrial side of the organization, but today we readily recognize the name of the first vice president, and we all know that he is an auto worker; everybody recognizes Walter Reuther. And Walter didn't even belong to the union 25 years ago. But very few people probably know that two of the

closest advisers of President Meany, McGavin and R. J. Thomas, are both automobile workers. I know them both; and neither of them belonged to the union 25 years ago.

"The Director of Organization was president of the Federal Labor Union in my plant, which preceded the establishment of the Automobile Workers.

"Jack Swift, the vice president of the Chemical Workers, came from there.

"Wes King, in Modesto, is an automobile worker.

"Tom Consiglio, the fellow who is a lobbyist for the Steelworkers in Sacramento, I took him out of Dodge when he was 19 years old, and I sometimes tell Tom everything he knows about the labor movement I taught him. Some of the things he picked up since I do not quite agree with, but yet we remained friends, and we say that jokingly to each other.

"So that I say this to you: Those of us who are in the job of organizing this, we are not out to try to build a dues-collecting thing, because how long would it take us to get the money back at the per capita tax that the A F of L collects out of the money that we are spending?

"But we are spending this money because we are doing this for the protection of ourselves and for the protection of the rest of the labor movement.

"Now, I want to apologize for taking as much time as I have. It's been a pleasure to be here with you, and as you go back to your locals, you certainly can help us by telling everybody that this job can and will be done; that if we don't win out this year, if we don't win out next year, we are going to stay here until the job is finally done!"

PRESENTATION

T. J. Rizzo

Federated Fire Fighters of California

Delegate T. J. Rizzo, Federated Fire Fighters of California, Fresno, made the following presentation:

"The Federated Fire Fighters of California is the state association of all the paid professional fire fighters of this state. We have had a most successful legislative session in Sacramento this year. Much of the success is due to the efforts of the California Labor Federation.

"The most important bill, in our estimation, which was passed was Assembly Bill 618, sponsored by the California Labor Federation, which grants to the fire fighters of the state of California the right to join the labor organization of their choice, and to have their labor organization represent them in matters of salaries, working hours, grievances, et cetera.

"We feel that we have opened the door for other public employees to obtain the same rights at succeeding sessions. This

bill, when it becomes law next month, will invalidate ordinances in several of the fire departments throughout the state which at the present time prohibit fire fighters from joining a labor union.

"We have had other important bills passed, and all these bills have been sponsored by the California Labor Federation, and we are duly grateful to Tommy Pitts, Neil Haggerty, and the other officers of the California Labor Federation for their help.

"We have honored both Neil Haggerty and Tommy Pitts in the past, so we would like to take this opportunity today to honor two other gentlemen of the California Labor Federation who have helped us at this last session of the legislature whenever we have called upon them. So at this time I would like to ask the following gentlemen to stand up and appear at the rostrum: Charles Scully and Don Vial.

"In appreciation for their efforts, we are presenting, from the Federated Fire Fighters of California, honorary fire chief's badges to both of these gentlemen.

"First, to Honorary Chief 'Smokey Stover' Scully.

"Secondly, to Don 'Hot Ash' Vial."

The badges were acknowledged by the recipients amid the applause of the delegates.

Maurice Gershenson

Chief, State Division of Labor Statistics

President Pitts then introduced Maurice Gershenson, chief of the Division of Labor Statistics of the California Department of Industrial Relations, who spoke as follows:

"I deeply appreciate this courtesy extended to me, because I want to tell you once again how grateful we are to you for the wonderful cooperation you have extended to the Division of Labor Statistics in the research over these years. We have the world's record for response to the union labor questionnaire that you have been filling out for our department each year since 1896.

"At present, I am particularly concerned about securing the utmost cooperation for the Department of Industrial Relations from the construction and building trades unions in the enforcement and application of AB 317, which requires filing with the Department of Industrial Relations copies of fully executed contracts.

"We have already been told by a number of the public works awarding bodies that the figures on rates and fringe benefits will not be included in their bids unless the contracts are filed with our department. So I make a plea to you: If you have not already done so, make arrangements to keep the contracts rolling to our department.

"Again, many thanks for all the cooperation you have very freely given to us."

Report of Committee on Resolutions

Chairman Thomas A. Small reported for the Committee on Resolutions, as follows:

Resolution No. 130—"End Employment of Mexican Contract Workers in Packing Operations on Machines in the Field."

The committee recommended concurrence.

Delegate Frank Menezes of Packing-house Workers No. 78, Salinas, spoke in support of the committee report.

The committee's recommendation was adopted.

Resolution No. 128—"Strikebreaking by Foreign Contract Workers."

The committee report:

"The committee recommends that the third 'Whereas' be amended by striking the words in line 6, 'refused to take any,' and inserting the words 'failed to take immediate.'

"As so amended, your committee recommends concurrence."

Delegate Frank Menezes spoke on the resolution, as follows:

"In regard to **Resolution No. 128**, we concur with the recommendation and the amendment of the committee. Nevertheless, we would like at this time to read part of the letter from the United States Department of Labor. This is dated July 25, 1959, almost a month after the strike took place:

In the specific circumstances there was no precedent decision to provide a guide for the proper application of Article 22 of Migrant Labor Agreement. Under the language of the agreement very complex legal questions were raised with respect to the authority of the Department to withdraw the Mexican workers. It was necessary therefore to explore the matter very thoroughly. We understand that currently the harvesting operations in the field are no longer in progress and the question as originally raised is not now present. In these circumstances we believe there is no longer any necessity to give further consideration at this time to the question raised by your telegram of July 1.

We regret that because of the complexities involved in the situation, we were not able to communicate with you sooner.

Sincerely yours,
James T. O'Connell
Under-Secretary of Labor

"One of the reasons we presented this particular resolution is that after this field was harvested, even though there was a strike, the government of these United States imported laborers from

Mexico, the braceros we have heard so much about, and permitted them to work behind our picket lines and took no action.

"Our first resolution that was changed said that the Secretary of Labor Mitchell refused to take any action.

"Now it has been changed. He failed to take any action. It's obvious he failed to take any action. And we are opposed to any continuance of legalized scabs, strike-breakers, being given to these farmers through contract by two governments, the United States Government and the Mexican Government."

The committee's recommendation was thereupon adopted.

Resolution No. 134—"Amend Public Law 78 to Protect American Farm Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V Social Security

(a) Organized labor calls for more realistic benefits and needed improvements in coverage under the federal Old Age and Survivors' Insurance program, including health and medical care insurance for retired workers and their dependents.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 31—"Social Security."

The committee report:

"The subject matter of this resolution is concerned with liberalizing the Social Security law. With respect to the second 'Resolved,' your committee wishes to note that **Policy Statement V** calls for the reduction of the age requirements to 60 years for both men and women.

"With the understanding that this resolution is not inconsistent with **Policy Statement V**, the committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Policy Statement V (b)

(b) Organized labor recognizes the urgent need for adequate medical care for all our citizens, which can only be achieved through comprehensive prepaid medical care legislation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 64—"Federal Pre-Paid Health Insurance"; **Resolution No. 39**—"Federal Health Insurance."

The committee report:

"The subject matter of these resolu-

tions is similar, namely, a federal prepaid health program.

"Your committee recommends concurrence in **Resolution No. 64**, and further recommends that **Resolution No. 39** be filed."

The committee's recommendation was adopted.

Resolution No. 91—"Exorbitant Charges of Medical Profession"; **Resolution No. 120**—"Medical Costs."

The committee report:

"The subject matter of these resolutions is similar, namely, excessive charges for medical services.

"Your committee recommends concurrence in **Resolution No. 120** and further recommends that **Resolution No. 91** be filed."

The committee's recommendation was adopted.

Policy Statement VI Civil Rights

(a) The extension of equal rights and equal opportunities to every phase of American life is a historic task to which organized labor in California is solemnly dedicated.

The committee report:

"With respect to this section of **Statement of Policy VI**, the committee recommends that at the end of section (a) an additional paragraph be added to read as follows:

An immediate problem on which we should all join forces is posed by the 1960 Winter Olympics which is being held in California. It is important that these Olympics not create an international incident arising out of discrimination in housing accommodation against minority groups. Hotels, motels and resorts have often refused to rent accommodation to people because of race, color, creed and religion and national origin. This problem is not merely a California problem but a Nevada problem since many people will be living east of our border. Nevada's practices in this field have been notoriously bad. We urge labor and government in Nevada to join forces with labor and government in California in opposing such discrimination which could blight the spirit of sportsmanship and fair play at the 1960 Winter Olympics.

"As so amended, your committee recommends concurrence in this section of the policy statement."

The committee's recommendation was adopted.

Resolution No. 34—"Civil Rights;" **Resolution No. 59**—"Federal Civil Rights Legislation."

The committee report:

"The subject matter of these resolutions is similar, namely, federal civil rights legislation.

"Your committee recommends concur-

rence in **Resolution No. 34** and further recommends that **Resolution No. 59** be filed."

The committee's recommendation was adopted.

Resolution No. 57—"Federal Fair Employment Practices Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12—"Commend and Support Civil Rights Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 107—"Eliminate Union Discrimination or Segregation."

The committee report:

"Your committee recommends that the second 'Resolved' be stricken in its entirety because in the opinion of the committee it is impractical and could not be carried out. In this regard, however, your committee wishes to note the excellent work being done by the standing Civil Rights Committee of the California Labor Federation just commended by this convention in the adoption of **Resolution No. 12**, and your committee is confident that the objectives sought by the sponsors of **Resolution No. 107** will be accomplished substantially by such standing committee.

"As so amended, your committee recommends concurrence in **Resolution No. 107**."

The committee's recommendation was adopted.

Policy Statement VI(b)

(b) California labor, in pledging active cooperation to make the new FEP act an effective law, reaffirms its determination to press ahead for the removal of discrimination patterns in housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 36—"Fair Employment Practices;" **Resolution No. 61**—"Civil Rights Legislation in California;" **Resolution No. 80**—"California Fair Employment Practices Law."

The committee report:

"The subject matter of these resolutions is similar, namely, state civil rights legislation.

"Your committee recommends concurrence in **Resolution No. 61** and further recommends that **Resolutions Nos. 36** and **80** be filed."

The committee's recommendation was adopted.

Policy Statement VII Housing

(a) The recent veto by President Eisenhower of the extremely modest housing

bill passed by Congress, despite the desperate needs of millions of low and middle income families, flaunts the will of the people as clearly expressed in last November's election.

The committee report:

"With respect to **Statement of Policy VII (a)**, your committee desires to make one correction:

"In the last paragraph of section (a), the last sentence, strike the word 'authority,' and insert the word 'resources' in line 14 of such paragraph.

"As so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Delegate Chester Bartalini of the Bay Counties District Council and California State Council of Carpenters, San Francisco, spoke as follows on the subject matter of this policy statement:

"I am in full accord with the recommendation of the committee. I am also in accord with the resolutions that are going to be voted on relative to this important subject matter. But I do believe that this convention should take some immediate action that I fail to see in the policy statement, because I believe that time is of the essence and we are going to have to move fast.

"I think we are all aware of the fact that a very adequate housing bill, covering all the facets of the housing needs of this country, was vetoed by our president, Senate Bill 57. At the present time we find ourselves in the position where there is nothing in Congress at this time in substitution thereof. For the first time to my knowledge, the homebuilding employers, at least around the Bay Area, have joined in unison with the unions in supporting an adequate housing bill.

"I think all of us who earn our living in the building trades are well aware that besides the need of housing in this country, it is quite an instrument in our livelihood not only as building tradesmen but as it also affects allied industries such as lumber, and so forth.

"I think that this convention would be remiss in its responsibilities if we did not take some immediate action here in San Diego to impress on the Senate that they should come out with an adequate housing bill before Congress adjourns. As you are well aware, traditionally or customwise or through any other means, any legislation that requires large appropriations of money must originate in the United States Senate.

"This convention saw fit, because of imminent labor legislation in the House at the present time, to request action on the part of the delegates to encourage defeat of the Landrum-Griffin and Elliott bills

and to encourage support of the Shelley bill; and I think that similarly appropriate action should be taken with respect to housing.

"I, as an individual and in behalf of my organization, in the last few weeks have done everything I possibly could to see that Congress enacts adequate housing measures, along and in conjunction with the employers—which has been rather unusual, as I stated.

"For your information, I would like to read a few excerpts from a communication that was sent to the presiding officer of the United States Senate yesterday:

This morning (and that was yesterday morning) the Senate Banking Committee voted to attempt to override the Presidential veto of S-57 ostensibly because the Administration had not made a firm commitment as to whether or not it would approve the new housing bill being proposed by the Housing Subcommittee of the Senate Banking Committee.

Obviously, this means that none of the essential housing legislation will be passed at this session since it is generally conceded that there are not sufficient votes in the lower House to override the veto.

The delays that have occurred in acting on housing legislation at this session have placed the California homebuilding industry in an untenable position.

It can now be predicted that the light construction industry in California is headed into a prolonged and steep decline which is going to result in unemployment this late winter and coming spring in both the construction industry and the lumber producing areas, and in inflation for the limited supply of houses that we are able to construct.

Offshoots of this failure to act are the financing schemes now being resorted to by some savings and loan associations and others which are reminiscent of the late '20s.

According to an Associated Press release of even date, votes in the Senate are shifting from the Administration because of the failure of the Administration to firmly state its position in relation to the watered-down housing measure.

Unless someone of your caliber and stature is able to pull this together and get the needed housing legislation passed, both Republicans and Democrats will have further work to do this coming spring in order to complete the record for the 1960 presidential election.

Specifically, all of this legislation will still have to be enacted and, in addition, another FNMA \$1 billion Special Assistance Program 10, similar to that voted in 1958, will have to be passed.

Because of the lead time involved in homebuilding, adoption of the necessary housing legislation now will enable the homebuilding industry, particularly in California, to reverse the decline in employment now starting to set in and should enable this to be accomplished by early spring. Otherwise, the earliest date that can be set for reversal is the late summer or early fall of 1960.

"Therefore, Mr. Chairman, I specifically request that this convention consider a motion instructing our officers to petition our two senators in Washington as well as the Vice President of the United States, the presiding officer of the Senate, to take whatever action is necessary to come out with an adequate housing bill for this year."

Secretary Haggerty, in reply to Delegate Bartalini, stated as follows:

"As of this morning a three-page letter left our office in San Francisco (I have a copy here) on the very subject matter, to all the senators and congressmen, on the very bill that you are talking about: S. 57."

For the record, the letter referred to by Secretary Haggerty is as follows:

August 11, 1959

Copy of letter sent to
Congressmen, etc.

The recent veto of the modest housing bill which had been passed by Congress was, in the view of organized labor, a grave blow not only to the urgent housing needs of California but also to its economy.

As you are aware, the construction industry in California is one of the mainstays of our economy. In June of this year, 304,500 wage and salary workers were directly employed in California's construction industry compared to 321,600 in June 1956.

The consequences of fluctuations in these employment levels reach far beyond those people involved directly in the industry, as it is estimated that a decline of 100,000 construction workers would eliminate over 300,000 other jobs. In fact, a Home Builders Council of California study prepared by UCLA's Associate Professor James Gillies, attributed the creation of 2,463,700 jobs and over \$13 billion income in California during 1956 either directly or indirectly to the initial expenditures involved in the state's construction activities.

A decline in residential building particularly is felt in many other vital areas of the state's economy. This type of construction is itself the direct cause of a very substantial portion of non-residential building which in 1956 accounted for 24% of all construction in the state. Non-residential building takes the form of new stores, schools, churches and other facilities needed to serve new suburban developments.

The impact of a decline in residential building carries deeply into all the important industries of the state which supply the materials and equipment used in such construction. One of those most intimately affected by fluctuations in residential construction is California's lumber and wood products industry which in June 1959 directly employed 61,100 wage and salary workers. Similarly, declines in volume of building are directly reflected in employment levels and the prosperity of the state's railroad and trucking industries as well as those manufacturing cement, appliances, steel, aluminum, glass, paint, and many others.

The valuation of building permit activity in California for 1958 covered \$3.5 billion worth of building construction. In addition, public works construction, such as dams and highways, totalled over \$3 billion for the year in southern California alone. It is clear that the effect of initial annual expenditures of these dimensions becomes greatly magnified throughout California's economy as it utilizes vast amounts of materials and services while creating additional jobs and purchasing power in allied industries as well as encouraging capital investment in new plants.

The immediate future of building construction in the state is now sorely threatened by the impasse in housing legislation created in large measure by the lack of new legislation. Because lenders are dragging their feet until they know what conditions are to prevail in our housing industry in the immediate future, residential and non-residential building are rapidly moving to a standstill.

The FHA office covering most of northern California reports only 1045 applications for new construction commitments in July 1959 compared to 3250 the month before. The effective interest rate to the prospective home owner is a prohibitive 6.6% to 6.7% at the present time. The lack of demand has recently caused Douglas fir prices to tailspin by \$6 to \$7 per 1000 board feet.

Typical of the situation throughout California is that of a Bay Area builders association whose members built 16,000 units in the year ending June 30, 1959. Under present conditions, they plan to erect only 9250 new units in the forthcoming fiscal year despite the fact that there has been no abatement in the need for housing.

Much of this new building will take place only by covering at least 20% of the value by second mortgages. More of it is going into higher priced housing with financing from life insurance companies which requires from 25% to 30% down. This places the type of housing available on the market further than ever beyond the reach of low and middle income families.

It is worth noting that a National Housing Conference study found that the median price nationally for the cheapest three-bedroom homes was \$10,900 at the beginning of 1958. Since an annual income of \$6,400 was needed to afford such a purchase, this meant that $\frac{1}{4}$ of our families were excluded from the market for lack of adequate income.

Beyond the damage which we can expect in terms of reduced employment in both construction and in its related industries, the lag in new construction is already being felt in another way. Pressure is being placed on available rental units and undoubtedly will result in another round of rent increases. In other words, the lack of legislation making possible the building of moderate and low priced homes is in itself inflationary.

Housing is our number one multiplier industry and, as such, deserves much more consideration than it received in the veto decision. The vetoed bill itself provided only the most minimal approach to solution of the nation's desperate housing crisis. Its minimal nature is well illustrated by the fact that its public housing features, a small part of the bill, would not even have provided sufficient units to house families displaced by critically needed urban renewal programs. The bill would have added less than .1% to our national budget during the present fiscal year.

In the interests of a vigorous economic climate, we strongly urge you to lend every effort towards the writing and overwhelming passage of a housing bill that is at least as strong as the vetoed S. 57. In view of housing's central importance to the economy of California, this is certainly one issue on which the state's representatives to Congress should lead the way.

Chairman Small continued the report of the Committee on Resolutions:

Policy Statement VII (b)

(b) The nation's housing deficiencies can only be met by a comprehensive housing program for the immediate construction of at least two million units, including provision for (1) 200,000 units minimally under the low-rent public housing program, (2) an effective middle income housing program, (3) additional features necessary to a rounded approach.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 63—"Housing"; Resolution No. 32—"Housing."

The committee report:

"The subject matter of these resolutions is similar, namely, the promotion of adequate housing.

"Your committee recommends concurrence in **Resolution No. 63** and further recommends that **Resolution No. 32** be filed."

The committee's recommendation was adopted.

Selection of 1960 Convention City

Secretary Haggerty announced that an invitation had been received from Sacramento to hold the 1960 convention in that city.

Vice President Harry Finks, secretary of the Sacramento Labor Council, and Delegate Conrad C. Haug of Typographical No. 46, Sacramento, urged that the convention be held in Sacramento.

Secretary Haggerty then stated:

"Mr. Chairman and delegates, in view of the number of things that have to be ascertained with respect to holding a convention, I am sure you appreciate the fact that these just don't happen and that this requires months of work and preparation prior to your convening in any convention of this size.

"I think that we ought to have time to check into the facilities, and so forth and the accommodations at the time our con-

stitution calls for. I am therefore going to move that the subject matter of holding our next convention and its location be referred to the incoming executive council."

Secretary Haggerty's motion was duly seconded and adopted.

Rod Mackenzie Memorial Scholarship

Secretary Haggerty announced a new scholarship, as follows:

"The District Council of Painters No. 36 desires to add to our three scholarships one of its own. We will hold the examination as we have done in the past and it will add one more scholarship, making it four, paid for by the District Council of Painters No. 36, in memory of Brother Rod MacKenzie, who, you will remember, was shot and killed by an employer just prior to our last convention."

Adjournment

There being no further business to transact, the convention was adjourned by President Pitts at 4:55 p.m., to reconvene at 9:30 a.m. on Thursday, August 13, 1959.

FOURTH DAY

Thursday, August 13, 1959

MORNING SESSION

The convention was called to order by President Pitts at 10:00 a.m.

Invocation

President Pitts presented Dr. William Rust, president of the California Western University, who delivered the morning's invocation:

"Let us unite in prayer.

"O God, our Father, we thank Thee that men have been given the right and the privilege to work; that deep in the heart of every man is a creativity, a surge of spirit, a dignity which can only be expressed in creative work.

"We thank Thee that we have been given great tasks to do in our world, great things that need to be built, things of stone and of wood and of people and of relationships. We thank Thee that the labor movement has been dedicated to building not only the relationships between labor but working for the good of all.

"We ask that we can have great sights as people and ask Your blessings upon these men and women in their deliberations, that their sights may be high, their purposes true.

"We believe, O God, in Thy spirit within us. We feel Thy presence. We belong to each other and we know that throughout the world people have learned to work and have learned to live and that we can work and live with them.

"Bless us as a nation, that the greatness that is ours and the strength that we have achieved may be used to fine purposes. Bless us as a state, that in the great surge of population we might never forget that every individual has a right and a place. Bless us as workers, that we might know that we can work with Thee. Be with us in this hour and in every hour.

"We ask this in Thy name. Amen."

Daniel Flanagan**Regional Director, AFL-CIO**

President Pitts introduced the regional director of the AFL-CIO, Daniel Flanagan, who addressed the convention as follows:

"First of all, I want to say that I always receive an invitation to speak to this convention with a great deal of pleasure, and regard it as a high honor.

"I am very much impressed with the smoothness and the apparent harmony of this convention, the second convention of our State AFL-CIO.

"As most of us will recall, it was only last December that the two groups, the AFL and the CIO, merged together in the state of California. So the fact that after a period of eight short months we are able to come together as a single organization in our second convention and get along as smoothly and as progressively and as beneficially as we seem to be doing here this week is indeed a tribute to the dedication and to the intelligence and to the maturity of our labor movement in California.

Fruits of AFL-CIO Merger

"Now, of course, that reminds us of the national merger which took place in 1955, and most of us will recall that the main reason that our national leadership took the steps of bringing about a national merger was because they realized that our enemies, our traditional opposition, were getting together in organized strength themselves; not only to weaken us, but if possible, to eliminate us from the American scene.

"Now, of course, since the national merger in December of 1955 the facts that have resulted since then tell the story. The reason that our national leadership told us to get together into the one house of labor was because they realized at that time that we were going to have this rash of 'right to work' laws; that we were going to have examples of Wall Street trying to crush the Steelworkers Union; that we were going to have 'labor reform' bills, like this Landrum-Griffin bill which, under the camouflage of saying they would clean up corruption in our unions, would not only clean up corruption, but clean out our unions entirely.

"Those were the things that our national leadership told us about and that we had to come together in a single organization to more effectively combat our opposition. And I think that it would have been a tragedy indeed if we were still at this late date competing organizations in the field of labor, the AF of L and CIO fighting each other.

"It is a great tribute again to our labor movement in the United States of America that we were able to heed the advice and the guidance of our leadership and come together as a single national organization. Because it is only through that single organization and through the effective, coordinated strength of our AFL-CIO that we are able to do as well as we have been doing against the full opposition of our traditional enemies.

California Labor Highly Regarded

"The AFL-CIO executive council, and President George Meany in particular, have always had a high tribute for the high quality of our California labor movement. Some of the recent examples are the full endorsement of the Shelley Labor Reform Bill. As we know, it was defeated yesterday by 2 to 1, but the fact remains that President George Meany and the executive council gave full endorsement to the Shelley bill; and Jack Shelley, as most of us here know, was one of our great trade union leaders in California and among other things was the president of this great Labor Federation before he became a congressman.

"Another evidence of the esteem in which President Meany and the executive council hold our California labor movement is the fact that that group has chosen California as the springboard for a real effort to organize the farm workers. It is hoped by the executive council of the AFL-CIO that the Farm Workers Organizing Committee in California will meet with success and then use that as a springboard to organize the hundreds of thousands of exploited farm workers throughout the nation.

"So those are two recent examples of the tribute which President George Meany and the AFL-CIO executive pays to our California labor movement.

Role of State and Local Central Bodies

"Of course, we must try and maintain that prestige. We must try and maintain that great reputation as the outstanding state labor movement in the United States. In doing so, Brothers and Sisters of the California labor movement, we must remember the basic organizations that were set up for us by the founders of our labor movement. Included in those basic organizations were the county central labor councils and state federations of labor. They were set up by the founders of our national labor movement to act as a coordinating group, to act as a rallying point on the issues of the day, so that all of our unions could gather together under the roof of the county central labor bodies or under the roof of the state federation of labor, the same as we are here today, to discuss the issues of the day and to formulate programs to take of those issues.

"In order for our county central bodies and in order for our state federations of

labor to fully carry out the purposes for which they are intended, which are basic purposes for the success of our movement, it requires that our AFL-CIO local unions must affiliate in the first place, and when they affiliate they must affiliate for their full membership.

"After all, Brothers and Sisters, take last year for example, when we were fighting Proposition 18, the 'right to work' proposition, one of our biggest arguments was against the so-called 'free riders' who didn't want to belong to a union, but wanted to enjoy the benefits of trade union organizations; better contracts and all that goes with it.

Full Affiliated Membership Needed

"Well, now, we in the house of labor, I am sure, don't want to be placed in the category of 'free riders'; that we come into the State Labor Federation with just a token membership, or we come into our county central bodies with just a token membership. After all, we want these basic organizations to have full strength so that we can carry on our purposes and our programs with success.

"How can we expect our California Labor Federation to do the best job possible in Sacramento and elsewhere if we, ourselves, the people who are receiving the benefits of the State Federation program, only want to pay on one-fourth of our membership, or one-half of our membership? And some unions don't pay on any. They don't even come in.

"Our secretary, Brother Haggerty, as is customary with him, likes to be friendly; he likes to be tactful. And he gave you sort of a light once-over on the point last Tuesday afternoon. He said, in effect, that this pamphlet printed by the State Federation, and which every delegate has, shows the per capita paid membership of each union affiliated with the State Federation, and it shows the estimated membership.

"Well, now, the per capita tax is on 845,000 members, in round numbers. We know that there are at least one and a half million AFL-CIO members in this state of California. So, what we are doing, what we, the labor movement in California, are doing, is just paying half-fare to our State Labor Federation. Where we should be paying on one and a half million, we are paying on 845,000.

"Now, it would be different, Brothers and Sisters, if we were paying our money into some private organizations, where we didn't think we were really getting the benefits, but this is your organization, the State Federation is part of our labor movement. We want this organization to do the best job possible, the same as we do our county councils. And one of the basic ways of helping them to do the best job possible is by affiliating our full membership and paying our full tax.

"Those are basic things, Brothers and Sisters. We operate on the policy of voluntarism; our American labor movement is a voluntary movement. We operate to some extent on the honor system. Brother Haggerty and Brother Pitts are expecting that the affiliated locals will come up at least to a reasonable level of their membership in trying to bear the expense of the programs of this organization.

"But when officially we are paying on 845,000 and we have one and a half million members in this state of California, it is nothing to be proud of. On the contrary, it is something to be ashamed of, because President Pitts and Secretary Haggerty like to say in their public releases that we represent one and a half million members of the AFL-CIO.

Don't Delay: Affiliate!

"So let's, each of us, when we get back to our home areas, take care of those two things as the main order of business. Let's be sure, No. 1, that we affiliate with the county central body and with the State Federation; and then let us be sure, No. 2, that we pay our full tax on our full membership, in both bodies, because those are your organizations, and they will only be as strong and effective as you, the membership, want to make them.

"Now, I know you have a full agenda here, Brothers and Sisters, and, as I said before, I appreciate very much the honor of being invited here at each convention to say a few words. I am confident, knowing as well as I do the makeup of our California movement, that we have the leadership, we have the intelligence, the dedication, we have everything it takes to continue to make progress in our trade union movement, to continue to be able to point with pride to California as being an outstanding trade union state.

"Good luck, and Godspeed for the future!"

John E. Carr

State Director of Finance

President Pitts then presented John E. Carr, the State Director of Finance, who delivered the following address:

"I don't believe in starting any kind of a conversation with an apology, but I think sometimes it is a good idea to give a little explanation.

"I have been Director of Employment in the State of California from the 1st of January to the 1st of August, and then the boss called me in and said: 'I want you to go in the Director of Finance for awhile.'

"Well now, I want you to understand that I am just a working stiff. I take orders. When Governor Brown said, 'I want you to go and take over this finance job,' I said: 'O. K. it's your team. You tell me where you want me to play and

I will play that position as best I can.'

"I sort of hated to leave the Department of Employment because we ran into some very interesting situations there, and they are not completely cleaned up yet—but I think that we have made some progress.

"I think you might be interested in, and I propose to give you, a little of the inside dope on what we did and why we did it. And when I say 'inside,' I don't mean that it is not public property. I just mean that it is in the area of the things that when the newspapers reported these goings-on, they did not consider them of sufficient public interest to play them up; and I think some of these incidentals that you should know about are just as important as the things that made headlines.

Department of Employment Investigation

"When I took over the Department of Employment, the first thing I did was to be the recipient of a lot of fast-breaking curves from all sorts of directions. Some of them I could bat down and some of them I couldn't. So I talked it over with the Governor and I said: 'I think that there is something that we need to get into and explore fully, and I propose to do it.'

"And he said: 'Go ahead.'

"So, because of the fact that any employer has a right, I think, whether it is the State of California or anyone else, to take a good look at his organization and see how it functions, we started to do that.

"We have, I am glad to say, a very capable investigation section in the Department of Employment. They are gentlemanly; they are not rough; they do not brainwash; they do not use Gestapo methods. They just do their job. So they went out in the field and started asking questions.

"We found, first, that our farm placement section was very, very loosely administered. Furthermore, it was a one-man show, headed up by Mr. Ed Hayes, who tried to fill several portfolios. If I remember correctly, back in the early 30's a guy by the name of Mussolini took over practically every portfolio in the Italian government and thought that he could run the whole show. As we remember, he didn't. I am not comparing Ed Hayes to Mussolini, for I think Hayes has a lot of ability, but he just over-matched himself. The result was that the administration out in the field was loose.

"Well now, you know, when you have a loose administration and people are not told what they are supposed to do and then not supervised so that they do it, they can get to fooling around and goofing off. And that is what they did.

Dismissal of Cunningham

"In the matter of the dismissal of Cunningham, I would like to emphasize one thing there that got fair newspaper coverage, but in some newspapers they sort of played up the thing with cute headlines like 'FORMER PLACEMENT EMPLOYEE CAUGHT IN CHERRY JAM.' Which, you know, is funny. That wasn't the point! Sure, this particular employee went out and picked cherries and then falsified her records to show that she was not picking cherries, but was performing the duties for which she was hired. And the worst thing and the main wrong here was the fact that she was required, and so were various other people, to do these things which were not in the line of duty and then falsify records in order to cover up the fact that they were not working.

"Well, there was plenty to do out in the field in administering this program. It wasn't necessary for their morale to be built up by giving them something to do which had nothing to do with their job, so we decided to take what we thought was a proper action.

"Then the question comes up: What is appropriate action?

"Well, we could have summarily dismissed those who were out under orders doing things that they weren't supposed to. We could have let Cunningham go ahead and retire in a blaze of glory, because he had many friends and admirers, and they were very complimentary about the things he had done in his long service. But I ask you, how, then, if you let a thing like that go on, how could you then possibly turn around and dismiss the people, or dismiss them or correct them, or even supervise them, if you didn't get a guy that was responsible for the whole thing in his district?

"So we did what we thought was the correct thing to do, which was to start at the top and not the bottom in working this proposition out.

Future of Farm Placement

"Now, we will, very shortly, I think, wind up this investigation, and we propose to do it this way: We still have some leads we are following; some of them are important, some of them aren't important. But you know one thing leads to another, and when we think we have determined satisfactorily where the responsibility lies for this loose administration, and where there is guilt which is sufficiently serious to warrant a dismissal, then we will probably take that action.

"Frankly, we don't think there will be very much of a shakeup from the standpoint of people losing their jobs, but we do definitely think that from now on we want them to understand, and they want to understand. Let's face it. The people

of this farm placement program and the people in the Department of Employment are very fine, and, in the main, dedicated people who are out to do the job that you and I want them to do. But they can't do it until and unless we make sure that the subversive influence in the system is eradicated. And what we are doing, we are just going to disinfect the outfit so that those who remain—which will be most of them—can go ahead and do their job without any fear that somebody is going to take advantage of the fact that they need a job to get them to do something which they are not supposed to do.

Basic Administration Problem

"Now, I think that most actions have met with approval in most cases, but I want to warn you that that is not going to solve the farm placement program, and it is not going to solve the problem, because of the fact that the administration is partly state and partly federal, and because there are definitely a lot of conflicts in the laws and in the program that need ironing out. It is going to take some time, and it's possibly going to take some corrective legislation. So in looking for further improvement, please be a little patient, because we can't do very much more than we are now doing. We are administering this program under some rather stringent laws, and we can't do very much more than simply clean the thing up and make sure that the administration is doing the best it can.

"One thing that we did was, we have reshuffled the cards a little bit, and we have put the farm placement section back in the Employment Department's regular employment system. It never should have been taken out. By putting it back in the system where it belongs, we are going to have the entire rapport of the Department of Employment behind a fair, legal, just, and we hope, acceptable and successful administration of the farm placement program.

"That is the report as far as farm placement is concerned. You are not going to see very much more in the way of big headlines. I think you will notice one thing, and that is that nothing has appeared in the papers, and nothing in any of the press releases that have gone out from the Department, that accuses anybody of anything. We are not investigating growers; we are not investigating anybody, but cleaning up our own department. And we think that in order to get a good administration, if our department is fair and honest and incorruptible, we can get a good administration no matter what the other guys do, and that is the way we propose to do it. We think that, unilaterally, our gang can run that thing the way it is designed and the way it is supposed to be run, and the way I think we all want it to be run.

Big Government, Big Labor Big Business . . .

"Now, I would hate to leave here without speaking a few minutes on something that is very dear to my heart, and this is the thing that I really came here to discuss with you, if you will bear with me for a few minutes. If I had written a speech here to deliver I would have entitled it 'The Responsibility of Organized Labor in a Power Economy.'

"Now, the reason I would have written that kind of a speech is because I think I understand from first-hand observation, both in the United States and after a year in Europe, what we are probably facing from now on into our predictable future. All over the world, and especially in the United States and in California, we are going to see increasing power in three great dimensions. We are going to see big government, big labor, big business, getting bigger and bigger. And with big business and big labor and big government we have a very big organization. All of the things are working toward the same end, but each with their own particular interests.

"And the important thing is that we all, in these three compartments of government, business and labor, live up to the terrific responsibilities that we have.

"Labor today is the most powerful of the three, in my opinion. It is more powerful than government. It is more powerful than business. It is better organized than either government or business, in my opinion. That may sound rather strange to you, but I really believe that.

"I think you would like to see it that way. But it is, it's better organized and it pursues its common aims better.

"But with that comes a terrific responsibility, and I just want to spend a few minutes, if I may, regarding myself as one of you, because your problem and my problem as an individual is the same.

. . . And Big Competition

"Now, what I refer to in my appraisal of what goes on in the United States, and in California, and in the world, is that in addition to these other three big things, we have big competition. We have terrifically big competition. And it isn't only in the United States that we have it, but we are in competition with the entire world.

"And I was alarmed—I spent a year looking into factories, into mills, into banks, into retail establishments, shipyards, everything in the length and breadth of Europe, and I drove 25,000 miles, and I did it at my own expense, and I did it because I thought it was going to be worth my while. What I want to point out is that I think that one of our greatest responsibilities (and I am using 'our,' now, because I consider this my responsibility as well as yours) is to see that we remain in this competitive situation. Of course, what I am talking about

is inflation. I am talking about a standard of living, and I am looking for a formula, and I think that organized labor should be looking for a formula to increase our standard of living without destroying our international competitive position.

"Now, I have some rather screwy ideas about this, and I propose to give them to you, and if you don't like them you can say so. If you think they are ridiculous, I hope you will say so. But whatever you think of my suggestions, the problem still remains.

"This is what I believe. I believe that in addition to maintaining our market for our labor in the United States, we have to recognize an increasing amount of competition from abroad. I think we do recognize it. Those people over there who have had less opportunity than we have, who have less objective government than we have, who can't get up and say what they want to say when they want to say it, whether it is right or wrong, are taking out after us with the idea that they want to catch up with the things that we have here and our standard of living. And they are pretty impatient about it. They are not just willing to wait for things to work themselves out. They want to get it and they want to get it now. So they are doing things to our economy which affect us in ways that we don't even recognize until we feel the impact, and then we are like somebody who gets clobbered from behind. We don't even know who hit us.

"But I think it is quite apparent that we have lost some of our European markets, we have lost some of our other markets, and we are losing our own market, because of the fact that our prices are too high.

There Must Be A Way

"Now you say to me: 'You must be nuts!' And I will admit that half the time I am. But in the other half of the time I can't help but thinking that there must be a way whereby we can increase and improve continuously our standard of living and still let those people catch up with us to some extent, so that we can trade with them the same as we can trade with ourselves inside the United States.

"I was just talking to Neil Haggerty here about some of our previous experiences. I have had a very wide experience in the various types of work I have done, which work includes shoeing horses. Very few people around here, I am pretty sure, have ever shod a horse. But it is a very, very interesting and spectacular thing sometimes. Because you run into horses with all kinds of personalities. You run into the lazy horse. When you get his hind foot up and you are trying to trim his hoof down and fit a shoe and then nail it on and then twist off the horse shoe nails, he is tired; he will lay down on top of you, and in addition to putting the shoe on, you have to hold him up.

"Then you get the other kind of horse. He is a very impatient horse. He didn't want to be shod in the first place. He disapproves of the whole thing. He won't even hold still. His great joy and hope are that just at the time when you get the nail driven all the way through, sticking out on the other side, he gives a jerk—and he hits you in the leg.

"Horses' personalities aren't very different from people's. But I notice in the various types of work that I have performed, all of us are looking for better wages, but we don't always stop to think of what we are going to do with the money. If we get a raise in pay and then go out and pay prices that are equivalent to or greater than the raise in pay, we haven't taken up very much slack. So I think that what we need to do is to work this formula out so that we get prices under control. If we get prices under control and we don't have these continual raises in prices, we can buy more with our day's work than we are buying now without an increase in pay.

"Real Wages"

"We are getting now into the economic theory and practice of what is known as 'real wages'. In other words, it isn't how much money you make, but it is how many hours it takes me to buy a pair of shoes, pay for the baby, pay for the doctor, pay for the TV, or whatever; how many hours of work will buy how much of a product of some other guy's hours of work. Just as an example, I want to quote one little thing to you here.

"I was a veteran of World War I, and I went out and bought a house. Remember, the State of California had this veteran's loan outfit. You could borrow \$5,000 to buy a house. I bought one of those houses. After World War II, a house that you could have bought after World War I for \$5,000 would cost you \$15,000. So what?

"It doesn't sound particularly terrifying, because after World War II we were making three times as much money. Our wages are three times as high as they were at the time of World War I. So it is pretty logical to argue: 'O.K. Three times as much for the house; three times as much an hour. So we are even with the board.'

"But here is the fallacy and here is the point that impresses me the most. Just take a look at these figures. Suppose we bought a \$5,000 house after World War I and the loan was at 6 per cent. It was not 6 per cent after World War I. The veterans' board interest, as we know, was much lower than that. But because it is 6 per cent now, let's call it that because we are talking about equals. It makes the example even more important if we say that we paid 4½ per cent after World War I but we would pay, if we went out now, about 6. But here is the point:

"The \$5,000-to-\$15,000 ratio of 3 to 1 is not the story. The story is this: if you bought a \$5,000 house after World War I and paid interest and the loan off over a period of 20 years, you would pay \$3,972 in interest. If you had a 30-year loan you would pay \$5,792 in interest, which is more than you paid for the house. But get the figure: On a 30-year basis your interest would have been \$5,792.

"All right. Let's take the \$15,000 house that you would have to have today in order to get an equivalent house. In 30 years you would pay \$17,376 in interest. Which is \$2,376 more than the house cost you and it is practically three times the interest that you would have paid on a \$5,000 house.

Carrying Charges and Inflation

"That is what I mean by inflation: the things that we pay in carrying charges. This sort of thing which we don't generally think about is one of the compelling reasons that leads me to seek some kind of a formula whereby we can increase our standard of living in that we can buy more with our hours of work, but that we get out from under these terrific inflationary pressures which hook us in another direction.

"Then the last thing is that you people have negotiated very favorable contracts. I am sure this is true of many of you. You might like to have a better one, but I think some of them are pretty good. I think that they will get better as time goes on. But you have pension plans, you have retirement plans, and you have your own savings, your own security, if you are the kind of people who try to save a little. If this inflation keeps on going, by the time we are ready to draw this pension, it is not going to buy what we thought it was going to buy when we originally arranged for it. And the widows and the orphans and the pensioners who are lucky enough to live to the time when they draw their pension or draw their retirement pay are going to be bitterly disappointed because they don't get enough to pay for the things that they are going to need at that time due to the fact that prices are higher than they were supposed to be at the time that they were going to live off these pensions.

Organized Labor Can Do It

"I will admit, to use jive talk, that 'this is pretty far out, man', but I think that it is up to us, with the power that we have, to realize that organized labor today has the talent, they can hire the lawyers, they can hire the economists, they can hire the staff to do the research work, and they can come back and report to the members how this thing can be accomplished. And we can do one other thing: we can let these people—who are our brothers and sisters in other parts of the world and who have their own personal ambitions and their desire to improve themselves,

by our help and by keeping our gates open so that we can trade with them and they can buy our goods, don't forget, as well as selling us theirs—have the same opportunities we do.

"I like to pay a compliment to the people that I have met in organized labor since I have been in Sacramento. I don't want to pick out any particular people, because I don't want to make anybody feel conspicuous. But, just as an example, you take Charley Scully. I don't know anybody who roams the halls up there who is any smarter than Charley Scully or comes anywhere nearer getting what he wants.

"I know that you guys can do that. And if you can solve the problems that you have solved already, you can solve the bigger ones.

"This power economy that we live in today is kind of like a three-legged stool. You know, a three-legged stool always has three feet on the ground. A four-legged stool can teeter somewhat, but a three-legged stool always has three feet on the ground. And what holds up our economy today, again, is big government, big labor and big business. In big labor you have big people and you have big problems, and as far as I am concerned personally, I have very big hopes that you are going to solve them.

"And I thank you for permitting me to come here and talk with you."

Ivanhoe Naiwi

International Representative and Secretary Meat Cutters, Honolulu, Hawaii

Vice President Max Osslo came to the platform to introduce the next convention guest, Ivanhoe Naiwi, International representative of the Meat Cutters and secretary of the local union in Honolulu, Hawaii.

Brother Naiwi greeted the delegates as follows:

"A great aloha from the smallest state in the Union. I am a first-class citizen now!

"I found out something here just a little while ago. California has a lot of bigger butterflies than in Hawaii (indicating his stomach)!

"I must say I am really proud for the people that have helped me in Hawaii, especially Max Osslo, putting confidence in me, and in trying to establish a craft union down in Hawaii, and we sure need it. And I believe, after Max told me about setting up a meat cutting school down there to make our people more skilled in their craft, that it won't only benefit them, but also will benefit management.

"Pardon my English here. I speak pidgin-English. I hope you can understand that.

"And Vice President Max Osslo did a swell job of sending Mr. Scully out there,

and Mr. Al Green, to wake up the people in Hawaii. We have been the underdogs for quite some time, but now, after attending this great convention here, I know the strength of the AFL-CIO, and I know we will 'amui.' 'Amui' is Hawaiian for 'forward.'

"Aloha, and thank you very much."

"Labor Reform" Bills

Secretary Haggerty reported on events to date in connection with the "labor reform" bills under consideration in the House of Representatives, and urged all the delegates to reaffirm labor's stand on the various measures in wires to their respective Congressmen.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Policy Statement VIII Water Resources Development

California labor, in pressing for full and integrated development of the state's limited water resources, serves notice that it will continue to fight for anti-monopoly, anti-speculation protections for the taxpayers in the development of such resources, and specifically calls upon Governor Edmund G. Brown to convene the California legislature in special session prior to the vote of the people on the proposed state \$1.75 billion water bond program for the specific purpose of enacting ironclad protections to preclude the unjust enrichment and permanent enthrone-ment of the small group of giant land-holders who own and control the bulk of the lands in the proposed service areas of the San Joaquin Valley-Southern California aqueduct, which will carry water south and over the Tehachapis to the southern part of the state.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 7 — "160-Acre Limitation"; **Resolution No. 8**—"State Water Facilities"; **Resolution No. 10**—"State and Local Government Projects"; **Resolution No. 81**—"Distribution of California Irrigation Water"; **Resolution No. 141**—"State Water Facilities."

The committee report:

"The subject matter of these resolutions is similar, namely: the ever-pressing problem of water and power.

"Your committee recommends that **Resolution No. 81** be amended by deleting in the second Whereas the words 'now, therefore, be it,' and inserting after the second Whereas the following:

Whereas, The California state legislature during its 1959 regular session did pass the California Water Resources Development Bond Act which provides for a bond issue of \$1,750,000,000 to be used by the Department of Water Resources for the development of water resources of the state; and

Whereas, The California Water Resources Development Bond Act shall be submitted to the people of the state of California for ratification at the next general election, to be held in the month of November, 1960; and

Whereas, Neither the water bond program approved by the legislature nor any other state law makes any provisions whatsoever for protecting taxpayers from the monopolization of benefits and the enrichment of large landholders; and

Whereas, The state also lacks policies on the distribution of hydro-electric power generated by units of the state system; on how project costs shall be allocated to project beneficiaries; on the pricing of irrigation, domestic and industrial waters; on the expenditure of state funds for development of recreational facilities at reservoir sites; and on the determination of economic and financial feasibility of various units of the state water bond program; and

Whereas, Without these policies, and protections against speculation, monopoly, and unjust enrichment in the distribution of water benefits, it will be impossible for the public to vote intelligently on the proposed \$1.75 billion water bond program; therefore be it

"In addition, your committee recommends that the resolution be further amended by deleting the period at the end of the second Resolved and inserting the following:

Resolved, That this convention, in declaring labor's inability to support the California Water Resources Development Bond Act without necessary protections and qualifications in state policy, hereby calls upon the Governor of the State of California to convene the legislature in special session prior to the 1960 general election for the specific purpose of (1) enacting anti-speculation, anti-monopoly and enrichment protections, patterned after federal reclamation law, or protection at least equal in strength and in purpose; and (2) enacting policies and legislative criteria covering the above-mentioned gaps in state law; and be it further

Resolved, That this convention instruct the secretary-treasurer to do everything in his power to secure in water project authorization bills and other measures establishing water agencies with proprietary functions, provi-

1. guaranteeing the right of self-organization,
2. guaranteeing the rights of collective bargaining for employees involved in the operation, maintenance and repair of the project, and
3. providing for "prevailing rates" in the construction of the project; and be it further

Resolved, That this resolution be forwarded to Governor Brown and such other persons as the secretary-treasurer shall deem necessary to secure its implementation.

"As so amended, your committee recommends concurrence in **Resolution No. 81**, and further recommends that **Resolutions Nos. 7, 8, 10 and 141** be filed."

Secretary Haggerty spoke as follows on the subject matter of these resolutions:

"I feel that I should make a few comments with respect to this entire problem.

"The resolutions point out that in our work in Sacramento we attempted in every instance to amend the bills going through to provide against the monopolistic tendencies of the overly-wealthy in the state and also to provide the guarantees of the right of self-organization representation.

"In addition to the one major bill, the \$1.75 billion bond issue for the statewide program, there were a number of bills in Sacramento last year by various agencies and political subdivisions. Many counties that had heretofore nothing but a small irrigation district now embellished and developed their right to develop and sell power. At the present time they have very few employees in the small districts, but as they develop and go into the sale of power they will have a number of employees.

"In every instance, with the Electricians' help, the help of our other people, we tried to amend every one of those bills. In some cases we got the amendment in on the Assembly committee; later on, the author would pull it out because of pressure from his county and his county board of supervisors.

"There has been and is now a statewide program of resistance by the State Association of Supervisors, which includes all the county boards of supervisors, against the insertion of any language permitting the employees the right to organize and to join organizations and to bargain.

"Our bills were permissive and not mandatory. They were wide open, just giving the employees that right.

"At the present time, as I understand it (I am not an expert on this particular subject matter), the private power companies are organized and our people do have contracts providing for the usual protections of the employees, fringe benefits and so forth. In the public power situation that is not true. So the resolution

which is now before you spells that out in addition to the other matters.

"I did not want this to pass without your realizing how important this matter is. The time will come later on, as the Governor has said to you himself, when we must consider this whole statewide water problem in a convention and analyze the situation as it is at that time; whatever the Governor might do with respect to some restrictive provisions of the measure with regard to unjust enrichment and other matters of that type.

"May I say to you that we have in our office maps showing the holdings of every group in California, the tremendous holdings of many large landholders, such as the Southern Pacific, the Kern County Land Company, the Los Angeles Times, and so on, in through the west and east area of the San Joaquin Valley. We have all those broken down into lots. We know who owns this property and how much they own. And the time will have to come when we shall analyze how much benefit they receive from the taxpayers of California. As we see it now, approximately, our guess is, we will enrich these 66 large landholders in California by a subsidy of \$30 million per year of taxpayers' funds. Remember, we will pay the cost of the bonds to build this project, and then we shall subsidize these already overly-wealthy people this amount.

"I wanted you to have this information just sketchily and briefly now. Later on we will have it in detail when the time comes."

Delegate M. A. Walters of Electrical Workers No. 1245, Oakland, spoke as follows on the subject:

"I was one of the individuals who was fortunate enough to work with the secretary on the matter that he spoke about just briefly a moment ago. I would like to add a little to the secretary's comments and point out that we have never been successful in the state of California or anywhere in the nation, after approving these projects, in getting the right to collectively bargain after the projects have been established. It becomes increasingly necessary that we do get these rights prior to the establishment of the project.

"I would like to point out further that we do have some of these projects in the state of California, in many of which our organization has been successful in bargaining with the representatives in an informal manner and maintaining decent wages, hours and conditions for our membership. But we have others in this state, to name some, such as the Imperial Irrigation District, the Modesto Irrigation District, some of the small cities such as Azusa, Redding, Lodi (and I could go on and on and on), where our membership has not got these rights, does not have decent wages, hours and conditions.

"Furthermore, in examples such as the Imperial Irrigation District, not only have

the people engaged in operation, maintenance and repair of these projects been stepped on and their wages and conditions kept at a very sad situation, but ask any building tradesman in Imperial County what the Imperial Irrigation District has done to them. At the present time the International Brotherhood of Electrical Workers, for one, has very few wiremen working in Imperial County, because the Imperial Irrigation District has taken taxpayers' money, taken their low-paid people, instructed them on how to do the work of the wireman, and now we find scab labor doing our work in Imperial County. We have District 50 in Modesto for the same reason."

Delegate John L. Cooper of Miscellaneous Employees No. 440, Los Angeles, requested that **Resolution No. 81**, as proposed to be amended by the committee, be read in its entirety. This request was complied with, as follows:

Resolution No. 81

Distribution of California Irrigation Water

Whereas, The distribution of irrigation water in California is one of the most basic and vital problems; and

Whereas, The California Labor Federation, AFL-CIO, under the leadership of Secretary Neil Haggerty, has consistently taken sound, liberal and vigorous action to prevent water projects, either state or federal, from falling under monopolistic control of corporate farm interests; and

Whereas, The California state legislature, during its 1959 regular session, did pass the California Water Resources Development Bond Act which provides for a bond issue of \$1,750,000,000 to be used by the Department of Water Resources for development of water resources of the state; and

Whereas, The California Water Resources Development Bond Act shall be submitted to the people of the state of California for ratification at the next election, to be held in the month of November, 1960; and

Whereas, Neither the water bond program approved by the legislature, nor any other state law makes any provisions whatsoever for protecting taxpayers from the monopolization of benefits and the enrichment of large landholders; and

Whereas, The state also lacks policies on the distribution of hydro-electric power generated by units of the state system; on how project costs shall be allocated to project beneficiaries; on the pricing of irrigation, domestic and industrial waters; on the expenditure of state funds for development of recreational facilities at reservoir sites; and on the determination of economic and financial feasibility of various units of the state water bond program; and

Whereas, Without these policies, and protections against speculation monopoly

and unjust enrichment in the distribution of water benefits, it will be impossible for the public to vote intelligently on the proposed \$1.75 billion water bond program; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, commend Secretary Haggerty, his staff, the Federation President and other leaders of the Federation for their forthright action on water legislation; and be it further

Resolved, That the delegates pledge their full support of these actions and encourage Secretary Haggerty and other Federation leaders to continue their fight to prevent the corporate farm interests from gaining complete control of our state government, agricultural pursuits and economic life for generations to come via state or federal water projects; and be it further

Resolved, That this convention, in declaring labor's inability to support the California Water Resources Development Bond Act without necessary protections and qualifications in state policy, hereby calls upon the Governor of the State of California to convene the legislature in special session prior to the 1960 general election for the specific purpose of (1) enacting anti-speculation, anti-monopoly and enrichment protections, patterned after federal reclamation law, or protection at least equal in strength and in purpose; and (2) enacting policies and legislative criteria covering the above-mentioned gaps in state law; and be it further

Resolved, That this convention instruct the secretary-treasurer to do everything in his power to secure in water project authorization bills and other measures establishing water agencies with proprietary functions, provisions:

1. guaranteeing the right of self-organization,
2. guaranteeing the rights of collective bargaining for employees involved in the operation, maintenance and repair of the project, and
3. providing for 'prevailing rate' in the construction, modification, reconstruction and alteration of the project; and be it further

Resolved, That this resolution be forwarded to Governor Brown and such other persons as the secretary-treasurer shall deem necessary to secure its implementation.

The committee's recommendation on **Resolutions Nos. 7, 8, 10, 81 and 141** was thereupon adopted.

Resolution No. 142—"Establish Federation Committee on Power."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a separate committee on water and power. The Resolutions Committee believes that

mere reference to the statement of policy of the Federation in this regard and reference to **Resolution No. 81** as amended, and just adopted by this convention, demonstrate that the establishment of a separate committee with special type of membership is not only unnecessary but totally unwarranted.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 119—"Protect Our Natural Resources."

The committee report:

"The sponsors of this resolution appeared before your committee in accordance with its request, at which time they indicated the intent of the resolution was to oppose grabs of public power by private interests such as the PG&E partnership deal.

"In accordance with the intent of the sponsors, your committee suggests the first Resolved be stricken and the following Resolved be inserted:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record opposing any grab by private interests of our public resources, such as water and power, which would permit them to convert such resources to their own selfish private interest with total disregard of the public interest; and be it finally . . .

"And then go to the next Resolved.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 126—"PG&E to Pay 2 Per Cent Annually of Principal of Outstanding Mortgage Bonds."

The committee report:

"In accordance with the request of the committee, the sponsors of this resolution appeared before it and considered the complicated nature of the subject matter.

"In accordance also with the suggestion of the sponsors, the committee recommends the subject matter of this resolution be referred to the executive council for consideration, study and action, and that **Resolution No. 126** be filed."

The committee's recommendation was adopted.

Policy Statement IX International Affairs

California labor joins with the AFL-CIO in warning Americans and all other freedom- and peace-loving people of the world against complacency toward the threat by the Soviet Union to world freedom and peace. American labor's unequivocal opposition to the tenet of co-existence of freedom and slavery must be continually impressed upon the Soviet dictatorship and all other similar types of dictator-

ships. The free trade union movement, not slave labor, remains the only proven bulwark against the constant threat by dictatorships to the freedom and security of the peace-loving people of the world.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38 — "Communist Threat."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 106 — "Support Continuation of Geneva Nuclear Test Ban Talks."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 5 — "Trade With Soviet Russia and Satellites."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23 — "Importation of Foreign Fabricated, Polished and Pre-Cut Marble and Granite."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30 — "Imports"; Resolution No. 56 — "Foreign Workers and Imports."

The committee report:

"The subject matter of these resolutions is similar, namely, the boycotting of goods produced by forced or slave labor or those working under grossly substandard conditions.

"Your committee recommends that **Resolution No. 56** be amended by adding an additional Resolved, reading as follows:

Resolved, That this convention go on record urging a boycott in the United States of all goods in whole or in part originating in any country where the workers involved were forced or slave labor.

"As so amended, your committee recommends concurrence in **Resolution No. 56** and further recommends that **Resolution No. 30** be filed."

The committee's recommendation was adopted.

Resolution No. 44 — "Labor ORT"; Resolution No. 70 — "Commend Labor ORT."

The committee report:

"The subject matter of these resolutions is similar, namely, the endorsement of Labor ORT.

"While your committee discussed with certain sponsors of these resolutions the nature and objectives of this organization, the committee was not supplied information indicating that this organization had been sponsored or endorsed by the national AFL-CIO; and in view of the fact that it is an organization international in nature, your committee felt that each of these resolutions should be filed and the subject matter referred to the executive council of the California Labor Federation for investigation.

"Your committee also believes that the executive council should be authorized to endorse such program if its investigation indicates such is merited.

"Your committee, accordingly, recommends that **Resolutions Nos. 44 and 70** be filed."

The committee's recommendation was adopted.

Resolution No. 11 — "Support ICFTU Campaign on Behalf of African Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 33 — "Revise the McCarran-Walter Act"; Resolution No. 65 — "Amending McCarran-Walter Act"; Resolution No. 79 — "Commemorate World Refugee Year."

The committee report:

"The subject matter of these resolutions is similar, namely, revision of the McCarran-Walter Act.

"The committee recommends concurrence in **Resolution No. 79** and further recommends that **Resolutions Nos. 33 and 65** be filed."

The committee's recommendation was adopted.

Resolution No. 46 — "Discrimination Against U. S. Jews by Arab Countries."

The committee report:

"Your committee notes that the summary heading of this resolution inadvertently makes reference to 'U.S. Jews.' Your committee believes that the heading should be corrected to insert 'U.S. Citizens' in lieu of 'U.S. Jews.' Your committee further believes that the second Resolved of the resolution should be stricken since in the committee's opinion it would be impossible to accomplish the results sought in such Resolved.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

The Union Label

Delegate Leonard Levy of Amalgamated Clothing Workers No. 551, Los Angeles, spoke to the delegates about the union label and presented gifts to lucky winners in raffles conducted by his union and the Hatters Union, as follows:

"It is customary for the Amalgamated Clothing Workers of America to invite your participation in union label activity, and in order to win both your understanding and support, generally we give a suit to a lucky winner at the conventions. We hope, of course, that this will become a tradition in the years to come.

"It has been very kind of the officers to give me these two minutes, and I think it is worthwhile saying to you that while there are many great unions in this hall who are participants in the union label activity in the state of California, it is customary for the Amalgamated Clothing Workers of America to spend about a million dollars a year on the union label. That is a lot of money, and we consider this to be a very important activity.

"We consider this union label to be more than just the business of telling you the union label is important. We have used this label as an instrument not only to tell people about the wages and working conditions, and our fine retirement program, and our great insurance program, but we have used it as an instrument to help the organizational departments of the Amalgamated in organizing areas where we'd be unable to make an impact organizationally before. So we urge upon

all of you to do two things, really: When you go back to your unions, tell your people when they buy, not only clothing produced by members of the Amalgamated Clothing Workers of America, or hats by the Hatters Union, but all commodities, to look for and demand the union label. This will help you in your organizational work and in the creation of and the achievement of better wage agreements for our unions."

Delegate Levy then made the presentations.

Winners of the five hats from the Hatters Union were C. M. Remington, Rubber Workers No. 225, Southgate; David Bittner, Auto Workers No. 230, Bell; N. A. Talpur, Laborers; Roy T. Beatty, Carpenters No. 2164, San Francisco; Frank Manfredi, Electrical Workers No. 332, San Jose.

The winner of the suit was H. A. Gibson, Painters No. 1115, Stockton, and of the dress shirts, Sam Cowan, Carpenters No. 1913, Van Nuys.

Recess

The convention was then recessed at 12:00 noon to reconvene at 2:00 p.m.

THURSDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:15 p.m.

Report of Committee on Resolutions

Chairman Small of the Committee on Resolutions reported for the committee, as follows:

Policy Statement X Education

(a) California labor supports a comprehensive and balanced program of federal aid to education as the only possible method of dealing with the grave problems confronting our public schools.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) California's public school system and all sound efforts to meet its expanding needs will continue to receive the full and active support of organized labor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 101 — "Objective Labor Materials for the Schools."

The committee report:

"Since the Territory of Hawaii has now become a state your committee recommends that the first Resolved be amended by striking the words 'and Hawaii' in line 5.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 95 — "Oppose Business Education Day."

The committee report:

"Your committee recommends that the last Resolved be stricken, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 51 — "University Extension Programs."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 94 — "Unjust Dismissal of Probationary Teachers."

The committee report:

"The subject matter of this resolution is concerned with the alleged unjust dismissal of certain probationary teachers and notes that they are currently engaged in litigation in which they are represented by the law firm of Wirin, Rissman and Okrand, and requests that the Federation actively support such litigation, call upon the national AFL-CIO to support the litigation and to take all action necessary, including rendition of financial support.

"Without becoming involved in the merits of the litigation, your committee

was convinced that this was not the type of action which should be mandated upon the Federation by this convention, and accordingly recommends non-concurrence in the resolution."

A motion to postpone action on the committee's report on **Resolution No. 94** for 30 minutes was put by Delegate Don Henry of Teachers No. 1078, Berkeley, and duly seconded.

Delegate Henry then gave the reason for his motion, as follows:

"One of the teachers involved is here present as a delegate from the Long Beach Federation of Teachers. As it happens, she was able to come in just as the committee had finished discussion of the merits of its action and had begun to give its recommendation. I would like the opportunity for her to be able to look at the thing more carefully, particularly in view of what the recommendation was; then to speak on the committee's recommendation."

Delegate Henry's motion was adopted.

Resolution No. 100 — "Teachers' Job Security."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X(c)

(c) The crucial role of labor education in defeating "right to work" last year demonstrated the need for the expansion of worker education programs in order to implement our policy decisions, and highlighted the need also for cooperation with other groups on consumer-oriented programs aimed at increasing purchasing power and promoting public understanding of the true causes of inflation and excessive consumer prices.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 71 — "Adult Education for Labor."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 96 — "Promote Wider Showing of AFL-CIO Television Series, 'Americans at Work'."

The committee report:

"The subject matter of this resolution calls upon the convention to mandate the Federation to contact every television station in the state, requesting them to show 'Americans at Work'; to notify all of the affiliates of each of the stations on which showings are to be made and the day and hour of such showing.

"Your committee, while suggesting this function to the local affiliates, wishes to commend publicly each of the television

stations which has shown such film to date.

"Since, however, the resolution, in the minds of your committee, is impractical, the committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 102—"Protest Un-American Activities Committee Attack on California Schools;" **Resolution No. 104**—"Inquire into Motives of Un-American Committee San Francisco Hearings;" **Resolution No. 135**—"Protest Invasion of Civil Liberties."

The committee report:

"The subject matter of these resolutions is similar, namely: the preservation of civil rights from infringement of certain governmental committees.

"The committee recommends concurrence in **Resolution No. 135** and further recommends that **Resolutions Nos. 102 and 104** be filed."

Delegate John Hutchinson of Teachers No. 1078, Berkeley, spoke in support of the committee's recommendation, as follows:

"Our union is concerned with the adoption of this report for two principal reasons. We are concerned, first of all, with the security of our union. As most delegates know, the Teachers Union is not the most numerous organization represented here. Nobody has to stand in fear and trembling of the bloc vote of the American Federation of Teachers—least of all, I am sorry to say, that of the Berkeley Federation of Teachers.

"Why does this situation prevail? It prevails because of the corrosion of fear which inhabits the minds of so many teachers in our public school system; fear of the company union, possibly the largest of its kind in the United States; fear of the administrators who control the company union; and fear of association with the labor movement.

"There are far too many teachers in our public school system who can't tell the difference between a free trade unionist and a communist. And they also stand in fear of reprisals—the reprisals which might be visited upon them should they be winged by the blunderbuss activities of the House UnAmerican Activities Committee.

"All we need is a visit, a hunting trip, in any school district in this state by this vulture of a committee, leaving behind it a trail of shattered reputations and broken lives, to ruin any prospect we might have had of organizing in that particular district. The fear of association, or of illegitimate charges, is so great that there is nothing that we can do to repair the damage once it has been done by that committee.

"But if we are concerned with the security of our union, we are also con-

cerned with the preservation and encouragement of academic freedom.

"A speaker at this convention offered to you a proposition that we have no more vital resource than the trained intelligence of our students. That is something now being inhibited and denied to us in large measure by the activities that we complain about today.

"We are not concerned with the sensitivities of those who have no objection to using this situation for their own particular purposes. A couple of unions in this convention, the Seafarers, the Steelworkers, and some others, will understand very clearly what we mean. What we are concerned with, rather, is the tradition of the free society. The decline of free institutions is no answer to communism. The strangulation of free unions is no answer to communism. And above all, the warping of the minds of your children and mine by half-trained mice is no answer to communism.

"This is an issue of the greatest and most immediate importance to the delegates to this convention. The vast majority of teachers in our public schools are simply not trained to tell even the elementary truth about trade unionism. The few that are either don't give a damn, or are afraid of the consequences should they try to teach the truth about the labor movement in the United States.

"Look at the statistics (and we can produce them) on the opinions of high school children on the open shop, and you will see how overwhelmingly they are on the side of the enemy. Look at the statistics (and we can produce some of them) on the opinions of university students on the open shop, and you will understand why any picket line within traveling distance of a campus is always in jeopardy from students who have not the slightest compunction about crossing a picket line and taking the job of a striker.

"It is not too much to say that unless we can improve the standards of education and of academic freedom in our public school system we may be standing in some danger of producing a generation of scabs. And the passage of the Landrum-Griffin bill this morning might some day come to be regarded as a friendly embrace when compared with the deadly vengeance that will surely come upon us if steps are not taken to alter this situation.

"These children, remember, are the future molders of public opinion, the future political leaders of the United States; and if they are informed by ignorance rather than by the truth, if they are dedicated to anti- rather than pro-labor opinion, then we shall suffer very surely indeed before long.

"It is to stop the scavenging tactics of this undistinguished committee, to build a measure of courage in our teachers, and above all to make of our children

intelligent citizens who deserve to belong to a free republic that we strongly urge the passage of the committee's recommendation."

The committee's recommendation was thereupon adopted.

Resolution No. 1—"Union Day."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a Union Day, suggested to be on October 15 because that was the date on which a group of printers formed the first union in the state of California in San Francisco.

"At the request of the sponsor of the resolution, however, the committee recommends that the resolution be filed and that the subject matter of the resolution be referred to the executive council of the California Labor Federation to study the feasibility of establishing such a day and determining what particular day of the year would be most desirable if the program is feasible."

The committee's recommendation was adopted.

Resolution No. 6—"Commend Governor Brown."

The committee report:

"As the Resolved of this resolution indicates, the convention is called upon to applaud and commend Governor Brown for a strenuous and vigorous program in the first legislative session of his great administration.

"It was the feeling of your committee that with respect to the substantial gains obtained during the last legislative session, it would be unfair to indicate that they had been due solely and exclusively to the Governor and no one else:

"This committee noted that the programs on unemployment insurance, disability insurance and workmen's compensation, although supported by the Governor generally, were introduced by this Federation and he did not sponsor any legislation personally in any of these three programs. In addition, although he strenuously fought for and obtained the successful passage of FEPC, there were many individuals and groups who were engaged in the fight along with him. Also, in the opinion of your committee, it would be most unfair to overlook many loyal and hard-working members of the legislature in both Houses, through whose endeavor and votes this beneficial legislation was enacted.

"Finally, it is to be noted that with respect to certain items of the Governor's program, such as taxation and water and power without protection against unjust enrichment, the actions of the Governor were inconsistent with the policies of this Federation previously adopted and currently reaffirmed.

"Accordingly, while your committee be-

lieves that we should indicate our appreciation to and commendation of Governor Brown for his part in the program, to confine it to him alone would be improper. Your committee, accordingly, recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 13—"Adequate Film Inspection Staffs."

The committee report:

"Your committee is convinced that the subject matter of this resolution is more properly an internal problem of negotiations involving the affiliates in question and should not result from a determination of policy established at a convention of a statewide nature.

"Your committee accordingly recommends this resolution to be filed."

The committee's recommendation was adopted.

Resolution No. 16—"Construction Safety."

The committee report:

"Your committee, preliminary to discussion of this resolution, was convinced that for too long a period of time the current lax enforcement of the laws and regulations by the Industrial Safety Division of the State of California has gone unstated. Your committee is convinced that only if aggressive and forceful enforcement is followed through will the full benefits of the already existing provisions be realized. In addition, your committee was shocked to hear that communications of its affiliates addressed to Mr. Saunders, the head of this Division, have repeatedly gone unanswered.

"With respect to **Resolution No. 16** itself, your committee recommends that the first Resolved be amended by striking in line 4 the word 'Board' and inserting the word 'Division.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 21—"California Labor Federation Building Fund."

The committee report:

"The subject matter of this resolution is concerned with the assessment of affiliates for the purpose of constructing a home office for the Federation.

"Your committee is convinced that the magnitude and complication of such a program will require extensive study, and accordingly recommends that the resolution be filed and the subject matter be referred to the executive council for study and action."

Delegate Allan Haywood of the Auto Workers Citizenship Council, Los Angeles, inquired, in order to inform his council, whether action recommended by the committee could result in the affiliated organi-

zations being assessed, but was assured by Chairman Small that, under the constitution, only conventions have the authority to levy assessments.

The committee's recommendation was adopted.

Resolution No. 37 — "Attack on ILGWU."

The committee report:

"The subject matter of this resolution is concerned with alleged improper conduct by the national government involving a New York Local of the ILGWU.

"Your committee accordingly recommends that this resolution be filed and that the subject matter be referred to the executive council for investigation and action, if any."

The committee's recommendation was adopted.

Resolution No. 47—"Runaway Motion Picture Production."

The committee report:

"Your committee recommends that the first Resolved be amended by inserting in line 8 after the word 'labeled,' the words 'in all advertising and.'

"As so amended your committee recommends concurrence."

Delegate John V. Tranchitella of Musicians No. 47, Los Angeles, read a statement for the record supporting the committee's recommendation:

"The American people are being subject to an ever increasing presentation of foreign-made motion pictures and foreign canned music in television films. The crowning insult, of course, is the picture 'John Paul Jones,' a story of one of our country's great historical figures, which was completely produced in Spain, using foreign technicians, foreign craftsmen and foreign musicians.

"Unfair competition from imports presents a serious threat to all the workers of our industry, not only to musicians. The volume of imports of motion pictures, canned music and phonograph records is increasing rapidly. Unless effectively countered, the flow of imports will continue to increase, with disastrous consequences for many segments of our profession and industry, and with the destruction of many thousands of jobs. The importation of foreign film, foreign tape and foreign records is encouraged and welcomed by producers, distributors and advertisers who apparently are more interested in a quick profit on cheap labor than in a healthy domestic economy.

"The producers of motion pictures, television film and phonograph records are not engaged in any marginal profit industry and cannot justify this search for cheap labor. However, it appears that the competitive struggle generates a powerful incentive to cut costs at the expense of American labor.

"The American trade unions, not the

least of which is our own American Federation of Musicians, successfully eliminated substandard wages and intolerable conditions in American industry. We now find that the hard-won labor standards of our members, and ultimately their jobs, are threatened by these very same evils imported from abroad. **The competitive advantage of these imported products is rooted in substandard wages and degraded working conditions.**

"No American worker can hope to meet this kind of competition, and no American worker should be expected to meet it. The American labor movement favors improved trade relations among the nations of the world. We have been supporters of our country's reciprocal trade program. But — reciprocal trade was conceived as a middle-of-the-road approach to liberalizing international trade without injuring the domestic industries of any nation. It was never intended to be an instrument for destroying any American industry by unfair competition from cheap labor abroad.

"We cannot—we shall not default on our responsibilities. We must mobilize our resources in an all-out effort to defend our labor standards and protect our jobs. We must be sure not only that the millions of members of the AFL-CIO, but all fair minded people and consumers, are fully informed about the use of this cheap foreign labor and the wages and conditions of their work. We must see that the public understands that support of these foreign-made pictures and support of those who use foreign-made tape helps to destroy hard-won labor standards and thousands of jobs. We must direct our political energies toward legislation that will insure strict control and limitation over imports of foreign tape, foreign film and foreign records.

"We must leave nothing undone within our rightful power that will protect our standards, our jobs and our security.

"We want to commend the Honorable Wayne Morse, Senator from the State of Oregon, for his recognition of these evils and for the steps he has taken to alleviate the situation."

Delegate Erickson of Motion Picture Crafts Service No. 727, Hollywood, supported the committee's recommendation, as follows:

"I hold in my hand copies of trade papers issued last week in Hollywood. The reason I am bringing the subject up to you is to show what we are confronting in the studios.

"We have a release put out by one of the largest studios in the industry: Metro-Goldwyn-Mayer. Tuesday, August 4th, they had a release in 'Variety' reading:

METRO PUTS NINE PICTURES ON THE EUROPEAN SLATE

"We have a release of last Wednesday, August 5th:

ZANUCK TO BET 30 MILLION ON

TEN PICTURES. SLATE OF FILMS FOR RELEASE BY 20TH INCLUDES 7 TO LENS WHOLLY OVERSEAS

"This is a very important subject and concerns the employment of people in the Hollywood studios. A number of years ago we started to become concerned over this situation when about 7½ per cent of our pictures were produced overseas. Today, in the major motion picture production, the percentage has increased from about 35 to 50 per cent.

"This is about the only industry that I know of that you can take an investment of \$10,000 to \$10,000,000 and not move a factory or any mill, any machinery, and bring your end product back in two or three metal containers about the size of an ordinary piece of luggage (I am speaking about your master print), and bring it back to the United States.

"The substandard wages that we have in these various foreign countries are killing us. They work over there for about 25 per cent of the wages that we enjoy in the studios today.

"I hope it won't happen to your organization. I hope none of your firms decide to move to foreign countries. And I hope that we get the unanimous approval of the delegates on the recommendation of the committee."

The committee's recommendation was adopted.

Resolution No. 94 (resumed)

The half hour postponement of the consideration of **Resolution No. 94**—"Unjust Dismissal of Probationary Teachers," having been completed, Chairman Small reported for the committee, as follows:

"The subject matter of this resolution is concerned with the alleged unjust dismissal of certain probationary teachers, notes that they are currently engaged in the litigation in which they are represented by the law firm of Wirin, Rissman and Okrand, and requests that this Federation actively support such litigation, call upon the national AFL-CIO to support the litigation, and to take all necessary action, including rendition of financial support.

"Without becoming involved in the merits of the litigation, your committee was convinced that this was not the type of action which should be mandated upon the Federation by this convention, and accordingly recommends non-concurrence in the resolution."

Delegate Lucille Grieve of Teachers No. 1263, Long Beach, spoke in opposition to the committee's recommendation, as follows:

"I am sorry that I have to speak for myself; that our other delegates had to leave early.

"I feel that the problem here is one of not understanding the merits of the case.

"First, let me assure you that it is not a matter of subversiveness. The UnAmerican Activities Committee had not even come to Long Beach at that time. In fact, I had applied for a job teaching overseas with the Air Force and had been recommended. Which means, of course, that I was cleared by the FBI.

"The School Board in Long Beach was firing another union teacher, quite unjustly. We learned about it through our principal, who told us about all the dirty deals that were going on. Therefore, we came to his support. And at the last minute two more union teachers, including myself, were fired. In fact, we didn't learn of it until three hours before the deadline, at which time we would have received tenure and be free to engage in union activity without too much fear.

"There is no question in any of our cases of our teaching ability. We were recommended for tenure. As a matter of fact, while again I hate to speak for myself, I was recommended as the department chairman of the largest department in our high school. This is very unusual for someone who has only taught three years.

"I don't quite understand what the problem is here about approving this resolution. Perhaps I don't understand because I am new to the union movement and new to the convention.

"We are not asking that you have to do anything. The resolution says that you 'may' do something if you deem it fitting. If you don't, then you can throw it in the wastebasket. Besides that, other union groups have come to our support, including the former Greater Los Angeles CIO Council.

"And we also were given a thousand dollars from the Long Beach AF of L.

"You see, we are not fighting this case just for us. We all have jobs. As a matter of fact, I go to work Monday at a junior college with a much better salary than I had in Long Beach. It is not a matter of our teaching; it is a matter that this kind of arbitrary dismissal goes on all the time. Teachers are afraid, and they are especially afraid to join the union. We need to give them some kind of probationary protection. They ought to have the right to at least have a hearing. This is what the court case is all about. We hope to win. We may not. But we feel that it is important to fight it, anyway.

"The Teachers Union today is in the same kind of straits that a labor union was back in its early organizing days. They do not take us out and beat us physically, but they do use all kinds of psychological techniques to keep us too afraid to join.

"We are asking for your support so that we can build a Teachers Union."

Delegate Bud Coleman of Auto Workers No. 148, Long Beach, spoke as follows:

"I say that we don't agree with sup-

porting the recommendation of the committee on this resolution. I agree with the old slogan of the 'Wobblies': 'An injustice to one is an injustice to all.' And I say, if we aren't going to help people when they are having trouble, let's don't just think that we are going to work with the guys that don't need any help. These teachers are needing our support and they have got a good resolution here. If you support the recommendation of this committee you are punching good union people in the face. And I say that we don't act like that kind of 'union people!'"

Delegate Richard Cartwright of Auto Workers No. 887, Los Angeles, offered an amendment to the resolution:

"I would like to move that the 'Whereas' mentioning the law firm of Wirin, Rissman and Okrand be stricken from the language, so that it would then read:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, does go on record in support of Raymond de Groat, Lucille Grieve and Maureen Clarke in their legal action; . . .

"Then the final Resolved would remain as is.

"On this amendment, if I get a second, I would like to speak briefly."

The amendment was duly seconded.

President Pitts stated: "In view of the amendment you proposed in parts of the resolution, the Chair will exercise that prerogative under the rules and constitution and request that you submit your amendment in writing to the Chair so that it can be properly presented to the convention."

This, Delegate Cartwright agreed to do.

Delegate Carleton E. Webb of the Long Beach Building and Construction Trades Council spoke next in opposition to the committee's recommendation, as follows:

"I rise in opposition to the committee's report. I don't think there is anybody on the floor of this convention that is any more acquainted with the most anti-union board of education in the state of California than I am.

"I have had many contacts with the Board of Education of Long Beach regarding the construction field. And if a small group of people like Lucille Grieve, as I knew her before she was married, and the other people named in this resolution, cannot come to a parent body such as this for help, then where are they going?"

Delegate James Blackburn of Painters No. 256, Long Beach, offered the following motion:

"I would like to make a motion to refer this back to the committee, owing to the fact of the statements that have been made on the floor here.

"If there is something to be submitted in writing, I suggest that it be referred

back to the committee so that they can fully digest the entire matter and possibly make a correction.

"I so move."

The motion was duly seconded, and adopted.

Chairman Small resumed the committee's report:

Resolution No. 97—"Investigate Trial of Murderer of Brother Roderick Mackenzie."

The committee report:

"Your committee was advised by the general counsel of the Federation that from a legal standpoint the suggested appeals simply did not exist.

"In view of this fact, your committee is recommending that this resolution be filed, but it takes this occasion to deplore what has transpired in this case. At a time when alleged corruption in labor-management is receiving extensive publicity, most of which is aimed exclusively against labor with no mention of management, we believe this is a striking instance where an individual clearly identified as management callously kills an official of labor peacefully engaged in carrying out his duties, with minimal punishment under all the circumstances."

The committee's recommendation was adopted.

Railway Trainmen Scholarship

Secretary Haggerty announced a new scholarship, as follows:

"I am pleased to inform the convention that I have just been notified by the Brotherhood of Railway Trainmen that an additional scholarship of \$500 is being made to the Federation scholarships. That makes five that we will have for next year."

Report on "Labor-Reform" Bills

Secretary Haggerty reported on the situation in regard to the anti-labor bills in the House of Representatives.

At that time, the Landrum-Griffin bill, which had been offered as a substitute for the Elliott bill, had just been adopted by a vote of 229 to 201, with the prospect that it would be voted on as a completed bill the following morning.

Lowell Nelson

Chief, State Division of Housing

President Pitts then introduced Lowell Nelson, Chief of the Division of Housing in the Department of Industrial Relations, who addressed the convention, as follows:

"I want you to know the privilege afforded me as a guest speaker on this platform is an honor which I deeply appreciate.

"I know the delegates to this convention individually and collectively can as-

sist the Division of Housing in the responsibilities, aims and objectives to better the housing conditions of all our citizens and particularly those who need it most.

"In traveling around the state, I find the work of the Division is not well known in some respects, and not understood in other situations. It will be a policy of the Division of Housing to become better known to the citizens of our state, and I mean in an objective and constructive way.

"Many times in the last six months I have encountered this statement in reference to the Housing Division: 'Oh! yes, you are now with those Public Housers,' meaning, I suppose, their understanding that Division work is in the public housing field or federal assistance programs for housing, exclusively. This is not the case. The state Division of Housing directly or indirectly, through primary or secondary authority by state law, touches all housing and living occupancies in California.

Broad Powers of Housing Division

"The state Labor Code grants broad powers to the Division of Housing to inspect, examine official records, require reports, institute prosecutions for housing violations, make investigations of housing conditions, study the operation and enforcement of building laws and ordinances and to promote the formation of organizations intended to increase the supply of proper homes for the people.

"The state Health and Safety Code and the state Housing Act provide minimum standards of construction, fire, safety, maintenance, occupancy and operation applicable to hotel and apartment houses in unincorporated areas of our state, and to hotels, apartment houses and dwellings within cities.

"Under the present law, the Division has no jurisdiction where dwellings are concerned in unincorporated areas, and there lies a serious omission in the state Housing Act. Probably by design, because this has a direct bearing in the continuing effort to better the housing conditions of our people living in the areas near cities and rural parts of counties which include a great amount of employee housing.

"However, some progress was made in this instance at the last session of the legislature. A bill was signed by the Governor granting county boards of supervisors power by their own resolutions to apply the state Housing Act to dwellings in the unincorporated areas of their counties. This is entirely permissive and at the pleasure of the supervisors. I hope some of you here follow through on this enabling legislation in your area.

"The state Housing Act designates city and county building and health departments as the primary enforcement agencies; the Division of Housing has sec-

ondary enforcement and a supervisory jurisdiction in the interpretation of the law and in the adoption and enforcement of local housing codes.

"Thirty counties and nearly all incorporated cities in the state have adopted building ordinances. These ordinances must be equal or better than the state Housing Act for the assuming of local jurisdiction and enforcement.

"The state Auto Court, Resort and Motel Act is administered by Division personnel in unincorporated areas, covering minimum standards for construction, maintenance and operation. This billion dollar industry in California has 4,850 motels presently operating under Division permit.

Trailer Parks

"The state Trailer Park Act is another responsibility of this Division throughout the state, except where a local ordinance covering minimum standards for construction, operation and maintenance is equal to the state act, and is being enforced. 3,222 trailer parks are under Division permit to operate and the number is increasing at a rapid rate.

"Only three counties and twenty cities have adopted the proper ordinances for local jurisdiction—the Division is responsible for the rest of the state in this field.

"The old concept of the trailer park is changing fast and many of you are aware of the mobile home subdivision type park with paved streets, street lights, underground utilities, swimming pools and recreation buildings, and this leads us to the explosive growth in our economy of the trailer and mobile home industry all over the nation. California has a big stake in this industry.

"Three million people live permanently in trailers in this nation—300,000 in California—one in every ten housing starts in the nation in 1958 was a trailer. Research people who project figures anticipate by 1970 there will be 21 million trailerites in the nation, and two million trailer residents in California.

Trailer Construction Standards

"California is the only state with construction standards for trailers, and these cover installations for plumbing, lighting and electric wiring and appliances. Two years ago this multi-million dollar industry in our state requested the legislature to place them under the Division of Housing's supervision. This was done and since September 1, 1958, all trailers manufactured or offered for sale in California must meet code standards. We have 95 manufacturing plants and 600 dealers operating in California, and in 1958, 37,617 trailers were sold under the insignia of approval of the state of California. This program does not cost the state as it is a reimbursable program by the industry.

"In other states, people are now demanding trailers built to California stand-

ards and with the California insignia of approval fastened securely to the product. Do not overlook the potentials in this industry. All signs point to a new giant industry in providing livable facilities with an occupancy factor of millions of people.

"Other functions of Division work apply to urban renewal and redevelopment programs, by furnishing advisory and technical services to local communities in the development of adequate codes—conducting housing surveys to bring about a workable program necessary to qualify for federal funds—for a given community.

"The earthquake protection law known as the Riley Act is administered in ten counties by the Division. This law, which covers commercial, industrial and other buildings where persons are employed, governs structure, design and construction to withstand wind and seismic forces.

Division Staff

"By now you know some of the many duties the Division has. But I have not yet told you of our staff. It is not large in comparison with the responsibilities. We have an advisory commission appointed by the Governor, constituting a cross-section of interests. Our own Brother Albin Gruhn is the elected chairman of the State Commission of Housing—53 staff personnel and an assistant chief, another brother in our ranks, Perry Nethington, and myself as chief—make up the present personnel. Thirty-one of these are district representatives spread through the state, and we could use 31 more to your advantage.

"To say the role of the Division was easy or routine would be a gross exaggeration. The existence of an enforcement agency is controversial and sometimes precarious, and if easily discouraged, not much can be accomplished for the citizens and workers who rely on those instructed by law to carry out the intent of the statutes. I know all of you who heard the Director of Industrial Relations Department speaking from this platform, have no doubt as to the aggressive policy necessary to obtain required action to bring results for better living conditions to occupants of employee housing, better known by the terms used such as labor camps, labor supply camps, construction camps, railroad camps and housing for the migratory worker and his family, in agriculture.

Labor Camps

"The Division of Housing has sole jurisdiction statewide in this category, enforcing labor camp provisions and adopted implementary, administrative regulations covering construction, electrical wiring, plumbing, heating, ventilation, safety, occupancy and operation of employee housing for the protection of health and safety of California workers.

"Federal assistance programs in housing, such as the low income and low rent

projects, do not reach down to the vast majority of workers in agriculture, and there is no state fund available for such projects. But if a program with financial backing could be developed, the Division has the machinery for administration.

"The State Housing Commission administers the Limited Dividend Housing Corporation law and they will assist in any move to solve this vital need.

"Some progress has been accomplished in labor camp construction and remodeling. For example, in the 1957 calendar year—six and a half million dollars.

"In the 1958 calendar year—14 million.

"In the 1959 first six months—3 million.

"True, this construction valuation, considering the size of our state, may seem small in comparison, but I assure you these figures represent sizeable gains for the workers, taking into account the struggle.

"We have 7,600 labor camps of record in California: 83 per cent agricultural, 10 per cent industrial, and 7 per cent railroad.

"Several conditions and definitions often prevent or hinder enforcement, such as:

"1. When is a labor camp?

"2. Will it be occupied this season?

"3. Are these a group of individual dwellings?

"Remember those unincorporated or rural areas I mentioned where there is no Division jurisdiction over dwellings.

"4. Are the occupants employees or are they paying rent as tenants?

Pitfalls and Loopholes in Law

"Just a few of the pitfalls in enforcement: Employee camps are not required to register and the Division has no jurisdiction over employee housing where five employees or less are housed. These last two conditions must be changed by law and we are recommending that this be done. These loopholes work to the advantage of some operators and employers of agricultural workers and are points of continual controversy in our efforts to obtain better housing for those who work with the crops.

"Housing for the migratory worker and his family is a longstanding but ever-increasing problem.

"We invite, in fact, we welcome, individuals, officials and organizations to contact the Division of Housing offices with your recommendations and comments which are earnestly solicited.

"The Division of Housing program includes active participation in coordinated efforts with state, federal and citizen groups towards a solution for the agricultural worker. We advocate state minimum standards be made applicable to all employee housing—and in addition to objectives already mentioned we are proposing a revised and modernized state

housing act. We also are working with those trying for housing for the elderly in developing legislation to solve this great need.

"Often our efforts to obtain compliance lead to the district attorney's office in a given area. This is particularly true in connection with farm labor camps—and sometimes the action gets rather involved; however, we are not easily discouraged. The assistance, when necessary, from the Attorney General's office is outstanding, and I can assure you that we get it.

"The Governor has indicated he wants the job done, and the dedicated man who heads our department expects results. With your help, I know we can gain our objectives."

Charles P. Scully

General Counsel, California Labor Federation, AFL-CIO

President Pitts then introduced the Federation's general counsel, Charles P. Scully, for a report on activities of great importance in the legal field, as follows:

"At the request of the secretary-treasurer, I am submitting to the delegation the summary of the United States Supreme Court decisions and the State of California Appellant Court decisions for the past year.

"As you have suspected, they have been rather numerous, and, accordingly, it will be possible only to give you a brief summary of each case.

"The purpose is to alert you generally as to what has transpired, but if any of you have any suggestions during the balance of the convention, I will be glad to try to answer the questions.

"The first are the U.S. Supreme Court decisions having direct effect on the labor movement, and there are 17 of these decisions which have been made during this period.

"The first is **Hotel Employees vs. Leedom**, 79 S. Ct. 150, in which the court held that the long standing policy of the Board not to exercise jurisdiction over hotel industry as a class is inadequate ground for dismissal of representation petition.

"The second is **Leedom vs. Kyne**, 79 S. Ct. 180. The court held that the Federal District Court has jurisdiction to set aside certification of NLRB which included, in the certified unit, both professional and non-professional employees where the NLRB had refused to determine whether a majority of the professional employees would vote for inclusion in such a unit. Such refusal by the NLRB is contrary to the provisions of Section 9 (b) (1).

"This is a precedent decision reversing previous decisions which held that a certification could not be set aside by court action.

"The third case was **Hotel Employees Union, Local No. 255, vs. Sax Enterprises**, 79 S. Ct. 273.

"This was an action to enjoin organizational picketing of hotels under state law. In reversing state courts, it was held that where the record did not disclose violence sufficient to give state jurisdiction, state courts were without jurisdiction to enjoin organizational picketing even though the board refused to take jurisdiction.

"The fourth was the **Teamsters vs. Oliver**, 79 S. Ct. 297. This was an action by a union member-motor vehicle owner to restrain union and common carriers from carrying out collective bargaining agreement regulating minimum rentals for use of member-owned equipment. The action was brought in the state court for violation of the Ohio anti-trust law.

"The court held that the provision was intended to achieve wage fixing and not price fixing and, hence, came within the scope of mandatory collective bargaining provisions and regulatory provisions of the National Labor Relations Act and, hence, state courts were preempted from asserting jurisdiction to award injunctive relief. In collective bargaining field, the court held that the federal law was supreme.

"The fifth case was **San Diego Building Trades Council vs. Garmon**, 79 S. Ct. 773.

"This was an action for injunction and damages under federal law in a state court later affirmed by the state Supreme Court under a theory of violation of state law.

"The Supreme Court held that where picketing by unions was arguably within compass of sections of the National Labor Relations Act dealing with the rights of employees as to organization, collective bargaining and other matters embraced by and regulated by the Act or sections which deal with unfair labor practices, state courts do not have jurisdiction to award damages or injunctive relief either under state law or under federal law, but exclusive primary jurisdiction lies with federal judicial and administrative tribunals.

"This is the case which was, as you know, handled by the Federation and which has gone to the United States Supreme Court twice. The first time it went up to the United States Supreme Court they reversed the granting of the injunction and sent it back to the state court. When it was sent back, the state Supreme Court then said: 'We will award relief for damages under the state law.'

"The second time the United States Supreme Court reversed it, and again stated that it was preempted by the federal agencies and courts.

"I stress this because when I get to the newer state court decision, in our opinion, the state courts are refusing to comply with the mandate in the Garmon deci-

sions, and I bring to your attention to discuss it with your local counsel.

"The sixth case is **Plumbers, etc. vs. County of Door**, 79 S. Ct. 845.

"The court held that the Board has jurisdiction in a controversy involving a county government because, under the Act, a county is a 'person' entitled to protection from unfair labor practices prescribed by the Act.

"Accordingly, state courts cannot assert jurisdiction to enjoin picketing on the jobsite at a county courthouse where the dispute otherwise affects interstate commerce.

"This decision is important because it indirectly reversed the state court holding in California, in the Los Angeles Building Trades Council case, which held to the contrary.

"The seventh decision is **Arroyo vs. United States**, 79 S. Ct. 865.

"This involved the prosecution of union officials for a violation of Section 302 (b) of the Act prohibiting receipt or acceptance of money or other thing of value by representatives of employees employed in any industry affecting interstate commerce.

"The court held that where a union official received employer contributions to an employee health and welfare fund in accordance with a collective bargaining agreement and thereafter obtained sole control over the funds, which he used for his own personal use, he was not guilty of violation of that section inasmuch as section 302 (c) makes section 302 (b) inapplicable to the situation where money or other thing of value is paid to a trust fund established by representatives of employees and employers.

"However, the court pointed out that there were violations of other laws.

"The eighth case is **Seven Up vs. Grocery Drivers**, 79 S. Ct. 939, and in a per curiam opinion the judgment of the California Supreme Court to the effect that the trial court had primary jurisdiction to regulate labor-management relations while trying the facts of preemption insofar as the federal Act was concerned, was vacated and remanded for modification in light of the Garmon case decision that I have just discussed with you.

"Now, in the Garmon decision, to stress it, it means that where there is a question whether or not there may be federal jurisdiction, only the federal agency can decide that question in the first instance, and not a state board or tribunal, and if the board refuses to act, then the states cannot act in court or on other proceedings.

"The ninth decision is **NLRB vs. Cabot Carbon Co.**, 79 S. Ct. 1017.

"In this case the court held that under Section 2(5) of the Act, an employee committee which is not established for the purpose of collective bargaining, but

which is a committee created to present grievances, suggestions, and so forth, is a labor organization within the meaning of the Act if it exists for the purpose, in part at least, of dealing with employers concerning grievances, conditions of work, and so on.

"Hence, if it is company dominated, it is an unfair labor practice under the law.

"Now, this is important because many employers use a gimmick of a committee and try to condone that they can dominate it because it is not a labor organization.

"The tenth decision is **Jim DeVries vs. Baumgartner's Electric Construction Co.**, 79 S. Ct.

"And in this case the court held that the state court of South Dakota was preempted by the federal Act from asserting jurisdiction to award damages and injunctive relief for violation by a union of state laws prohibiting picketing in violation of the South Dakota 'right to work' act.

"Now, this case may be construed as a reversal of the previous decisions, and it may be contended that the theory of preemption applies to state 'right to work' laws.

"The eleventh decision was **National Labor Relations Board vs. Fant Milling Co.**, 79 S. Ct. 1179.

"This was a proceeding on a petition by the Board for enforcement of an order directing an employer to cease and desist from refusing to bargain and to refrain from interfering with the union's efforts to bargain. The court of appeals denied enforcement because the Board's order was based, in part, on acts and events occurring subsequent to filing of the charge upon which the complaint was based.

"The court held that the Board could take recognition of events occurring subsequent to filing of the charge where such events were related to those alleged in the charge and grew out of them during pendency of the proceedings.

"So that once you have sufficient to file a charge, you could bring in subsequent evidence to support the case.

"There were certain additional cases which were not directly in the labor field decided by the United States Supreme Court, but I would like to briefly refer to them.

"One involved the Bankruptcy Act. It was **United States vs. Embassy Restaurant**. This was a proceeding to attempt to establish that contributions to various trust funds had priority the same as unpaid wages. The court held, however, that they were not in fact wages paid to an employee, but, instead, were contributions payable to the trust funds and, accordingly, did not have priority.

"There were certain railroad case decisions. The first was **Felter vs. Southern Pacific Co.** This was an action by an

employee alleging violation of the Act by the union and by the employer because of refusal by both to accept a revocation of a check-off without following a specific prescribed type of form.

"The court held that the requirement agreed to between the carrier and the union was in excess of the requirements of the Act, which permits a member to change or to choose an individual means of stopping his authorization and accordingly stated they could not impose the additional burden of requiring revocation on a specific type of form.

"I stress this is a decision of the Railway Labor Act and not the Taft-Hartley Act.

"The second case in this category was **Pennsylvania Railroad vs. Day**.

"This was an action by a retired locomotive engineer for back pay accrued during periods of employment. The court held that the plaintiff was not entitled to entertain a suit in the Federal District Court inasmuch as he failed to exhaust his administrative remedies before the National Railroad Adjustment Board and that board has exclusive and primary jurisdiction in such matters.

"The third is **Union Pacific Railroad vs. Price**. A former railroad employee brought diversity commonlaw actions against a railroad for damages for an allegedly wrongful discharge in violation of the collective bargaining agreement.

"The court held that the failure of the plaintiff to exhaust his administrative remedies under the Act and to bring his grievance against the railroad for the alleged discharge before the Adjustment Board prevented him from maintaining the action in the Federal District Court.

"There were two decisions on the Fair Labor Standards Act. These are all United States Supreme Court decisions.

"The first was **Mitchell vs. Loveland**. The court held in this case that an architectural and consulting engineering firm drawing plans and specifications for repairs and construction of various instrumentalities and facilities, including air bases, roads, turnpikes, bus terminals and communication installations was directly related to the functioning of such facilities, and, accordingly, the draftsmen, clerks and stenographers were engaged in commerce so as to be subject to the wage and hour provisions of the law.

"The second decision was **Mitchell vs. Kentucky Financing Company**. The court held that an employer engaged in business of making personal loans and in purchasing conditional sales contracts from dealers was not a retail or service establishment, and, accordingly, was not exempt in so far as its operations were concerned.

"I would next like to briefly refer to the State Supreme Court decisions during the past year, and they are extremely im-

portant ones, although there were only three such decisions.

"The first is **Allen vs. Los Angeles County District Council of Carpenters**, 51 Cal. (2d), 805 (1959).

"This was a proceeding in mandamus to compel a labor union to restore the plaintiff to membership and was an action for damages for alleged wrongful expulsion.

"The court, in denying the writ, held, first, a union may properly exclude members of the Communist Party from membership in the union under its constitution and by-laws.

"Two: In trial before union and before court questions concerning such membership in the Communist Party are material and can be considered.

"Three: That as long as the trial before the union is fair and is in accord with the constitution and by-laws, it will not be set aside and is not governed by legal rules of evidence, but by terms of its own constitution and by-laws.

"And fourth, that problems concerning internal union operations, such as disciplinary proceedings and requirements for expulsion, are subject to jurisdiction of state courts and are not subject to the exclusive jurisdiction of the National Labor Relations Act, though the National Labor Relations Act would have exclusive jurisdiction with respect to questions of reinstatements to jobs where there were employers whose businesses affected interstate commerce.

"The second two were **Chavez vs. Sargeant**, 52 ACX 174 (1959), and **Retail Clerks' Union vs. Superior Court**, 52 AC 232 (1959).

"These were two state Supreme Court decisions on the 'right to work' ordinances.

"In the **Retail Clerks'** case it was a proceeding in prohibition to prevent the Superior Court of Trinity County from asserting jurisdiction to entertain further proceedings in an action for injunctions and damages for a county 'right to work' ordinance.

"**Chavez vs. Sargeant** case was an action by an employer for injunctive relief against a county ordinance prohibiting the execution of a collective bargaining agreement.

"The Supreme Court in the **Retail Clerks'** case held as follows: First, the questions of presumption are factual and must be resolved by trial courts even where such facts are admitted in the pleadings by the plaintiffs.

"In other words, this follows the **Garmon** Supreme Court decision, but, again, the state Supreme Court says the state court can first decide whether or not there is federal jurisdiction.

"Secondly, that county 'right to work' ordinances are void inasmuch as the field which it seems to regulate has been occupied by the state law; namely, Sec-

tions 923 and various other sections of the Labor Code.

"Third. That the preliminary injunction should be upheld. However, even though the ordinance is void because a preliminary injunction enjoining any picketing, boycott, strike or threats for the purpose of forcing or inducing plaintiffs to make an agreement requiring their employees to become or remain members of any labor organization as a condition of employment is tortious under Section 923 of the Labor Code.

"These decisions are extremely important, because the only issue involved was whether or not the county 'right to work' ordinances were valid. However, the Supreme Court voided the ordinance in effect by judicial decree and established a 'right to work' by judicial decree.

"The petition for certiorari has been filed by our office in the Trinity County case and will be acted upon by the United States Supreme Court when it resumes at the next term in October of this year. We are hopeful that it will be granted and that they will reverse the California Supreme Court under the doctrine of the second **Garmon** case.

"I should like now briefly to discuss the decisions of the California District Court of Appeal during the past year.

"The first is **DeMott vs. Amalgamated Meat Cutters**, 157 C.A. (2d), 13 (1958), (Shinn).

"This was an action by a former union member and officer against the union seeking reinstatement and damages for wrongful expulsion from membership and office and seeking damages for slander. There was a judgment for non-suit, which in essence means that the case was tossed out of court, and the district court affirmed the dismissal of the action and held that a person seeking judicial relief against an organization of which he is a member must first invoke and exhaust the applicable remedies provided by that organization; and it is only when the organization violates its own rules for appellate review or on a showing that it would be futile to invoke them that further pursuit of internal remedies is excused. The fact that it is the organization's violation of its own rules that inflicts the initial wrong furnishes no right of direct resort to the courts.

"With respect to the slander cause of action, it was held by the court that statements made without malice and wholly within the ranks of a labor union during the dispute between contending factions over union policies and administration, and pertinent to these two items, should be regarded as privileged.

"So that is an extremely important thing. It would indicate that if some slanderous statements which were, in fact, slanderous, were incidentally made, even in a convention of this type, they would

be privileged and would not give rise to a cause of action.

"The second case is that of **Elsis vs. Evans**, 157 C.A. (2d), 399 (1958) (White).

"This was an action by certain employees of a telephone answering service for injunction and damages to restrain certain concerted activities by a labor organization connected with an organizational drive with respect to the employer's business. The granting of the preliminary injunction by the trial court was reversed.

"The court held that the state court was without jurisdiction to grant a preliminary injunction commanding an employer operating a telephone answering service to reinstate former employees allegedly discharged by him for collective bargaining activities despite the fact that the National Labor Relations Board had declined to act in this matter. The alleged conduct of an employer operating a telephone answering service and interfering with his employee's right to select a bargaining agent and discharging employees because of union activities, et cetera, was reasonably deemed to fall within the provisions of the Labor-Management Relations Act defining unfair practices, and therefore state courts were deemed to be preempted from asserting jurisdiction in such controversies.

"The next case is **Miracle Adhesives vs. Peninsula Tile Association**, 157 C.A. (2d), 591 (1958) (Draper).

"The plaintiff brought an action for injunctive relief against an employer association for alleged violation of the Cartwright Act, alleging that the association had entered into an agreement with a labor organization limiting the use of certain materials and limiting the installation of certain other materials.

"The trial court found that the agreement was in violation of the Cartwright Act and granted a permanent injunction in restraining the employer association from honoring, performing or enforcing the agreement referred to.

"The court held that the judgment should be reversed inasmuch as the labor organization was not made a party to the action, and any person whose interests, rights or duties will be inevitably affected by any decree rendered in the action are 'indispensable' parties, and the action cannot proceed without them. It did not rule on the principal item in the case, which involved Bricklayers Local No. 19.

"The next was **Gentry vs. Culinary Workers, Local 535**, 157 C.A. (2d), 766 (1958) (Waite).

"This was an action by an employer for injunction to restrain a labor organization from maintaining a picket line and from engaging in other economic activities in violation of an agreement between the labor organization and the employer as to the method to be used in organizing the employees of the em-

ployer and as to the method to be used in conducting an election and determining whether or not the employees desired to be or become members of the labor organization.

"The court held that an injunction prohibiting all picketing by defendant union was proper and was not too broad where the picketing and its real objectives were found to be in violation of an agreement between plaintiff and defendants for an election to determine whether the union would represent the plaintiff's employees.

"An injunction prohibiting the defendant union from picketing the plaintiff's place of business until the matter of representation was settled by an election in accordance with the agreement was not too broad and uncertain in its language.

"Picketing in violation of a voluntary agreement between the employer and a labor organization is deemed by the court to be unlawful picketing.

"I hope you listened to that last statement carefully. There will be a case coming up later, however, which indicates that an agreement which does not have a specific term is an agreement terminable at will; and you can simply terminate it and you will no longer be bound. So that if you are going to picket in violation of an agreement, you had better find out what type of an agreement it is; and you had better take action to terminate it in accordance with its provisions before you take economic action.

"The next case is **Van Hook vs. Southern California Waiters Alliance**, 158 Cal. App. (2d), 556 (1958) (Kincaid).

"This is an action by a former member and officer of the labor organization to cover retirement benefits orally promised to him by the labor organization as an inducement to him to remain in the employ of the union and not to accept private employment.

"The court held that the provisions in union constitutions requiring exhaustion of internal remedies within the organization by way of successive appeals before resorting to judicial relief should ordinarily be followed, but where the constitution of the International in effect at the time in question is ambiguous as to the right of a member to appeal to the convention, and where such appeal would entail an additional nine or more months in obtaining a decision, the aggrieved member or officer may be excused from any further attempted appeal beyond the ruling of the general executive board as being futile.

"So here is a case, contrary to the prior one, where they said that you would not have to exhaust internal remedies within the organization, because it would be fruitless.

"The next case is **Calise vs. Superior Court**, 159 C.A. (2d), 126 (1958) (Kincaid).

"This is an action in prohibition to restrain the Superior Court of Los Angeles

County from hearing an order to show cause why a preliminary injunction should not issue to enjoin labor organizations from causing or inducing cannery workers to refuse to unload and process certain goods and commodities, and from boycotting or picketing the plant.

"The court granted the writ and held that where the employer is engaged in the business of packing, canning and processing fish and fish products at its plant in Los Angeles, and is engaged in selling such fish and fish products throughout the United States, and where such facts appear on the face of the complaint, it is clear that the controversy affects interstate commerce within the meaning of the Labor-Management Relations Act and, excepting where the activities complained of are other than peaceful and orderly, the federal law affords the exclusive remedy, thus depriving the state court of jurisdiction to grant equitable relief by way of injunction. However, the court noted that as to violent, non-peaceful conduct, then the state court could act and grant relief.

"The next case is **Newmarker vs. The Regents of the University of California**, 160 C.A. (2d), 640 (1958) (Kaufman).

"This was an action by State University employees for declaratory relief to determine their rights to sick leave to be determined before a specific date.

"In addition, the employees participated in a strike when the university refused to agree to pay certain benefits such as health and welfare and other fringe benefits.

"The court held that a strike against a public entity is unlawful, and that to the extent the terms and conditions of public employment are governed by statute or charter, they are not subject to modification by contract and concerted labor activity, for the purpose of effecting such terms and conditions is not sanctioned by law. Accordingly, public employees of the University of California lost their accumulated sick leave by striking against the university, since the rule applicable to such a situation was that a strike terminated the employment relationship between the employees and the university, and the parties had stipulated that under the university rules in effect at the time of the strike rights to accrued sick leave were lost on termination of employment.

"They also specifically held here that Section 923 of the Labor Code did not apply to public employment.

"The next case is **Stroman vs. Atchison, Topeka & Santa Fe Railway Company**, 161 C.A. (2d), 151 (1958) (Peters).

"This is an action by an employee of a railway company against the railway company and a labor organization, seeking damages for breach of collective bargaining agreement, and damages for conspiracy to force the plaintiff out of service for the railroad company.

"The judgment for the plaintiff was reversed on the ground that the employee must first exhaust his administrative remedies, and this he had failed to do.

"The next is **Zimco Restaurants vs. Bartenders Union**, 165 C.A. (2d), 235 (1958) (St. Claire).

"This was an action for injunctive relief by an employer to restrain the picketing of his establishment by a union which sought a collective bargaining agreement after all of the employees had joined and become members of the labor organization.

"The trial court denied preliminary injunctive relief to the employer, and the employer appealed.

"The employer contended that pursuant to the provisions of an agreement dated June 26, 1952, with the union, the union was illegally picketing, and that the contract required an election to determine whether or not the employees wished to be represented by the union for purposes of collective bargaining.

"The union contended that the agreement was terminated in writing in 1954, and that the notice was proper inasmuch as the contract was terminable at will.

"The court held that a contract is not fatally defective because it does not specify a time for termination, and it remains in effect so long as one continues to perform or act in a certain manner. However, a contract which does not contain a specific termination date is terminable at will and will not be construed to impose an obligation in perpetuity unless its language compels that construction. Such an agreement would not require mutual consent to terminate the agreement. Contracts contemplating continuing performance for an indefinite period are generally terminable at will by either party.

"The next case is **Pari-Mutuel Employers Guild vs. L. A. Turf Club**, 169 A.C.A., 591 (1959) (Ashburn).

"These are proceedings for an order directing arbitration under a collective bargaining agreement and a judgment denying the petition was affirmed.

"In this case the collective bargaining agreement specifically set out the duties for a class of employees covered, and subsequent to its execution the union felt that certain of these duties were an undue burden upon the individuals and requested arbitration.

"The court held that where a collective bargaining agreement specifically requires duties of a classification of employees covered under it, and where the collective bargaining agreement provided that, under its arbitration provisions, the arbitrators could not change the terms and conditions of the agreement.

"In this case, and very importantly, they appear to raise a new point: namely, that where a dispute between the parties

to an agreement exists as to whether an item is subject to arbitration, in the absence of mutual agreement between the parties it must be resolved and cannot be submitted to the arbitrator.

"The next case is **Johns vs. Ward**, 170 A.C.A., 901 (1959) (Stone).

"This is an action for damages sustained by a four-year-old son of a member of a work crew hired by a licensed labor contractor while the boy was on the premises of a ranch corporation for which his father was working.

"It may not appear to be a labor case, but I think in view of the farm problem you will be interested in knowing that the court held that where a farm labor contractor was operating a field labor crew which was working for a ranch corporation, furnishing the necessary services and transportation to keep the people working, and where he was collecting his fees and making his profits from the laborers on a fee basis, and that they did the actual tilling, he would be interpreted as the employer. And they applied the provisions of the Labor Code Section 1682 and following, and imposed liability, since it found that they must be liberally construed.

"The last decision, and one which I shall not go through in detail because it was the one mentioned by Pat Brown, is **Petri Cleaners vs. Automotive Employees, Laundry Drivers and Helpers, Local No. 88**, 171 A.C.A., 481 (1959) (Fox).

"This is an action involving the granting of a preliminary injunction to an employer prohibiting a labor union from picketing his place of business and otherwise interfering with his business and denying an injunction and damages to the labor organization prayed for in a cross-complaint.

"This is the action in which they applied the Jurisdictional Strike Act, and the court stated that as far as it was concerned, even though they had, in fact, started negotiations and then went out on strike after nine of the ten were members of the organization, the new company union could be established and injunctive relief was available."

Report of Committee on Resolutions

Resolution No. 94 (resumed)

Chairman Small of the Committee on Resolutions reported on **Resolution No. 94** — "Unjust Dismissal of Probationary Teachers," following its re-referral to the committee by convention action:

"Your committee met with the sponsors of the resolution and also with some witnesses who appeared. An amendment was suggested by the sponsors of the resolution, and the committee agrees to the amendments, which are as follows:

"To delete the next-to-the-last 'Whereas' completely; strike the word 'legal' in the first Resolved, more specifically in the second last line of that Resolved; and in the last Resolved strike the words 'including financial support.'

"The Resolved will then read:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, does go on record in support of Raymond de Groat, Lucille Grieve and Maureen Clarke in their action; and be it finally

Resolved, That this organization does call upon the American Federation of Labor and Congress of Industrial Organizations and its affiliates to take any and all actions they deem fitting in support of our efforts for reinstatement of these three union teachers.

"As so amended, the committee moves concurrence."

Delegate Lucille Grieve of Teachers No. 1263, Long Beach, stated:

"I would like to say that the amendments to the resolution do not change the basic idea and philosophy of the resolution; and I would like to thank the convention and the committee for reconsidering."

The committee's recommendation was adopted.

Adjournment

Upon motion by Secretary Haggerty, the rules were suspended, and the convention was adjourned by President Pitts at 4:30 p.m., to reconvene at 9:30 a.m., Friday, August 14, 1959.

FIFTH DAY

Friday, August 14, 1959

MORNING SESSION

The convention was called to order by President Pitts at 10:00 a.m.

Invocation

President Pitts introduced Reverend Grandison Phelps of the St. Paul Methodist Church, who delivered the following invocation:

"Let us pray.

"Almighty God, Father of all mankind, sustainer of life, Thou hast been good to us, not only as a nation but individually. There is all about us evidence of Thy blessings. Thou hast seen fit to cause us to dwell in a land of plenty. Yet when we examine our lives we find that we have done little, if anything, to warrant the multitude of Thy blessings. So frequently have we erred from the straightness of Thy path like lost sheep; so seldom have we done the best as we know. Ofttimes we have been guilty of the sins of ingratitude, selfishness, indifference, apathy and ill will toward our fellow men.

"Our lives are stained by the lustings of the flesh, envy and hatred. Yet in Thy infinite mercy we have sought and found forgiveness, and in addition, because of Thy love, we have been granted the opportunity to start afresh. For this, we give thanks.

"O God of Power, we call upon Thy might to strengthen us, for we feel insufficient for the tasks that are before us. We invoke, therefore, Thy blessings upon this delegation, upon the President and all the officers of this Federation and all who are affected by the activities that take place here. Be pleased to grant anew and crown anew their heads with wisdom, endowing them with those godly qualities of concern and sensitivity for the needs of men. Fill their hearts with the courage to follow their convictions, and be Thou the light that illumines their path. Grant the vision, O God, that these Thy children may find the solution for lasting harmony between labor and management.

"O God of Love, direct the deliberations of this august body into those channels whereby the social, economic and cultural conditions for our fellowmen will be enhanced. Keep our minds, we pray Thee, free from striving for selfish gain. Direct our motives and our ways into paths that will be pleasing in Thy sight, knowing full well that our love for Thee is demonstrated by the practice of love toward all humanity.

"In the name of the Giver of Life we pray. Amen."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 53—"World Fair in Los Angeles in 1963."

The committee report:

"The committee recommends that the Resolved be amended by striking the last three lines and inserting the following:

All California congressmen and U.S. Senators to support legislation providing U.S. government support of such a fair.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 60—"Support Political Education Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88—"Oppose Discontinuance of Federal Meat-Grading Program."

The committee recommended concurrence.

Delegate Lumsden of Shipyard and Marine Shop Laborers No. 886, Oakland, spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 116—"Oppose Fair Trade Laws."

The committee report:

"The sponsors of this resolution were requested to appear before your committee but failed to do so.

"The resolution is concerned with opposition to all fair trade laws, but it is the feeling of your committee that both the national policy of the AFL-CIO, as well as the policy of various of the affiliates of this Federation either favors or opposes such laws, depending upon whether or not they are amended to prevent ruinous price-cutting as opposed to monopoly.

"Accordingly, since the sponsors of the resolution did not afford your committee the opportunity to review these view-

points with it because of failure to appear, your committee recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 127—"Support California Conference on Apprenticeship."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 133—"Prevailing Wages for Service Workers in Government Establishments."

The committee report:

"The committee recommends that the Resolved be amended by striking the last four lines and inserting the following:

...their power to assist in the successful passage of legislation which will provide prevailing wages to service workers in all government establishments throughout the United States.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 137—"Federation Weekly, Statewide TV Show."

The committee report:

"Your committee believes that the establishment of a weekly TV show requires extensive research and planning which could only be accomplished by the executive council of the Federation.

"The committee accordingly recommends that this resolution be filed, and the subject matter of the resolution be referred to the executive council of the Federation for study and action."

The committee's recommendation was adopted.

Resolution No. 143—"Preserve West Coast Ship Construction Differential."

The committee report:

"The committee recommends that this resolution be amended by striking in the first Resolved, line 4, 'H.R. 8093' and inserting the words 'such legislation.'

"Your committee further recommends that the third Resolved be amended by striking lines 2, 3 and 4 and inserting the following:

... Federation requests the Oregon and Washington Federations and all central and department councils in the State of California to take similar action and to request their affiliates to do likewise.

"As so amended, your committee recommends concurrence."

Delegate Joe Roberts of Bay Cities Metal Trades and Industrial Union Council, San Francisco, spoke in support of the committee's recommendation, as follows:

"You have heard the resolution.

"It has to do with jobs for thousands of our fellow tradesmen, but first we have to get the ships to build.

"You heard Governor Brown yesterday morning in a great address.

"One thing he said: we must develop and expand our existing industry and bring new jobs and new payrolls to California.

"During his campaign he stressed the need for more industry for California. Immediately on taking over as governor, among his first acts was to revitalize the Governor's Committee for Ship Construction and Repair. This committee consists of labor and management from the shipbuilding industry.

"Three delegates at this great convention are members of this committee: Maury Collins, of the Electrical Workers, San Diego; myself, serving as executive secretary, and appointed by the governor, so that the Department of Industrial Relations, under the dynamic direction of Director Henning, can give a greater measure of assistance to the work of this committee; and our third worthy secretary of the California Labor Federation, 'Nell' Haggerty.

"During the past six months, here are some of the things the Governor's Committee has been able to accomplish:

"1. It was instrumental in having passed Assembly Bill No. 81, and Senate Bill No. 1003 which exempts possessory county taxes on all ships under construction—50 tons or over.

"2. The committee was largely responsible for defeating the Small Business Administration initiative to reduce the boatyard qualification from 500 employees to 250 employees. If this initiative had gone through, the result would have been extremely damaging to California's most important boatyards.

"3. The committee played a vital role in protecting the six per cent differential against the onslaught of Eastern interests and eastern congressmen in their attempt to wipe out this favorable statutory provision that enables West Coast shipbuilders to compete successfully with East and Gulf Coast shipyards on new ship construction work.

"Todd Shipbuilding Company, San Pedro, has now been awarded the three American Mail Line C3's, and it looks like the Bethlehem Shipbuilding Company, San Francisco, will get the two Mariner ships to be built for the Pacific Far East Line.

"The National Steel and Shipbuilding Company, San Diego, now has a backlog of new shipbuilding amounting to 76 million dollars.

"Todd, San Pedro, will construct five ships in the amount of 60 million.

"Bethlehem, San Francisco, has now under construction two ships, in the amount of 25 million, and it is expected

that two more will be awarded to this firm in the amount of 26 million.

"All this work recently awarded, and expected to be awarded, to the above California shipbuilding firms has been in spite of eastern opposition, and in spite of the fact that not a single new ship was under construction in California, north or south, two years ago.

"Over 180 million dollars in new shipbuilding has been achieved for the above California shipyards because the six per cent statutory differential enabled our California yards to compete successfully against bidders, who have for years been monopolizing billions in new ship construction.

"Eastern senators and congressmen have been frantically trying to knock out this differential by congressional enactment.

"The Governor's Committee for Ship Construction and Repair, with the powerful support direct from the Governor, was able to get the unanimous support of the entire California delegation in Congress to resist the immense pressure of eastern interests in their effort to wipe out the six per cent differential.

"This six per cent differential was passed by Congress in 1936 as a provision of the Merchant Marine Act to speed up new ship construction in the interest of national defense.

"The principle of the differential holds good today more than ever in the interest of national defense when we consider the critical situation that confronts our nation today.

"If eastern interests ever succeed in destroying this differential we will not get any more new ship construction for years to come.

"There will be built in the next 10 to 15 years over three billions of dollars in new ships in a national ship replacement program, much of it partly subsidized by our government.

"Thousands of jobs are at stake. Skills must be preserved in the interest of national defense. The time to act is now. Committee hearings are being held in Washington. Pass this resolution and, further, help the committee by contacting your congressman and senator and urge them to win this vital battle.

"Back up your Governor's Committee in bringing new jobs to California.

"Check Secretary-Treasurer Neil' Haggerty's report to this convention and you will find there a splendid statement of what this fight means to our California and West Coast ship construction industry.

"As a matter of fact, there were newspapers yesterday that carried an article to the effect that the Committee is going to hold a press conference with people from the 13 Western States, so we can do something about this.

"And I urge you to concur in the report."

Delegate Harry Lumsden of Shipyard and Marine Shop Laborers No. 886, Oakland, spoke as follows:

"I am not going to take as long as my good friend Brother Roberts. I am just going to say that I am heartily in favor of the recommendation of the committee to concur with the necessary amendment that has been made.

"We should bear in mind that notwithstanding all that has been said, it is still possible to defeat that six per cent differential if we are not on our toes. I agree with Brother Roberts that there has been a lot of awards, and so on, made up to the present time, but we have got to look a little to the future, and if pressure is being put on the necessary governmental agency to discontinue that six per cent differential, if we are not on our toes through our representatives in Congress and through the pressure of our lobbying organization here, it might go over.

"The thing that I am stressing now is to try to keep the pressure on so that the interests that are trying to wipe out the six per cent differential will know we are on our toes and we are fighting it to the death."

The committee's recommendation was thereupon adopted.

Resolution No. 144—"Safe Driver Insurance Plan."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 146—"Unemployment and Disability Insurance Coverage for Variety Artists."

The committee report:

"Your committee recommends that the resolution be amended by inserting in line 3 of the Resolved after the word 'record' the words 'to instruct the Secretary-Treasurer'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 2—"Labor Representation on Personnel Board Qualification Appraisal Boards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17—"Post Office Vehicle Liability Insurance."

The committee report:

"Your committee recommends that the last Resolved be stricken and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 18—"Hospitalization for Letter Carriers"; **Resolution No. 32**—"En-

dorse Hospitalization for Postal and Federal Employees."

The committee report:

"The subject matter of these resolutions is similar, namely, the endorsement of legislation to provide hospitalization to federal employees and their dependents.

"Your committee recommends that **Resolution No. 18** be amended by striking the Resolved and inserting the following:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record in favor of legislation to accomplish the objectives of this resolution.

"As so amended, your committee recommends concurrence in **Resolution No. 18**, and further recommends that **Resolution No. 82** be filed."

Delegate Emmet C. Andrews, Post Office Clerks No. 2, San Francisco, spoke on the resolution as follows:

"I wish to thank the committee for their recommendation and the State Federation for their past support.

"I have one further request to make of the delegates assembled, and that is for them to, if possible, write a letter to their Congressmen endorsing this legislation. We have found in the postal unions that that is the most effective way of dealing with Congress. We have our bread-and-butter bills going through this devious method of legislation, which is very difficult. We find that by contacting Congressmen by letter they are aware that you know they are your Congressmen. If such a case exists all over, there will be more Congressmen a little more careful how they vote on a lot of bills.

"The vote the other day on the Shelley bill will show you how many true friends you might have in Congress. You are going to be faced with the same problems for legislation among your enemies outside the house of labor in Congress just as we have been on our legislation.

"I urge you, just as a suggestion, to consider more letter-writing campaigns by all the individual members. Your business agent or your local will not suffice. They would rather have the interest of you, as a constituent of the particular legislator.

"I can certainly assure you of this and hope you can do something to protect yourself as well as we are trying to protect ourselves."

The committee's recommendation was thereupon adopted.

Resolution No. 19—"Overtime Pay for Substitute Postal Employees"; **Resolution No. 87**—"Payment of Overtime for Substitute Employees in the Post Office."

The committee report:

"The subject matter of these resolutions is similar: support of overtime pay

for substitute postal employees.

"Your committee recommends that **Resolution No. 87** be amended by striking the Resolved and inserting the following:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record in favor of legislation to accomplish the objectives of this resolution.

"As so amended, your committee recommends concurrence in **Resolution No. 87** and further recommends that **Resolution No. 19** be filed."

The committee's recommendation was adopted.

Resolution No. 20—"Saturday Holiday for Postal Employees."

The committee report:

"Your committee recommends that the Resolved be stricken and the following be inserted:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record in favor of legislation to accomplish the objectives of this resolution.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 83—"Salary Increases for Postal Employees."

The committee report:

"Your committee recommends that the Resolved be stricken and that the following be inserted:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record in favor of legislation to accomplish the objectives of this resolution.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 84—"Eliminate Work Production Standards in the Post Office."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 85—"Union Recognition for Postal and Federal Employee AFL-CIO Unions."

The committee report:

"Your committee recommends the Resolved be stricken and the following be inserted:

Resolved, That the second convention of the California Labor Federation, AFL-CIO, goes on record in favor of legislation to accomplish the objectives of this resolution.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 86—"Amend Inequities of Public Law 68."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 26—"Union Label in Caps and Hats."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 58—"Support Union Label Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 99—"Endorse and Support Campaign of L.A. Printing Trades Against L.A. Times and Mirror-Daily News."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14—"Greetings to the NAACP on its Fiftieth Anniversary"; **Resolution No. 40**—"NAACP"; **Resolution No. 66**—"Endorse and Commend NAACP."

The committee report:

"The subject matter of these resolutions is similar, namely, support of the NAACP.

"Your committee recommends concurrence in **Resolution No. 14**, and further recommends that **Resolutions Nos. 40 and 66** be filed."

The committee's recommendation was adopted.

Resolution No. 42—"Support the Jewish Labor Committee"; **Resolution No. 67**—"Reaffirm Support of Jewish Labor Committee."

The committee report:

"The subject matter of these resolutions is similar, namely, support of the Jewish Labor Committee.

"Your committee recommends concurrence in **Resolution No. 42**, and further recommends that **Resolution No. 67** be filed."

The committee's recommendation was adopted.

Resolution No. 24—"Fraternal Greetings to Histadrut"; **Resolution No. 43**—"Histadrut"; **Resolution No. 69**—"Reaffirm Endorsement of Histadrut."

The committee report:

"The subject matter of these resolu-

tions is similar, namely, support of Histadrut."

"Your committee recommends concurrence in **Resolution No. 24**, and further recommends that **Resolutions Nos. 43 and 69** be filed."

The committee's recommendation was adopted.

Resolution No. 72—"Reaffirm Support of Italian-American Labor Council."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 41—"Community Service Organization"; **Resolution No. 68**—"Reaffirm Endorsement of Community Service Organization."

The committee report:

"The subject matter of these resolutions is similar, namely, support of Community Service Organization.

"Your committee recommends concurrence in **Resolution No. 68**, and further recommends that **Resolution No. 41** be filed."

The committee's recommendation was adopted.

Resolution No. 73—"Commend City of Hope."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 103—"Reaffirm Endorsement of Coro Foundation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50—"Support Community Chest, United Crusade and Other Fund-Raising Drives."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small then stated:

"Before closing this report to the convention, as chairman of the committee, I wish to express my sincere appreciation to all of the members who have served so diligently. It should not go unnoticed, however, that we were without certain members, both on this committee and other committees of the Federation, because of the fact that they have passed on since the historic merger convention which they served.

"I refer to individuals such as Spud Taylor of this city and Blackie Lunceford of Los Angeles. Undoubtedly there may be many other outstanding labor leaders whose names do not come to our minds, but I would suggest to the members of this convention that, upon adjourning, that we rise in a moment of silence in

memory of these outstanding individuals, together with all other unsung members of labor who have also passed on during the past year and without whose constant and complete adherence to the principles of unionism this great Federation could not long continue.

"I make that as a motion, Mr. Chairman."

The motion was duly seconded and adopted.

Payment of Full Per Capita Tax to Federation

Delegate Harry Lumsden of Shipyard and Marine Shop Laborers No. 886, Oakland, spoke as follows, from the floor:

"There is a matter that I would like to talk about. It is a controversial matter. It is a matter that, let's be frank about it, some of us won't like. But it has to be tackled. And that is the matter of the payment of necessary obligations to this and any other affiliated organization in the labor movement in order to accomplish the purpose and objectives for which we are gathered here this morning and have been since last Monday morning.

"I would like to talk extemporaneously, but I have made some notes, because I do not want to be misquoted. I do not want to be quoted out of context. I want to be quoted almost in the entirety as to just what I have said.

"In the report of the executive council and secretary-treasurer to this convention, I noticed that there is a deficit in expenditures and receipts. It has been stated on the floor of this convention that if all of us lived up to our necessary obligations, such a condition would not exist.

"Fees and affiliated fees and per capita tax for the period December 10, 1958, to June 30, 1959, shows a total of \$259,032.88 as against a total expenditure of \$321,493.73, a deficit of about \$64,000, not taking into account whatever may be left over in the general treasury.

"How can this and any other deficit be paid? How can it be paid?

"It can be paid, (1) by increasing the affiliation fees and per capita tax, or (2) by all affiliated unions paying their fair share of the cost of operation.

"From all that has been said and intimated during the past sessions of this convention, the state of the financial condition would not exist if all of our affiliated unions (and all our unions should be affiliated) would pay their fair share, which simply means that they should pay per capita tax on their full membership.

"I am taking this time because, as a member of a small union, we are paying our fair share, and we are carrying the burden of other brothers and sisters that are perpetually talking about equality and sacrifice and, as a matter of fact, they are not living up to their obligation.

"I am mindful of the fact that relief concessions could be and should be given to unions for a limited time because of some specific hardships, to be determined upon the presentation of facts.

"To clarify: I do know that under some circumstances some unions cannot pay their full obligation for a limited time, but that should be an exception to the rule and not the rule.

"The unions that are not paying their fair share are among the very ones that are always pointing out the advantages of the proverbial free-rider. And if cheating on the paying of a proper per capita tax is not free-riding, then the definition of that term should be given a new appraisal.

"In the field of municipal taxation all of our unions are almost always on the alert to oppose inequitable taxation because it tends to hurt the little taxpayer. And the little taxpayer comprises the majority of taxpayers, and they are nearly all working men and women.

"As an example, our opposition to the three-cent cigarette tax during the last session of our legislature is a glaring example of just what I mean. However, this fact is conveniently overlooked by some of our larger labor organizations, and small ones, too, when the subject of per capita tax to affiliated bodies is involved. There are times when we cannot help but wonder if some of the derision that is invariably thrown at us is not actually invited by our own demonstrated inconsistencies. If the Federation were to curtail some necessary services, some of the unions that would protest the loudest are those that are not paying their fair share of per capita tax. These unions are in fact demonstrating to other constituents of the Federation that they are firm believers in a new political phrase that I am about to coin, and that is: 'Representation without taxation'.

"The management of unions, large and small, that are not living up to their obligations is aware of that fact, because they are not fooling anybody. They are not even fooling themselves.

"Let us say Union (so and so) pays affiliated per capita tax for 500 members, but if it becomes necessary for that union to go on strike and if it stays on strike for any length of time, it will seek aid from other unions, councils, and so on, to which it is affiliated, generally with the statement 'Fifteen hundred of our members have been on the bricks for 30 days', etc., etc.

"Again I say, Who is fooling whom?

"I am not here to castigate anybody; I am not here to embarrass anybody. But I belong to a small union, and we pay our share and we expect others to do the same. Because when you don't, you are putting us in the position where we are forced to carry a heavier burden than is necessary.

"Last year when we had the battle of our lives, the battle against Proposition No. 18, the books of many of our labor councils will show that some of our larger organizations did not do as much as they ought to. Why? Why?"

"Gentlemen, there is a song (I am not too religious, but I remember the song) which goes like this: 'We share our mutual woe, our mutual burdens bear, but often for each other shed a sympathizing tear'."

"Now, we are going to have to do more than shed a sympathizing tear. We will have to help the other fellow to share his burdens, which in fact are part of our burdens."

Report of Committee on Resolutions (Conclusion)

Chairman Small then spoke, as follows:

"I have concluded the report of the Resolutions Committee."

"I want to thank very much all the members of the committee and those who appeared before it for the good work done."

"I want to thank the president of the Federation for giving me the type of support that a fellow in a job like this needs."

"Also I want to thank on behalf of, I am sure, all the standing committees 'Smokey Stover' Scully for the help that was given to us by him. For without his help I am sure that we would not have found it as easy to report as we have."

On motion by Chairman Small, the convention adopted the committee's report as a whole and President Pitts discharged the committee with thanks.

Closing Actions

Union Guest from Finland

President Pitts introduced Eliel Soderlund, secretary of the Finnish Metalworkers Union.

20 Per Cent Amusement Tax

Delegate Charles Kennedy of Musicians No. 6, San Francisco, spoke from the floor on the 20 per cent amusement tax.

Commendation of Officers and Staff

A motion by Vice President Albin Gruhn commending the Federation's officers and staff for their accomplishments during the recent session of the legislature was adopted.

California Votes vs. Landrum-Griffin

On a motion by Delegate Clayton E. Booker of Auto Workers No. 805, Long Beach, the convention went on record commending the sixteen Democratic repre-

sentatives and one Republican who voted against the Landrum-Griffin bill.

Dixiecrats and Reactionary Republicans in Congress

The following was presented as a motion by Delegate DeWitt Stone of Auto Workers No. 509, Maywood:

Whereas, The coalition of Dixiecrats and reactionary northern Republicans, by the passage of the Landrum-Griffin labor reform bill by a roll call vote of 229-to-201 on Thursday, August 13th, proves once again that those Congressmen commonly referred to as "Dixiecrats" will not serve the best interests of the working people in the passage of liberal legislation in the Halls of Congress; and

Whereas, The Dixiecrats used the Democratic Party as a means to control the chairmanships of certain committees because of their tenure of seniority in the House of Congress; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record requesting the national AFL-CIO to intensify its efforts to change the political climate of the Republican and Democratic Parties in the areas of our country which are now sending legislators to Congress who are completely unresponsive to the welfare of the interests of their own constituents and to the people of America as a whole.

The motion was unanimously adopted.

Roll Call Votes On Landrum-Griffin

On motion by Delegate George Johns of the San Francisco Labor Council, further clarified and enlarged by Secretary Haggerty, and adopted by the convention, it was decided that the voting record of the California delegation on the labor reform measures considered by the House this week should be made part of the official proceedings of this convention. (See page 115.)

Adjournment

A motion to adjourn, offered by Delegate A. A. Rolecki of Auto Workers No. 506, San Diego, was duly seconded and adopted.

Whereupon, after a brief expression of appreciation to the delegates from President Pitts, the second convention of the California Labor Federation, AFL-CIO, was adjourned sine die at 11:45 a.m. on Friday, August 14, 1959.

ADOPTION OF LANDRUM-GRIFFIN SUBSTITUTE FOR ELLIOTT BILL (LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT OF 1959) AUGUST 13, 1959

VOTE: 229 - 201

HOW CALIFORNIA CONGRESSMEN VOTED

		Against	
DISTRICT	NAME AND PARTY		COUNTIES
1.	Clement W. Miller (D)		Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, Sonoma.
2.	Harold (Bizz) Johnson (D)		Alpine, Amador, Butte, Calaveras, El Dorado, Inyo, Lassen, Mariposa, Modoc, Mono, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity, Tuolumne.
3.	John E. Moss, Jr. (D)		Colusa, Glenn, Sacramento, Sutter, Yolo, Yuba.
5.	John F. Shelley (D)		San Francisco.
6.	John F. Baldwin, Jr. (R)		Contra Costa, Solano.
7.	Jeffery Cohelan (D)		Alameda.
8.	George P. Miller (D)		Alameda.
11.	John J. McFall (D)		San Joaquin, Stanislaus.
12.	B. F. Sisk (D)		Fresno, Madera, Merced.
14.	Harlan Hagen (D)		Kern, King, Tulare.
17.	Cecil R. King (D)		Los Angeles.
19.	Chet Holifield (D)		Los Angeles.
23.	Clyde Doyle (D)		Los Angeles.
25.	George A. Kasem (D)		Los Angeles.
26.	James Roosevelt (D)		Los Angeles.
27.	Harry R. Sheppard (D)		San Bernardino.
29.	D. S. (Judge) Saund (D)		Imperial, Riverside.

		For	
DISTRICT	NAME AND PARTY		COUNTIES
4.	William S. Mailliard (R)		San Francisco.
9.	J. Arthur Younger (R)		San Mateo.
10.	Charles S. Gubser (R)		San Benito, Santa Clara, Santa Cruz.
13.	Charles M. Teague (R)		Monterey, San Luis Obispo, Santa Barbara, Ventura.
15.	Gordon L. McDonough (R)		Los Angeles.
16.	Donald L. Jackson (R)		Los Angeles.
18.	Craig Hosmer (R)		Los Angeles.
20.	H. Allen Smith (R)		Los Angeles.
21.	Edgar W. Hiestand (R)		Los Angeles.
22.	Joe Holt (R)		Los Angeles.
24.	Glenard P. Lipscomb (R)		Los Angeles.
28.	James B. Utt (R)		Orange, San Diego.
30.	Bob Wilson (R)		San Diego.

**MOTION TO RECOMMIT LANDRUM-GRIFFIN
MEASURE REJECTED. AUGUST 14, 1959
VOTE: 148 - 280**

HOW CALIFORNIA CONGRESSMEN VOTED

FOR RECOMMITAL

Clement W. Miller (D)
Harold T. (Bizz) Johnson (D)
John E. Moss, Jr. (D)
John F. Shelley (D)
Jeffery Cohelan (D)
George P. Miller (D)
John J. McFall (D)
B. F. Sisk (D)
Harlan Hagen (D)
Cecil R. King (D)
Chet Holifield (D)
Clyde Doyle (D)
George A. Kasem (D)
James Roosevelt (D)
Harry R. Sheppard (D)
D. S. (Judge) Saund (D)

AGAINST RECOMMITAL

William S. Mailliard (R)
John F. Baldwin, Jr. (R)
J. Arthur Younger (R)
Charles S. Gubser (R)
Charles M. Teague (R)
Gordon L. McDonough (R)
Donald L. Jackson (R)
Craig Hosmer (R)
H. Allen Smith (R)
Edgar W. Hiestand (R)
Joe Holt (R)
Glenard P. Lipscomb (R)
James B. Utt (R)
Bob Wilson (R)

**PASSAGE OF LANDRUM-GRIFFIN MEASURE
AUGUST 14, 1959. VOTE: 303 - 125**

HOW CALIFORNIA CONGRESSMEN VOTED

AGAINST

Clement W. Miller (D)
Harold T. (Bizz) Johnson (D)
John E. Moss, Jr. (D)
John F. Shelley (D)
Jeffery Cohelan (D)
George P. Miller (D)
John J. McFall (D)
B. F. Sisk (D)
Harlan Hagen (D)
Cecil R. King (D)
Chet Holifield (D)
George A. Kasem (D)
James Roosevelt (D)
Harry R. Sheppard (D)
D. S. (Judge) Saund (D)

FOR

William S. Mailliard (R)
John F. Baldwin, Jr. (R)
J. Arthur Younger (R)
Charles S. Gubser (R)
Charles M. Teague (R)
Gordon L. McDonough (R)
Donald L. Jackson (R)
Craig Hosmer (R)
H. Allen Smith (R)
Edgar W. Hiestand (R)
Joe Holt (R)
Clyde Doyle (D)
Glenard P. Lipscomb (R)
James B. Utt (R)
Bob Wilson (R)

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

Labor actions are founded on membership attitudes and principles.

To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1959 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

- (a) Continuing heavy unemployment in the face of high production and record profits threatens to reverse the partial recovery from recession.
- (b) Sharing the benefits of rising productivity remains the key economic issue in the reestablishment of full employment in an expanding economy.
- (c) Automation intensifies the problem of keeping purchasing power abreast of productivity advances, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

Adopted, p. 48.

II TAXATION

- (a) Federal tax relief for low income groups and the closing of various loopholes is vital to the health of the economy.
- (b) Organized labor pledges itself to an intensified fight against California's regressive tax structure, recently aggravated by the actions of the 1959 legislature, under which sales and other consumer taxes predominate and cause workers and consumers to pay a staggering and disproportionate share.

Adopted, p. 52.

III LABOR LEGISLATION

- (a) California labor will continue to support national AFL-CIO efforts to secure legislation which will aid its unrelenting drive against corruption and racketeering wherever it appears on either side of labor-management relations, but will oppose any and all attempts to use the "corruption" issue as a vehicle for the emasculation of the trade union movement.
- (b) Taft-Hartley's section 14B, the source of "right to work" movements, remains one of many unfair provisions and interpretations of that Act which must be repealed.
- (c) The continued denial of a federal minimum wage of \$1.25 an hour and the exclusion of over 20 million workers from Fair Labor Standards Act coverage are moral and economic crimes which organized labor and the nation can no longer tolerate.
- (d) California labor rededicates itself to the job of winning enactment of a uniform state minimum wage law of at least \$1.25 an hour and covering all individuals and all industries within the state.

Sections (a) and (b) adopted, p. 52; Sections (c) and (d) adopted, pp. 56 and 57.

IV AGRICULTURAL LABOR

- (a) The scandalous condition of agricultural labor demands their organization into a union and the lifting of the agricultural exemptions which have excluded these workers from virtually all the protections of federal and state socio-economic legislation enacted during the past 25 years.
- (b) Organized labor will intensify its opposition to the importation of foreign labor under conditions assuring growers an unlimited labor supply with which to depress wages and working conditions to such a point that domestic farm workers find it impossible to stay in the industry.

Adopted, pp. 57 and 58.

V SOCIAL SECURITY

- (a) Organized labor calls for more realistic benefits and needed improvements in coverage under the federal Old Age and Survivors' Insurance program, including health and medical care insurance for retired workers and their dependents.
- (b) Organized labor recognizes the urgent need for adequate medical care for all our citizens, which can only be achieved through comprehensive prepaid medical care legislation.

Adopted, p. 77.

VI CIVIL RIGHTS

- (a) The extension of equal rights and equal opportunities to every phase of American life is a historic task to which organized labor in California is solemnly dedicated.
- (b) California labor, in pledging active cooperation to make the new FEP act an effective law, reaffirms its determination to press ahead for the removal of discrimination patterns in housing.

Section (a) adopted as amended, p. 77. Section (d) adopted, p. 78.

VII HOUSING

- (a) The recent veto by President Eisenhower of the extremely modest housing bill passed by Congress, despite the desperate needs of millions of low and middle income families, flaunts the will of the people as clearly expressed in last November's election.
- (b) The nation's housing deficiencies can only be met by a comprehensive housing program for the immediate construction of at least two million units, including provision for (1) 200,000 units minimally under the low-rent public housing program, (2) an effective middle income housing program, and (3) additional features necessary to a rounded approach.

Section (a) adopted as amended, p. 78; Section (b) adopted, p. 80.

VIII WATER RESOURCES DEVELOPMENT

California labor, in pressing for full and integrated development of the state's limited water resources, serves notice that it will continue to fight for anti-monopoly, anti-speculation protections for the taxpayers in the development of such resources, and specifically calls upon Governor Edmund G. Brown to convene the California legislature in special session prior to the vote of the people on the proposed state \$1.75 billion water bond program for the specific purpose of enacting ironclad protections to preclude the unjust enrichment and permanent enthronelement of the small group of giant landholders who own and control the bulk of the lands in the proposed service areas of the San Joaquin Valley-Southern California aqueduct, which will carry water south and over the Tehachapis to the southern part of the state.

Adopted, p. 88.

IX INTERNATIONAL AFFAIRS

California labor joins with the AFL-CIO in warning Americans and all other freedom- and peace-loving people of the world against complacency toward the threat by the Soviet Union to world freedom and peace. American labor's unequivocal opposition to the tenet of co-existence of freedom and slavery must be continually impressed upon the Soviet dictatorship and all other similar types of dictatorships. The free trade union movement, not slave labor, remains the only proven bulwark against the constant threat by dictatorships to the freedom and security of the peace-loving people of the world.

Adopted, p. 91.

X EDUCATION

- (a) California labor supports a comprehensive and balanced program of federal aid to education as the only possible method of dealing with the grave problems confronting our public schools.
- (b) California's public school system, and all sound efforts to meet its expanding needs, will continue to receive the full and active support of organized labor.
- (c) The crucial role of labor education in defeating "right to work" last year demonstrated the need for the expansion of worker education programs in order to implement our policy decisions, and highlighted the need also for cooperation with other groups on consumer-oriented programs aimed at increasing purchasing power and promoting public understanding of the true causes of inflation and excessive consumer prices.

Adopted, pp. 93 and 94.

I

**FULL EMPLOYMENT
AND THE ECONOMY**

(a) Continuing heavy unemployment in the face of high production and record profits threatens to reverse the partial recovery from recession.

At a time when the nation is still afflicted with heavy unemployment and a continuing discrepancy between production and purchasing power, industry has decided to buttress its legislative efforts at scuttling organized labor by openly challenging the right of workers to participate in the benefits of an increasing productivity, as exemplified in the steel dispute.

Bolstered in their position by an Administration which seems to regard wage increases as some kind of a social crime and maintaining a drumfire of charges as to their inflationary effects, while on other occasions claiming credit for increases in living standards, industry hopes to divert attention from inflation's major causes—administrative pricing and excessive profiteering by industry and tight money policies of the Administration—by attempting to pin the responsibility on labor. The steel example appears to be the forerunner of what is to come.

Despite staggering profits equivalent to over \$2.00 before taxes for each man-hour worked by steelworkers (96c an hour after taxes), the corporations refused any concessions whatsoever even though other industries have already settled for as much as 25c an hour. On the contrary, they offered only a settlement that would have amounted to a backward step economically while stripping their employees of vital contract protections and reduction of their organization to company-union status. Although many of the 500,000 steelworkers were still reeling from the recession, they had no possible alternative when the companies rejected their proposals for utilizing a fact-finding board or for continued talks based on retroactivity to July 1 of any ultimate settlement.

A few months ago the New York Times reported, "Confronted with the necessity for going on relief, most workers will grab a job at half or less than the standard they used to enjoy. And there are plenty of employers ready to capitalize on this preference for staying independent of a government handout." It is apparent that the steel corporations are no strangers to this type of employer.

The steel industry has raised its prices

\$24.00 a ton while wages went up only \$9.50 a ton since 1946. Steel prices rose four times as much as those of all other commodities between 1947 and 1958. At the same time, productivity has risen much more rapidly than wages. These relationships are clearly reflected in the fact that U. S. Steel's owners experienced more than a 1000% increase in the market value of their common stocks in addition to reaping regular dividends since 1949.

Steel's Madison Avenue propaganda implies luxurious living standards in the industry's average wage of \$3 an hour. It fails to note that only rarely do steelworkers enjoy a full work year. This factor last year resulted in fewer than one-third earning over \$6,000, considerably less than the \$6,435 which the Heller Committee found to be needed in 1958 by home-owning families.

Labor's position is that in view of recent technological developments whereby more steel is being produced by far fewer workers, the work must be divided so that more workers than are presently employed in the industry receive full wages. Were it to fail in that objective, the nation would soon feel the impact in terms of inadequate effective purchasing power and, inevitably, in swelling unemployment.

The heavy stockpiling of steel products prior to the strike unquestionably played a major role in recent high levels of personal income, industrial production, and the decline in unemployment. To that extent we must temper our optimism as to the degree to which we have emerged from the recession.

Although June employment rose to a new high of 67.3 million, the student influx into the job market swelled unemployment back up to the 4 million level, a monthly increase of 593,000. This was the largest May to June increase in 12 years except for 1957 and reflects the growing labor force problem created by higher birth rates.

In fact, the nation faces a serious danger of a permanent minimum jobless level around 5% as each postwar recession has left us with a higher residue of unemployment. After the 1949 recession, unemployment was 3% or less for many months. After the 1954 decline, it dropped only to 4%. Seasonally adjusted it was 4.9% in May and June 1959, despite the abnormally high production of steel. The situation is aggravated by the fact that a larger proportion have been out of work for longer periods of time.

The number of jobless for 15 weeks or more in June totalled 900,000 compared

to 1.6 million in June 1958. This was still twice the June 1957 level and included 540,000 idled over 26 weeks. In May, 232 job areas were still listed as having over 6% unemployed.

Although employment in manufacturing and mining for the year ending May 1959 was up almost 7%, it lagged seriously behind the simultaneous 19% rise in industrial production. The average factory workweek in June rose 0.1 hour to 40.6 hours and resulted in a 22c rise in weekly earnings which went to a new high of \$90.54. The consumers price index rose only .65% for the year ending June 1959.

Earnings and trends thus far point to record corporation profits after taxes totalling \$25 billion in 1959, far above the previous high of \$23.1 billion in 1956. A record high level of corporation profits topping \$50 billion before taxes seems assured. The Wall Street Journal reported that federal policy makers play down increases in such profits in the "fear" they may intensify union drives for wage increases and spur Congress to jack up spending even further.

Despite these lopsided economic developments, the Eisenhower Administration has clung stubbornly to an unreasonable fear of inflation and to a tight money policy which has discouraged consumption. Compared to the general climate of expansion after World War II, in which people and governments were "growth-minded", we have been led into an inadequate rate of growth in the name of price stability by those who think, for example, that a steelworker's \$3 an hour is inflationary, but a stockholder's higher dividends are inadequate.

In Senator Paul Douglas' words, "A great deal of present difficulty stems from scare talk about monetary inflation which does not now exist, and a refusal to do anything about administered price inflation, which does exist."

Historically, monetary inflation has appeared (usually in the wake of war) when purchasing power exceeded the amount of goods available, a situation which does not now hold true. If we were producing fully, no shortage could exist which could justify price increases. A growing economy employs more people, increases production, and yields taxes for programs needed by the people. Higher interest rates, on the other hand, serve only to feed inflation.

Competent studies have shown that the more concentrated industries—those with considerable discretion over prices—have accounted for nearly 85% of the wholesale price increases between 1953-57.

The Administration's policies will show a record-breaking peacetime federal budget deficit of an estimated \$13 billion for fiscal 1959. It is highly apparent that only by balancing the economy through corrective measures in this area of administered pricing, as well as in reorienting credit policies which at present serve only the banks, can progress be made toward balancing the budget.

From 1947 to 1953 our economy enjoyed a growth rate close to 5% annually. From 1954 to 1958, under the present Administration, we have gone through two painful recession and recovery periods as a result of which we failed to maintain this rate of growth. The slower growth rate experienced during those five years has robbed the American people of \$212 billion in goods and services—a total loss of \$4200 per family.

To put it another way, the \$212 billion which has been lost forever—because of idle workers and productive capacity—could have built 500,000 homes valued at \$12,000 each, doubled highway construction, built fully equipped hospitals with 900,000 beds, constructed 300,000 new classrooms to help overcome our educational deficit, increased by \$1,000 the salary of every teacher from the elementary school level to the university, doubled the benefits of the 12 million people on social security and of those drawing unemployment compensation benefits, doubled the benefits of veterans, widows and orphans—and we still would have had \$5 billion left over to make our foreign aid program more effective.

Should the nation be saddled with the same low growth rate for the period 1958-64, twice as much additional wealth will be lost to the nation and to our families—a total of \$400 billion.

Our backwards momentum may well continue, judging from the approval given by the House Ways and Means Committee to lifting the long established 4.25% ceiling on long-term government bonds for two years. If adopted, severe price increases, particularly in housing and autos, are certain to result. Further, the Federal Reserve Board has again boosted its discount rate to the 3.5% level which economists regarded as a major cause of the 1957-58 decline.

Both Congress and the Administration have failed to implement the Full Employment Act of 1946, which calls for use of every economic tool within their grasp to keep workers employed when unemployment exceeds 3%. When the liberal leadership decides to challenge the President directly on the "inflation" and

"spending" issues, the drift and indecision can be replaced with a dynamic program that will carry out the mandate of the November elections.

Some of the prime features of such a program have been discussed above. The cost of enactment of the major items in labor's program would amount to no more than 3% to 4% of the present budget and could easily be recaptured by the added income that will be produced by an expanding economy.

Part of such a program would be a \$1 billion revolving fund for loans to help communities finance urgently needed public works. Our backlog in this area is so grave that \$20 billion annually would be required to catch up with the needs. Another feature would be a \$389.5 million program of loans and grants to hard-pressed communities. Additional major programs discussed in other policy statements include federal aid to education, health protection for our elderly citizens, housing programs, and an increase in the minimum wage to \$1.25 an hour as well as extensive broadening of coverage.

Safeguards should be developed against federal contracts providing windfall profits for the major corporations, including rigid standards regarding employment of former top military officers by major defense contractors, extension and strengthening of the Renegotiation Act against over-charges and a system of legitimate competitive bidding on government contracts.

Consumers, labor and small business should be represented on the Federal Reserve Board. Also needed are enactment of the 35-hour week and 7-hour day, a long-term apprentice training program, improved and expanded surplus food distribution programs and extension of veterans benefits to those serving during peacetime. Finally, a program should be prepared for dealing with the next recession.

Many of these programs before Congress await a dubious future in view of the President's free use of the veto power on legislation serving the nation's most critical needs as demonstrated recently in regard to the urgently needed Housing Act.

(b) Sharing the benefits of rising productivity remains the key economic issue in the reestablishment of full employment in an expanding economy.

The central issue underlying the present problem of maintaining adequate con-

sumer purchasing power, as indicated in section (a) of this statement, is one of proper sharing of the benefits of increased productivity. AFL-CIO President George Meany has pointed out that the capitalist system cannot survive unless the people earn enough to buy its products and services.

Increased productivity provides a basis for improvement of living standards. Whether or not productivity proves a blessing or a curse depends upon how widely its benefits are shared. When output rises faster than sales, production is cut and unemployment grows. Only if consumption expands at an equal rate does increasing productive efficiency prove to be the blessing it should be.

These considerations are particularly pertinent in light of the present continued high rate of unemployment in the face of a total gross national product in the first quarter at the record high annual rate of \$467 billion.

Despite rising dollar incomes for the average family, the Commerce Department recently revealed that these families' buying power has declined. An average dollar income of \$6,220 in 1958 was \$270 higher than in 1956 and \$20 above 1957. In terms of actual purchasing power, however, it was down \$50 from 1956 and \$120 below 1957. Only about 1/5 of our people in 1958 had incomes over \$8,000, while just over 2/5 fell into the \$4-8,000 range. The remaining 2/5 had to get by with less than \$4,000, including the 14% of our consumers who barely existed with annual incomes under \$2,000.

Unless effective action is taken, the dilemma promises to become more acute, in line with the recent statement in the Wall Street Journal by a prominent industrialist, "We're getting more work from fewer men and we're going to get even more work from even fewer men."

The Federal Reserve Board has attributed the productivity increases in manufacturing to heavy investment in modernization and expanded research and development programs. The Board demonstrated that although our output last December was only 4% below production two years earlier, 20% fewer production workers were employed. Railroad freight volume was at about the same level as late 1957 but 10% fewer workers were involved due to changes in technology and operating methods. Mining output was equalling year-earlier levels with about 15% fewer employees.

Mechanization has resulted in more coal being dug now by 68,000 miners than

125,000 produced only ten years ago. Since the 1953-54 recession, the annual increase in hourly output in steel has been close to 4.5%

The lag in recall of workers has been contributed to also by a continued tendency to lengthen the work week. But the main factor remains the extraordinarily sharp increase in productivity for all workers in manufacturing.

It has been charged by Congressman Chester Bowles that "we are being blocked by a massive negativism which finds it much easier to stand still than to search for feasible ways of moving ahead." The former Ambassador to India added, "The need for a fresh affirmative approach becomes all the more urgent when we realize that while we are debating the problem of maintaining a 2% annual growth rate, the Soviet Union is expanding its economy at an annual rate of nearly 7%. While we are arguing about the inadequacy of our school system, the Soviets are turning out twice as many engineers and scientists."

If present unbalanced conditions are to be corrected and full employment as well as significant economic growth are to be achieved, there must be continuing improvements in wages, salaries and fringe benefits accompanied by reduction of some prices to stimulate consumer buying power and sales.

As indicated in other statements of policy, further government actions are needed, including permanent improvements in unemployment insurance and more equitable federal, state, and local tax structures to strengthen the buying power of low- and middle-income families.

(c) Automation intensifies the problem of keeping purchasing power abreast of productivity advances, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

The revolutionary nature of automation rests on its tendency to displace the worker entirely from the direct operation of a machine, through the use of automatic devices. In distinguishing automation from mechanization, it is important to bear in mind that mechanization means

replacement of human labor by machines, while automation is replacement of human control by machines.

Labor has repeatedly stated that the potential benefits of this new technology are fully recognized and accepted as a force for good. If only a fraction of what technologists promise for the future is true, within a few years automation can make possible a four-day week, longer vacations and increased leisure, opportunities for early retirement, as well as vast increases in our material standards of living. Labor recognizes also that automation can bring freedom from the monotonous drudgery of many jobs in which the worker today is no more than a servant to the machine, and that it can give workers who toil at those tasks the opportunity of developing higher skills.

At the same time, organized labor cannot overlook or minimize the many problems which will inevitably arise in making the adjustment to the new technology.

From the standpoint of the national economy, the greatest problem is the threat of violent fluctuations in employment and production, if markets do not grow fast enough or sufficiently to absorb the vastly expanded output potential of automated firms. With the spread of automation, instead of average annual productivity increases of from 3% to 5%, the annual rate of rising manpower output in the national economy may exceed 7% and even 8%. The existing problem of keeping purchasing power abreast of rising productivity is therefore intensified and magnified.

There are, however, many other areas in which automation presents problems. In regard to worker displacement, the problem is not merely one of finding a new job. By its very nature automation tends to eliminate unskilled and semi-skilled jobs while creating jobs at a much higher level of skill. Another aspect of the same problem is the displacement of skilled workers who are replaced by an electronic "brain" harnessed to mechanical muscles.

Where the introduction of automation is going to displace any substantial number of workers in either of these two ways, a carefully organized training program to give such workers the opportunity of acquiring the new skills becomes an absolute prerequisite to introduction. Such a program must take into account the needs of the workers, the fact that most of them will be mature men and women to whom the learning of new skills may not come easily, and that they have to

live and support their families while they are acquiring these skills. It requires not merely training facilities and expert vocational guidance, but must also include provision for training allowances to replace lost wages during the training period.

Further, the growth of automated factories also creates problems of dislocation of whole communities as well as individual workers. AFL-CIO Vice President Walter Reuther made this clear a few years ago:

"It is often cheaper to build a new plant from the ground up, so that the whole design of the building can be related to the industrial processes, than to attempt to remodel an existing plant. In addition, corporations frequently seem to prefer to employ on automated processes workers who have had no experience with older methods. Thus, an employer whose only concern is his own plant may decide that it is to his advantage to build a new plant in a new location, perhaps hundreds of miles away—without any consideration for the old community.

"Automation is not the only technological change which may produce such shifts in industry. The large-scale conversion of atomic energy into electric power in quantities sufficient to supply the needs of industry is now an assured possibility which will become a reality within a relatively few years. A more far-reaching possibility exists in the direct conversion of energy from the sun, which has already been developed to the point of successful use in applications requiring small amounts of power. Such development can provide limitless new sources of power for industry, but they can also produce severe dislocations and shifts in the geographical distribution of industries.

"Many of the large industrial centers in our country today owe their location to ease of access to coal or other power resources. With the advent of new power sources the advantage of such locations may disappear and large-scale movements of industry to new areas may well take place."

Today there are scores of already distressed communities in the nation where hundreds of thousands of workers have been left stranded by shut-down plants, industry migration, closed coal mines and curtailed railroad shop operations. The impact of automation, combined with new sources of power, will tend to create additional pockets of substantial unemployment, even if higher employment levels are maintained nationally.

Government assistance in solving problems of such magnitude must not be denied, especially as the new technology of automation becomes widespread and transcends the ability of employers to provide satisfactory solutions to the problems of adjustment. This, however, is not to free the employer of all responsibility in the introduction of automated processes, and permit the new technology to follow its own blind course, directed only by the selfish interest of those who would utilize it for their own immediate profit.

In regard to financing the cost of adjustments, if the result of automation is that a large number of workers in a plant have to learn new skills, it is just as reasonable to expect the employer to pay the cost of retraining, including the payment of wages during the retraining period, as it is that he should pay the cost of building the new plant or installing the new equipment. The financing of costs, however, is secondary to the over-riding responsibility to see to it that the economic and social changes produced by automation take place in an orderly and evolutionary manner—towards improved standards of living and social welfare, and extension of leisure and new horizons of individual opportunities for educational and cultural achievements.

Such evolutionary changes in the years ahead will require forethought, planning, and guidance by labor and management jointly and in cooperation with an enlightened government which understands the goals as well as the problems of automation and new sources of power, and which accepts its responsibility for the achievement of the one and the prevention and mitigation of the other.

There is no excuse and no need for poverty in America today. We have the manpower, the tools and the industrial know-how to wipe out every last vestige of poverty and economic hardship in this, the wealthiest nation of the world.

Adopted, p. 48.

II

TAXATION

(a) Federal tax relief for low income groups and the closing of various loopholes is vital to the health of the economy.

The federal tax structure has been geared largely to the individual's ability to pay, a principle strongly supported by organized labor. Since 1945, however, there has been a serious erosion of this

principle and a shift of a greater proportion of federal taxes towards the low and moderate income families.

Some of the devices by which rampant wealth escapes federal taxes have long been established. The situation has been greatly aggravated in the few brief years in which the Eisenhower Administration has shaped legislative policy. Extensive new exemptions, special rates and privileges for corporations and upper income groups have resulted in loss of revenues which obviously have had to be made up from other sources, namely, the low and middle income taxpayers. These groups are still denied relief from the discriminatory federal excise taxes enacted during the war and the ridiculous pre-World War II individual income tax exemption levels.

The "tax revision" measure of 1954 is an illustration of extreme class legislation pushed into law by the Administration. It expanded the already excessive depletion allowances for oil and other natural resource industries, gave dividend income special tax credits, provided a more liberal method for industry to calculate depreciation, together with many new devices whereby the wealthy could escape payment of their fair share of taxes.

Our federal tax law suffers from other loopholes which inevitably are paid for in some manner by the lower income groups. These devices include low capital gains taxes on an ever-increasing variety of income, split-income provisions benefitting only families with incomes over \$5,000, and special treatment for family trusts and stock options.

This modification of federal taxes has had drastic consequences. Although a tax rate of 80% was theoretically applied to individuals with adjusted gross incomes in excess of \$1 million in 1954, various loopholes resulted in only a 55% tax liability.

Another major inequity of the federal tax structure is the failure of the withholding system to apply to dividends, interest, and other forms of income enjoyed by the wealthy. The injustice involved in having the withholding system apply only to wage and salary earners is readily apparent.

These unjustified tax concessions to the privileged represent at least an \$8 billion annual loss of revenue to the federal government. As long as this enormous leakage is permitted, organized labor sees no validity in the argument that budget balancing considerations dictate continued denial of long overdue tax relief for low and middle income groups. To correct these abuses, labor calls for removal of

these loopholes, erosions and leakages and corollary tax cuts for low and middle income groups, including reduction and eventual elimination of regressive excise taxes.

Such a tax program would meet our economy's needs for a strengthened purchasing power to accommodate our growing productivity. The first step in this direction should be to raise personal individual exemptions from the present \$600 to a justifiable \$1,000 or at least an immediate \$700. Secondly, we should begin the job of eliminating excise taxes imposed upon consumers during the war to curb civilian purchasing power because of shortages. The economy's health has been gravely impaired by the perpetuation of these no longer appropriate taxes.

The recapture of revenues to offset the liberalization of personal income tax exemptions and the reduction of the wartime excises can be easily accomplished by eliminating the present escape devices available to higher income groups. Even further improvements would be possible due to the increased revenues that would be forthcoming from an economy stimulated by the enhancement of effective purchasing power.

To that end, organized labor supports enactment of tax legislation (approximate amount of recapture shown in parenthesis) along the following lines:

- (1) Eliminate income-splitting provisions (\$3.5 billion).
- (2) Repeal excessive depletion allowances and remove from coverage many of the metals and minerals (\$1.3 billion).
- (3) Repeal the 1954 rapid depreciation provision (\$1 billion).
- (4) Tighten the capital gains tax structure by increasing considerably the 25% tax rate and lengthening the holding period of long range gains. Remove from coverage the many types of income not originally included (\$1 billion).
- (5) Repeal special tax relief for dividend income enacted in 1954 (\$400 million).
- (6) Extend withholding tax to dividends and interest (\$300 million).
- (7) Eliminate family partnership provisions designed to reduce individual income taxes (\$100 million).
- (8) Eliminate stock option privileges by-passing payment of taxes (\$100 million).
- (9) Repeal tax-exempt status of state and local bonds (\$100 million).
- (10) Repeal carry-back, carry-forward

privileges for buyers of corporations operating at a loss (\$100 million).

Finally, tax enforcement appropriations must be raised to adequate levels.

It is most significant that the President's messages to Congress not only failed to urge any important proposals for plugging tax loopholes, but called instead for balancing the budget via such further consumer levies as a 1.5c per gallon increase in the federal gasoline tax and new taxes on cooperatives.

Unless labor and the rest of the population articulate their demands and their needs, there is little prospect of constructive tax legislation from this Congress. This is demonstrated by the fact that only recently congressional leadership in joint conference backed down on the Senate-passed repeal of the major part of the special 4% tax relief on stock dividends and their compromise for repeal of only half the 10% tax on passenger travel which was enacted originally strictly as a war-time measure.

(b) Organized labor pledges itself to an intensified fight against California's regressive tax structure, recently aggravated by the actions of the 1959 legislature, under which sales and other consumer taxes predominate and cause workers and consumers to pay a staggering and disproportionate share.

Unlike the federal tax structure which is founded essentially upon the progressive principle of ability to pay, state tax structures are basically regressive because of their primary reliance upon sales and other consumer type taxes.

The percentage burden of federal taxation, despite its loopholes, tends to increase in proportion as individual incomes rise, but the percentage burden of state (and local) taxation tends to decline as the individual's income rises. Specifically, this means 81% of federal taxes are levied according to ability to pay, while the bulk of the revenues of the various states comes from consumers regardless of ability to pay (58.6% of the total from sales taxes alone).

A University of Michigan study of the performance of the two types of taxation was made in 1954. It revealed that families with incomes over \$10,000 paid federal personal income taxes averaging

14.6%. Those with incomes under \$2000 paid 3.1%, while incomes in the \$4-5000 range were assessed at an 8.4% rate.

For total state and local taxes, the performance was quite the opposite. The group with incomes in excess of \$10,000 paid only an average rate of 7.7% in taxes. The group in the \$4-5000 income category paid 9.8%, while the most deprived families, those with annual incomes under \$2000, were gouged at an 11.2% rate.

This is true because the average worker must spend his entire earnings to maintain his family and is consequently taxed on every dollar under the sales tax and other consumer levies. On the other hand, the upper income groups escape such taxation on all their savings. Thus, the greater the income and savings of the individual, the lower the effective tax rate.

The vicious consumer taxes in California have in the past yielded almost $\frac{2}{3}$ of the state's tax revenues, compared to less than 9% from the state personal income tax and 9% from the bank and corporation franchise and income taxes. They have forced the state's low and middle income families to pay an effective tax rate at least 150% higher than that of the upper income groups. This tax structure is the source of privilege for the special interests who have virtually dictated the state tax laws in the past.

Neither should we overlook the fact that the impact of such taxation upon the general economy has not been healthy, since the excessive burden borne by the lower income categories has reduced their buying power.

Our over-dependence on consumer type taxes confronted the legislature this year with a budget deficit in excess of \$200 million. Revenue requirements in a rapidly expanding economy such as California's increase at a proportionately faster rate than the expansion of the economy itself. Not only do we have the need to maintain existing programs for an expanding population, but there are, in addition, revenue needs for growth itself. Since revenues from consumer taxes are levied at a flat rate on consumption expenditures, they fail miserably to provide the additional revenues necessary for growth itself.

The alternative to this approach is a tax structure based on ability to pay. In view of the state Democratic Party's platform pledge against regressive consumer taxes prior to last November's election, and the sweeping victory won by its candidates partially on the basis of such promises,

the state's consumers had every right to expect a basic revision of the state's tax structure in 1959, or, at the least, that no further consumer taxes would be enacted. Such a revision was not only practical and reasonable; it was badly needed to start undoing an effective tax rate which in operation is higher on the lower income groups than on the wealthy.

In his tax program, however, the Governor chose to ignore his party's pledge against regressive consumer taxes. Instead he pursued a purely expedient approach, which, by ignoring the present burden of consumer levies, attempted to give the impression of fairness in the distribution of new taxes. The Administration called for another \$70 million in sales taxes on cigarettes and other tobacco products and a 5c per gallon boost in the beer excise.

These consumer taxes were to be combined with an advance in the payment date on the insurance gross premiums tax, an increase in taxes on horse race betting, and modest tax increases on personal income, severance of natural resources, banks, corporations, gifts and inheritances.

Designed to yield an additional \$202 million in the fiscal year 1959-60 and \$256.6 million in 1960-61, the legislature cut these proposals back by some \$39 million. It rejected outright the 2% severance tax (\$23.2 million loss) and a 15% excise on cigars and other tobacco products (\$8 million loss). The legislature reduced to 2c the Governor's proposed 5c per gallon increase in beer excise (\$6 million loss) and cut by \$2 million the proposed yield from horse racing.

As passed, the new taxes are distributed as follows:

(1) \$60 million more from 3c tax increase on cigarettes and cigarillos.

(2) \$4 million more from a hike in beer excises from 2c to 4c per gallon.

(3) \$71.4 million more from personal income taxes. Instead of a maximum tax of 6% on incomes over \$25,000, 7% now applies on incomes over \$15,000 combined with a reduction in the tax steps from \$5,000 to \$2,500 within the maximum of the new schedule. Personal exemption for individuals and married couples was reduced by \$500. Deductions for dependents were raised from \$400 to \$600. The standard deduction for those who itemize was raised from 6% to 10%. The law was brought into line with federal provisions regarding taxation of capital gains and the rapid write-off of income-producing property for depreciation purposes.

Organized labor supported the Hawkins amendment to the Governor's income tax bill which would have increased the maximum of 7% on incomes over \$15,000 to 15% on incomes over \$30,000. (A 15% rate on top incomes was in effect prior to 1943.) If this had been approved, it would have removed any necessity of enacting further consumer taxes during this session.

(4) \$8 million more from increased inheritance and gift tax revenues.

(5) \$10.4 million more from an increased tax take on horse race betting.

(6) \$58.6 million more from bank and corporation franchise tax charges.

(7) \$5 million more from advancement of insurance gross premiums payment date.

The discrepancy between the Democratic Party platform pledge and the performance of the legislature this year in enacting the bulk of the Governor's tax program is too vast to ignore. The viciousness of consumer taxation must be set forth in the most emphatic terms by a broad educational and action program for both the membership of organized labor and consumers generally as the forerunner of an all-out campaign for revision of this uneconomic and inequitable tax structure at the earliest possible opportunity.

Adopted, p. 52.

III

LABOR LEGISLATION

(a) California labor will continue to support national AFL-CIO efforts to secure legislation which will aid its unrelenting drive against corruption and racketeering wherever it appears on either side of labor-management relations, but will oppose any and all attempts to use the "corruption" issue as a vehicle for the emasculation of the trade union movement.

In its support of national legislation "to get crooks—not unions," the AFL-CIO has clearly and repeatedly expressed its intolerance of those who would confuse anti-labor laws with anti-corruption laws.

AFL-CIO President George Meany has summed up McClellan Committee testimony as having made it evident that

"some segments of the labor movement have succumbed to racketeer control, and that a minority of union leaders have engaged in corrupt and other reprehensible activities." He noted that the same hearings also disclosed "certain employers would rather make corrupt deals with dishonest union officials than meet their statutory obligations to bargain collectively in good faith with proper representatives of their employees; and that some employers have also employed various other indefensible methods for frustrating the attempts of their employees to form unions . . .

"It is manifest that these abuses cannot be adequately dealt with solely through self-regulation by the groups involved. The AFL-CIO has adopted a drastic self-policing campaign . . . and while a voluntary association has in the nature of things only limited effectiveness in policing the ethics of its membership, it cannot be said that any of the business associations has made any effort at all along these lines."

It is obvious that those who have burdened the original Kennedy-Ervin bill with destructive amendments, while unleashing one of the most intensive brainwashing campaigns in the past 100 years, are interested only in using the corruption of a few as a weapon against the entire concept of trade unionism.

To the extent that organized labor cannot itself stop unethical and sometimes criminal practices of certain elements that have penetrated its movement, California labor extends full support to the national AFL-CIO in its efforts to secure legislation which would provide:

(1) Public financial reports by unions and employers, policed by the Secretary of Labor to eliminate corruption.

(2) Safeguarding of union election processes by federal law.

(3) Elimination of improper trusteeships imposed for unethical reasons.

(4) Encouragement of voluntary codes of ethical practices by unions and employers, including their own enforcement provisions, and establishment of a continuing study of labor-management relations through an advisory committee to the Secretary of Labor.

(5) Embezzlement of union funds to be made a federal crime.

(6) Overdue revision of the Taft-Hartley Act in areas where labor, management, Congress, and the Administration have long agreed justice requires it. These provisions would sanction pre-hire con-

tracts, reinstate pre-hearing elections, restore the voting rights of economic strikers, and require the NLRB to exercise its full jurisdiction.

The Chamber of Commerce and the National Association of Manufacturers, with the help of reactionary Republicans and reactionary Democrats, with the active support of President Eisenhower, have launched an intensive nationwide campaign to "get" labor by using the "labor reform" issue as their springboard. These elements do not want real reform but want either to whittle down unions or preserve abuses among a few as an "issue." Although decisively defeated by the voters last November, these same forces are now attempting to turn current legislation into a powerful weapon to destroy unions through costly legal procedures, putting unions at the mercy of disruptive elements, and by imposing ambiguous duties on union officers which nonetheless subject them to severe financial and legal penalties. At the same time, they would ignore any instances of improper conduct by employers and their agents.

Any legislation enacted by Congress, therefore, must apply equally to management as it does to organized labor. Double standards have no place in so-called reform legislation.

(b) Taft-Hartley's section 14B, the source of "right to work" movements, remains one of many unfair provisions and interpretations of that Act which must be repealed.

Last November's overwhelming rejection in California and in a majority of other states of "right to work" proposals, which would forbid negotiation of union security clauses, was a strong affirmative recognition by the voters of the value of our national democratic system of collective bargaining.

We must concentrate nonetheless on elimination of the well-spring of these open shop attacks—the infamous section 14B of the Taft-Hartley Act—to prevent further attempts along this line and to wipe out such union-busting legislation in states where it is already law. Despite the fact that top officials of both major parties have called support of "right to work" legislation "political suicide," there are indications that the National Right to Work Committee will wade into the critical 1960 elections with their banner aloft once again.

Section 14B subverts the supposed purpose of the Taft-Hartley Act, which is to substitute a uniform federal labor relations code for the law of the jungle which exists when such codes are left to the various states to decide for themselves. It is the only section which gives states the power to supersede federal law, and then only in the direction of more restrictive anti-labor provisions.

Moreover, organized labor must intensify its long fight for extensive revision of other onerous provisions of Taft-Hartley. Even President Eisenhower has openly declared that machinery for breaking unions is built into the Act itself. California labor urges revision of at least these parts of the statute:

(1) Restoration of the rights of economic strikers to vote in representational elections.

(2) Elimination of labor injunctions which had been previously barred by the Norris-LaGuardia Act. Under present law, the government may seek injunctions in an unfair labor practice case before any hearings are held on the merits of the case. There are no parallel injunction provisions regarding employers' activities.

(3) Allow pre-hire contracts.

(4) Reinstate pre-hearing elections.

In addition to the law's statutory shortcomings, the Eisenhower appointee-dominated National Labor Relations Board has frequently gone further than the law itself requires and, occasionally, further than the law permits in allowing repressive actions by employers. In fact, changes which Congress has repeatedly refused to make have been effectively injected into the Taft-Hartley Act by administrative fiat. The following are illustrations of administrative decisions which have given the Act an even stronger anti-labor bias than was written into the law itself:

1. Despite the fact that Congress in 1947 refused to curtail NLRB jurisdiction, the Board has refused to embrace industries involving millions of workers. Such workers include those employed in retail stores, newspapers, television and radio stations, power stations, utilities, service companies, and all small businesses including some defense plants.

2. Under the guise of protecting free speech, the Eisenhower Board has allowed statements by employers of a plainly coercive nature. For example, a pre-election statement by an employer that the plant "would be forced to move" if the union won is not now regarded as co-

ercive. When a company lawyer states that the union will not be recognized even if it wins an election, this is held to be permissible.

3. It is no longer an unfair labor practice for an employer to force workers to listen to anti-union tirades on company time and property, even though the union is not granted an opportunity to reply. An election would be upset only if the employer addresses the captive audience within 24 hours before the election.

4. Some unions have obtained contract provisions permitting their members to refuse to handle unfair products. As far back as 1949 the NLRB held that such clauses were valid and enforceable by strike or picketing. The Eisenhower appointees have reversed this doctrine and now manage to hold that while such clauses are legal, it is illegal for a union to enforce them.

Some Taft-Hartley revisions were embodied in the labor-supported anti-corruption bill as originally introduced in the 86th Congress. However, the big battle to insure overall changes will probably come in 1960 when the commission appointed by the Senate Labor Committee brings in its report. Grass roots support will be necessary to remove the unfair anti-labor provisions and interpretations of Taft-Hartley which have proved such stumbling blocks to the extension of union protection to millions of still unorganized workers.

(c) The continued denial of a federal minimum wage of \$1.25 an hour and the exclusion of over 20 million workers from Fair Labor Standards Act coverage are moral and economic crimes which organized labor and the nation can no longer tolerate.

Congress' intent when it enacted the Fair Labor Standards Act twenty years ago was to eliminate, as rapidly as possible, "labor conditions detrimental to the maintenance of the minimum standard of living necessary for the health, efficiency, and general well being of workers." With living costs at today's high levels, while the minimum wage remains depressed at \$1.00 an hour and over 20 million workers remain uncovered, it is only too evident that the Act's expressed purpose is still far from realized.

In the main, the workers who are excluded are those who are in greatest need of minimum wage protection. Generally,

they lack the benefits of trade union organization. Only 18 per cent of them are embraced by state minimum wage laws which are usually even considerably inferior to the federal law. They are the people who labor in large-scale agriculture, canning and food processing, supermarkets, laundries and dry cleaning establishments, hotels and restaurants, employees of telephone companies and many other industries.

There may very well be a concealed long-range danger in this situation which many union members as yet only half-glimpse. Although production workers are relatively highly organized as a group, the lower paid and much less organized service workers who are so prominent amongst the 20 million still uncovered by FLSA, are rapidly outnumbering production workers. Unless we redouble our efforts towards reducing the chasm between us by extending the FLSA and other socio-economic measures to those still excluded, organized workers in a time of economic adversity might well witness the use of this vast beachhead of another era as the justification for encroachments upon many of the gains they may too complacently consider secure.

The Bureau of Labor Statistics tells us that it took at least \$51.50 a week for a single woman to live in an urban area recently. The present minimum wage would bring her only \$40.00 a week. In spite of this, the Eisenhower Administration has proposed this year that there be no increase in minimum wage levels and that coverage be extended, without the overtime provisions, to only 2.5 million more people. Most of the opponents of improvements in the law plead that their businesses cannot afford to pay more than \$1.00 an hour, or even as much as \$1.00 in cases where they are not presently covered by FLSA.

Organized labor in California most emphatically concurs with AFL-CIO President George Meany's observation: "If a business, for any reason at all, must base its existence on paying a subminimal wage, it has no business to exist." To this, he added that such a depressed class of workers constitute "an economic threat, a moral disgrace, and a diplomatic catastrophe." It is patently clear that for a nation which so frequently proclaims its belief in human dignity, the test of our sincerity is the manner in which we treat those at the bottom of the economic ladder.

It is encouraging to note in this connection that just a few weeks ago a Sen-

ate Labor subcommittee voted out a federal wage-hour bill which would bring the most sweeping improvements to low-wage workers since FLSA was enacted. The revised Kennedy-Morse-Roosevelt bill would extend coverage to some 10 million new workers. The measure would provide a gradual step-up to \$1.25 by a timetable which varies considerably by industry. California labor pledges to do its utmost to help the proposals in this bill become law.

Further, in order that the Walsh-Healey Act may effectively protect minimum labor standards, authority should be given the Secretary of Labor to make minimum wage determinations in all industries significantly involved in work on government orders. Such determinations should be up for review every second year. The Secretary's right to make such determinations nationally, and to make them apply to all articles purchased by the government whether or not they are available in the open market, should be assured by proper amendment of the Act. Further amendment is needed to prohibit the use of injunctions which, pending litigation, now suspend such wage orders.

Without adequate funds for effective administration and enforcement of FLSA and the Public Contracts Act, however, low-paid workers will continue to be cheated out of over \$60 million a year by unscrupulous employers because of inadequate inspections. This is exactly what is in prospect now in view of the Budget Bureau's having slashed \$876,000 from the Department of Labor's original request.

California labor also supports the national AFL-CIO Executive Council's appeal to Congress for enactment of a 35-hour week and 7-hour day in regard to the overtime provisions of the FLSA. Our manufacturing output in 1958 was about the same as it was in 1943, but in 1943 there were proportionately almost 30 per cent more production workers employed. At a time when a hard core of 4 million remain unemployed, it is high time that we realize there is an alternative to reducing workers employed, namely, reducing the hours of work.

A major threat to existing legislation benefitting workers in the labor, social welfare and civil rights fields is the powerfully supported bill of Congressman Howard Smith of Virginia. Aimed at the Supreme Court because of its enlightened rulings in the fields of civil rights and civil liberties, this bill would prevent federal law from taking precedence over state laws unless Congress specifically

declares its preemption in a given field. It would reduce labor, civil rights, and social welfare statutes to a shambles and precipitate unending litigation and confusion serving only to injure working people.

(d) California labor rededicates itself to the job of winning enactment of a uniform state minimum wage law of at least \$1.25 an hour and covering all individuals and all industries within the state.

California has in the past relied upon setting its minimum wage levels by industry and occupational wage orders, applicable only to women and minors, through administrative orders of the Industrial Welfare Commission. Organized labor has been far from satisfied with the record of the Commission. One of its most noteworthy failings has been refusal to promulgate orders for women and children in agriculture even though these workers were known to be the most in need of such protection and fell within the Commission's authority. Similarly, in belatedly establishing the present minimum of \$1.00 an hour in 1957, the Commission ignored the one standard prescribed to it by the legislature. This standard was a minimum cost budget which indicated that a \$1.25 an hour minimum was clearly justified.

The present Commission should break from the sins of the past. California labor calls upon the Commission to properly discharge its obligations to the state's people by revising its minimum wage rates in line with the present minimum cost budget as rapidly as possible, and to assert its authority in those areas which to date have not been given this minimal protection.

At the same time, labor recognizes that California is today an industrial state and requires accordingly a different approach to the minimum wage problem than the methods which at one time may have sufficed. A minimum wage for the state's workers must be set by the state legislature at no less than \$1.25 an hour and should apply to men, women and minors alike. Provision should also be made for overtime compensation for all hours worked beyond a specified maximum of, at the most, 35 hours a week. Authority should also be given to the state enforcement agency to raise the minimum wage and/or lower the maximum hours for a

specific industry where circumstances warrant such action.

California labor reiterates its firm position that it will not be a party to any effort at compromise with special interest groups, and in particular farm interests, for exclusions from coverage in order to secure partial passage of such legislation.

In committing ourselves to actively work for such legislation, we must not lose sight of the effective show of force by the corporation farmers and the hotel-restaurant and amusement industries which was made in Sacramento during this last session against the Governor's bill calling for \$1.25 an hour minimum wage and other constructive labor legislation. Unless the problems involved are studied and an approach fashioned which will permit the will of the overwhelming majority of California's people to prevail, such vitally needed legislation will remain an idle dream for many more years.

Sections (a) and (b) adopted, p. 52; Sections (c) and (d) adopted, pp. 56 and 57.

IV

AGRICULTURAL LABOR

(a) The scandalous condition of agricultural labor demands their organization into a union and the lifting of the agricultural exemptions which have excluded these workers from virtually all the protections of federal and state socio-economic legislation enacted during the past 25 years.

The cruel exploitation of the two million agricultural workers who plant and harvest the crops which form the basis of the largest and most indispensable industry of both our state and nation is utterly without parallel in any other portion of our economy.

The great wealth of California's corporation farms is built upon the incomparable poverty of the agricultural workers' families. Although most industries offering seasonal employment provide premium wages in order to maintain their labor force, earnings in California agriculture at times fall below 30 cents an hour while conditions of work are almost beyond belief. Beyond this, scandalous housing conditions and the lack of minimal educational, recreational, religious and other community facilities more often than not are the lot of these families.

Farm workers are exempted from coverage of virtually all socio-economic

measures enacted during the past twenty-five years, such as the minimum wage and unemployment compensation laws. They are excluded from protection by the labor laws which facilitated union organization in many industries once similarly depressed.

These "agricultural exemptions" are inserted in virtually every piece of legislation which could be of benefit to farm workers in such a free and easy manner as to suggest that corporation farms, a number of which are big enough to be listed on the New York Stock Exchange, are somehow different from corporate industry and are entitled to exploit their workers in a manner reminiscent of the nineteenth century.

Organized labor, together with religious and other social action groups, has for years sought to alleviate the wretched conditions in agriculture. Due to these agricultural exemptions, however, no real inroads have been made into the problem.

The moral, economic and social considerations involved are such that this nation can no longer defer action and must move quickly towards granting farm workers the dignity and equality under the law long enjoyed by practically all other Americans. The place to start is with the elimination of all the exemptions that have condemned farm workers to a position of second-class citizenship.

Equally important is the need for imposing rigid curbs on the importation of foreign workers under conditions which have enabled the growers to drive domestic workers out of the industry by depressing wages to impossible levels (see section (b) of this statement).

Because of the disorganized nature of the labor market in which migrant and other farm workers are employed, organized labor realizes that there is no simple solution to the entire agricultural labor problem. The many facets of the problem can be effectively dealt with only by an intensive approach, coordinated at all levels of government activity with labor, community groups, and cooperative farmers.

A major objective should be to "smooth out" the present haphazard operation of the migratory work patterns so as to maximize work schedules and wages by developing a system of itinerary planning and registration. Such an obligation already rests with the U. S. Department of Labor under the Wagner-Peyser Act. This should be coupled with special programs

put into operation to assure migrants essential community facilities. The Governor and his Department of Employment should see to it that at least as much energy is expended on rational development of the domestic farm labor force as is now expended in planning the utilization of foreign labor. We are pleased to note the action already taken by the Governor through the Department of Employment and the state's Attorney General to correct the abuses in the Mexican National program which have prevailed over the years with virtually no action being taken on the state level. The California Labor Federation takes this occasion to commend these bold actions in the face of the hostility of corporate farm interests who have controlled the importation program to date.

In the final analysis, as has been true in all other industries, the agricultural worker can undoubtedly gain more through union organization than through any other source. Organized labor in California therefore calls upon every affiliate and all concerned organizations and individuals to express our solidarity with farm workers by extending every possible support to the organizing effort recently started in California by the national AFL-CIO.

Similarly, every cooperation should be given to the recent joining together of religious, labor and community groups into the California Citizens Committee for Agricultural Labor which has embarked upon a determined effort to focus public attention upon this tragic situation.

The situation is such that it caused the Eisenhower Administration's Secretary of Labor to say recently: "The migratory farm worker will never take his place as a fully useful citizen, and never be able to successfully resist exploitation until, first, federal legislation guarantees him a decent minimum wage upon which he can build a decent and independent life; second, unless he has fairly continuous employment; third, until he receives the equal protection of all federal and state laws."

In spite of the admission of the urgency of these problems by just about everyone other than those who directly profit from this human misery, the state legislature saw fit to approve only a few limited measures which had the blessings of the corporate farmer interests. Beyond this action, the legislature rejected every effort to improve the plight of agricultural workers that in any way ran contrary

to the interests of the corporate farmer as represented by the Farm Bureau Federation and the notoriously anti-labor Associated Farmers. At that, the legislature's puny contribution to progress appears almost impressive compared to anything that has as yet been enacted by the current session of Congress.

Aside from some of the remedial actions already suggested, organized labor underscores the importance of federal and state action along the following lines:

1. Extension to all farm workers of the right to join unions of their own choice and machinery for acquiring collective bargaining representation.

2. Extension of the minimum wage, unemployment compensation, and other socio-economic legislation to agricultural workers (see policy statement on labor legislation).

3. Provision of adequate housing, education and community facilities.

4. Provision of toilet and hand-washing facilities for field workers now generally not available, to the distress of the farm worker, endangering the health of the farm worker and possibly of the ultimate consumer as well.

(b) Organized labor will intensify its opposition to the importation of foreign labor under conditions assuring growers an unlimited labor supply with which to depress wages and working conditions to such a point that domestic farm workers find it impossible to stay in the industry.

Public Law 78 was enacted as a wartime measure due to a genuine shortage of farm labor. Its extension beyond the war was a privilege conferred upon the growers, a privilege which has been so sorely abused that few parallels for such abuse can be found in our entire history.

This law provides that temporarily imported workers can be used only where there is an actual shortage of labor, that they must be paid "prevailing wages," that their employment must not adversely affect the wages and working conditions of domestic agricultural workers, and that in any event domestic workers have prior rights to employment. These intended protections have been so completely ignored by both farm associations and the government that the program has served the

growers as though it had been written to their detailed specifications.

Under this law, the "prevailing wage" for the entire year is often set on the basis of a survey of wages being paid long before the peak harvest season. During such slack periods, growers can easily obtain desperate farm workers at wages so low that in some instances the grower finds it more profitable to use hand labor than his machinery. Having succeeded in establishing the official "prevailing wage" at a level utterly unacceptable to most farm workers, they have set the stage for a government pronouncement that a shortage of domestic labor exists and justifies the entry of imported workers.

For government agencies charged with safeguarding domestic workers' conditions to use such artificial circumstances as the basis for depressing wages, working conditions, domestic employment and small business in our rural communities is the grossest miscarriage of justice. Indeed, such a procedure is precisely opposite to the pattern in all other industries where the terms of employment are determined when activity is highest and the relative supply of labor is shortest.

Although farm wages never were even close to being adequate, part of the destructive effect of this program can be seen from the fact that the ratio of wages received by hourly paid farm workers has fallen from 54 per cent of those paid to factory workers in 1948 to about 46 per cent recently. The irony of this can perhaps be best understood when it is borne in mind that this deterioration took place at a time when severe shortages of labor were claimed to have existed. This is perhaps the only instance in the world's history when a shortage of labor has defied all economic laws by precipitating drastic cuts in wages and working conditions.

It must be made clear that organized labor has no objection to the importation of workers for stoop labor in the fields, if there is a real shortage of labor and if adequate protections for both domestic and foreign workers exist. It does object, however, to methods which have given growers a blank check as to what wages they will pay and the number of workers they will import. It strenuously opposes a program whereby workers brought into the country, usually on six-week contracts, can be dispatched back to Mexico at the slightest whim of the grower. Impoverished workers, employed with a constant threat of arbitrary deportation hanging over their heads, are

in no position to exercise their "rights" to file a complaint if they have a grievance, let alone to start any union activity.

Congress has been completely indifferent to extensive documentation of widespread and flagrant violations of the letter and the spirit of Public Law 78, ranging from serious short-changing of the bracero's pay envelopes to food and housing unfit for humans for which they are charged exorbitant amounts. One partial solution, that of providing more funds to enforce the program, has been repeatedly rejected by Congress, so that today, with half a million Mexican Nationals entering the country annually, the compliance staff is even smaller than at the very beginning of the program. This callous attitude towards our solemn pledge of enforcing labor contracts is an open mockery of our own agricultural workers and of the Republic of Mexico as well. It has hardly enhanced the prestige of the American people with Latin America.

Small towns in many of our rural areas have also suffered severely by the destruction of purchasing power of the migrants and local farm workers who have been displaced by imported labor which is housed and fed in labor camps from which growers themselves often extract additional and substantial profits. The AFL-CIO Agricultural Labor Organizing Committee's director has reported that the displaced domestic workers have become a reservoir of cheap labor for use in industry and agriculture under conditions designed to break down trade union standards. He points to examples of auto parts manufacturing concerns and textile plants moving into valley areas to exploit this situation.

The over-importation of braceros, their exploitation by so-called labor brokers in a military-barracks situation approaching conditions of slave labor where the Nationals are forced to live and make all their expenditures, and their illegal use in construction activities and other skilled jobs led to the formation of the Imperial Valley Labor Coordinating Committee which has the backing of many local merchants. This committee, which seeks to gather facts and document violations of Public Law 78, cites photostatic copies of checks for 3 cents, 17 cents and 50 cents paid to braceros after a week's work as examples of the system of vertical exploitation and profiteering developed by the labor brokers.

Another extremely important consequence has been the vastly increased ability of the corporation farms to squeeze

out family farmers whose livelihood depends primarily upon the value of their families' labor. The cheap labor utilized by the large-scale farm becomes, in effect, the ceiling on the earnings of the small farmer. It is pertinent to note that many hundreds of thousands of family farmers agree with this analysis of their competitive predicament. The continuing wholesale elimination of family farmers due to this type of pressure has forced them onto an already saturated urban job market, thereby aggravating the nation's unemployment problem and serving as a brake upon labor's collective bargaining gains.

Other corrective legislative and administrative measures which are badly needed include:

1. Establishment of the right of representatives of labor to participate fully in the making of governmental decisions regarding "availability of domestic workers" and "prevailing wages," a right which has been enjoyed exclusively by the growers throughout the history of the importation programs.

2. Free access of the public to all information concerning the bracero program, a program which is a public function and radically affects the interests of domestic farm workers, family farmers, and local business.

3. Creation of a tri-partite commission representing farmers, labor and government to receive, investigate and prepare recommendations upon reports of adverse effects on wages and working conditions resulting from the abuse of the importation programs.

4. Intensive investigation of all foreign contract programs as to their effect on wages, working conditions, and displacement of domestic workers.

5. Establishment of the right of a crew of domestic workers to gain employment as a body on a ranch where braceros are employed.

6. An end to the importation of other alien workers under provisions of the McCarran-Walter Act which deny these workers even the minimal protections extended Mexican Nationals by Public Law 78.

7. Extension to domestic workers of all the contract guarantees given Mexican Nationals, such as the minimum number of hours to be worked each week.

8. Adequate enforcement machinery and personnel to guard against violations of the rights of both domestic and imported farm workers.

Adopted, pp. 57 and 58.

V

SOCIAL SECURITY

(a) Organized labor calls for more realistic benefits and needed improvements in coverage under the federal Old Age and Survivors' Insurance program, including health and medical care insurance for retired workers and their dependents.

Although there have been important improvements in the federal OASI program during recent years, the program is still not comprehensive enough either in terms of benefits or coverage.

Last year's amendments to the law brought a 7 per cent increase in monthly retirement benefits, starting in February 1959, to 12 million people receiving social security and for those retiring in the future. The last increase had taken place in 1956. Since living costs have risen 8 per cent since that time, this means that the higher benefit levels leave beneficiaries even poorer in purchasing power today.

The 85th Congress also raised the maximum benefits for those who retire in the future by lifting the ceiling on taxable earnings from \$4,200 to \$4,800. In view of the increase in wage levels which has taken place since the Social Security program was enacted, such maximum benefits are still far from realistic.

As organized labor has repeatedly recommended, the adoption of at least a \$6,000 tax base, or an increase in the contribution rates, would make possible a substantial boost in benefits. It would also ensure the preservation of the wage-related benefit structure embodied in the OASI program. Organized labor has long supported sound long-term financing as improved benefits are only possible through higher contributions. As they have in the past, the workers of this country stand ready to pay their share of the cost.

Also in the interest of the Social Security system's financial solvency, California labor fully supports a bill introduced recently by Congressman Wilbur D. Mills which would increase OASI Fund revenues by as much as \$375 million annually. The bill would force the Treasury Department to pay the same rate of interest to OASI for use of its reserves as it pays in the private money market. The Treasury now pays OASI only 2½ per cent, while paying as high as 4½ per cent to private lenders.

As to the retirement provisions of the law, a number of inadequacies remain which should be quickly eliminated by Congress. Persons who become totally and permanently disabled are not eligible for disability retirement until they become 50 years of age. Since tragedy has no respect for age restrictions, this limitation and the present harsh restrictions on establishing disability should be removed.

An amendment enacted in 1956 aimed at encouraging males to retire at 65 is essentially self-defeating. It permits the wife of a retired worker to start drawing benefits at age 62, but reduces her benefits to 75 per cent of the amount she would receive should she wait until age 65. Under these conditions the male spouse frequently decides to work several years longer until his wife is eligible for full benefit.

Similarly, widows and working women may retire at age 62. A widow can draw full benefits, but a working woman can receive only 80 per cent of the full benefit. Both wives and working women who elect to retire at age 62 continue receiving the lower benefit even after they are 65. Organized labor reaffirms its position that all individuals should be eligible for full benefits at age 60.

The program should be extended to the remaining few workers who are still unprotected. Congress should also give high priority to finding a satisfactory answer to the inferior position of migratory farm workers under this program. Due to the transient nature of their work, they are frequently without credits or become entitled to much lower benefits.

As social security and similar benefits have risen both in coverage and in payments, our nation's charity and public assistance rolls have been reduced. As the dole has given way to a system of contributory social insurance, we have become a more self-respecting and prosperous people. Still, it would be illusory to believe that the problems of our senior citizens have been dealt with adequately.

We have some 15 million people over 65 years of age and their number and proportion is steadily increasing. Another 35 million are between 45 and 64 years of age. Of those over 65, 20 per cent to 25 per cent have no income, 67 per cent have very low incomes, and about 25 per cent either continue to work or are spouses of wage earners.

The most important unmet need of retired people today is that of health and

medical care. The typical person after the age of 65 had an income of less than \$1,000 in 1957. Their incomes are often fixed or declining. Three out of five had no health insurance protection. Many had coverage under group insurance policies based on employment. When they retired, their health protection retired also. Even when they do have coverage, health insurance for the aged has many restrictions. The benefits are likely to be inadequate, the premiums much higher, and the company may have the right to cancel the policy. A study of old age beneficiaries who incurred medical bills in 1957 revealed that only 14 per cent of the aged couples and 9 per cent of the unmarried had any of their expenses covered by insurance. As a group, they use 250 per cent as much general hospital care as the average for people under 65 and have special needs for long-term institutional care. Because of this, they are most acutely affected by the runaway inflation in medical care costs which have risen 4 per cent in the past year and 48 per cent over the last decade, over and above other increased living costs.

The need is clear—and so is the solution. We call upon Congress to broaden the scope of the OASI program by enacting health and medical care insurance to cover the millions of elderly people now living on old-age, survivors, or disability benefits. Skirmishes took place on such a bill last year and it has been re-introduced this year with the firm backing of the national AFL-CIO.

The Forand Bill (H.R. 4700) would provide social security recipients with sixty days' hospitalization a year, 120 days' nursing home care (less any hospitalization time), required surgical services, drugs and appliances, and free choice of facility. This would be financed by social security trust fund contributions by worker and employer of $\frac{1}{4}$ per cent on the first \$4,800 earnings, or a maximum cost to the eventual beneficiary of \$12 a year prior to his retirement. The Forand Bill was shelved last year for further study by the Department of Health, Education and Welfare. The study has been completed and confirms both the need and the feasibility of such a program. House Ways and Means Committee hearings were held on it in July.

The opposition to the Forand Bill has been spearheaded by the American Medical Association, which makes the feeble, and demonstrably false, claim that private insurance can do the job. Together with the shop-worn cry of "socialism"

which was originally thrown at the Social Security system itself by the AMA's bed-fellow big business associations, the medical lobby relied upon a feigned fear that the aged would be legislated "into a permanent state of dependency." The AMA's opposition to the bill is also based on its contention that free medical care is available to the "medically indigent." However, public assistance of this type is based upon a means test and organized labor considers it a wholly unfitting reward of our senior citizens' contribution to the nation to subject them to such a test before they can get care. In fact, the cost of such care has often wiped out home and savings and served as the very cause of such "indigency."

The problem remains that of setting minimum standards and spreading the cost broadly over the working population under the federal Social Security system. Since much of the rising cost of hospital and medical care is attributed to older patients, such a program might well have the effect of reducing these pressures and be reflected in lower medical and hospital insurance premiums.

To organized labor it is clear that extensive and lasting health insurance can be made available to the great majority of the aged only by prepayment during the years before retirement through a program such as would be established by the Forand Bill.

(b) Organized labor recognizes the urgent need for adequate medical care for all our citizens, which can only be achieved through comprehensive prepaid medical care legislation.

Good wages and working conditions are not enough of themselves to assure economic security for our membership and that of the entire community. Because of this, organized labor is vitally interested in the development of adequate methods of financing the nation's medical bill and the encouragement of preventive medicine.

Labor's broad experience with voluntary health and welfare insurance plans has left it acutely aware of the great limitations of such programs. Some 125 million Americans are now covered by health insurance at an average family premium cost of \$100 a year. Because of their incomplete coverage, benefits from these voluntary plans pay for only one-third of the "stay-healthy" costs of the average family. Few of the plans offer

comprehensive medical care with incentives for preventive medicine. Most are of the limited indemnity type and emphasize benefits for hospital and surgical expenses during acute illness which accounts for only about one-third of medical care expenditures. Fees for physician's services, the largest single cost category, are covered by only a small portion of the plans. Even where such fees are covered, they are generally either reduced considerably or denied outright to dependents who normally incur 80 per cent of the family's health bill. By no means without considerable justification, the voluntary plans have been characterized as "doctor benefit plans" by their critics in that they have enabled physicians to extract higher fees from low-income families than would otherwise be the case.

But most glaring has been the failure of the voluntary plans to extend coverage to those who need it most—the families with incomes below \$3,000. (Some 33 million people live in families with incomes under \$2,000.)

Organized labor adheres to the principle that the condition of the patient's health rather than the condition of his pocketbook should determine the care he receives. Years ago unions came to recognize the value of group plans under which specialists and expensive equipment could be gathered under one roof. The AMA opposed these plans, which eventually became a common feature of our collective bargaining agreements, and actively discouraged participation of physicians. It charged that such plans limited the free choice of physicians and consequently provided inadequate levels of medical care. The AMA finally made its own study of the group plans and was forced to conclude that a high quality of medical attention was provided. Under growing pressures, and with the aim of forestalling national health insurance legislation, the AMA recently withdrew its opposition.

Although the group plans represent a substantial improvement over earlier arrangements, there is no prospect that they can measure up to the nation's needs. Their performance to date has reinforced organized labor's support of a national health insurance system which would make prepaid health insurance, paid for on a contributory system geared to income level, available to all Americans. Such a program is now before Congress in the form of the Murray-Dingell bill. In the absence of a national system, the Federation will continue to press for a comparable state program.

The enactment of such a program will not, however, automatically solve all the nation's health problems. A really comprehensive legislative program, geared to resources as well as needs, must include the following:

1. Federal grants to schools training medical personnel and to students for scholarships and research.

2. Federal matching grants expanded to at least \$150 million a year for state and local construction of hospitals.

3. Federal grants and low-interest loans for development of non-profit, direct service, pre-payment medical plans based on group practice.

4. Expanded federal aid for medical research and for state and local public health units. The House has passed a medical research bill in the amount of \$344 million—a little more than we spent last year for greeting cards.

5. Expanded aid for maternal and child health services and for handicapped children's programs.

6. Mental health programs to improve our mental hospitals, increased facilities and services for the mentally ill, and training of psychiatrists and other mental health personnel.

7. Strengthen other health functions of the U.S. Public Health Service, including restoration of and increased Pure Food and Drug Administration activities for advancing industrial health and for provision of modern maritime hospitals.

The Johnston-Morrison bills providing prepaid health benefits for active and retired federal employees should be enacted. Senate hearings have already been concluded.

The nation should be alerted to a bill introduced by Congressman Howard Smith which, by curbing the powers of the Supreme Court through transfer of important rights to the states, would threaten the very survival of all past and future federal legislation dealing not only with social welfare but with various protections in the labor and civil rights fields as well.

Finally, legislation is needed to restore the Federal Trade Commission's regulatory powers over health and accident insurance companies which were recently turned back to the states by the Supreme Court. It was the states' failure to prevent misrepresentation in advertising which had led to FTC intervention initially.

Adopted, p. 77.

VI CIVIL RIGHTS

(a) The extension of equal rights and equal opportunities to every phase of American life is a historic task to which organized labor in California is solemnly dedicated.

Personal prejudice and bigotry can probably only be remedied by education; on the other hand, discrimination, segregation, denial of voting rights, closing of schools, lynchings, bombings, and harassment of peaceful citizens are social acts—and these our society has a right and a pressing duty to eliminate through such legislative and administrative steps as are required to protect our common American heritage of equal rights and human dignity.

The shocking events of the past few years have made painfully clear that court decisions aimed at fulfilling the promise of America to all, regardless of race, creed or religion, are by themselves not enough to deliver us to that goal.

In a year marking the 150th anniversary of the birth of Abraham Lincoln, civil rights also continues to be the sensitive touchstone of America's standing with the rest of the world, and, at such a late date, the Administration and Congress have as yet not shown that they are capable of filling the gap between practice and profession by providing the necessary guidance and leadership.

A major role of responsibility for providing leadership in this crisis has been undertaken by the national AFL-CIO. President George Meany has aptly characterized racial discrimination as morally reprehensible, politically unjustifiable, economically idiotic, and nationally suicidal. The AFL-CIO's executive council has branded the White Citizens Council as a "new Ku Klux Klan without hoods," which relies upon economic boycott and intimidation of Negroes and harassment of white ministers in their desperate attempts to turn back the clock. It has warned that there is a close link between the drive to weaken and destroy trade unions and these hate groups, many of whose leaders have been sponsors of state "right to work" laws and of "independent" unions.

Discrimination Costs Everyone

Labor's deep concern over this issue is founded upon its historic dedication to the principles of liberty and equality, but there are also economic stakes involved for workers in the realization of equal

rights. As has been so vividly demonstrated in the textile industry, there can be no real and enduring progress towards raising living standards so long as part of our population is not permitted to participate in a better life. The low wages forced upon non-white workers serve well the interests of short-sighted business groups by dragging down the standards of all.

Non-white workers in 1956 had incomes barely over one-half those realized by whites. Since 1947, they have also suffered an unemployment rate which was twice as high as that for whites. Elmo Roper has estimated that the nation lost \$30 billion in buying power in 1954 due to racial discrimination. In addition, the duplication of public facilities in various communities drains the nation of some \$3 billion a year.

Together with the awareness that our own security is built on quicksand when it is based upon the insecurity of another, these considerations inevitably cast organized labor into a position of leadership for the extension of equal rights and equal opportunity for all. Labor's goal is the complete eradication of discrimination since it would be both illogical and hypocritical to uphold the right to equal job opportunity while maintaining indifference to grossly unequal opportunities in areas such as housing and education.

The South's wholesale denial of civil rights has its counterpart throughout the land — metropolitan ghettos, semi-segregated schools caused by discriminatory housing patterns, police brutality against minorities, and in our failure at social integration of minority groups into community life.

On the national level, the Civil Rights Act of 1957, aimed primarily at protecting voting rights, was the first such legislation in 82 years. Although the Act is not a model of strength, even less so is the Administration's enforcement of it. An injunction prohibiting discrimination against voters has been issued thus far in only one Southern county.

The President's Committee on Government Contracts, headed by Vice President Nixon, has also suffered from the unaggressive approach of the Administration.

Balancing Our Moral Budget

California labor pledges itself to help balance America's moral budget by working diligently with the national AFL-CIO for Congressional approval of vitally needed civil rights legislation along the following lines:

1. Granting the Attorney General injunctive powers to stop civil rights violations anywhere in the nation. This most essential part of civil rights legislation is conspicuously absent from the Administration's current proposals.

2. Enactment of an effective fair employment practices law. President Roosevelt's wartime FEPC, created by executive order, settled 5,000 cases and lowered barriers to people working together harmoniously with outstanding success. Congressional approval of FEPC funds was not forthcoming after the war, with the result that discriminatory practices were often revived and minorities lost their gains.

3. Prohibition of the use of federal funds for any discriminatory housing, education or welfare program.

4. Enactment of an anti-lynching law giving effect to the constitutional guarantee that no person be deprived of life, liberty or property without due process of law.

5. Enactment of an anti-poll tax law to give full effect to the right of franchise as the citizen's most fundamental right.

6. Elimination of any vestiges of discrimination in interstate travel.

7. Federal grants to any school district suffering financial hardship due to refusal to comply with its state's segregation policies.

8. Congressional support of Supreme Court decisions on desegregation of schools, transportation and recreation, a step already years overdue.

9. Provision for development of desegregation plans for communities failing to comply with the law of the land.

10. Statutory authorization for the President's Committee on Government Contracts.

11. Preservation of federal election records for three years and granting the Attorney General subpoena power in cases of violations of voting rights.

12. Designating as a federal offense the use of force to obstruct desegregation or to deny civil rights.

13. Defeat of the Smith Bill, already passed by the House, which would in effect supplant the Constitution with the Articles of Confederation and jeopardize all the gains achieved so far in the fields of civil rights, labor and social welfare.

14. Enactment of the Morse amendment to the Mutual Security Act aimed at ending discrimination against American

Jews by the Arab countries, who refuse to allow the U. S. Army to have Jewish personnel at our bases in the Near East or permit American companies doing business with Arabian countries to employ Jewish workers, either at home or in the Near East.

California labor joins the national AFL-CIO in endorsing the Douglas-Celler Bill as the most desirable civil rights bill now before Congress. It calls attention to the thwarting of true majority rule in Congress through the various undemocratic procedures with which Congress is burdened, such as the filibuster under Senate Rule 22 and seniority rule over committee chairmanships, which gives almost dictatorial power in both houses to representatives of "safe" conservative districts. Workers have paid a high price for these procedures in many fields of social legislation aside from the civil rights area itself. Organized labor therefore commits itself to unceasing effort aimed at breaking this tight grip of the long-entrenched conservative coalition on the legislative process and thus bring about a return to the basic concept of a democratic republic.

People Must Lead The Way

Although our legislative activities are crucially important, progress in the sensitive area of human relations is ultimately most dependent on the determined effort of the American people themselves. If organized labor leads the way with leadership for mobilizing workers and the community, enlightened legislation will be assured. In this direction, we must develop closer cooperation with the national AFL-CIO's Committee on Civil Rights through our Federation's standing Committee on Civil Rights and the development of active local committees.

California labor was a proud partner in the broad movement which won enactment of a state FEPC with the Governor's active support, a strengthened public accommodations statute, and other civil rights improvements during the recent legislative session. It is significant that these gains were possible because of the unity achieved by labor with diverse minority and community groups in the California Committee for Fair Employment Practices. This was a natural sequel to the cooperation these same groups developed in the successful fight against Proposition 13. Should these groups band together for further progress, California labor pledges its continued participation. Our affiliates are urged to follow through by maintaining a vigilance to assure the enforcement of these overdue protections for our minorities.

In seeking to develop the devotion of people generally to these elementary rights, we would be less than sincere were we not to heed the call of the national AFL-CIO for total elimination of discriminatory patterns which may still exist in the case of a few labor organizations in California. Regarding this problem, to the extent that it may still exist in a few isolated instances, it is to be noted that the new state FEP law, enacted with active labor support, applies to unions as well as business. Further, the Federation's standing Committee on Civil Rights has adopted the policy, with executive council approval, that all civil rights grievances brought to the attention of the state committee shall be referred to the national AFL-CIO Civil Rights Committee, since local unions can be disciplined only by their internationals and the national AFL-CIO is working directly with affiliated internationals on the problems presented. Further, union-negotiated non-discrimination clauses in collective bargaining agreements have proved themselves a bulwark against discrimination in employment. Such clauses should be extended.

1960 Winter Olympics

An immediate problem on which we should all join forces is posed by the 1960 Winter Olympics which are being held in California. It is important that these Olympics not create an international incident arising out of discrimination in housing accommodation against minority groups. Hotels, motels and resorts have often refused to rent accommodation to people because of race, color, creed and religion and national origin. This problem is not merely a California problem but a Nevada problem since many people will be living east of our border. Nevada's practices in this field have been notoriously bad. We urge labor and government in Nevada to join forces with labor and government in California in opposing such discrimination which could blight the spirit of sportsmanship and fair play at the 1960 Winter Olympics.

(b) California labor, in pledging active cooperation to make the new FEP act an effective law, reaffirms its determination to press ahead for the removal of discrimination patterns in housing.

The accomplishment of labor's goal in the enactment of a strong FEP law by the state legislature this year carries with it the obligation on the part of organized

labor in California to do everything within its power to ensure its effective administration. In this regard, we pledge our continuing cooperation with the civil rights groups with whom California labor worked so diligently for passage of the FEP law. At the same time we must give increasing priority to other areas of discrimination which challenge the moral and social conscience of America.

Second only, perhaps, to denial of equal rights in education and employment, no single area of discriminatory practice more vitally affects the character of American society than the practice of discrimination in housing. The widespread pattern of discrimination, which involves builders, realty brokers and lending agencies, makes a mockery of the American dream of the family home.

Again, the material and other costs of discrimination extend far beyond the minority groups directly injured. A typical city spends 45 per cent of its tax money on combating fire, crime, delinquency and disease in slum areas which contribute only 6 per cent of its tax revenues. Housing discrimination also constitutes the greatest single barrier to renewing our cities and replacing our slums with decent homes. When there is no assurance that those who are captives of slum areas can find another place to live, whether it be in the redevelopment project or in another part of town, it is extremely difficult to contemplate destroying such areas. Furthermore, we simply assure rapid decay of another area through overcrowding when continued limitation of housing opportunities is the companion of the redevelopment of a slum area.

In California, this has led us to a near-equivalent of the school segregation practices prevailing below the Mason-Dixon line. Although our laws prohibit formal segregation in our schools, our neighborhood patterns have brought our school segregation by the back-door in many communities.

We are proud of the fact that the 1959 session of the California legislature took some major strides towards solving some of these serious shortcomings. Besides declaring state policy against discrimination in community redevelopment and urban renewal projects, it enacted the Hawkins bill, signed by the Governor, prohibiting discrimination in publicly assisted tract and multiple dwelling housing, with enforcement by civil action on the part of aggrieved individuals. These laws must be strengthened, first by the provision for enforcement through a

commission patterned after the state Fair Employment Practices Commission, and second, by the enactment of implementing legislation for the enforcement locally of the anti-discrimination state policy in community redevelopment and urban renewal.

Revise Housing Problems

In working for these improvements, we at the same time recognize that much of the housing discrimination problem must be attacked nationally, in that the nation's basic housing programs are federal in character.

Accordingly, we call upon the President and his housing officials to adopt the following program:

1. By presidential directive, deny any federal aid for housing programs where discriminatory practices are pursued. This should apply to housing funds, slum clearance and urban renewal aid, guaranteed federal mortgage insurance, and the like.

2. Establishment of policy denying or withdrawing government-insured loans from builders and others who reject applicants because of race, creed and national origin.

3. Help secure clear Congressional assertion of the non-discriminatory principle upon which federal housing programs are based.

Organized labor in California also calls upon Congress to undertake the following:

1. Enact programs of public and middle income housing, as well as urban renewal and redevelopment, extensive enough to provide an adequate supply of suitable housing for low income groups in which the bulk of the victims of housing discrimination fall.

2. Provide that all housing funds be used only on projects which adhere to the principle of non-discrimination.

3. Initiate an investigation of the interest rate and loan qualification practices employed to discriminate against would-be buyers from minority groups and against builders who would sell on a non-discriminatory basis.

We call upon local union officers and members to seek representation on all public housing, planning and redevelopment agencies in the field to initiate and strengthen the non-discriminatory policies of these bodies. We must recognize that, in the final analysis, it is particularly on the local level that the benefits of non-discrimination can be realized or defeated.

Section (a) adopted as amended, p. 77; Section (b) adopted, p. 78.

VII HOUSING

(a) The recent veto by President Eisenhower of the extremely modest housing bill passed by Congress, despite the desperate needs of millions of low and middle income families, flaunts the will of the people as clearly expressed in last November's election.

In the bulk of America's cities, scab-covered with grotesque and ancient slum housing, we see a massive portrayal of the physical living conditions endured by helpless millions in every corner of our land. Although the fifth of a century that has passed since the Great Depression has witnessed great increases in gross national product and overall income, it has also been marked by continued expansion of these urban and rural breeding places of crime, disease and ignorance which represent, more than ever before, the nation's foremost unmet material want.

Over 17 million of America's dwellings are today beyond the hope of rehabilitation. A minimum of 2 million housing starts annually for the next five years, and 2.5 million a year thereafter, are needed to reduce the number of sub-standard units to 5 million in 15 years. In 1957, however, we started less than 1 million units for the first time since 1949. Mild emergency legislation early in 1958, encouraging the type of private home construction most profitable to realtors and lenders, brought about a slight rise recently to 1.2 million starts. The continuation of this rate of construction would not even permit us to stand still in view of population growth and the regular annual increment of housing which slides below the level of decency and safety.

Our expanding slum areas, encroaching upon and undermining our downtown areas, are causing serious financial problems for local communities in that they require more services while yielding much less tax money. Their removal is fought by landlords to whom they represent a gold mine due to lax enforcement of building codes and the lack of alternative housing accommodations, particularly for minority groups.

The minimum requirement of 2 million units a year cannot even be approached under existing housing policies of the federal government. In addition

to the exorbitant discounts and other charges brought about by governmental tight money policies, the average home being constructed today is saddled with a \$15,000 price tag. An income in excess of \$8,000 a year, enjoyed by less than 10 per cent of the nation's families, is generally regarded as necessary to undertaking such a purchase.

It is apparent that today's housing construction, undertaken largely under federal financing programs, leaves low and moderate income groups out in the cold. Conversely, this means that federal programs are allotted largely to those who neither need nor deserve government help in housing. This paradox caused housing expert Charles Abrams to observe that our approach smacks of the philosophy of "socialism for the rich and private enterprise for the poor."

The Administration's callous indifference to our grave housing problems was displayed once more when it submitted its housing proposals to Congress this year. In virtually every detail, the President's program represented a step or a leap backward. It proposed to completely abolish the low-rent public housing program. Still higher GI and FHA interest rates were to be imposed. A body blow was to be delivered to the hopes of the aged by replacing direct federal lending by federally insured private financing. The urban renewal programs of financially hard-pressed local communities were to be scuttled by reducing federal contributions from $\frac{2}{3}$ to $\frac{1}{2}$ of the total. Ironically, the Administration's measure at the same time would have provided additional homes for higher income families who are already well-housed.

The intense concern of voters over the critical housing situation asserted in unmistakable terms last November, put the new Congress in a mood to enact constructive legislation this year. Due to the widely advertised probability of a Presidential veto, passage of a watered-down omnibus measure was all that resulted since it appeared that the two-thirds majority necessary to override could not be mustered in the House. Although this bill was an improvement over existing programs, it fell far short of measuring up to the standards considered necessary by groups friendly to federal aid to low and middle income housing.

The need overrode any ingrained conservative philosophy of "spending" and budget-balancing. It was the same need that converted Senator Robert A. Taft

into an advocate of public housing in 1949. Nonetheless, President Eisenhower killed the measure on the baseless ground that it would be inflationary. On this score, the conservative New York Journal of Commerce had editorialized, "The difference of the impact on the 1960 budget of the Senate bill over the bill the Administration submitted earlier in the session would not exceed \$12.5 million. That's not budget-busting or inflationary at all." Actually only \$7.5 million would have taken the form of grants during fiscal 1960, the great bulk of the expenditures being for loans fully reimbursable to the government.

The compromised omnibus measure had called for a two-year, \$900 million slum clearance program coupled with authorization of 45,000 public housing units, plus another 100,000 at the President's discretion. It would have assured jobs for over 500,000 additional workers and utilized vast amounts of building materials and equipment, none of which are in short supply. To strengthen its bid to win the President's approval of the bill, Congress had also incorporated a \$5 billion authorization urgently requested by him to restore the depleted authority of the FHA to insure home mortgages.

(b) The nation's housing deficiencies can only be met by a comprehensive housing program for the immediate construction of at least two million units, including provision for (1) 200,000 units minimally under the low-rent public housing program, (2) an effective middle income housing program, and (3) additional features necessary to a rounded approach.

The urgent need for reorienting our housing programs and policies so that rental or purchase of decent housing facilities comes within the reach of low and middle income families is briefly set forth in section (a) of this statement. Unless we develop such a program, our progress in the area of urban redevelopment and slum clearance will be slowed because of the obvious injustice of forcibly ejecting families from slum areas into a housing market which is beyond their means.

Although the recession is still in full swing for four million ex-breadwinners, tight money and the mortgage gray market with its hidden fees is already

back with us, rendering reasonably priced housing more inaccessible than ever for the millions of low and middle income families who constitute our greatest potential housing market. Even in the poorest of countries, there is today a growing disposition on the part of governments to make home ownership available to the underprivileged in programs of subsidized rentals with purchase options or through outright purchase with little or no down payment. Until private enterprise can make credit and mortgage arrangements available on a reasonable basis, it is the responsibility of the government to fill the breach for those who are denied the right to decent housing of their own. Action along these lines should be buttressed by the appropriation of adequate funds for continuing housing research and professional training in housing and planning.

It behooves us to remember that the insolvency of housing in 1933, with only 93,000 units started, was one of the primary factors leading to the great depression of that decade. And limited though it is, the more than one million units built annually for ten years under FHA have been a boon to the economy and have not cost the taxpayer a cent. Congressional housing spokesmen have expressed the conviction, shared fully by organized labor, that a good housing bill will touch the American economy at more places more quickly than any other action.

Low Income Housing

In view of private industry's utter bankruptcy as to even a tentative approach to meeting the needs of low income families, many of whom are displaced by slum clearance and public projects such as highway construction, low-rent public housing remains the only avenue for dealing with the problem and making possible a sound program for urban renewal and redevelopment.

The Housing Act of 1949 authorized a six-year construction program of 135,000 public housing units annually. The powerful real estate lobby's incessant attack on the program ever since its enactment, aided and abetted by the present Administration, has frustrated the Act's purpose of easing the severe housing problems of our most underprivileged families by holding the number of units actually completed to less than one-half of the 810,000 initially authorized.

Organized labor therefore calls for the annual construction of 200,000 units under the time-tested public housing pro-

gram. Such Congressional authorization should include:

1. A statement of policy which would encourage greater local autonomy in the program's administration and make public housing a more integral part of the community.

2. Granting local authority to set rents and income limits for tenants at levels which would realistically reflect local conditions, subject to statutory ceilings on income limits.

3. An improved contribution formula designed to reduce rentals of low income occupants to levels they can afford.

4. Authorization for acquiring ownership of the home on reasonable terms for families whose incomes have risen beyond the maximum limit for continued occupancy.

5. To facilitate development of low rent housing in urban renewal areas, tax exemption on the part of local communities should be the only required local contribution for low rent projects in such urban renewal areas.

Middle Income Housing

Almost forty per cent of our families, those with incomes ranging from \$3000 to \$6000 annually, and from \$4000 to \$6000 in high-cost areas such as California, find themselves in a veritable "no man's land" in the housing field. Their earnings are excessive for entry into the meager supply of low-rent public housing projects, but not nearly enough to venture purchase of one of the expensive homes which for years have been virtually the only private housing offered on the market. This middle income group must be the crux of any comprehensive program which aspires to meeting our housing needs.

For the past ten years, the AFL-CIO has fought for a federal long-range loan program at low-interest rates as the only possible way to bring monthly payments or rentals within the reach of middle income families. There is no reason why such loans could not be amortized over a period of 40 to 50 years. It is also probable that the size of payments could be staggered, so that initially low monthly payments would gradually rise in line with anticipated higher personal incomes in the future. Such a program would open new vistas for the home construction industry by enabling at least 500,000 units to be built for middle income families annually. Top preference for such loans should go to families displaced by

urban redevelopment and other public programs. Families living in substandard dwellings or losing their public housing accommodations due to rising incomes should be accorded secondary priority, followed by families in crowded homes.

Cooperative housing has proved to be a particularly effective means of achieving good homes at moderate prices for this income group, and adequate provision for it should be an integral part of such a program. Pioneering efforts in this direction have been successfully undertaken by a number of AFL-CIO unions. One cooperative housing development in New York City recently reported monthly payments as much as 45 per cent below comparable private housing.

Urban Redevelopment and Other Major Features of a Workable and Comprehensive Housing Program

Organized labor vigorously opposes any attempt to weaken or slow down slum clearance and urban redevelopment programs. The social, economic and political costs of these blighted areas is infinitely greater than the cost of replacing them with decent housing and community facilities. The alarming deterioration of our metropolitan areas must be arrested by stepping up the tempo of slum clearance and rebuilding to meet both the housing needs and the economic requirements of their citizens. At the present time, less than one per cent of the blighted urban areas of the nation are undergoing redevelopment.

The bulldozing of a slum area to make way for an inadequately planned redevelopment project, however, may well create more housing problems for low income groups than it solves, while enabling real estate operators to make handy profits at federal expense. Although urban renewal and low cost housing should go hand-in-hand, this has not been generally true in the past. It has too often merely subtracted some units from the housing supply available to low-income slum residents and forced them to squeeze into the houses that are left. A prime feature of urban redevelopment legislation should be the provision for relocation housing for displaced families. It should also extend the "write-down" advantages now enjoyed by commercial developers to land bought and retained by housing authorities for the building of low rent units.

Coordinated metropolitan planning is an indispensable ingredient of a com-

prehensive housing program in order to prevent the deterioration of the heart of the city and haphazard suburban growth. Housing redevelopment must also be meshed with industrial rehabilitation of our older industrial centers.

Since some of the most backward living conditions are to be found in rural areas, organized labor supports the broadening of the farm housing program and the establishment of safeguards to assure the observation of minimal standards of decency in the housing furnished for migrant farm workers' families.

Special needs and reduced incomes have left our senior citizens with acute housing problems. Organized labor firmly supports a long-term, low-interest loan program for construction of housing for the elderly. Whenever practical, such housing should be located in normal neighborhoods with adequate community facilities and opportunities for community life. Provision should also be made for such features as are required to meet the particular needs of the elderly.

The interest rate on veterans' housing loans should be kept low. A current program provides direct loans to veterans in rural areas when private financing cannot be obtained. Its funds should be increased and extended to veterans in urban areas as well. The college housing program requires substantial expansion in line with our educational needs.

Lacking a middle income housing program, immediate steps should be taken to give additional funds to the federal National Mortgage Association to purchase FHA and VA mortgages under \$13,500, since similar authorizations under the Emergency Housing Act of 1958 have been exhausted.

A vital protection is needed in the form of guarantees against foreclosures in the event of illness, unemployment, or other emergency beyond the home owner's control. Sound home ownership would also be furthered by statutory safeguards on sales and repair contracts.

All housing programs assisted by public funds must be required to comply with a firm policy against discrimination on racial or other grounds. The once firmly established policy of the federal government, whereby it sought to provide leadership in setting standards generally by providing decent wages and working conditions, should be given new life by requiring the payment of prevailing wages in any housing construction involving any type of federal assistance.

Finally, due to its central importance in depressing the nation's housing standards, we reiterate the need for reversing a national fiscal policy which serves only the banks and real estate promoters.

Section (a) adopted as amended, p. 78;
Section (b) adopted, p. 80.

VIII

WATER RESOURCES DEVELOPMENT

California labor, in pressing for full and integrated development of the state's limited water resources, serves notice that it will continue to fight for anti-monopoly, anti-speculation protections for the taxpayers in the development of such resources, and specifically calls upon Governor Edmund G. Brown to convene the California legislature in special session prior to the vote of the people on the proposed state \$1.75 billion water bond program for the specific purpose of enacting ironclad protections to preclude the unjust enrichment and permanent enthronelement of the small group of giant landholders who own and control the bulk of the lands in the proposed service areas of the San Joaquin Valley-Southern California aqueduct, which will carry water south and over the Tehachapis to the southern part of the state.

California labor stands proud among the few groups in the state who have consistently fought for the full and integrated development of California's water and power resources, and who, in the face of adversity, have waged a continuing battle against the monopoly forces which seek the capture of these resources for their own enrichment.

In our actions, we have been motivated by our firm belief that, without water and power in the quantity and places necessary at the times of need, and at prices which will permit and encourage individual and collective enterprise to both agriculture and industry, it is a foregone conclusion that California will neither be able to keep its growing population and labor force fully employed nor develop toward the ideal envisaged by her people. We do not, however, and never will, sanction the concept that water resources development must proceed at any price; that is, if it means we must surrender to the forces of monopoly.

Never before in the history of California water resources development has the threat of monopoly domination been more pressing, nor the danger that this threat will become a reality, more imminent. The very forces which have consistently fought the application of anti-monopoly anti-speculation protections in federal reclamation law in separate authorization of units of the Central Valley Project, and which, failing this, have sought escapement through administrative procedures designed to sell the nation's fifty-year-old reclamation law for cash, today stand ready to reap full benefits of their negative and divisive tactics, if the people of this state slumber and accept the proposed California \$1.75 billion water bond program without demanding the anti-monopoly anti-speculation protections which they must have, and which are absent in California law.

The story of the state legislature's approval this year of the Governor's water program, and the rejection of every effort of the Federation to secure anti-monopoly anti-speculation protections for the taxpayers, needs no repetition here. It is contained in "The Sacramento Story, 1959," issued to the delegates of this convention. Suffice it to say, that the monopolists who have been trying for years to avoid national reclamation law have long sought to use the state, without anti-enrichment protections, for the construction of project units which otherwise could be financed by federal funds as economically feasible and integrated units of the comprehensive Central Valley Basin plan under reclamation law. The state water program being proposed to the voters contains features of that comprehensive Central Valley Basin plan which were removed from federal consideration only because of the activities of these monopolists in euchering the state legislature to incorporate them within the so-called state Feather River Project. The use of state funds for the servicing of land in the lower end of the Central Valley of California is nothing more than a fraudulent attempt to secure water through state delivery without enrichment protections for the people, in order to avoid federal reclamation law through federal construction.

It is to be noted that the so-called San Luis Project bill, presently before the House of Representatives in Congress, fits neatly into this scheme. The House San Luis bill, in its present form, authorizes federal construction of the San Luis Dam within the CVP project for the irri-

gation of some 450,000 water-thirsty acres on the west side of the San Joaquin valley, with provision for cooperative construction with the state of additional capacity to store water for state delivery to lands bordering the federal service area and giant landholdings in the lower end of the valley. Under provisions of the San Luis bill, the state would share the use of the San Luis Dam and other facilities, and all water delivery from the state-proposed San Joaquin Valley-Southern California Aqueduct would pass through the joint facilities of the San Luis Project.

Although these state deliveries would utilize federal facilities, supporters of the San Luis bill in its present form have insisted upon exemptions from federal reclamation law. Specific language is included which would exempt the so-called state service area from reclamation law as the condition demanded by the monopolists for their support of the bill.

California labor is proud to have spearheaded the fight in the United States Senate that deleted the major exemption provision in the San Luis bill passed by the Senate in a running five-day debate led by Senators Douglas, Morse and Neuberger, in the absence of any support from California's two senators. We will continue to press the issue in the House of Representatives to secure the adoption of a clean San Luis bill that would apply the anti-monopoly, anti-speculation provisions of reclamation law to all water that benefits from a federal subsidy.

We appreciate the fact that those supporting the San Luis bill in the House of Representatives have accepted the questionable exemption language as the price they must pay to gain support from certain interests in California. We do not doubt the sincerity of these men, but we cannot accept their assurances, and we do not believe the whole framework of future California water development should be lashed to their political commitments.

We are told further that the provisions of the San Luis bill for state participation relate to an entirely independent project, and that the federal government cannot enforce its regulations. Frankly, we do not know of any lateral barrier being planned in the San Luis Dam that will separate federal water from state water, and prevent the latter from touching federal concrete. On the contrary, it is labor's clear understanding that water for federal deliveries is to be pumped to the

San Luis Dam in the winter, and that as this water is used for irrigation in the summer, the state would have direct planned use of the federally-financed portion of the dam.

The supporters of the San Luis Project who insist that federal law should not extend to the state service area, plead just as strongly that it is up to the state of California to provide the anti-monopoly, anti-speculation protections for its own water deliveries. Thus, in a nutshell, we have the significance of the refusal of the state legislature to enact the necessary anti-enrichment protections with the approval of the Governor's water bond program.

It was argued when the Governor's program was before the legislature, that the injection of the anti-enrichment issue to seek protections for the state taxpayers at that point would have destroyed the possibility of securing the legislature's approval of the program. Indeed, with the monopoly forces having engineered their exemption in the San Luis bill, they would not have supported a California program that pulled out the rug from under them and applied the anti-enrichment protections which they were seeking to avoid through state delivery of their water.

The people of this state have a right to know the amount of enrichment that is involved in the proposed state \$1.75 billion water bond program before it goes to a vote. In this regard, the California Labor Federation has been instrumental in the development of detailed land maps which pinpoint the monopoly holdings in the potential valley service areas of the San Joaquin Valley-Southern California Aqueduct. These maps show that over 63 per cent of the land is in holdings of over 1,000 acres per owner, including 218,000 acres owned by Standard Oil; almost 265,000 acres owned by other oil companies; approximately 348,000 acres held by the Kern County Land Company; almost 202,000 acres owned by the Southern Pacific Company; approximately 168,000 acres owned by the Tejon Ranch in potential state service areas; plus another 1,324,000 acres in holdings of over 1,000 acres by various other corporations and landed monopolists.

Many of these above owners obtained their present advantageous positions through government subsidies of one sort or another. And, needless to say, many contributed handsomely to the support of the "right to work" campaign. Now they

stand to gain further huge windfalls at the expense of California taxpayers if the proposed water program before the people is adopted in its present form, without any safeguards against water monopoly or limitations on subsidies and unjust enrichment.

Because of the shocking lack of standards in state law, it is not possible to determine exactly what the subsidies are that are involved in the state water program. However, we have the experience of the U. S. Bureau of Reclamation in the CVP as an indicator. According to a letter sent to Edmund G. Brown, as Attorney General, (February 4, 1957), from Clair Engle, then Chairman of the House Committee on Interior and Insular Affairs, and five other Congressmen, the federal government invests a total of \$700 an acre to bring Central Valley Project water to the land. Of this amount, the irrigators only repay \$123. The public power users repay \$227, while the federal treasury picks up the tab for \$350 in the form of interest payments. The total subsidy per acre is \$577.

Apart from subsidies, there is the increase in the value of the land itself that results from the taxpayers bringing water to it. Estimates are that this enrichment factor ranges from \$500 to \$1,000 an acre. This is a net increase which results from the greater productive value of the land with water brought there by the state. Again, Department of Water Resources information on this crucial question is seriously lacking.

The significance to every voter of this potential for enrichment in the state water program is apparent on its face. How much, for example, would the Tejon Ranch be enriched at the expense of the taxpayers, if the Governor's proposed water program is adopted without anti-monopoly protections against unjust enrichment? (Walker's Manual of Pacific Coast Securities, 1958, page 1113, points out that "approximately 40 per cent of Tejon Ranch is held by the 'Times-Mirror Corporation and Chandler and Sherman interests.'" Norman Chandler is one of two vice presidents of the Ranch.) As designated in one of the reports of the Department of Water Resources, Tejon Ranch has 168,000 acres in the Kern county service area of the proposed aqueduct. The aqueduct would go through the ranch. It appears also in the report of the Department that 20,000 acres might receive irrigation water.

As a basis for estimating unjust enrichment of Tejon Ranch, we might use

very conservative figures as follows:

Subsidies—\$200 per acre (assuming that subsidies in the state plan will not be of the same magnitude as in the federal CVP, although the Water Resources Department has not come forth with any estimates).

Increased Value of Land—\$500 an acre (lowest estimate we have heard from informed sources around the capital).

On the basis of these two low estimates, the total enrichment per acre would be at least \$700: \$200 from the general taxpayers, power and other water users, and \$500 in increased land value as a result of public expenditures.

The total enrichment for Tejon Ranch would appear to be at least \$14 million—and perhaps even more. Comparable amounts would be realized by other large landholders—Standard Oil, Southern Pacific, Kern County Land Company and others who would benefit under the Brown water program without anti-enrichment protections.

Under these circumstances, California labor could not possibly support the \$1.75 billion water bond program as it goes to the vote of the people, despite the attractive lure which the project holds in the billions of dollars of construction work. We therefore strongly urge Governor Edmund G. Brown to convene the legislature in special session before the bond issue goes to a vote for the specific purpose of enacting ironclad protections which will prevent the enrichment and permanent enthronelement of the landed monopolists, who stand to gain millions and millions of dollars at the expense of the taxpayer under the proposed water bond program.

Governor Brown has this obligation to the voters of the state, inasmuch as he and his supporters opposed the inclusion of anti-enrichment protections supported by the Federation when the \$1.75 billion program was before the legislature at the recently concluded session. Unfortunately, the difficulty of securing adequate protections has now been magnified many times, because the leverage of the project itself that historically has been necessary to secure any protections whatsoever, has already been lost in the position assumed by the Governor when the program was before the legislature.

Further, we are not unmindful of the decision of a few years ago of the California Supreme Court, which upheld the

efforts of the monopolists in this state to undo federal reclamation law. While the U. S. Supreme Court reversed the state court decision in the application of the so-called 160-acre limitation of the Central Valley Project, there is no assurance that anything short of tying anti-enrichment protections to construction expenditures as a condition of proceeding with the California water program will suffice to give the people the protections they must have.

Finally, it must be remembered that it is not only in regard to anti-enrichment protections that California law is seriously lacking. In order for the people of this state to be able to vote intelligently on the bond issue that is to go before them, there must be basic state policies established which will govern in the expenditure of \$1.75 billion being requested of the people. These include, in addition to unjust enrichment protections:

(1) Policies on how project costs shall be allocated to various project beneficiaries;

(2) Policies for the pricing of irrigation, domestic and industrial waters, including policies on whether irrigation waters should be subsidized directly by the taxpayers or through increasing the charge for municipal and industrial water for power or for other services and commodities available from the projects;

(3) Policies under which the hydroelectric power generated by units of the state system shall be distributed;

(4) Policies on the expenditures of state funds for the development of recreation facilities at reservoirs created as part of the state water plan; and

(5) Finally, policies which will govern the determination of economic and financial feasibility of various units being proposed in the \$1.75 billion construction program.

Unless the legislature sees the wisdom of setting forth the criteria that will govern the expenditures of the funds being requested of the people, it will in fact be asking for a "blank check."

Adopted, p. 88.

IX

INTERNATIONAL AFFAIRS

California labor joins with the AFL-CIO in warning Americans and all other freedom- and peace-loving people of the world against complacency toward the threat by the So-

viet Union to world freedom and peace. American labor's unequivocal opposition to the tenet of co-existence of freedom and slavery must be continually impressed upon the Soviet dictatorship and all other similar types of dictatorships. The free trade union movement, not slave labor, remains the only proven bulwark against the constant threat by dictatorships to the freedom and security of the peace-loving people of the world.

At our merger convention last December, we stressed that the preservation of peace and freedom remains the burning issue of our time. In the months that have passed since that convention, the treacherous hand of the Soviet Union has shown itself again in the Berlin crisis, focusing once more the free world's attention to the continuing threat of the Soviet Union menace both to individual freedom and peace.

Berlin again has become the testing ground for freedom. However, it is not the freedom of West Berliners alone that is being challenged by Soviet tyranny. It is our freedom as well as their freedom, for freedom is an individual value. The free labor movement in this nation has long recognized that when the freedom of one is threatened, the freedom of all is in jeopardy.

The failure of the Foreign Ministers' Conference to deter the Soviet Union in its renewed drive to extend Communist despotism in Europe makes it essential that the free world properly evaluate the meaning of the Soviet threat in Berlin. The analysis of the crisis over Berlin issued by the AFL-CIO Executive Council this February goes right to the point:

"The real issue is not whether documents for travel between Germany and West Berlin are to be stamped by Soviet authorities or their East German puppets. It would be a mistake to believe that the Berlin crisis could be solved by agreeing to deal with Moscow's German henchmen, under the fictitious label of 'agents' of the Soviet authorities. Such a concession by the Allies would help the discredited puppet regime of East Germany, and hasten the transformation of all Germany into a Soviet satellite.

"The real issue in the German crisis is that the future of the entire German people is bound up with the fate of West Berlin. Since the fate of the German people decisively determines the fate of all free Europe, it is the future of freedom

and peace that is at stake in the Berlin crisis.

"Russia is trying to gain its objective, step by step, through sundry so-called disengagement maneuvers. These maneuvers and so-called European security arrangements proposed by Moscow would not entail any international control of the Kremlin's gigantic military machine. Moreover, the Soviet rulers offer no political concessions in return for such American withdrawal; they will not permit the restoration of freedom to the captive nations and the Soviet zone of Germany. Instead of meeting concession with concession, Moscow seeks 'disengagement' only as a means of getting the Anglo-American troops out of their present defense positions, dismantling of the United States bases in Europe, and crippling NATO."

California labor concurs fully with the position of the national organization that "neither the freedom of West Berlin, nor the freedom of the 50 million people of West Germany can be objects of international bargaining. In the interest of their own security and self-preservation, the democracies cannot accept any reunification of Germany which is not reunification in freedom, through U.N.-supervised free elections."

The only sound basis for settlement of the Berlin crisis, consistent with the preservation of freedom, remains in the conditions set forth by the AFL-CIO Executive Council last February prior to the Foreign Ministers' Conference. These include:

- (1) Reaffirmation of adherence to the 1955 Geneva Summit Conference Agreement, which tied European security to German reunification through free elections.

- (2) The holding of a free and democratic plebiscite, under U.N. supervision, to enable the German people themselves to choose freely between the Western plan for reunification in freedom and Moscow's plan for a so-called German confederation.

- (3) Taking all measures necessary for maintaining free access to West Berlin, and the uninterrupted flow of supplies for the allied forces and the well-being of the people.

- (4) Placing air, rail and waterways communications between West Berlin and West Germany under U.N. supervision pending the settlement of the German question as a whole; and

- (5) Calling a special session of the U.N. General Assembly to consider the German problem, if negotiations with the Soviet Union on German unity fail.

In setting forth our supporting views of the national AFL-CIO on the Berlin crisis, we hasten to add that the Berlin crisis is only one manifestation of the Soviet Union's threat to peace and freedom. Organized labor has never for a moment lost sight of the fact that the threat of Soviet Russia to world freedom and peace is total, and that as such we must meet it in all its manifestations.

We accordingly urge labor organizations throughout the state to give vigorous and active support to the AFL-CIO in its advocacy of a consistent foreign policy for free peoples and their governments, and in its work with the International Confederation of Free Trade Unions to accomplish the goals of world free labor — "BREAD, PEACE AND FREEDOM."

The free labor movement is of necessity in the vanguard of the struggle for peace and freedom, because we have come to understand that the struggle for peace and freedom is inseparably tied together with the struggle for social justice. Peace and freedom cannot be made secure in a vacuum. They must be made secure in a world in which pressing human problems cry for a solution. In this vein, without enumerating all the principles for which organized labor stands in the field of international affairs, we call particular attention at this time to some of the more current foreign policy needs.

In particular, we call attention to the need of the industrial nations of the free world, and particularly the United States, to increase their aid to the needy independent countries if they are to achieve full economic and political liberty. Unless effective assistance is given these needy nations, the gap between the have-not nations and the increasingly industrialized free world and Soviet bloc will not only persist, but grow. And if the free world does not step in to shore up the needy nations in their struggle to give their people the necessities of life, they are likely to succumb in desperation to the politically-motivated offers of economic aid stemming from the Soviet Union and its satellites, or turn to some form of domestic totalitarianism.

The people in the lands which have recently won freedom have come to believe that political independence has set the stage for the economic growth of their countries—economic growth which will free them from the age-old burden of poverty which they and their ancestors have always borne. The free nations cannot let these peoples down. The United States, in particular, must recognize here

that long-term economic aid, and not guns, is necessary to do the job.

Further, as a nation, we must declare ourselves openly in support of the aspirations of all the colonial and oppressed peoples for national independence and human freedom. We must also energetically help our allies break with colonialism in Algeria and everywhere else. We must advance a most comprehensive program for rebuilding the Middle East so as to help Arab nationalism become a positive force for democracy and live in peace with Israel.

In the struggle for national independence, increasing attention must be given to the continent of Africa. The outstanding feature today is the amazing speed with which the independence movement is spreading south of the Sahara, in so-called Black Africa.

In 1945, there were only four independent countries in Africa. By 1958, six more had been added; by 1960 another four are scheduled to attain independence. No colonial territory, however isolated previously from this movement, is today immune. The question, as the national AFL-CIO recently pointed out, is no longer if, but when these territories will cease to be colonies and will achieve independence.

A mass movement of this sweeping nature cannot and does not take place in a controlled and orderly fashion. The newly-established states face enormous problems building strong, independent, democratic societies. The newer imperialism and despotism of Moscow, having falsely identified itself with national aspirations, is already seeking to spread its influence throughout the continent.

The political awakening of Africa, the strivings of its peoples for self-government and economic and social progress, should receive the active sympathy and wholehearted support of the American people.

We therefore concur with the national AFL-CIO in urging that the Government of the United States:

1. Use every effort to persuade our European allies that the survival of the free world requires that the African peoples attain independence as rapidly as possible; to inform our allies frankly that the United States intends to assist the African peoples to achieve their objectives by peaceful and orderly means.

2. To recognize these new states speedily after their creation and to extend to them the fullest cooperation.

3. To develop as speedily as possible programs of economic and technical assistance to promote social progress and create viable democratic institutions.

4. To promote through the U.N., and especially in the Trusteeship Council, social and economic development leading to early independence for territories under its care.

5. To strengthen generally our diplomatic missions throughout Africa, recognizing the importance of the labor factor in the new states; to increase the Labor Attache Corps, recognizing that the Labor Attaches, since they will be the face of America for most Africans, should not only know our movement, but also should be thoroughly sympathetic to the need for free unions as vital to free society.

6. To promote the Exchange-of-Persons program in the area with particular emphasis on the participation of labor in this program.

Finally, in the struggles to attain, maintain, and extend freedom everywhere, labor must continue to warn against the danger and pitfalls of exchanging old for new forms of imperialism. The Chinese communist attack on the people of Tibet, which has become the Hungary of Asia, only emphasizes again the danger of the new and more aggressive form of colonialism now threatening the world while old forms are declining.

In this regard, the work of the International Confederation of Free Trade Unions is not only vital, but must be expanded both in the new countries where the struggle for full rights of self-determination have been won, as well as in those where the struggle is still going on. In many respects, the work of the ICFTU may mean the difference whether these new nations, as they emerge and become established, turn to the East or the West. The free trade union world knows from its experience that no nation that is able to develop and maintain a free trade union movement need ever fear the hand of Soviet treachery.

Adopted, p. 91.

X

EDUCATION

(a) California labor supports a comprehensive and balanced program of federal aid to education as the only possible method of dealing with the grave problems confronting our public schools.

The shrill and hysterical voices heard in the immediate wake of Sputnik by the "Johnnie-come-latelies" amongst those concerned with the deficiencies of our educational system have now been all but stilled. Many of their owners have more currently occupied themselves with such paramount causes of educational alarm as the contamination of children's minds by such literary works as "The Three Little Pigs" and "The Rabbit's Wedding." Too few of them, unhappily, view the continuing lockout of 35,000 children from their schools in Arkansas and Virginia with much concern.

It was this mentality which out-of-hand condemned American educators and the public school system without bothering to ascertain the true causes of our lag nor even determining its exact nature. It is also the school of thought which tends to see America's appeal to the people of other nations almost exclusively in terms of its being the world's most far-flung distributor of military goods.

True enough, America is viewed by the world's people with a combination of admiration and envy because of her technology, gadgetry and abundance of consumer goods, even though she is puzzled-over when her distribution mechanism breaks down. But these are accomplishments more or less realized by Germany during the 1930's and which may foreseeably take form in the Soviet Union. Of themselves, they do not win the genuine respect and love of mankind—neither for Germany, nor the Soviet Union, nor for us. These latter tributes we have won primarily on those occasions in our history when our magnificent traditions in regard to the rights and dignity of man have been given meaningful life.

There has, of course, been some residue of real awakening as to the shortcomings of our system of education, and for this, organized labor feels gratified. But the signs of such maturity amongst our nation's citizenry and its leadership are still far too few.

Organized labor's recognition of a system of universal public school education as the very lifeblood of democracy and free trade unionism dates back to the nineteenth century when it served as one of the pioneers in the initial establishment of the public schools. In truth, our major and long-standing criticism regarding our system of education has been that for many years it has been neglected shamefully by the nation as a whole. Our schools' shortcomings are those of a nation which has been content with half-way

measures in dealing with teacher and classroom shortages. In a nutshell, we have received exactly what we were willing to pay for—no more, no less.

Our public school system today is burdened with 92,000 inadequately prepared teachers, in addition to its being unable to fill another 135,000 openings. It is short 140,500 classrooms, which would cost \$5.4 billion to build. In a few years, this classroom shortage will skyrocket to 250,000, largely as a result of rising enrollment which is expected to total 40 million in 1964 compared to 34 million today. Salaries of teachers, despite substantial investments of time and money for training, average \$4,775. One-sixth receive less than \$3,500, far below the wages received by most unskilled workers. These salary levels, together with the frustration of inadequate resources and facilities, paint a clear picture of the reasons why so much of the cream of America's educators are siphoned off into business and industry.

The tremendous growth of our school population during the last decade brought about a 155 per cent increase in school operating costs. Over the period 1948-57, this resulted in a 182 per cent rise in state and local government debts while their incomes rose only 119 per cent. This has left them at the bottoms of their financial barrels. Meanwhile, federal debts rose only 7.2 per cent while revenues increased by 81 per cent.

The present costs of our public school system are footed overwhelmingly by state and local governments. For every \$24 they provide, only \$1 is contributed by the federal government. Of all governmental spending for purely civilian public service, state and local governments already provide almost 70 per cent of the total. On top of their regressive tax structures, these burdens have left them helpless to cope with the financial problems posed by our growing school needs.

It is therefore evident to organized labor that this crisis can only be dealt with through a program of federal aid for public schools which would include safeguards against interference with local control. Such a federal program must include aid for school construction, teachers' salaries, scholarships, expanded school milk and lunch programs, children's health and welfare services, and a program to combat illiteracy at all levels.

Our failure to provide qualified students with all the education from which both they and the nation could benefit constitutes a shameful blot on our way

of life. We cannot continue to underdevelop the best brains of half of each new generation without digging our own grave as a nation. We cannot continue to ignore the fact that one-fourth of our schools are so obsolete that at any moment we may have a repetition of last year's fire in Chicago which took the lives of 92 children.

We concur with the AFL-CIO executive council's statement: "A nation which is prepared to spend upwards of \$40 billion for national defense can certainly manage one-twentieth of that amount for an investment in the most precious of all our national resources—our children." This is further brought home by President George Meany: "If Russia can find the funds to fully educate all students, so can the U. S."

With these considerations in mind, California labor lends its most enthusiastic support to the Murray-Metcalf bill now before Congress. This measure would provide a four-year outlay of \$11.5 billion for school construction and up-grading of teacher salaries. Allocations to school districts would be made on the basis of \$25 per pupil in the first year and would increase to \$100 in the fourth year.

California schools would receive an \$88 million shot in the arm during 1959-60 alone. The bill wisely contains a provision which would monetarily penalize states which spend less than they can afford on their public school systems.

We deplore the back-tracking of the Eisenhower Administration even on its own inadequate school construction proposals of 1957. The President's message this year deleted any reference to federal aid for school construction, teacher salaries or a scholarship program. Since that time the Administration has advanced proposals to cut aid to school districts in federally impacted areas (those containing federal installations) by as much as 50 per cent. Science education funds already authorized would be reduced by 50 per cent. The Administration's bank-supported "school aid program" consists of (1) a \$100 million a year fund for loans to needy districts, the very ones in such financial condition that they could not afford to use it; and (2) payment of half the cost of retiring local school construction bonds at a total cost of perhaps \$1.5 billion over a 30-year period. This package offer is hardly more impressive than if it were to guarantee a free pencil sharpener for each new school built by the local communities.

Organized labor is also highly disturbed by the narrow emphasis on defense edu-

cation which has dominated the thinking of the Administration and of so many Congressional leaders. Certainly, encouragement of scientific education is in order, but there are extremely grave dangers involved in over-emphasizing such needs to the exclusion of others relating to the social sciences, which in the long range are at least as pressing. This fundamental misconception of our overall needs remains, as set forth in our policy statement at our merger convention eight months ago:

"Are we to rationalize that the exigencies of the moment justify an even further widening of the gap that already exists between technical knowledge and the arts and humanities? Further, are we foolish enough to think that, in a free society, we can gain real security in turning out a generation of pure-bred automatons of science in a world that already has the technical knowledge to destroy itself? On mature consideration, organized labor is confident that reason will eventually prevail, and that if to no one else, we will listen to the scientists themselves . . . who almost daily are urging that we bend our anxieties in the direction of a more sober, more balanced, approach to education.

"In considering new programs of aid for scholarships and grants for science and mathematics, it must be borne in mind that the vast majority of scholarships and grants available are already given to promote further research in these fields. . . . At an increasing rate, emphasis is being placed on keeping our scientific research on a par with the work of our national enemies, and on technical training for industry. Precision! Efficiency! These are to be stressed. Yet a nation which becomes but an efficient machine cannot survive. A nation which would largely restrict its creative impulses to material improvement and ignore social and esthetic values may easily destroy its heart, its soul—and then its life.

"The rise to power of a depraved, uneducated, but cunning man in an efficient, technically trained Germany is proof of the fact that training for efficiency and technical skill alone does not equip a nation to resist a tyrannical leader, or to oppose a wicked or destructive program which may confront it. By the same token, a scientifically trained and a technically efficient Soviet Russia offers no hope of awakening its citizens to the Soviet menace to the world.

"In the final analysis, our nation's culture is an expression of practical knowl-

edge, coupled with esthetic and humanitarian values. We have combined the fruits of technical research and the benefits which science has given to mankind to bring extensive gains and comforts to millions of homes. But our nation must continue to afford full opportunity for the growth and development of esthetic and humanitarian values through which we maintain that spark which makes life a challenge and a joy. It is in seeking to meet that challenge that our nation must, through the liberal arts and fine arts, as well as through science, mathematics and technical knowledge, bring greater pleasure, comfort and inspiration to the lives of all.

"It is for this many-sided objective, not just for material gain, that scholarships and loans must be made available, with the help of the federal government, to all students qualified to benefit therefrom in the fields where they can best make their contribution to enriching their own lives and bringing a full life to others."

(b) California's public school system, and all sound efforts to meet its expanding needs, will continue to receive the full and active support of organized labor.

Due to the great demands for added physical facilities and the training and placement of qualified teachers as a result of our rapidly growing population, the problems facing California's public school system are much more pronounced than those of the nation as a whole. Although we are already far behind in both areas, as one of the nation's wealthiest states we are probably in a better position than most to begin to solve our problems. Organized labor commits itself to the development of the most important element needed—a firm determination on the part of our citizenry—towards accomplishing the following:

1. Financial support for school construction. Labor will continue its uniform support of school construction bonds and, whenever such an approach is feasible, of the less expensive pay-as-you-go financing. Extensive planning is also needed on a timely basis so as to avoid any need for double sessions caused by mushrooming population growth. Without adequate local and regional master planning, chaos will continue to result as long as builders are permitted to scatter housing all over "suburbia" without regard to tax bases for school support and often without provision of adequate land for the construction of schools.

2. Expanded state aid for public school operation. The needs of the various school districts, and the revenues needed to finance them, should be handled on their merits and separately. If a school district is not capable of financing its needs due to the lack of an adequate tax base, basic and equalization aid from the state must be scaled upwards accordingly. The \$26 million increase in state aid enacted this year conforms to these principles, although it was only half the amount recognized as needed.

3. The elevation of the teaching profession's economic status through its voluntary organization into bona fide unions as the only method for the attraction and retention of qualified teachers.

Already operating with over 12,000 teachers holding only provisional certificates, California's public school system will need 17,600 additionally each year to fulfill the need for 250,000 new teachers by 1971. Although legislation was enacted in Sacramento this year hiking minimum teachers' salaries from \$4,200 to \$4,500 starting in 1960, this will not basically solve a condition which sees up to 50 per cent of students graduating in the field of education deciding to by-pass their chosen field for other more remunerative areas of employment. There is very little hope that the staggering discrepancy between the state's supply and its demand for teachers will be filled by recruitment from other parts of the nation.

Further, continued widespread discrimination in the hiring of teachers is denying communities qualified personnel while thousands of unqualified teachers continue to be employed in their place. Organized labor urges the present Fair Employment Commission established by state law be given power to enforce non-discriminatory policies at the school district level.

The teacher shortage is nothing more than a problem of bread and butter. There is only one possible method for coping with this problem and that is through self-organization of the profession. Towards that end, California labor extends its wholehearted support to the American Federation of Teachers, AFL-CIO and its various locals in this state.

4. Prevention of control of subject matter by any special interest group. The continued efforts of industry groups to direct the orientation of our public school system constitute a most grave threat to the existence of a free and unfettered system of education. This indirect method of controlling content and subject matter in

our schools is a clear and present danger, as was demonstrated less than two years ago when the California Association of School Administrators used the concept of industry "partnership" with our public schools as the theme of their convention. We attach to this matter such an urgency as to warrant restating our position as expressed before our convention last December:

"Organized labor is completely out of sympathy with any concept of public education that would place it in partnership with any special interest sector of our society, whether that sector be labor, industry, agriculture, the military or any other special interest group.

"It is not that we fail to recognize the contributing role of industry in our public school system; nor is it that we seek the elevation of labor to the same exalted position of partnership . . . The very concept of our public school system, however, and of improving education is at variance with the partnership idea. We hold that the prerequisite to any improvement is the maintenance and the extension of 'academic freedom' within the schools. The surest way to destroy that freedom is to make education the partner of a special interest sector of our society.

"If partnership is a thing to be desired for a better future, we urge that partnership be sought in 'freedom' which in a democracy is the only fitting partner for education. We urge administrators and teachers alike to uphold their academic integrity, and to remain alert to any attempt by special interest groups to control or to directly influence the subject of education.

"The idea of partnership with special interest, furthermore, raises serious questions relating to the purpose of education. Most serious is the narrow connotation of partnership that public education should be satisfied with simply meeting the needs of a particular institution in our society as, for example, industry in a private enterprise economy. A little broader version would be that its function is to satisfy the needs of all of society's functioning institutions. Organized labor expects more than this of education in a free society. An understanding of the operation of our institutions—the manner in which they mesh—and providing the tools for critical evaluation of the operation of our institutions are all basic to education in a democracy. It would be a sorry day, indeed, for our democracy if our public schools ever accepted industry, or labor, or both as partners, and sought

only to satisfy the needs of each in our society without evaluation of the functioning of their institutions in a democracy.

"This, of course, does not imply that we are opposed to various interest groups in our community sharing in the responsibility for helping to form school policies, or in any way participating in development of school curriculum. We fully recognize that public education is truly a community function in which the degree of community participation generally determines its successes or failures. As a movement, therefore, we have urged, and continue to urge our members to seek representation on school boards and other duly constituted educational bodies. We believe wholeheartedly in study councils, as in the case of the present Citizens Advisory Commission established to assist and advise the joint interim committee of the legislature on the public education system, and in the contribution such councils and bodies can make toward the advancement of education. But this is where we stop, for we feel that it is only through such groups and through individual representation on elected bodies that the diversified views of interest groups have a place in policy determination in a democratic school system. The implementation of those policies and conduct of any public school program is the exclusive jurisdiction of professionally qualified educators.

"Likewise, we are not objecting to special interest materials or representation being permitted in the classroom. We would be the last organization to deny freedom to the student and the teacher in the pursuit of knowledge. Nor are we particularly concerned over the financial inability of organized labor to compete with the tax deduction incentive to industry in the preparation of attractive, well planned and expensive teaching materials and aids. Our concern in this connection is only that the special interest materials be used properly—that is, used in proper balance with opposing special interest materials as well as with strictly academic sources—and that such special interest materials be properly labeled for critical analysis.

"We therefore call upon local trade union bodies to watch closely for evidence of industry attempts to dominate our local school systems. Where such evidence occurs, we urge that they take the matter immediately before the local school board for remedial action."

(c) The crucial role of labor education in defeating "right to work" last

year demonstrated the need for the expansion of worker education programs in order to implement our policy decisions, and highlighted the need also for cooperation with other groups on consumer-oriented programs aimed at increasing purchasing power and promoting public understanding of the true causes of inflation and excessive consumer prices.

The introduction of a "right to work" measure on the California ballot constituted the most severe test of organized labor's ability to expose the hypocrisy and deception underlying big business' attempt at shackling trade unionism under the clever guise of protecting workers' "right to work". Not only was this campaign a test of labor's standing with the general public, but more significantly, it aimed at exploiting and capitalizing on an accumulation of weak spots within the labor movement itself.

These internal weaknesses consisted of such factors as minor gripes of some union members and the frequent lack of active rank and file participation which, unfortunately, too often accompanies a long and successful history of collective bargaining on the part of a union. The backers of the union-busting measure also relied heavily upon the rusted condition of some of our labor education programs which, in truth, had not been adequately used for years in the development of an informed membership.

The successful clarification of the issues surrounding "right to work" with the general public and within the ranks of labor leaves us with a new understanding of worker education's fundamental importance to organized labor's survival and continued growth. It also brought into sharp focus the fact that unless much broader membership understanding of organized labor and its programs is realized through a sustained labor education program, our programs and resolutions are likely to remain scraps of paper for lack of active support at the community level.

In view of the growing emphasis of business and industry upon their public relations and employee education programs, a sound workers' education program today is labor's indispensable basic insurance policy for future success. The most effective work in this area is performed by the local unions themselves. At the state level, we must assume a heightened responsibility for promoting

expanded local programs and the development of informed labor representatives and local leaders in workers' education. State-sponsored labor education programs of proven value such as the following must be expanded:

1. **Statewide week-long labor institutes** for training labor leaders in their special needs, such as collective bargaining, health and welfare benefits, and developments in the social security field. Unionists are also afforded an extended opportunity for intensive study and discussion of the major issues confronting labor. The pressures of the legislative session caused postponement of the institute this year. It will be combined with the annual labor press conference this fall.

2. **Regional weekend labor education conferences** supplement the statewide institutes. They explore in detail more limited subjects such as unemployment compensation or grievance handling. Because of distance and expense considerations, these regional conferences reach greater numbers of rank and file members and thus increase the possibility of developing local leadership.

3. **Annual labor press institutes and conferences** make possible discussion and solution of common problems regarding financing, circulation, format, and the development of reader interest. The labor press is a major avenue of labor education in that it maintains the most regular contact with workers on the issues of the day. When the daily press fails to cover or distorts news of interest to workers, the labor press must fill the breach. Its development into a really effective instrument is a major challenge facing organized labor if we are to fully realize the objective of a membership that is both aware and active on the many issues affecting its well-being.

4. **Annual labor scholarship awards to competing high school seniors** serve to help promising students through college, improve our relationship with local school officials, and promote factual study of the labor movement's role in our local and national community.

The annual scholarship program of the California Labor Federation was held this year. Three \$500 awards were made to students from a competitive field of high school seniors throughout California and Hawaii. Awards are based upon scores on a special written examination together with the student's scholastic record. The award is deposited with the college chosen by the student. There are

no restrictions as to the student's field of concentration. The great value of these awards warrants their continuation annually.

5. Consumer education represents one of the least tapped, and yet one of the most potent, areas of concern for organized labor. We are all quite conscious of the fact that improvements in wages and fringe benefits have often been substantially or totally wiped out through unjustified price increases by employers unwilling to share increased productivity with workers and consumers. We are equally aware of the utter distortion of fact by industries with such power of administered pricing whereby consumers are often persuaded that the villain in the situation is the working man.

As the nation's greatest single body of organized consumers, we must gain a more thorough understanding of present-day marketing practices and embark upon a vigorous execution of our obvious obligations in this area. Indifference to this problem can result in increasingly illusory collective bargaining gains, further imbalancing of our ability to consume as much as we produce, and a poisoning of the atmosphere towards unions.

Consumers on fixed incomes, such as our twelve million Social Security bene-

ficiaries, are particularly vulnerable to the torrent of slick propaganda attributing high consumer prices to gains made at the collective bargaining table. Unless labor begins to reckon effectively with this situation, the chickens will inevitably come home to roost through erosion of the basis for a healthy economy and/or through growing public support for legislation aimed at diminishing labor's ability to hold its own.

The best interests of labor can be served by expanded cooperation with exclusively consumer-oriented groups such as credit unions, consumer cooperatives, and buyers' association such as the Consumers' Union. With the approval of the Federation's executive council, a major step in this direction was made recently by banding with other groups in the California Consumer Council. The council's objectives are (1) promotion of consumer education programs, (2) broadening areas of mutual interest for cooperative action, and (3) representing consumer interests before legislative and administrative bodies. The formation of such a body is very timely and can undoubtedly prove most effective as a broad base of support for the Office of Consumer Counsel created this year by the state legislature.

Adopted, pp. 93 and 94.

RESOLUTIONS

Union Day

Resolution No. 1—Presented by J. J. Christian and R. A. McMullen of Building and Construction Trades Council, Los Angeles; L. M. Wickland and Mike S. Sudakow of Plumbers No. 78, Los Angeles.

Whereas, Union labor has made and continues to make an ever increasing contribution toward the very high standard of living enjoyed by all in California; and

Whereas, There exists a great deal to correct the unfavorable picture of union labor spread by certain anti-labor groups; and

Whereas, The presently celebrated day, Labor Day, does not specifically represent California union labor; and

Whereas, The historical and current importance of union labor in our economy is unfairly handled in our school text books as well as in most sources of public information; and

Whereas, The economic health and well-being of every citizen in our state is commensurate with that of union labor; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to petition the Governor of the State of California to designate October 15 to be memorialized as "Union Day."

*Referred to Committee on Resolutions.
Filed, subject matter referred to Executive Council, p. 95.*

Labor Representation on Personnel Board Qualification Appraisal Boards

Resolution No. 2—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor.

Whereas, Supervisory and field personnel of the Department of Industrial Relations in their work to "foster, promote, and develop the welfare of wage earners in California, improve their working conditions, and advance their opportunity for profitable employment" are in almost daily contact with representatives of both management and organized labor; and

Whereas, The attitude of supervisory and field personnel of this Department must be appreciative of the problems of both management and organized labor; and

Whereas, Supervisory and field personnel of this Department must be of such a nature to work with and be accepted by representatives of both management and organized labor; and

Whereas, Supervisory and field personnel of this Department are of Civil Service status and have successfully passed written and oral examinations in their several fields; and

Whereas, Qualification Appraisal Boards of the Personnel Board usually comprise a representative of the public, the appointing power and the Personnel Board; and

Whereas, Historically, on most of the Qualification Appraisal Boards for this Department the public representative has been a management delegate; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record to request the Personnel Board to, in the future, have on all Qualification Appraisal Boards for this Department, two public representatives, one from management and one from organized labor.

*Referred to Committee on Resolutions.
Adopted, p. 110.*

Assessment of Properties by Counties

Resolution No. 3—Presented by Henry Hansen of Central Labor Council of San Joaquin and Calaveras Counties, Stockton.

Whereas, It is the duty of the state legislature under the laws of the State of California to levy, raise or lower taxes; and

Whereas, It is the duty of the various county assessors to appraise and value properties for the purpose of assessing taxes fairly; and

Whereas, The various assessors have discovered that they can infringe upon the duties of the legislature by the simple expedient of raising or lowering the valuations of various types of property, thus raising or lowering taxes; and

Whereas, Industrial farms are usually assessed at a low rate, family type farms at a higher rate, and residential properties at a still higher rate, which is about one-half of the value placed upon utilities by the state; and

Whereas, These practices place an undue and unfair load upon residential properties, which are owned largely by laboring people; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, shall introduce and support legislation which makes it mandatory for all county assessors in the State of California

to assess all properties on the same basis as the state, namely, replacement value, and that the California Labor Federation do all in its power to see that such legislation be made law.

Referred to Committee on Legislation.
Filed, with recommendation to discuss subject matter with Executive Council and to reintroduce in 1960, p. 44.

Standardize Weld Tests

Resolution No. 4—Presented by Lucky Johnson, Lonnie E. Dalton and Joseph F. Eberle of Boilermakers No. 92, Los Angeles.

Whereas, Welders are required to certify for practically every job on which they are employed; and

Whereas, This requirement results in welders having to make similar tests several times a year; and

Whereas, This practice works a hardship on welders as well as employers; and

Whereas, Welders feel that it is unnecessary to certify for each and every employer for whom they work; and

Whereas, Welders are the only craftsmen who are required to qualify themselves so frequently before they are hired; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, direct its officers to expend all efforts to have legislation enacted whereby weld tests will be standardized; and be it further

Resolved, That certificates be issued to welders who pass the required tests, which certificates will be acceptable to all employers and persons requiring welders to be certified, such certificates to allow the welder to perform welding on any work requiring code welding for which the welder has been certified, and such certificates to be effective for a period of one year or longer.

Referred to Committee on Legislation.
Filed, with recommendation to reintroduce in 1960, p. 42.

Trade With Soviet Russia and Satellites

Resolution No. 5—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Members of the American trade unions have made great sacrifices during the past decades to raise their wages and standard of living; and

Whereas, The Soviet Russian government has done nothing but suppress the free trade union movement within its own borders and that of its conquered territories; and

Whereas, The Soviet Russian government has openly avowed to compete with

the free Western world with products manufactured by their slave labor; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record urging a boycott in the United States of all goods, in whole or in part, originating within the borders of the Union of Soviet Socialist Republics and its conquered and occupied territories; and be it further.

Resolved, That this resolution be submitted for approval to the 1959 convention of the national AFL-CIO to be held in San Francisco.

Referred to Committee on Resolutions.
Adopted, p. 92.

Commend Governor Brown

Resolution No. 6—Presented by Robert S. Ash and Charles Wells of Central Labor Council of Alameda County, Oakland.

Whereas, For the first time in many years, the Governor of California aggressively championed his legislative program, many features of which were of direct benefit to the working man; and

Whereas, The 1959 legislature enacted legislation to improve all three basic social insurance programs; improve workmen's compensation, unemployment insurance and unemployment disability insurance; and

Whereas, These improvements will bring California workers an estimated 75 to 100 million dollars more per year; and

Whereas, These improvements in social insurance are nearly twice as much as workers have ever gained in any previous fifteen-year period; and

Whereas, The 1959 legislature passed an impressive number of civil rights measures, including a strong FEPC bill; and

Whereas, Many measures bettering the general welfare of California's citizens were passed in this session; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, applaud and commend Governor Edmund G. "Pat" Brown for his strenuous and vigorous program, in the first legislative session of his great administration.

Referred to Committee on Resolutions.
Filed, with statement, p. 95.

160-Acre Limitation

Resolution No. 7—Presented by Robert E. Staab, Ronald Weakley, M. A. Walters, D. J. McPeak, Charles Massie and N. E. Amundson of Electrical Workers No. 1245, Oakland; California State Association of Electrical Workers.

Whereas, The 160-acre limitation is a fundamental principle in the reclamation laws and policies of the United States Government; and

Whereas, This principle is a safeguard for the fair distribution of water resources; and

Whereas, Continued legislative attempts to modify or eliminate the acreage limitation through exemptions on federal projects must be opposed in order to protect small landowners; and

Whereas, California's water resources must be protected through the 160-acre limitation in order to protect small landowners; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record in full support of the 160-acre limitation being applied to all federal water projects and all California state water projects; and be it further

Resolved, That any legislation on such proposed water projects which exempts the acreage limitation provisions shall be vigorously opposed by this organization; and be it further

Resolved, That all proper means shall be employed in order to implement this resolution through seeking necessary assistance from public officials, labor and other organizations; and be it finally

Resolved, That copies of this resolution be sent to the national AFL-CIO, requesting adoption of the principle involved.

Referred to Committee on Resolutions.
Filed, p. 88. See Resolution No. 81.

State Water Facilities

Resolution No. 8—Presented by Robert E. Staab, Ronald Weakley, M. A. Walters, D. J. McPeak, Charles Massie, and N. E. Amundson of Electrical Workers No. 1245, Oakland.

Whereas, The California state legislature, during its 1959 regular session, did pass the California Water Resources Development Bond Act, which provides for a bond issue of one billion seven hundred fifty million dollars (\$1,750,000,000) to be used by the Department of Water Resources for the development of the water resources of the state; and

Whereas, The California Water Resources Development Bond Act shall be submitted to the people of the State of California for their ratification at the next general election, to be held in the month of November, 1960; and

Whereas, This nor any other state legislation makes any provisions whatsoever

for protecting taxpayers from the monopolization of benefits and the enrichment of large landholders if the people of California should ratify the California Water Resources Development Bond Act; and

Whereas, Ratification of the California Water Resources Development Bond Act would truly put the State of California into the water and power business, at times in competition with private enterprise; and

Whereas, This nor any other state legislation clearly sets forth state policy with respect to power development and/or sale of excess power; and

Whereas, This nor any other state legislation makes any provisions for the protection of the rights to self-organization and collective bargaining for the employees on state water facilities or related projects; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, while recognizing the need for full development of California's water resources, go on record as opposing the California Water Resources Development Bond Act as passed by the California state legislature during its 1959 regular session; and be it further

Resolved, That the California Labor Federation, AFL-CIO, call upon Governor Edmund G. Brown to call a special session of the California state legislature during its 1960 budget session to consider the matters aforementioned; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge the California state legislature in special session to enact legislation to:

1. Enact into state law the principles of the federal reclamation law with respect to excess land provisions.

2. Clearly establish that water is the primary concern and that power is secondary and that power development is to be utilized to enhance the integrated development and economic feasibility of water development.

3. Establish policies for the pricing of irrigation, domestic and industrial water.

4. Establish policies under which hydro-electric power generated by units of the state system shall be distributed, with provision that:

- a. in no event shall power be sold by the state to any entity engaged in the retail distribution of electrical energy at a price which is below cost to the state. Such costs to include reasonable provisions for the

retirement of capital outlay allocations for power with interest and /or the retirement of bonds plus depreciation of state facilities;

- b. sale of electrical energy to any entity shall be based on a competitive basis with consideration being given to the fact that the state will suffer losses in tax revenues should such sale be to a public agency.

5. Establish policies wherein additional power which may be required for pumping purposes shall be purchased at the rate most favorable to state facilities. Determination of such rate to be made after competitive bidding by potential suppliers.

6. Establish policies under which persons employed either on California water facilities, related projects or projects directly benefited shall have the rights to self-organization in a bona fide labor organization and to collective bargaining.

Referred to Committee on Resolutions.
Filed, p. 88. See Resolution No. 81.

Collective Bargaining in Public Employment

Resolution No. 9—Presented by Robert E. Staab, Ronald Weakley, M. A. Walters, D. J. McPeak, Charles Massie, and N. E. Amundson of Electrical Workers No. 1245, Oakland; California State Association of Electrical Workers.

Whereas, The California state legislature, during its 1959 regular session, had before it several bills which would have provided the rights of self-organization and collective bargaining, including that of written agreement, to persons engaged in public employment; and

Whereas, These bills were either sent to interim committee for study or denied passage, except for one bill which provides the right of self-organization for fire fighters; and

Whereas, These rights are long overdue to public employees; and

Whereas, The arguments used by opponents to these bills closely paralleled the arguments used by opponents of these rights for persons in private employment in the 1930's; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, continue its efforts to have legislation enacted which would provide as a minimum the following:

1. The right to self-organization, to form, join or assist labor organizations, to

present grievances and recommendations regarding wages, salaries, hours and working conditions to the governing body and to discuss same with such governing body to all persons engaged in public employment, and

2. The additional rights of collective bargaining, including that of written agreement, enjoyed by persons in private employment, when the public body is engaged in operations which are in competition to private enterprise.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, pp. 44, 52.

State and Local Government Projects

Resolution No. 10—Presented by Robert E. Staab, Ronald Weakley, M. A. Walters, D. J. McPeak, Charles Massie, and N. E. Amundson of Electrical Workers No. 1245, Oakland; California State Association of Electrical Workers.

Whereas, There is an increasing tendency for local government agencies in California to undertake projects which are in competition with private enterprise; and

Whereas, Some of the projects authorized by the California state legislature not only duplicate projects of private enterprise, where the rights of self-organization and collective bargaining are protected. but in some cases replace them; and

Whereas, To date no action has been taken by the California state legislature to guarantee the right of "self-organization" nor to permit the rights of "collective bargaining" to employees involved in the maintenance, operation and repair of such projects; and

Whereas, In some cases "prevailing rate" provisions are not included for the construction of these projects; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record opposing legislation authorizing the construction of any such project which does not contain provisions:

1. guaranteeing the right of self-organization,
2. guaranteeing the rights of collective bargaining, upon majority determination, for employees involved in the operation, maintenance and repair of the project, and
3. providing for "prevailing rate" in the construction of the project; and be it further

Resolved, That copies of this resolution be sent to the national AFL-CIO requesting adoption of the principle involved.

Referred to Committee on Resolutions.
Filed, p. 88. See Resolution No. 81.

Support ICFTU Campaign on Behalf of African Workers

Resolution No. 11—Presented by C. L. Dellums of Sleeping Car Porters, Oakland.

Whereas, The International Confederation of Free Trade Unions (ICFTU) has made an on-the-spot survey of the conditions of workers in South Africa and the brutality with which the apartheid program is enforced; and

Whereas, The ICFTU Survey Team found that Africans who are alleged to have violated the rules of segregation have been rounded up, and without trial, released only to work for white farmers for nine (9) pence a day; and

Whereas, This kind of treatment of human beings is not only cruel, inhuman and undemocratic, but also gives aid and support to the Communist campaign against the Free World; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO urge continued support by the AFL-CIO of the ICFTU and its campaign on behalf of the African workers; and be it further

Resolved, That we urge the AFL-CIO to give careful, serious and sympathetic consideration to the proposal now being discussed within the ICFTU for a boycott of all South African goods.

Referred to Committee on Resolutions.
Adopted, p. 92.

Commend and Support Civil Rights Committee

Resolution No. 12—Presented by C. L. Dellums of Sleeping Car Porters, Oakland.

Whereas, The Civil Rights Committee of the California Labor Federation presented a broad and comprehensive program in June which was approved by the Executive Council; and

Whereas, Forceful activity and leadership by this committee can do a great deal to strengthen the position of labor in the community and increase our ability to organize and to service our contracts; and

Whereas, The committee's work can be greatly supported and aided by support from the affiliates in California; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does hereby commend the Civil Rights Committee for the program it has mapped out and calls upon all affiliated central bodies, joint councils and local unions to give all-out support to this committee in its work during the coming year.

Referred to Committee on Resolutions.
Adopted, p. 78.

Adequate Film Inspection Staffs

Resolution No. 13—Presented by John M. Jensen of Film and Poster Exchange Employees No. B-17, San Francisco.

Whereas, By tradition, film inspection and repair has been handled by inspectors of the exchange workers, except in cases of extreme necessity and emergency; and

Whereas, A separate department was initiated and constituted for inspectors by the Motion Picture Distributors; and

Whereas, Traditionally and over a long period of time the jurisdiction of these inspectors over inspection and repair of film has been recognized for local unions; and

Whereas, Class "B" local unions in California have been chartered for this particular purpose; and

Whereas, The Motion Picture Distributors, in an economy effort, have recently established a practice of having the inspectors check the film instead of giving it the customary full inspection after each run; and

Whereas, This resultant loss of employment has created disillusion, unrest and animosity on the part of certain workers who have lost their jobs due to economy moves; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, endorse the attached directive of policy as a reasonable measure to remedy the conditions above described.

Directive to All Locals and Announcements to All Film Companies

When in the preliminary process of transferring motion picture film from regular reels to operating reels, it is discovered to be in a condition that requires other than routine inspection and repair, the projectionist shall immediately notify the business agent of the exchange workers local requesting an off-duty inspector who shall overhaul the film.

In the event the business agent cannot conveniently comply with this request or cannot be reached at all, an off-shift projectionist shall be called to overhaul it. The time for this employee is to be billed to the film company at the overtime rate for the person called. When an inspector has performed the service, he shall be paid for a four-hour minimum call at the rate of time and one-half per hour of the employee's regular hourly rate of pay.

It must be emphasized that exchange workers do not want or solicit such extra work, but if exchange workers are not permitted to spend the proper amount of time to perform customary and traditional service to keep the film in the best possible condition, then they must enlist the aid of projectionists, who, it must be emphasized, shall refuse to perform additional duty on a gratis basis.

There no doubt will be times when it will be difficult to comply with this directive. However, it is well to remember that whenever a projectionist makes a splice (other than running repairs), he is doing the work of the exchange worker. If, however, the wage demand of the projectionist exceeds that of the exchange worker, it obviously would be to the advantage of the film companies to again man their exchanges with an adequate inspection staff. At least, that is our hope and the purpose of this directive.

Referred to Committee on Resolutions.
Filed, p. 96.

Greetings to the NAACP on its Fiftieth Anniversary

Resolution No. 14—Presented by William E. Pollard and Marshall Brooks of Dining Car Employees No. 582, Los Angeles.

Whereas, For half a century, the National Association for the Advancement of Colored People has espoused the cause of human freedom and civil rights as one of the foremost issues of our times; and

Whereas, Men of conscience and good will everywhere have been inspired to action by the NAACP in the fight against all forms of discrimination or segregation because of race, color, creed or ancestry; and

Whereas, The NAACP has welded together and led minority group people—those against whom discrimination is directed—in a powerful movement of constructive and dynamic action in their own behalf; and

Whereas, In its long and unwavering march toward the goal of equality and liberty for all, the NAACP has blazed new trails by means of legal redress, education, legislation and community-wide action; and

Whereas, The NAACP is today in the forefront of the continuing struggle for equal justice under law and for equal rights and opportunities in employment, education, housing, access to business and professional services and facilities, and voting and holding office; and

Whereas, The NAACP has consistently extended sympathetic cooperation to organized labor's efforts to achieve social justice, as evidenced by its vigorous support of the AFL-CIO campaign to defeat Proposition 18 in California; and

Whereas, This is the fiftieth anniversary of the founding of the NAACP; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO extends fraternal greetings to the NAACP on the occasion of its fiftieth anniversary, expresses appreciation for its leadership in the fight for civil rights, and pledges support for its continuing efforts.

Referred to Committee on Resolutions.
Adopted, p. 112.

Free Choice of Doctor by Industrially Injured

Resolution No. 15—Presented by Gordon A. McCulloch and William Sidell of Los Angeles County District Council of Carpenters.

Whereas, The 1958 convention of the California Labor Federation, AFL-CIO, went on record as being in favor of "free choice of medical care" on behalf of injured workers; and

Whereas, Although major portions of the Federation program in the field of workmen's compensation were accomplished by the Federation representatives in the 1959 legislative session, only slight improvements were made on the question of medical care for injured workers; and

Whereas, It is vitally important that industrially injured workmen have a right to a free choice of physician to treat them for the industrial injury; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, sets itself on record as being in favor of seeking amendment of the California workmen's compensation law to provide for a free choice of physician for medical care for industrially injured workmen; and be it further

Resolved, That "free choice of medical care" for industrially injured workmen be one of the prime objectives of organized labor and its representatives at the next legislative session of the state legislature.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 35.

Construction Safety

Resolution No. 16—Presented by Robert J. Spottswood and James R. Woodbury of Hod Carriers Union No. 234, San Jose.

Whereas, The Construction Safety Orders of the Division of Industrial Safety in Section 1514 (Housekeeping) provide that alteration, repair and construction jobs shall be kept "reasonably" cleared of debris and that the ground area within six (6') feet of a building under construction shall be "reasonably" free from irregularities wherever it is practicable to attain this condition by grading or similar methods; and

Whereas, Many building tradesmen have been injured by reason of the failure of employers to comply with Section 1514; and

Whereas, Because of the wording of this section, the Construction Safety Engineers of the Division of Industrial Safety find it difficult to enforce compliance; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO call upon the Industrial Safety Board to review and revise the wording of Section 1514 so as to make for easier enforcement and to effect a general compliance with the order; and be it further

Resolved, That pending such review, the Division of Industrial Safety be requested to make the enforcement of Section 1514 a matter of priority on construction job inspections.

Referred to Committee on Resolutions
Adopted as amended, p. 96.

Post Office Vehicle Liability Insurance

Resolution No. 17—Presented by J. R. LePage of California State Association of Letter Carriers, Los Angeles.

Whereas, Drivers of Post Office Department vehicles are not adequately protected against personal suits arising out of accidents; and

Whereas, The Department does not accept full responsibility for accidents in which its employees are involved while on a tour of duty; and

Whereas, A citizen sustaining injuries in an accident involving a vehicle operated by the Department and driven by a letter carrier, may elect to file suit against the carrier personally; and

Whereas, There is no legal authority for the Department to reimburse the carrier if he is required to settle a claim, except through a special act of Congress which must be requested by the carrier through his Congressman; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO support the letter carriers of our state to have enacted into law proper legislation directing the Post Office Department to provide full public liability and collision insurance for each and every vehicle operated by or for the Department; and be it further

Resolved, That each delegate will contact our Senators and Congressmen, either personally or by mail requesting them to support Motor Vehicle Bill, **HR 7577**.

Referred to Committee on Resolutions.
Adopted as amended, p. 110.

Hospitalization for Letter Carriers

Resolution No. 18—Presented by J. R. LePage of California State Association of Letter Carriers, Los Angeles.

Whereas, Organized labor in most industries outside of government has achieved hospital and medical care for its members and in many instances paid for in full by their employer; and

Whereas, The cost of hospital and medical care for the families of letter carriers is a burden to the already underpaid carrier; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO will support the letter carriers and other postal personnel by contacting our Senators and Congressmen personally or by mail, requesting their favorable support of Hospitalization Bill, **S 2162**, which is now before Congress.

Referred to Committee on Resolutions.
Adopted as amended, p. 110.

Overtime Pay for Substitute Postal Employees

Resolution No. 19—Presented by J. R. LePage of California State Association of Letter Carriers, Los Angeles.

Whereas, The Postal Service is one of the largest employers in the country; and

Whereas, The Postal Service has created the position of substitute that requires an employee to work all holidays and Sundays at straight time; and

Whereas, Substitutes are also required to work beyond the eight-hour day and the forty-hour week without payment for overtime; and

Whereas, The Postal Department is the only large employer not willing to pay the same for work performed beyond regular hours such as other industry; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO endorse and support any legislation that may be introduced in Congress that will provide for time and one-half for substitutes; and be it further

Resolved, That the delegates contact our Senators and Congressman requesting them to introduce legislation that will right this injustice.

*Referred to Committee on Resolutions.
Filed, p. 111. See Resolution No. 87.*

Saturday Holiday for Postal Employees

Resolution No. 20—Presented by J. R. LePage of California State Association of Letter Carriers, Los Angeles.

Whereas, Saturday is a non-work day, and postal workers are given compensatory time off for Saturday; and

Whereas, By public law, postal employees are granted eight paid holidays per year; and

Whereas, Should the holiday fall on a Saturday, under the present ruling of the Controller General of the United States, postal employees are deprived of this holiday which is lawfully ours; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO will support the letter carriers and other postal personnel by contacting our Senators and Congressmen personally or by mail requesting their favorable support of Holiday Bill, **HR 5752**, which is now before Congress.

*Referred to Committee on Resolutions.
Adopted as amended, p. 111.*

California Labor Federation Building Fund

Resolution No. 21—Presented by Roger M. Brennan of Painters Union No. 388, Palo Alto.

Whereas, The California Labor Federation represents the organized workers of this state both to the public and to government; and

Whereas, The present offices of the Federation are crowded, inadequate and unsuitable; and

Whereas, The Federation should have offices which are adequate for the job to be performed as well as reflecting the dignity of labor in California; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-

CIO, establish a Building Fund to be financed by an assessment of not more than two cents (2c) per capita per month on all affiliated local unions; and be it further

Resolved, That the money accruing to the Fund shall be used for the purchase of property, the erection or purchase of a headquarters building for the California Labor Federation and for its furnishing and equipment; and be it finally

Resolved, That the building and property shall be adequate in every respect, including meeting rooms and parking facilities, for the day to day operation of the California Labor Federation.

*Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 96.*

Resolution No. 22

Withdrawn at request of sponsors p. 42.

Importation of Foreign Fabricated, Polished and Pre-Cut Marble and Granite

Resolution No. 23—Presented by Marble Masons Union No. 24, Los Angeles.

Whereas, The importation of foreign fabricated, polished and pre-cut marble and granite is on the increase in California and particularly in the Los Angeles area; and

Whereas, The pre-fabrication, polishing and pre-cutting of marble and granite for buildings and structures have been previously performed by members of Marble Workers of California and related local unions in the industry, affiliated with the AFL-CIO, and the loss of this work is a serious threat to the continuing existence of our organizations in this area, and at present is harmful to the continuing existence of our wages, hours and conditions with our employers; and

Whereas, We offer no protest regarding the shipment of foreign marble or granite to this territory, provided the pre-cutting, polishing and fabricating are performed by American workers in this country; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO make effective protests to the Congress of the United States, requesting tariff increase to bring about an equity in price level so that foreign fabricated, pre-cut or polished marble and granite shipped into this country will not be sold here at prices far below that of the products of American workmen; and be it further

Resolved, That, upon approval of this resolution by this convention, the California Labor Federation will use its best efforts to have the intent of this resolution concurred in and approved at the next national convention of the American Federation of Labor-Congress of Industrial Organizations; and be it further

Resolved, That copies of this resolution, if concurred in by the California Labor Federation, be sent to all California Congressmen and the two United States Senators with the request for their assistance.

Referred to Committee on Resolutions.
Adopted, p. 92.

Fraternal Greetings to Histadrut

Resolution No. 24—Presented by Los Angeles Joint Board, Amalgamated Clothing Workers.

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 38 years and today plays a leading role in the life of the young State of Israel; and

Whereas, Histadrut has developed a health program which serves over a million Jews and Arabs; vocational training for youth and for adults; housing projects for workers and immigrants; cultural activities and social activities; closer cooperation between Jewish and Arab workers, and in every way has endeavored to improve the lot of labor in Israel; and

Whereas, Thirty-five years ago, just three years after the first Histadrut organization, American trade unionists, true to their historic tradition of helping struggling unionists everywhere, set up the National Committee for Labor Israel to provide funds and moral support for the then seemingly impossible task of building a strong and free trade union movement in the Middle East; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO extends fraternal greetings to Histadrut, the General Federation of Labor in Israel, and pledges 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 of the Middle East generally, and serve as a citadel of democracy in that part of the world; and be it further

Resolved, That we send fraternal greetings to California Israel Histadrut Cam-

paign, the fund-raising arm of the National Committee for Labor Israel, which marks three and a half decades of continuous support of free trade unionism in the Middle East.

Referred to Committee on Resolutions.
Adopted, p. 112.

Support California Citizens Committee for Agricultural Labor

Resolution No. 25—Presented by William E. Pollard and Marshall Brooks of Dining Car Employees Union No. 582, Los Angeles.

Whereas, The California Citizens Committee for Agricultural Labor was organized on April 22, 1959 in Sacramento by representatives of organized labor, religious groups, minority groups, and other public-spirited groups and individuals, so as to enlist the aid of all persons to secure equality of treatment for farm workers; and

Whereas, The committee's purpose is to focus public opinion on the plight of California's farm workers and the need to make the domestic worker the primary source of farm labor while it seeks to cooperate with the family farmers to protect their position in the economy; and

Whereas, The committee seeks to place farm workers under the same legislative protections that other workers enjoy through the enactment of state laws providing for a minimum wage for agricultural workers and the extension of unemployment insurance and workmen's compensation to them; and

Whereas, Organized labor is in hearty agreement with the efforts of the committee, as evidenced by the action of the executive council of the California Labor Federation at its July meeting when it pledged all available assistance to the committee; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO pledges full assistance to the California Citizens Committee for Agricultural Labor and strongly urges all affiliated bodies to support the work of the committee and to help provide the financial sinews for the committee's efforts.

Referred to Committee on Resolutions.
Filed, p. 57. See Resolution No. 123.

Union Label in Caps and Hats

Resolution No. 26—Presented by Cap-makers Union No. 22, Los Angeles.

Whereas, The United Hatters, Cap and Millinery Workers International Union is an organization with a long history in

the labor movement and a rich tradition; and

Whereas, For more than a hundred and twenty years, hat and cap makers have always been in the forefront of labor's struggles and have aided workers in many other industries to organize; and

Whereas, The manufacture of hats and caps is a skilled craft where the long training and experience possessed by union craftsmen produce a superior product; and

Whereas, The United Hatters, Cap and Millinery Workers International Union is conducting a campaign to promote the demand for the Union Label in caps and hats; and

Whereas, Increased demand for the Union Label will be a powerful weapon in achieving one hundred per cent organization in the headwear industries; and

Whereas, The spirit of fraternity, which is a beacon light to all organized workers, demands that union members purchase union products; therefore be it

Resolved, That we, the delegates to the second convention of the California Labor Federation, AFL-CIO, pledge ourselves to buy only hats and caps bearing the Union Label; and be it further

Resolved, That each of us takes upon himself the obligation of spreading the message of labor solidarity through patronage of Union Label products and Union services at all times and at all places.

Referred to Committee on Resolutions.
Adopted, p. 112.

Right To Work Laws

Resolution No. 27—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The so-called state "right to work" laws outlaw the union shop; and

Whereas, Under our nation's labor relations law, a union shop agreement is possible where a union is selected by workers as their collective bargaining agent; and

Whereas, Legislation regarding labor-management relations in industries engaged in interstate commerce should be exclusively federal in character; and

Whereas, The defeat of a high-powered campaign by reactionary business groups,

to gain passage of "right to work" laws in industrial states proves that many groups in thousands of communities realize that these misnamed "right to work" laws are designed to destroy the workers' right to organize, to weaken their collective bargaining position, and to lower the living standard of many communities; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, in conjunction with the entire labor movement, continue to work for the repeal of the fraudulent "right to work" laws in states where they are in force, and that eternal vigilance be maintained in order to defeat any future attempt to extend this reactionary legislation.

Referred to Committee on Resolutions.
Adopted, p. 53.

Taft-Hartley Act

Resolution No. 28—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The Eisenhower National Labor Relations Board is increasingly anti-labor in its behavior; and

Whereas, This evil has been accelerated by the existence of the Taft-Hartley Act with its strike-breaking, union-busting provisions; and

Whereas, The inequities of this law are further multiplied by its waivers whenever state legislation is more obnoxious than the federal provisions; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO redoubles its efforts to secure appropriate amendment of the iniquitous Taft-Hartley Act in order to preserve the genuine collective bargaining and to restore the basic principles of the Wagner Act as the underlying structure of federal legislation in this field.

Referred to Committee on Resolutions.
Adopted, p. 52.

35-Hour Week

Resolution No. 29—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The AFL-CIO has called upon Congress to take immediate steps to amend the wage-hour law to provide for a 35-hour week and a 7-hour day in order to ease the unemployment situation; and

Whereas, Many unions have succeeded in bringing the benefit of the 35-hour week and 7-hour day to their members; and

Whereas, Reduced hours of work will not only ease unemployment, but will also give more leisure time to workers; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO pledge support in the drive to amend the wage and hour law to provide for a 35-hour week and a 7-hour day and commend President Meany and the AFL-CIO Executive Council for their actions in this regard.

Referred to Committee on Resolutions.
Adopted, p. 56.

Imports

Resolution No. 30—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The American labor movement seeks to preserve and improve the high standard of living of the American people; and

Whereas, Goods imported into this country are frequently produced either by slave labor or by workers paid substandard wages; and

Whereas, Imports of goods produced under inhuman wage conditions threaten the standard of living of American workers and the continued prosperity of our nation; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct the incoming executive council to take the necessary steps to call this serious threat to the attention of our federal government, and that, consistent with the national and international interests of this country, regulations be adopted limiting the import of goods from countries that employ forced or slave labor, or whose workers toil under substandard conditions.

Referred to Committee on Resolutions.
Filed, p. 92. See Resolution No. 56.

Social Security

Resolution No. 31—Presented by delegates from Ladies Garment Workers

locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The present Social Security law, even after recent improvements, is not adequate to meet the needs of retired workers in that many male workers have to work beyond the age of 65 until their wives at least reach their 62nd or 65th year so that their combined benefits will enable them to meet their minimum needs; and

Whereas, Elderly workers, usually in great need of medical care and treatment, are the group most adversely affected by the high and continually rising cost of medical services; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO call upon Congress to amend the Social Security law increasing old age benefits, so that those receiving payments under this program may be better able to cope with today's high cost of living; and be it further

Resolved, That this convention call upon Congress to amend the Social Security law enabling women workers, and wives of working men, to collect Social Security benefits upon reaching 60 years of age; and be it further

Resolved, That this convention call upon Congress to amend the Social Security law enabling disabled workers, regardless of age, to become eligible for Social Security benefits, and to enact legislation that would ease the burden of high medical expenses for elderly people.

Referred to Committee on Resolutions.
Adopted, p. 77.

Housing

Resolution No. 32—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The recent passage of the sweeping housing bill introduced by Senator John Sparkman has marked a significant step forward in American social legislation; and

Whereas, This, and other recent bills do not contain all of the features required for a forward-looking, comprehensive housing and redevelopment program; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO call for expansion of both federal and state housing and redevelopment legislative programs.

Referred to Committee on Resolutions.
Filed, p. 80. See Resolution No. 63.

Revise The McCarran-Walter Immigration Act

Resolution No. 33—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, A further contribution to the economic, political, social, cultural, scientific and material growth of the U. S. can be assured by welcoming deserving immigrants to our shores through the adoption of a sound immigration and naturalization policy; and

Whereas, Such a wise immigration policy would inspire the valiant champions of freedom throughout the world to renewed faith and determination by offering the hope of refuge to victims of Communist and Fascist totalitarian oppression; and

Whereas, By insuring equitable treatment of foreign-born residents of the U. S. and providing for the maximum immigration commensurate with the domestic requirements of the U. S. and based on fair standards, a shining example of democracy in action can be demonstrated to the world; and

Whereas, Public Law 414 (the McCarran-Walter Immigration and Naturalization Act of 1952) perpetuates and extends the discriminatory national-origins quota system based on the prejudiced ideas of inferiority of persons because of their ancestry, nationality, race, or religion; and

Whereas, This Act undermines civil liberties and Constitutional guarantees by relegating naturalized citizens to a second-class status without the same rights accorded native-born Americans, by permitting deportation retroactively under vague criteria which are open to administrative abuse, by suspending the statute of limitations on acts involving deportation and naturalization, and by providing no adequate appeal from arbitrary bureaucratic decisions; and

Whereas, Extensive revision and liberalized amendment of the Act has been

urged by the AFL-CIO, outstanding clergymen representing Protestant, Catholic and Jewish religious groups, and by the Republican and Democratic Parties in their election platforms; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO favors revision of the McCarran-Walter Immigration Act to abolish the discriminatory national origins quota system; increase the total number of admissible immigrants; provide a haven for refugee-escapees from Communist and other oppression; end distinction between the rights of naturalized and native-born citizens; establish an adequate system of appeal and review in visa application denial and exclusion and deportation cases; eliminate harsh, technical or trivial grounds for deportation and exclusion; permit wider discretionary relief in deportation and exclusion cases.

Referred to Committee on Resolutions.
Filed, p. 92. See Resolution No. 79.

Civil Rights

Resolution No. 34—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Many people are being denied the right to vote, to secure adequate housing, to educate their children, and to earn a decent living only because of the color of their skin or the religion they practice or their national origins; and

Whereas, Discrimination, aside from subverting the principles of our democracy, also destroys the effectiveness of the United States as a spokesman for democratic traditions in other countries of the world; and

Whereas, Ample opportunity has been given to local officials to correct these evils in their areas and they have deliberately and callously refused to enforce the laws they have sworn to uphold in a number of cases; and

Whereas, The Civil Rights Commission has, at best, only limited authority in a narrow area of enforcement; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO urge extension of the powers under the Civil Rights Act to include the necessary enforcement mandates and to broad-

en the powers of the Commission; and be it further

Resolved, That we call upon all of our affiliates to mobilize the necessary committees to make our position known to the President and the Congress of the United States.

Referred to Committee on Resolutions.
Adopted, p. 77.

AFL-CIO Ethical Practices Committee

Resolution No. 35—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The labor movement must have more rigid standards of ethics than may be tolerated in other areas of the economy; and

Whereas, The tremendous publicity given to a few labor leaders who have betrayed their trust casts a pall of guilt on the whole labor movement; and

Whereas, The AFL-CIO code of ethical practices demonstrates the desire of labor to clean its own house of all those who have sullied the good name of the labor movement; and

Whereas, The AFL-CIO Ethical Practices Committee has worked diligently to accomplish this house-cleaning with all possible speed; and

Whereas, President Dubinsky has been an active, militant member of this committee; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO recommend that its affiliates support fair anti-corruption federal legislation as endorsed by the AFL-CIO and oppose the punitive measures endorsed by the present Eisenhower Administration.

Referred to Committee on Resolutions.
Filed, p. 52. See Policy Statement III(a).

Fair Employment Practices

Resolution No. 36—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Countless thousands in the minority groups are denied the right to

earn a living because of discrimination in employment opportunity; and

Whereas, Many states and municipalities, including our State of California, have recognized the disastrous effects of discrimination in employment and have enacted laws to ensure fair employment practices; and

Whereas, There are still great numbers of Americans in other states who are not protected by these laws; and

Whereas, Federal legislation would be more effective and would show that our government is seriously concerned with the welfare of all its citizens and would hasten the extension of full democratic rights to the groups now suffering grievously from prejudice; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO calls upon the Congress of the United States to enact legislation for fair employment practices; and be it further

Resolved, That this convention instruct all its affiliates to support similar legislation in their areas; and be it further

Resolved, That this convention expresses its commendation to Governor Brown, to the Secretary of our California State Labor Federation, Brother C. J. Haggerty, to the California Committee for Fair Employment Practices, to the California legislature, and to the many individuals, who after many years of activities, were finally victorious in the adoption of a Fair Employment Practices law in our state.

Referred to Committee on Resolutions.
Filed, p. 78. See Resolution No. 61.

Attack on ILGWU

Resolution No. 37—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The national Republican Administration launched a vicious and sinister attack on the ILGWU by instigating an indictment against Blousemakers' Local 25 and the trade associations in the blouse industry; and

Whereas, The ostensible basis for this Department of Justice action is an alleged "restraint of trade," where in fact it is an attack on the long-standing provisions in the collective agreements for the limitation and designation of con-

tractors designed to protect wage and working conditions of our members and to prevent the revival of sweatshop conditions; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO condemn the action by the national Republican Administration for this unwarranted prosecution, a clearly political attempt to besmirch the good name of Local 25 and the ILGWU notwithstanding their long public record of fighting corruption and wrongdoing and advocating the highest ethical practices standards; and be it further

Resolved, That this convention approve the steps taken by the ILGWU to oppose this effort to reflect upon the fine reputation of our union and to revive the use of the anti-trust laws against labor organizations; and be it further

Resolved, That this convention express its appreciation to AFL-CIO President George Meany for his prompt and forthright statement upholding our union and pledging to it the full support of the entire American labor movement.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 96.

Communist Threat

Resolution No. 38—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The Moscow-Peiping Axis has stepped up its military aggression and drive for world conquest as shown by the Berlin crisis and the ruthless Chinese Communist suppression of the Tibetan people's struggle for national independence; and

Whereas, In spite of the Soviet warlords' savage suppression of the Hungarian fight for freedom, this hypocritical Muscovite maneuver is accepted in some quarters as a sincere move for world peace; and

Whereas, There lately has developed a dangerous tendency among some key statesmen of the free world to seek appeasement of Moscow, just as Chamberlain did with respect to the Nazis; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-

CIO urge the government of the United States to reject categorically all efforts to appease communist aggressors because appeasement of dictatorships would only breed aggression and encourage them to resort to outright war; and be it further

Resolved, That we further urge our government to do everything in its power to help unite and strengthen the free world and to enlighten the American and all other peoples as to the true nature and aims of Soviet imperialism and its worldwide subversive communist conspiracy; and be it further

Resolved, That the convention call upon the AFL-CIO to expand its efforts to educate its members regarding the real nature and objectives of the Moscow-Peiping Axis in order to enable them to contribute to the development of an effective foreign policy and to the strengthening of the ICFTU as a dynamic force for human freedom, well-being and lasting world peace.

Referred to Committee on Resolutions.
Adopted, p. 92.

Federal Health Insurance

Resolution No. 39—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Serious illness brings in its wake great financial tragedy to the average worker's family; and

Whereas, The unpredictable nature of catastrophic illness and its high cost make it impossible for the average worker to budget for it; and

Whereas, Protection against the costs of hazardous illness can best and most cheaply be attained through a government-operated social insurance plan which would be sufficiently comprehensive to provide both preventive care, as well as post-illness and medical and surgical services and hospitalization; and

Whereas, The adoption of such a program would require an increased number of doctors and nurses and of hospital facilities; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO urge the enactment of a proper prepaid comprehensive health insurance system to be operated by the federal gov-

ernment and for the provision of needed facilities for the training of medical personnel and for the housing and care of the sick.

Referred to Committee on Resolutions.
Filed, p. 77. See Resolution No. 64.

NAACP

Resolution No. 40—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The National Association for the Advancement of Colored People has carried on a valiant fight to extend the basic rights of American citizenship to the Negro people; and

Whereas, Constant vigilance is necessary to maintain and extend these gains and to provide the legal assistance required to ensure that the victories won are permanent; and

Whereas, The NAACP has recognized that its aims are closely allied with those of the labor movement; and

Whereas, The NAACP joined the American labor movement in the fight against the notorious "right to work" laws and contributed in no small measure to the defeat of that vicious legislation in the last election; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO heartily re-endorse the NAACP and extend fraternal greetings to its leaders and members; and be it further

Resolved, That all affiliates be encouraged to continue and increase the support given to the NAACP.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 14.

Community Service Organization

Resolution No. 41—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Mexican-Americans in the United States have suffered from limited employment opportunities, poor housing, inadequate educational preparation, and other similar ills resulting from discrimination; and

Whereas, The Community Service Organization, a national organization of the Mexican-American people, has for years worked tirelessly and effectively to eliminate the inequalities which bar their people from sharing the fruits of the American economy; and

Whereas, Substantial success has been achieved by the CSO in their program in the western states to mobilize the Mexican-American community for activity in its own behalf; and

Whereas, The efforts of the CSO closely parallel the program of the American labor movement, and this organization has devoted much of its energy to a strong campaign against the "right to work" law proposed in California, and did an excellent job in registering its people and urging them to vote against this measure; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO convention express its support of the CSO in the Pacific Coast states, and similar groups in other parts of the United States; and be it further

Resolved, That all affiliates be urged to give support to community organizations of the Mexican-American people in their home areas.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 68.

Support The Jewish Labor Committee

Resolution No. 42—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The Jewish Labor Committee is a vital part of the labor movement, dedicated to working with the AFL-CIO toward fulfilling mutual aspirations of better human relations, economic advancement, social justice and democratic rights for all people; and

Whereas, The Jewish Labor Committee has helped to provide vigorous leadership in the fight for human freedom and against all forms of discrimination and prejudice based on race, color, creed, national origin or ancestry; and

Whereas, The Jewish Labor Committee conducts a dynamic program to promote equal rights and opportunities for all, through public relations, education, legislation, litigation, and community action; and

Whereas, The Jewish Labor Committee makes available, to unions and community groups, services and materials in the field of human rights—based on labor's philosophy and program—including literature, cartoons, films, a press service, program consultation services, and staff; and

Whereas, The Jewish Labor Committee leadership helped to mobilize community sentiment and support against the so-called "right to work" measures in California; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO re-affirms its endorsement of, and extends fraternal greetings to, the Jewish Labor Committee and urges affiliated unions to continue cooperation with and support of the human rights program of this vital institution of the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 112.

Histadrut

Resolution No. 43—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Histadrut, the Israeli Federation of Labor, plays a major role in the life of Israel and continues to build that nation as the middle-eastern bulwark of democracy; and

Whereas, The Histadrut has made the working people of Israel a powerful force in every facet of Israeli life; and

Whereas, The Histadrut has maintained a close fraternal tie with the entire American labor movement; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO once more reaffirm its support of Histadrut, and commend it to all affiliates as worthy of contributions and cooperation.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 24.

Labor ORT

Resolution No. 44—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512;

Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, The Organization for Rehabilitation Through Training (ORT) has made significant contributions to human welfare by training many thousands of workers in the industrial skills necessary to survive in modern civilization; and

Whereas, ORT has provided the opportunity for displaced persons to renew cultural ties, as well as to perfect vocational aptitudes in the more than 500 of its trade schools located in 19 countries; and

Whereas, The program of ORT is constantly being expanded to broaden the scope of its humanitarian services; and

Whereas, Many unions have worked closely with this organization for many years, donated both time and money to the effective operation of its work; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO urge all its affiliates to contribute to the support of ORT and to join in the work of the California-American Labor ORT.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 92.

Old Age Assistance to Non-Citizens

Resolution No. 45—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Exclusion of non-citizens from coverage under California's present old age assistance law has created untold hardship among many elder non-citizens; and

Whereas, Such exclusion of non-citizens is unjust and inequitable, since non-citizens contribute to the economic development of the community and pay the same taxes as citizens without receiving the old age assistance benefits and services available to citizens; and

Whereas, At present, needy non-citizens are dependent upon the inadequate resources of county public assistance and private welfare institutions; and

Whereas, In the last several sessions of the state legislature bills were introduced to extend old age assistance coverage to non-citizens (38 other states now include non-citizens in their old age security program); and

Whereas, These measures (such as **AB 1** in the 1959 session of the state legislature) proposed to extend old age assistance to each qualified non-citizen on condition that he "submit evidence that he is proceeding diligently within the limits of his ability to qualify for citizenship;" and

Whereas, Under federal law, funds expended by the state to finance old age assistance for non-citizens would be matched by federal funds; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO favors legislation to extend California old age assistance coverage to non-citizens.

Referred to Committee on Legislation.
Concurred in intent, filed with recommendation to reintroduce in 1960, p. 47.

Discrimination Against U.S. Jews by Arab Countries

Resolution No. 46—Presented by delegates from Ladies Garment Workers locals: Isidor Stenzor and Harry Lesch, No. 55; Harry Cohen, No. 84; Sam Lepre, No. 97; Novella M. Eaton, No. 483; Lois Larson, No. 497; Emma Goodman, No. 512; Sadie Sherman and Max Mont, Cloak Makers No. 58; all of Los Angeles.

Whereas, Arabian countries have been dictating to the United States a policy of discrimination in employment, and with respect to service in our armed forces by demanding that no Americans of the Jewish religion shall be part of the personnel stationed at any American base in their countries; and

Whereas, These same Arabian countries have effectively threatened American firms seeking to do business in the Near East that if these firms employ Jewish workers in America, they will be blacklisted by all Arabian buyers; and

Whereas, In its relations with the undemocratic nations of the Near East, the United States Department of State has failed to make an issue of their discriminatory practices, but has in effect submitted to, and is now cooperating with these practices; and

Whereas, The President's Committee on Government Contracts, headed by Vice President Nixon, has been unwilling or unable to cope with this problem; and

Whereas, Our stature as a nation in the eyes of the peoples in the underdeveloped areas of the world depends on our leadership against discrimination; and

Whereas, The Arabian nations need an affirmative example from the United States to help them to develop their re-

lations with Israel free from the complicating attitudes of religious prejudice or conflict; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO calls upon the President of the United States, the Secretary of State, and the federal government to assert and implement a policy of safeguarding all Americans against discrimination by Arab countries, in order to assure the rights of Americans in our armed forces to be stationed in Arab lands, American employees of our armed forces, and employees of American firms seeking to do business with Arabian buyers; and be it further

Resolved, That we urge the AFL-CIO to notify American firms who have bowed before the pressure of Arabian bigots out of fear of blacklisting, that the American workers are opposed to such undemocratic policies.

Referred to Committee on Resolutions.
Adopted as amended, p. 92.

Runaway Motion Picture Production

Resolution No. 47—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor; California State Theatrical Federation.

Whereas, The 71st national convention of the American Federation of Labor, held at New York City in 1952, approved unanimously Resolution No. 92, protesting and condemning the practice of a number of American motion picture producers and advertising agencies, who leave the continental United States to make in foreign countries motion pictures for consumption in the United States; and

Whereas, In many instances, the American motion picture producer who runs away to make his pictures in foreign countries does so to take advantage of cut-rate wages that are lower than American standards; and

Whereas, In other instances, the "runaway" producer goes abroad to save taxes, and in so doing deprives many United States citizens of employment who would otherwise be employed in the production of these motion pictures in this country, and thus the "runaway" producer deprives the United States government of taxes which would accrue from the salaries and wages of American technicians and artists were the pictures made in the United States; and

Whereas, It is grossly unfair and improper for the management of American business and industry to attempt to sell

American products to American workers by means of advertising films that have been made in foreign countries by foreign workers for the specific purposes of avoiding the wage and living standards which make the purchase of their products in America possible; and

Whereas, It is also grossly unfair and improper for American motion picture producers to make in foreign countries, paying cut-rate wages, theatrical feature motion pictures that should be made in the United States, such as the making of American Westerns in Spain; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, strongly protests such "runaway" motion picture production and urges the enactment of a federal law requiring that all motion pictures made in foreign countries and exhibited in the United States be plainly labeled in the main screen title with the country of origin, in order that the American public no longer be hoodwinked by "runaway" American motion picture producers; and be it further

Resolved, That this resolution be transmitted to the next national convention of the American Federation of Labor-Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted as amended, p. 96.

Delete Optional Carrier Provisions in Workmen's Compensation Law

Resolution No. 48—Presented by L. M. Wickland and Mike S. Sudakow of Plumbers No. 78, Los Angeles.

Whereas, Many workmen suffering disabling injuries, and loss of earning power as a result of industrial accidents, have been denied the meager benefits that are their just due under the California Workmen's Compensation Act; and

Whereas, The vast majority of these injustices have been committed by the representative of the private carriers, permitted by the optional coverage provision of the Act; and

Whereas, Profit is prime and justice is secondary with these private carriers; now, therefore, be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, go on record as recommending the workmen's compensation law be amended to delete the optional carrier provisions and coverage under the State Fund be made mandatory.

Referred to Committee on Legislation.
Non-concurred, p. 42.

Seven-Hour Day

Resolution No. 49—Presented by L. M. Wickland and Mike S. Sudakow of Plumbers No. 78, Los Angeles.

Whereas, Since the formation of the first trade union in the United States, one of the primary aims of organized labor has been the shorter work day; and

Whereas, The eight-hour day has been enjoyed by members of the United Association for many years; and

Whereas, This is the time to move forward to the seven-hour day; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record for the seven-hour day; and be it further

Resolved, That this convention shall urge all member local unions to make the seven-hour day, without a reduction in pay, their primary demand in their next negotiations.

Referred to Committee on Resolutions.
Concurred in intent, filed, p. 48.

Support Community Chest, United Crusade and Other Federated Fund-Raising Drives

Resolution No. 50—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor.

Whereas, For many years the labor movement in California as well as nationally has advocated the principle of federation in fund-raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of organized labor; and

Whereas, The national AFL-CIO Community Services Committee has, with the approval of the AFL-CIO executive council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community Chests, United Crusades and other united campaigns should be buttressed

by participation of union members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the policy-making boards, councils and other committees of Community Chests, United Crusades, and their federated service agencies; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where Community Chests and Councils, United Crusades, Associated-in-Group Donors, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, urging the participation of organized labor in these activities, and loyally, actively and generously to support the local Community Chest or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 112.

University Extension Programs

Resolution No. 51—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor.

Whereas, At the last session of the state legislature, funds for University of Extension, University of California, were sharply reduced, so that ninety-two per cent of the Extension budget must now be borne by student fees; and

Whereas, This will mean the elimination or curtailment of programs offered by University Extension, many of which are of particular interest to labor; and

Whereas, Automation and other technological changes require increased opportunity for adult education and more experimentation with educational programs and facilities for working men and women; and

Whereas, It has been the policy of the State of California for the past fifty years to provide support for University Extension so that tuition fees could be kept within the means of wage earners; and

Whereas, Tuition fees in the past paid for eighty-five per cent of the Extension budget and the fifteen per cent provided by the state was already among the lowest provided by any state in the country for comparable Extension Division; and

Whereas, It is in keeping with labor's traditional position to support universal education and encourage the development of such programs, and it is the responsibility of state universities to provide edu-

cational opportunities without regard to ability to pay; now, therefore, be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, goes on record as urging the state legislature and Governor to (1) restore, in the 1960-61 budget, the cut of fifty per cent made in the 1959 budget, and (2) give serious consideration to the resolution of the Board of Regents, which stated that the ready-to-serve costs of University Extension should be provided by the state; and be it further

Resolved, That the officers of the California Federation of Labor take such action as is necessary to bring this matter to the attention of the Governor and the legislature and to get the budget cut restored, and that a copy of this resolution be sent to the Board of Regents and to the proper officials of the University of California.

Referred to Committee on Resolutions.
Adopted, p. 93.

Reimbursable Sales Taxes

Resolution No. 52—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor.

Whereas, The state and city "reimbursable sales taxes" are a heavy burden on the low and middle income consumer; and

Whereas, The labor movement is concerned with eliminating retail selling practices which circumvent the law and permit sellers to make a profit on the levying and payment of the sales tax at the expense of the consumer; and

Whereas, Under the sales tax law, when the tax computed on the sale is a figure which includes a fractional part of a penny, the seller is permitted to collect the whole penny and retain the difference between the fractional amount and the whole penny (called "breakage"); and

Whereas, There is a growing practice in retail business of collecting the sales tax on a per-item basis rather than on the gross sale, thereby permitting the retailer to collect and retain a series of such fractional sums in each sales transaction rather than the single fraction of a penny which would accrue if the tax was computed on the gross sale; and

Whereas, Some establishments include non-taxable items along with taxable items in computing the sales tax; and

Whereas, Such practices result in a substantial illegal tax burden on consumers; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-

CIO, favors an investigation, by the appropriate state governmental agency, to determine the extent of the over-collection of reimbursable sales taxes; and be it further

Resolved, That the California Labor Federation shall cooperate with other community groups to inform the consumer public of over-collection practices.

Referred to Committee on Resolutions.
Adopted, p. 52.

World Fair in Los Angeles in 1963

Resolution No. 53—Presented by George Roberts and Thomas Ranford of Los Angeles County Federation of Labor.

Whereas, A non-profit corporation has been created and duly incorporated and its offices opened in Los Angeles for the purpose of sponsoring a World Fair in the Los Angeles area in 1963; and

Whereas, In the past, four World Fairs have been held in California, two in San Diego and two in San Francisco, but none in Los Angeles; and

Whereas, The 1963 World Fair will be dedicated to the promotion of science and industry in our new age of space; and

Whereas, The consummation of a World Fair in Los Angeles in 1963 will bring renown, prestige, and innumerable economic advantages to our entire state, and particularly to the Los Angeles area; and

Whereas, No greater contribution to peace and international good will could be made than to demonstrate to the world that the people of the state of California are dedicating the next five years to the preparation and consummation of the greatest exhibition of peaceful pursuits ever held in the history of the world; and

Whereas, This 1963 World Fair has been endorsed by the California state legislature, Los Angeles County board of supervisors and the Los Angeles city council, as well as many other civic and governmental bodies; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO endorses the holding of a World Fair in Los Angeles County in 1963, and that the officers of the Federation request all California Congressmen and U. S. Senators to support **HJR 144** in order to obtain the support of the U.S. Government.

Referred to Committee on Resolutions.
Adopted, as amended, p. 108.

Repeal Taft-Hartley Act

Resolution No. 54—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto,

No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Taft-Hartley Law, passed in 1947 by a vindictive labor-hating Congress, has proved a serious obstacle to the functioning of labor unions; and

Whereas, In the hands of a biased National Labor Relations Board, the already restrictive aspects of this law can be interpreted to further hamper the organizational efforts of the labor movement; and

Whereas, Attempts to secure even minor amelioration of this punitive legislation have proved unsuccessful to any great degree; and

Whereas, The stranglehold that this law has on the effectiveness of unions can well prove fatal unless it is immediately broken; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, record itself in favor of complete repeal of the infamous Taft-Hartley law; and be it further

Resolved, That the full weight of this united California labor movement be thrown behind a national campaign of the AFL-CIO to urge Congress to back such action.

Referred to Committee on Resolutions.
Filed, p. 52. See Resolution No. 28.

Support Thirty-Five-Hour Week

Resolution No. 55—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, Despite the highly optimistic and misleading statistics issued by government agencies purporting to show that the unemployment situation is no longer critical, the fact remains that the problem of jobs for all has still not been solved; and

Whereas, Dynamic leadership is required to propose a positive program which will spread job opportunities to include the largest possible proportion of the working force; and

Whereas, This dynamic leadership has not been forthcoming from the Eisenhower administration; and

Whereas, Many unions have already succeeded in securing the thirty-five-hour week and seven-hour day for their members; and

Whereas, This shorter work week has not only eased the unemployment situation, but has provided additional hours of leisure for the worker; and

Whereas, The national AFL-CIO Executive Council has already offered the reduced work week plan as a partial solution to the unemployment problem; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO support the proposal of our national body to institute a thirty-five-hour work week; and be it further

Resolved, That the California Labor Federation study the possibilities of securing similar legislation on a state level.

Referred to Committee on Resolutions.
Filed, p. 56. See Resolution No. 29.

Foreign Workers and Imports

Resolution No. 56—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The American labor movement seeks to improve the working conditions of all working people; and

Whereas, Through the International Confederation of Free Trade Unions, the AFL-CIO has cooperated to raise the living standards of workers throughout the world; and

Whereas, Substantial gains have been made through the efforts of this free trade union movement so that workers in many foreign countries are now protected from exploitation; and

Whereas, There still exist many areas where goods are produced under slave labor conditions, by workers who are paid substandard wages and who toil under the most degraded working conditions; and

Whereas, Goods produced by these exploited human beings are finding their way into the stream of American commerce and are threatening the standard of living of American workers; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-

CIO, call upon the national AFL-CIO to continue its support of the ICF TU in order to bring the benefits of union organization to workers throughout the world; and be it further

Resolved, That the Congress of the United States be urged to adopt regulations limiting the importation of goods into the United States from countries which employ forced or cheap labor; and be it further

Resolved, That the Congress of the United States be memorialized to adopt regulations limiting the importation of goods into the United States from countries which employ forced or cheap labor.

Referred to Committee on Resolutions.
Adopted as amended, p. 92.

Federal Fair Employment Practices Legislation

Resolution No. 57—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The evils of discrimination in employment have far-reaching effects on the lives of members of minority groups by forcing them into poor housing, inadequate educational facilities, and making adequate health protection impossible; and

Whereas, Relatively few states and municipalities have acted to eliminate this blight on the American scene; and

Whereas, The federal government would provide the most effective means for uniform protection of the right to equal opportunity in employment for all Americans; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO memorialize the Congress of the United States to pass legislation which would guarantee that no individual would have to suffer the ravages and persecutions of discriminatory hiring and promotional policies in employment, thus making it possible for all workers to utilize their skills for the benefit of themselves, their families and our country.

Referred to Committee on Resolutions.
Adopted, p. 78.

Support Union Label Program

Resolution No. 58—Presented by delegates from Ladies Garment Workers

locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Union Label is the emblem of the worker, protected by his union on the job; and

Whereas, The union contract has brought the American worker out of the sweatshops and into the light of economic democracy where he can share in the wealth he helps to produce; and

Whereas, The accomplishments of the labor movement in raising the living standards of the worker are accomplishments which should be brought to the attention of the public; and

Whereas, The Union Label has been a sign of pride in workmanship and recognized skill since the early days of the guilds; and

Whereas, The Union Label is an effective means of distinguishing goods produced under decent working conditions and for fair wages; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, reaffirm its support of the Union Label program of the American labor movement and urge all its affiliates to publicize Union Label goods among their members.

Referred to Committee on Resolutions.
Adopted, p. 112.

Federal Civil Rights Legislation

Resolution No. 59—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, There is a wide gap between the principles of democracy as stated in the official founding documents of our country and the practice of equality in certain areas of our nation; and

Whereas, This regional subverting of the essential element of a democracy—equal protection for all under law—has damaged America's world-wide reputation; and

Whereas, The good will of the free nations of the world cannot be earned as

long as a double standard for democracy applies in the United States; and

Whereas, In too many cases, local authorities have deliberately flouted the law in administering so-called justice to its citizens of minority origin; and

Whereas, Only strong, federal legislation, with stringent enforcement powers, can provide equal protection of the law to all Americans; and

Whereas, The present Civil Rights Commission lacks jurisdiction to act except in a limited area, and has only token powers of enforcement; therefore be it

Resolved, That this second convention of the united California Labor Federation, AFL-CIO, memorialize the Congress of the United States to enact legislation which will broaden the powers of the Civil Rights Commission so that it can move directly and forcefully to wipe out the shameful blot of discrimination that mars the face of democracy in America and extend to all Americans, regardless of their origins, the full opportunity to enjoy the rights of citizenship.

Referred to Committee on Resolutions.
Filed, p. 77. See Resolution No. 34.

Support Political Education Program

Resolution No. 60—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The American labor movement has a social program and a political point of view which can be implemented only through successful enactment of legislation by the lawmaking bodies of the nation; and

Whereas, The experience in the November campaign against Proposition 18 demonstrated that the united efforts of the labor movement can result in success; and

Whereas, The current "hate labor" atmosphere can bring punitive legislation which could prove disastrous to the entire labor movement and to the conditions gained for the working people of America; and

Whereas, It is the responsibility of the unions to bring their program to the public and to coordinate and mobilize their efforts so that voters can be

reached in every community, however small or remote; and

Whereas, A positive program of political education is needed to attain these goals; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO urge all affiliated bodies to increase their support of the Committee on Political Education so that information can be disseminated to all voters on the position of labor on crucial legislative issues; and be it further

Resolved, That all affiliates embark on an immediate registration campaign among their members so that maximum voter strength can be obtained in the ranks of the labor movement before the 1960 elections.

Referred to Committee on Resolutions.
Adopted, p. 108.

Civil Rights Legislation in California

Resolution No. 61—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The 1959 session of the California legislature has passed significant and long overdue legislation in the field of civil rights; and

Whereas, Laws now exist guarding the citizens of California against discrimination in employment, housing, urban renewal and redevelopment programs and in public accommodations; and

Whereas, The legislature has removed from the California statutes the ban on interracial marriages which was struck down by the Supreme Court years ago; and

Whereas, The enactment of these laws is merely a first step in extending to all Californians their rights as citizens of our great state; and

Whereas, Constant diligence must be maintained to see that the laws are enforced to the fullest; and

Whereas, The California labor movement has provided strong leadership and financial support to the campaigns to secure enactment of this much needed civil rights legislation conducted by the California Committee for Fair Employment Practices; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO endorse continued labor support of community-wide efforts to protect civil rights through committees such as the California Fair Employment Practices Committee; and be it further

Resolved, That this convention officially commend Governor Brown, the California legislature, the California Committee for Fair Employment Practices, Brother C. J. Haggerty, who so ably represented the views of the California Labor Federation in the recently concluded legislative session, and the many individuals whose years of effort were finally culminated in the adoption of precedent-setting civil rights legislation in our state.

Referred to Committee on Resolutions.
Adopted, p. 78.

Increase Federal Minimum Wage to \$1.25 and Extend Coverage

Resolution No. 62—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The 1959 session of the California legislature failed to pass legislation recommended by the California labor movement that would have provided a minimum of \$1.25 an hour for California wage earners; and

Whereas, Condemning thousands of California workers to substandard living conditions because of substandard wages can halt the progress of our state; and

Whereas, There are millions of workers throughout the United States who receive no wage protection of any kind under state or federal law; and

Whereas, These unprotected workers pose a threat not only to the workers of California, but to the economy of the entire nation, because they are forced to work for wages that cannot support them or their families at even a minimal subsistence level; and

Whereas, We, in the American labor movement, have a responsibility to help raise the living standards of all workers so that the fruits of our American economy can be enjoyed by those who toil to make such abundance possible; and

Whereas, The wages of our union members are endangered by the low wages

of workers unprotected by minimum wage laws; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO mobilize support behind federal minimum wage proposals that would increase the federal minimum to \$1.25 an hour and extend coverage to additional millions of workers; and be it further

Resolved, That our California labor movement organize now to ensure that similar legislation is passed in the State of California in the next legislative session by forming a statewide minimum wage committee for that purpose.

Referred to Committee on Resolutions.
Adopted as amended, p. 56.

Housing

Resolution No. 63—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The blighted slum districts of urban areas are not only an eyesore to the communities of the United States, but are a serious threat to the health of our nation; and

Whereas, It has been demonstrated that slum clearance is possible only through government financing and construction of new homes for slum dwellers; and

Whereas, President Eisenhower, by his recent veto of even a watered-down housing measure, has demonstrated callous disregard of the government's responsibility in this area; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO memorialize the Congress of the United States to pass legislation which would provide federal funds to the states in redevelopment programs and in the construction of public housing; and be it further

Resolved, That all such expenditure of federal funds be made with the stipulation that the resulting housing be made available to all people regardless of race, color, or national origin.

Referred to Committee on Resolutions.
Adopted, p. 80.

Federal Pre-Paid Health Insurance

Resolution No. 64—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto,

No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The catastrophic suddenness of serious illness can bring financial tragedy to the workingman who is unable to budget to meet its costs; and

Whereas, It has been demonstrated through the successful operation of such programs as unemployment, disability, and old age and survivors' insurance that governmental agencies are best adapted to carrying out programs where there is wide social participation; and

Whereas, A program of health insurance must provide for preventive medical care as well as for hospitalization and surgical care when illness occurs; and

Whereas, Such a program must also include increasing the number of doctors and nurses, expanding facilities for their training, and constructing new hospitals; and

Whereas, This program can be effective only if it includes all the people in the nation, because limited participation cannot provide for expansion of facilities to the degree needed; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO urge that a federal prepaid health insurance program be instituted to provide the necessary health protection for the people of the United States; and be it further

Resolved, That this convention commend the California legislature for its recent legislation which affords some protection to the workers of our state from the disastrous effects of illness.

Referred to Committee on Resolutions.
Adopted, p. 77.

Amending McCarran-Walter Act

Resolution No. 65—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The unfair provisions of the McCarran-Walter Act have made a mockery of our claim as a haven for the freedom-seeking immigrants of the world; and

Whereas, The California labor movement has consistently called for amendment of the McCarran-Walter Act; and

Whereas, Proper amendment of the act would not jeopardize our internal secu-

ity, but would provide a fairer and more humane basis for migration to this nation; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, unanimously reaffirm its position in favor of amending the McCarran-Walter Act to provide an immigration policy more consistent with our ideas of fair play and democracy.

Referred to Committee on Resolutions.
Filed, p. 92. See Resolution No. 79.

Endorse and Commend NAACP

Resolution No. 66—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The National Association for the Advancement of Colored People has taken the lead in the struggle to bring full civil rights to all people regardless of race, color, religion, or nationality; and

Whereas, There has existed, for years, a close fraternal relationship between the NAACP and organized labor, which has proved mutually beneficial in the fight for human betterment; and

Whereas, In California, the labor movement has consistently cooperated with the leaders of the NAACP in bringing to fruition its aims and goals; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, reaffirm its endorsement of the NAACP and commend it to all affiliates for continued support.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 14.

Reaffirm Support of Jewish Labor Committee

Resolution No. 67—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Jewish Labor Committee has functioned as an integral part of the labor movement in the struggle for civil rights and the effort to combat bigotry and discrimination; and

Whereas, The Jewish Labor Committee has donated the efforts of its staff and made available educational material to aid in the fight against intolerance; and

Whereas, Past conventions of the California labor movement have commended the Jewish Labor Committee on its work and extended fraternal greetings to this worthwhile organization; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, reaffirm its support of the Jewish Labor Committee and urge all affiliated bodies to continue close cooperation and support for this valuable institution of the labor movement.

Referred to Committee on Resolutions.
Filed p. 112. See Resolution No. 42.

Reaffirm Endorsement of Community Service Organization

Resolution No. 68—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Community Service Organization, national organization of the Mexican-American people, has long enjoyed the support of organized labor; and

Whereas, Many gains have been made by the CSO in the field of community betterment and human relations; and

Whereas, The CSO has worked diligently in support of the same causes espoused by organized labor and has continued to perform important functions in the area where it is organized; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO renew its endorsement of the Community Service Organization and commend it to all affiliates as worthy of continued support.

Referred to Committee on Resolutions.
Adopted, p. 112.

Reaffirm Endorsement of Histadrut

Resolution No. 69—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene

and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Israel Federation of Labor, the Histadrut, is an honored section of the world's free trade union movement; and

Whereas, The Histadrut plays an important role in the life of Israel by maintaining cooperatives, training schools and agricultural centers which help to build the economy of this small nation and make it a strong ally in the cause of democracy; and

Whereas, The American labor movement has developed close fraternal ties with the Histadrut and has helped them in accomplishing their goals; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO reaffirm its previous endorsements of the Histadrut and extend fraternal greetings to this organization which has contributed so much to the building of democracy in Israel.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 24.

Commend Labor ORT

Resolution No. 70—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Organization of Rehabilitation Through Training (ORT) has added to the world community of industrial workers by training thousands of displaced persons in the skills necessary to survival in modern civilization; and

Whereas, ORT operates more than 500 trade schools in 19 countries and is constantly attempting to broaden the scope of its humanitarian endeavors; and

Whereas, Many segments of the labor movement have given financial and moral assistance to this fine organization in this valuable and important work; therefore be it

Resolved, That this second convention of the California Labor Federation commend the Organization for Rehabilitation Through Training on its past accomplishments, extend fraternal greetings to its leaders, and recommend to all affiliated bodies of the California labor movement

that they support the efforts of this dedicated group.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 92.

Adult Education for Labor

Resolution No. 71—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sigmund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The complexity of industrial civilization requires that labor leaders exhibit an understanding of the problems that are integral parts of our society; and

Whereas, Until shorter hours of work made possible more leisure time, the struggle of working men and women for economic security precluded their acquiring formal education; and

Whereas, The special educational problems of working men and women deserve special consideration in our public education system; and

Whereas, Other segments of the society, like business and agriculture, are receiving special consideration from the university and state colleges of California, while similar services are extended to the labor movement only in a limited way; and

Whereas, The benefits derived from such programs as the Institute of Industrial Relations and the Liberal Arts for Labor program of the University of California are invaluable and have provided much-needed information and skills to organized labor; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, commend the pioneer work performed by the two named groups in extending educational opportunities to working men and women and urge all affiliates to participate in both programs to the fullest possible extent; and be it further

Resolved, That the united California labor movement call upon the University of California and the California Department of Education to expand the opportunities for adult education and to give serious consideration to establishing a special certificate open to qualified members of organized labor who have completed a prescribed number of courses in the Liberal Arts for Labor program and the Institute of Industrial Relations program.

Referred to Committee on Resolutions.
Adopted, p. 94.

Reaffirm Support of Italian-American Labor Council

Resolution No. 72—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sig-mund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The Italian-American Labor Council is a nation-wide organization composed of American workers of Italian origin; and

Whereas, The major objective of this organization is to maintain close ties between the American labor movement and the democratic Italian labor movement; and

Whereas, This group has made a significant contribution to international relations by informing the industrial workers of Italy of the principles, ideals and methods of democratic trade unions; and

Whereas, Previous conventions of the California labor movement have endorsed the work of this arm of American labor; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, reaffirm the support of the labor movement of our state for the Italian American Labor Council and extend fraternal greetings to the members of this organization.

Referred to Committee on Resolutions.
Adopted, p. 112.

Commend the City of Hope

Resolution No. 73—Presented by delegates from Ladies Garment Workers locals: Fannie Borax and Bertha Kopsell, No. 96; Sue Adams, No. 445; Samuel Otto, No. 451; Rosetta Watkins, No. 482; Sig-mund Arywitz, No. 496; Local No. 97 D; Local No. 84 D and S; and John Ulene and Margaret Finger, Sportswear and Cotton Garment Workers No. 266; all of Los Angeles.

Whereas, The City of Hope has achieved worldwide prominence as a non-sectarian medical center which provides, at no cost to the patient, education, research, and treatment in the fields of tuberculosis, cancer, leukemia, and Hodgkins' disease; and

Whereas, The City of Hope has worked near miracles in the area of certain types of heart surgery, restoring hope to the hopeless and returning these patients to a life of normalcy; and

Whereas, The City of Hope, through its research program, is constantly expanding the boundaries of man's knowledge of and control over formerly dread diseases; and

Whereas, Thousands of trade unionists throughout the country have received the benefit of the expert care available at the City of Hope and have dedicated themselves to assist this remarkable institution in its continuing fight against catastrophic illness; and

Whereas, The City of Hope has rendered particular service to the labor movement of the United States; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO, heartily endorse the work of the City of Hope and commend it to all affiliates as an organization deserving of continued and expanded support, both financially and morally.

Referred to Committee on Resolutions.
Adopted, p. 112.

Establish Special Committee on Labor-Farmer Relations

Resolution No. 74—Presented by Jay Johnson and Charles Robinson of Northern California District Council of Laborers, San Francisco; Alfred Thoman, Lewis Wilson, Paul Hudgins, J. F. Hightower and John Walsh of Carpenters No. 36, Oakland.

Whereas, On numerous occasions, notably at its September 1957 Oakland convention, the California Labor Federation has adopted resolutions to establish closer ties between organized labor and those farmers and farm groups who recognize that their interests can best be served by strengthening the purchasing power of wage earners; and

Whereas, The California labor movement was given outstanding assistance during the past year by many such farmers who served on the Citizens Committees opposing so-called "right to work" ordinances and Proposition 18 on the November 4, 1958 ballot, thus materially contributing to its defeat; and

Whereas, Notable support was given by liberal farmers during the recent session of the California state legislature to many measures sponsored by the California Labor Federation, such, for example, as the Fair Employment Practices Act, the Joint Resolution for a national minimum wage for farm labor, and even, in some instances, to a state minimum wage bill, in defiance of pressures on individual farmers to oppose these measures by the State Farm Bureau and Associated Farmers; and

Whereas, Thousands of farm families in California are battling for their very existence against monopoly expansion into fields, such as poultry, depressing prices received far below cost of production and forcing independent producers into a sharecropper status; and

Whereas, These same giant monopolies seek to weaken labor's bargaining power and prevent increases in wages and living standards, while, through accelerated automation, they continue to reduce the number of available jobs; and

Whereas, Members of the organized labor movement and families of working farmers, alike, are being deprived of real income by "administered" prices and inflationary pressures which have forced living costs to all-time highs in this state; therefore be it

Resolved, That the second convention of the California Federation of Labor establish a special committee to work out a public relations program with co-operating farm groups for their common protection.

Referred to Committee on Resolutions.
Filed, p. 58.

Remove Taft-Hartley Discrimination Against Guards

Resolution No. 75—Presented by Harold L. Kerr and Roy Winters of Building Service Employees Union No. 193, Los Angeles.

Whereas, One of the sections of the Taft-Hartley law which received very little notice at the time of its passage was Section 9(b), Subsection (3) affecting guards. This section provides as follows: That the National Labor Relations Board shall not "decide that any unit is appropriate . . . if it includes together with other employees, any individual employed as a guard to enforce against employees and other persons rules to protect property of the employer or to protect the safety of persons on the employer's premises; but no labor organization shall be certified as the representative of employees in a bargaining unit of guards if such organization admits to membership, or is affiliated directly or indirectly with an organization which admits to membership, employees other than guards."

The practical effect of this section of the Taft-Hartley law has been to deny guards who have traditionally been part of the jurisdiction of the AFL unions the great benefits which our organization has been able to afford them.

The men who work as guards have been relegated to second class citizenship by

an ill-advised, illogical and unreasonable piece of legislation which means that guards cannot have the right to be represented by labor unions which are affiliated with the main body of American workers. Loss of seniority, welfare benefits, pension rights, as well as lower wage standards and working conditions have resulted.

First by a series of vacillating decisions, and now by increasingly unfavorable administrative actions, the National Labor Relations Board has made even more restrictive the limiting scope of the original legislation. Recent rulings have denied affiliated union representation to part-time watchmen and guards, to armored car drivers and even to fire prevention guards.

A quick summary of some of the recent NLRB decisions will show the direction of the board's thinking. In September of 1953, for example, the board reversed itself for about the fourth time and finally ruled that armored car guards and drivers are guards within the meaning of the Taft-Hartley Act. This ruling was handed down in a case involving a local union of the Teamsters and constituted reversal of many prior rulings which had been in effect since 1948.

On October 30, 1953, the board issued a decision in which watchmen who spent only a minute portion—less than 5 per cent (5%) of their time performing normal watchman duties, such as making plant rounds, punching time clocks at regular intervals, and reporting infractions of company rules, were guards and, therefore, excluded from the protection of the law. The board held that the fact that these men performed watchmen duties only 5 per cent of their time was not sufficient to remove them from the statutory category of guards.

Thus, the law and its interpretation by NLRB has resulted in a situation where guards have been singled out for punitive treatment; denied the normal privilege of uniting with their fellow workers for the common and legitimate purposes of trade unionism and isolated from the main group of the American labor movement.

Summary: The Taft-Hartley Act—Section 9(b)—Subsection (3) has resulted in an unreasonable, intolerable and unnecessary segregation of guards. The NLRB Administrators have indeed gone further and included within the scope of the law occupations not intended by Congress to be included in the definition of guards; therefore be it

Resolved, By the second convention of the California Labor Federation, AFL-CIO, that Section 9(b), Subsection (3) of Public Law No. 101, known as the Taft-Hartley Act, discriminates unfairly against guards; and that an effort should be made to eliminate or modify same, as we object to a special classification which puts us in the category of second-class citizens.

Referred to Committee on Resolutions.
Adopted, p. 53.

Establish U. S. Monetary System

Resolution No. 76—Presented by E. M. Cantley, Tom Burkholder, Franklin K. Hull, David D. Brymer, Howard Geiger, Harlan L. Savage, Roy Shaw, E. C. Vaughan, Edward Duffy and Charles F. Armin of Oil, Chemical and Atomic Workers No. 1-128, Long Beach.

Whereas, A vast majority of American workers are faced with financial insecurity and are actually living from payday to payday, not because of poor management of income, but because of high income taxes and high cost of living, etc., brought about by a violation of the U. S. Constitution on the part of the U. S. Congress; and

Whereas, Organized labor has gained large wage increases through collective bargaining during the past twenty years and the standard of living has been raised generally, we now find ourselves burdened with an enormous debt with its staggering interest, which has not only offset the large increase in wages and rise in the standard of living, but has brought the labor movement, our economy and our nation to the brink of insolvency and destruction.

It is high time that workers and all other Americans take a good look at the actual and true condition of our economy and the certain disaster ahead. Economists may be fooled, but not the immutable laws of economics.

Our present debt money system is not only unconstitutional, but we now find ourselves in this ominous position: Increase our money to fit our needs by the present method of borrowing it into existence, and we will have inflation. Decrease our overall supply of money, and we will have recession and depression.

Inflation decreases the value of the buying power of the dollar until it can become as worthless as the German mark.

Decrease the money supply; that is, make money tight or scarce, and millions of workers lose their jobs. Today, under our present deficit finance system, we have not only an unpayable debt, but an

ever increasing debt which will eventually make the dollar worthless, and this need not be! The American dollar can be stabilized. The great debt can be paid without cancellation or repudiation. But only if the Constitution of the United States is adhered to; and

Whereas, Our American economy is a three phase system; namely, money, production and consumption. It is a self-evident fact that of the three, money is the controlling or ruling factor and always leads the other two. Therefore, whoever controls the money policies of a nation is the real ruler of that nation; and

Whereas, An outstanding majority of the founding fathers of this nation were of the opinion that in order for the people of a nation to enjoy and to be guaranteed economic security, that government must have the sole power of creating or issuing money. This power was specifically given to the legislative branch of our government in "Article I, Section 8, Paragraph 5," United States Constitution, and this power was expressly denied to the several states, "Article I, Section 10, Paragraph 1," U. S. Constitution. Certainly it was never intended that the power to create money should ever be given to corporations or individuals.

But every Congress from the very first Congress in 1791 has violated their oath to uphold and defend the Constitution by surrendering one of its most important powers (that is, to create money), to private bankers and banking institutions. The single exception being the 37th Congress in 1862, which passed the Legal Tender Acts recommended by Lincoln and his Treasury Secretary Chase to authorize the Treasury Department to issue 450 million dollars in United States notes, "the famous Lincoln greenbacks." These greenbacks were not borrowed money, but created in accordance with the Constitution with the resources of the nation back of them and put directly into circulation with no interest to anyone. 346 million dollars of these U. S. notes are still in circulation and they have already saved the people of this nation more than 7 billion dollars in interest.

The 63rd Congress, in December, 1913, enacted the Federal Reserve Act.

This act of Congress gave almost exclusive powers to create and issue money to privately owned banks. An act in direct violation of the Constitution. The Federal Reserve Banks are not government banks, the entire capital stock being owned by the member banks. All of this is a violation of the Constitution and concerns every member of this organization.

The Federal Reserve Act provided for the establishment of a board of governors of the federal reserve system. The salaries of the members of this board are paid by the banks; and

Whereas, Our economy is absolutely geared to our total net money supply and the total net money supply is determined by the Board of Governors of the Federal Reserve System under a **private** and not a **public direction**, under the guidance of **individual interests** and not in the best interests of public policy; and

Whereas, This board has nearly absolute power in formulating national credit policies and for supervising their execution, together with practically the sole power of determining whether money and bank credit shall be plentiful or scarce, which in turn automatically decides good or bad times, boom or bust times, prosperity or depression.

The recent so-called recession, with 5½ million unemployed, was deliberate and man-made by the Board of Governors of the Federal Reserve System.

Other reasons for the subsequent resolutions:

1. This is the most important business to be considered by this convention inasmuch as it involves America's most important domestic problem and this organization should help initiate the remedy.

2. Most union members are apathetic toward their union because they feel that something is lacking in their union policy.

3. Our real enemies have clearly hidden this important problem with other problems and issues. Please recollect or call to mind your own experiences and you will discover that we are continually confronted with red-hot issues. Issues that must be solved immediately else our union or country will suffer. And all the time this problem of an unconstitutional debt money system is not only hidden but becomes more and more dangerous each day.

4. The enemies to a solvent government have usurped the power to issue money and the power to regulate the value of the buying power of the same. Therefore, even though we are successful in gaining wage increases, the decrease in the value of buying power has voided the monetary gains; now therefore be it

Resolved, That we the delegates to the second convention of the California Labor Federation, AFL-CIO request the Congress of the United States to restore to itself its power as mandated by Article I Section 8 Paragraph 5 U. S. Constitution to wit: "To coin money, regulate the value thereof and of foreign coins, and fix the

standards of weights and measures"; and be it further

Resolved, That Congress take the following steps to establish a scientific constitutional monetary system:

1. Purchase Federal Reserve Banks.

2. Set up a scientific Monetary Authority responsible directly to Congress who shall scientifically determine the total net supply of money that shall be needed at all times to carry on the nation's business, both public and private.

3. Require all commercial banks to eventually (within 5 years) maintain 100 per cent reserves for all demand deposits.

4. That all Federal Reserve notes be replaced by non-interest bearing Congressional or United States notes. That all new currency issued shall be Congressional or United States notes and placed into circulation interest free at source of origin.

5. That there shall be no cancellation or repudiation of real debts and all U. S. Government debts shall be paid.

6. That copies of this entire document be sent to President Eisenhower, President of the Senate, Speaker of the House of Representatives, Chairman of both Senate and House Banking and Currency Committees, AFL-CIO Executive Council, Associated Press, International News Service, AFL-CIO News.

7. That the Executive Council of the California Labor Federation, AFL-CIO use every effort to convince the AFL-CIO Executive Board of its necessity to make this problem, COPE's most important issue.

8. That, if necessary, the author or sponsor of these resolutions to appear before the AFL-CIO Executive Council or its authorized representatives to fully explain the subject matter of the same, with the understanding that per diem and transportation (but not wages) shall be furnished by either the AFL-CIO or the California Labor Federation AFL-CIO.

9. That copies of all communications in reply to the resolutions be sent to the author of the same.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 49.

Cover Pregnancy With Disability Insurance

Resolution No. 77 — Presented by Rodger W. Smith, A. T. Gabriel, Charles Gricus, Wm. T. Donovan, Willie Bible, Mildred Washington and Willey Nelum. of Miscellaneous Culinary Employees No. 110, San Francisco; State Council of Culinary Workers, Bartenders, Hotel and Motel Service Workers.

Whereas, Women workers in California are an increasingly large proportion of the labor force; and

Whereas, Women lose time from their jobs and so lose all income from a cause which does not affect men, and which is not covered by disability insurance, namely pregnancy; and

Whereas, Pregnancy presents the same physical causes for inability to work as were meant to be covered by state disability insurance; now, therefore, be it

Resolved, That the second convention of the California State Federation of Labor, AFL-CIO go on record for an extension of our state disability insurance law to cover pregnancy for a medically reasonable length of time, and that we make this demand a part of our program with the state legislature.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 35.

IWC Coverage of Women and Minors in Agriculture

Resolution No. 78—Presented by Rodger W. Smith, A. T. Gabriel, Charles Gricus, Wm. T. Donovan, Willie Bible, Mildred Washington and Willey Nelum of Miscellaneous Culinary Employees No. 110, San Francisco; State Council of Culinary Workers, Bartenders, Hotel and Motel Service Employees.

Whereas, Under the laws of the State of California, the Industrial Welfare Commission has been given quasi-legislative powers to inquire into the welfare of women and minor workers employed in the state and to promulgate regulations to promote their health, safety, and welfare; and

Whereas, After due inquiry, minimum wages, maximum hours and minimum standards of working conditions for women and minors were established by orders of the Industrial Welfare Commission in a series of industries, specifying \$1.00 an hour as the minimum wage for women and minors in most occupations; and

Whereas, Women and minors presently employed in agriculture are denied such protection, and lack any legal safeguards as to their hours, wages, and other conditions of employment relative to their health, safety, and welfare; and

Whereas, The Industrial Welfare Commission, within the past two years, has held a series of seven public meetings in agricultural areas throughout the state, the last one in Marysville, in April of this year, to secure information on the

wages, hours, and working conditions of women and minors in agriculture; and

Whereas, Testimony given at those hearings has amply established that inadequate pay, long hours, and unsafe and unhealthful conditions detrimental to the welfare of women and minors are prevalent on the farms of California; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO call upon the Industrial Welfare Commission to promulgate the long overdue orders elevating women and minors employed in agriculture to the same level as those employed in industry as far as hours, wages and standards of working conditions are concerned.

Referred to Committee on Resolutions.
Adopted, p. 57.

Commemorate World Refugee Year

Resolution No. 79—Presented by Rodger W. Smith, A. T. Gabriel, Charles Gricus, Wm. T. Donovan, Willie Bible, Mildred Washington and Willey Nelum of Miscellaneous Culinary Employees No. 110, San Francisco; State Council of Culinary Workers, Bartenders, Hotel and Motel Service Employees.

Whereas, The year beginning in July 1959 has been proclaimed World Refugee Year by the President of the United States in support of the action initiated by the General Assembly of the United Nations; and

Whereas, There has been established in the United States a U.S. Committee for Refugees on which AFL-CIO President George Meany serves as a vice president; and

Whereas, More than two million people throughout the world are homeless, the refugees of war and of Communist totalitarianism, many of whom have been living in tents and shacks in refugee camps for over ten years; and

Whereas, The ability of the United States to do its proportionate share in solving the refugee problem has been limited by the harsh and discriminatory McCarran-Walter Nationality and Immigration Act; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record in support of the work of President Meany with the U.S. Committee for Refugees in their attempt to make some progress on this problem in this World Refugee Year; and be it further

Resolved, That this convention support the position of the AFL-CIO for revision of the McCarran-Walter Act which will end the discriminatory national-origin quota system for allocating immigration visas and for an end to the extreme restrictions on the people of nations bordering the Pacific Ocean whose immigration is limited to 100 per year; and be it further

Resolved, That we join with former President Truman in his demand that the United States develop an immigration policy which will be an aid to our foreign policy in proving that we do not discriminate; and be it finally

Resolved, That this Federation and its affiliates take appropriate action to notify our representatives in Congress of our desire for revision of the McCarran-Walter Act, and that we also take appropriate action to commemorate the World Refugee Year during the next ten months.

Referred to Committee on Resolutions.
Adopted, p. 92.

California Fair Employment Practices Law

Resolution No. 80—Presented by Rodger W. Smith, A. T. Gabriel, Charles Gricus, Wm. T. Donovan, Willie Bible, Mildred Washington and Willey Nelum of Miscellaneous Culinary Employees No. 110, San Francisco; State Council of Culinary Workers, Bartenders, Hotel and Motel Service Employees.

Whereas, The California state legislature in 1959 did, at last, enact a state FEPC law which is a strong law; and

Whereas, The legislature also enacted laws to prevent discrimination in government-assisted housing and in public accommodations; and

Whereas, The campaign for this much-needed legislation was coordinated by the California Committee for Fair Employment Practices, a committee composed of all of the groups who support civil rights legislation; and

Whereas, The California Labor Federation and its officers did work actively and effectively with the California Committee for Fair Employment Practices in the successful drive for FEPC and other important civil rights laws; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record commending its officers for their contribution to the successful achievement of FEPC and the other civil

rights laws in California in 1959; and be it further

Resolved, That this convention convey to the officers of the California Committee for Fair Employment Practices our thanks and congratulations for a job well done; and be it still further

Resolved, That this convention go on record as looking with favor on continued participation by the California Labor Federation in any such coordinating body in the field of civil rights which may be developed in the future by the kind of groups with whom we have worked in this field in the past, especially the NAACP, the Jewish Labor Committee and the Community Services Organization.

Referred to Committee on Resolutions.
Filed, p. 78. See Resolution No. 61.

Distribution of California Irrigation Water

Resolution No. 81—Presented by Bill O'Rear of Central Labor Council of Fresno and Madera Counties, Fresno.

Whereas, The distribution of irrigation water in California is one of the most basic and vital problems; and

Whereas, The California Labor Federation, AFL-CIO, under the leadership of Secretary Neil Haggerty, has consistently taken sound, liberal and vigorous action to prevent water projects, either state or federal, from falling under monopolistic control of corporate farm interests; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO commend Secretary Haggerty, his staff, the Federation President and other leaders of the Federation for their forthright action on water legislation; and be it further

Resolved, That the delegates pledge their full support of these actions and encourage Secretary Haggerty and other Federation leaders to continue their fight to prevent the corporate farm interests from gaining complete control of our state government, agricultural pursuits and economic life for generations to come via state or federal water projects.

Referred to Committee on Resolutions.
Adopted as amended, pp. 88, 90.

Endorse Hospitalization for Postal and Federal Employees

Resolution No. 82—Presented by Emmet C. Andrews of Post Office Clerks No. 2, San Francisco.

Whereas, Increasing medical costs and health insurance costs are an ever growing burden on workers with a fixed in-

come, particularly when illnesses are of a long duration; and

Whereas, These costs tend to lower the standards of living of fixed income employees; and

Whereas, Legislation has been introduced in Congress for the past six years to provide such benefits, and this year the Senate has just passed S. 2162 which is now in the House of Representatives; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record endorsing HR 8222, without amendment, which provides for the establishment of a hospitalization program of government employees in defraying 50 per cent of hospital plan costs for postal and federal employees, and also providing a major medical catastrophe insurance coverage; and be it further

Resolved, That this convention wire all California congressmen urging support of HR 8222 without amendment; and be it further

Resolved, That this convention also wire Senators Engle and Kuchel our thanks for their support of the companion bill in the Senate; and be it further

Resolved, That this convention wire Senator Neuberger, Chairman of the Subcommittee who followed through on this complicated legislation to enactment by the Senate.

Referred to Committee on Resolutions.
Filed, p. 110. See Resolution No. 18.

Salary Increases for Postal Employees

Resolution No. 83—Presented by Emmet C. Andrews of San Francisco Post Office Clerks, No. 2, San Francisco.

Whereas, The present salary schedules of postal workers have again fallen behind the rise in the cost of living; and

Whereas, The productivity of postal employees has increased by 14 per cent against the rising volume of mail handled by the post office; and

Whereas, Personnel turnover in the post office is again on a high rate of increase; and

Whereas, The practice of personnel turnover is not economical to any business; and

Whereas, Ninety per cent of the employees leaving the Postal Service give inadequate salaries as well as poor working conditions as their reasons; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record endorsing salary

increase for postal employees as provided in the Foley Bill HR 665, providing for a \$650.00 per year increase; and be it further

Resolved, That the California Congressmen be so notified of this endorsement.

Referred to Committee on Resolutions.
Adopted as amended, p. 111.

Eliminate Work Production Standards in the Post Office

Resolution No. 84—Presented by Emmet C. Andrews of San Francisco Post Office Clerks, No. 2, San Francisco.

Whereas, The Postal Service has been operating with a so-called Work Performance Standards program for the larger offices and an Equated Pieces of Mail operation for the smaller offices for an extended period of time; and

Whereas, This program was started for the supposed purpose of determining standards of production in various operations necessary to process mail for delivery, disavowing any intent to speed personnel; and

Whereas, Recent departmental explanation further states it is also intended to assist in properly utilizing manpower and estimating future manpower requirements, and to ascertain needed improvements in methods and equipment employed in mail handling activities; and

Whereas, Observation of the development of this program clearly indicates it is wasteful, uneconomical, cumbersome and delaying the proper processing of the mail; and

Whereas, These systems further burden the Postal Service with a tremendous and increasing loss in productive man-hours necessary to compile voluminous records under the Work Performance Standards, keeping skilled employees from their proper and primary assignment; and

Whereas, The confusion caused by these systems has undermined the morale of the postal personnel; and

Whereas, Departmental modifications and installations at small offices have been designed to mollify gullible employee organization leaders and individual employees into blind acceptance of the program; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO condemn the Work Performance Standards and "EPOMS" program for their disruption of the Postal Service and detrimental effect upon the morale of postal employees; and be it further

Resolved, That in the interests of the public and employees, the California La-

bor Federation protest to Congress its use and seek its elimination by legislation.

Referred to Committee on Resolutions.
Adopted, p. 111.

Union Recognition for Postal and Federal Employee AFL-CIO Unions

Resolution No. 85—Presented by Emmet C. Andrews of San Francisco Post Office Clerks Union No. 2, San Francisco.

Whereas, Despite the repeal of the "Gag-Laws," ostensibly giving postal employees some form of union recognition; and

Whereas, Despite the tremendous growth and advances made by organized labor, postal unions are still dependent upon the good graces of departmental officials at all levels who are not compelled to recognize this provision by law; and

Whereas, Congressman Rhodes has recognized these facts to be self-evident by presenting the Rhodes Bill **HR 6** to amend the Lloyd-LaFollette Act of 1912, and to provide for employees of the federal government many of the basic rights provided for employees of private industry by the National Labor Relations Act; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record endorsing the Rhodes Bill, **HR 6**, and further pledge continued support of this legislation until enacted by Congress.

Referred to Committee on Resolutions.
Adopted as amended, p. 111.

Amend Inequities of Public Law 68

Resolution No. 86—Presented by Emmet C. Andrews of San Francisco Post Office Clerks Union No. 2, San Francisco.

Whereas, The passage of Public Law 68, an act to increase rates of basic compensation for officers and employees of the Post Office Department, instructed the Postmaster General to assign each position in the Postal Field Service to its appropriate salary level by comparing the duties, responsibilities, and work requirements of key positions; and

Whereas, In ranking the position, the Postmaster General was instructed to apply the principle of equal pay for equal work and responsibility; and

Whereas, The inequities of interpretation of Public Law 68 has created many instances of lowered morale, and in fact, is detrimental to the best interests of all post office employees; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-

CIO go on record as endorsing legislation repealing the inequities of Public Law 68.

Referred to Committee on Resolutions.
Adopted, p. 112.

Payment of Overtime for Substitute Employees in the Post Office

Resolution No. 87—Presented by Emmet C. Andrews of San Francisco Post Office Clerks Union No. 2, San Francisco.

Whereas, The Post Office employs substitute postal employees who are on call at all times of day or night; and

Whereas, These same employees can be worked in excess of 8 hours per day and 40 hours per week without payment of overtime; and

Whereas, Many private industry companies are prosecuted for not paying overtime to their employees; and

Whereas, Many of these suits are being tried in Federal Court buildings, where, in the same building, postal substitutes are being worked under the same circumstances that private companies are being prosecuted; and

Whereas, This practice constitutes an unfair labor practice; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record as endorsing legislation to pay postal substitutes overtime of time and one-half for all work performed in excess of 8 hours per day and in excess of 40 hours per week.

Referred to Committee on Resolutions.
Adopted as amended, p. 111.

Oppose Discontinuance of Federal Meat Grading Program

Resolution No. 88—Presented by H. J. LaLonde and Harry Lumsden of Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, Indications from Washington, D. C., are that the U. S. Department of Agriculture is being pressured to discontinue its meat grading program; and

Whereas, Such a discontinuance would put the consuming public at the mercy of unscrupulous producers and marketers of meat; and

Whereas, Meat is one of the most important elements in the diet of the average citizen; and

Whereas, The California Labor Federation, AFL-CIO has always been aggressive in endeavoring to educate and protect the consuming public, of which the laboring people are in the majority; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record opposing the abolishing of the grading of meat for human consumption by the United States Department of Agriculture; and be it further

Resolved, That everything possible within the power of the Federation be done to prevent this action from being executed.

Referred to Committee on Resolutions.
Adopted, p. 108.

Assist Drive to Organize Farm Workers

Resolution No. 89—Presented by R. W. Rivers and Arthur Hellender of Communications Workers No. 9490, Oakland.

Whereas, Within recent months the Executive Council of the national AFL-CIO, under the leadership of President George Meany, adopted a program to mount a large-scale organizing campaign with respect to agricultural workers throughout the country; and

Whereas, Certain key areas of California's highly industrialized agriculture have been selected as the prime targets of the present organizing drive; and

Whereas, The Executive Council of the California Labor Federation, AFL-CIO, at its recent meeting in July, pledged full support and assistance to the farm labor organizing campaign in California; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record as fully endorsing the campaign of the Agricultural Workers Organizing Committee to achieve for farm workers the benefits of unionization now enjoyed by workers in other industries; and be it further

Resolved, That the California Labor Federation go on record in support of the elaboration of a concrete program whereby the full resources of the Federation and its affiliated bodies will be placed squarely behind the campaign to unionize farm workers; and be it further

Resolved, That the California Labor Federation urges all its affiliated bodies to give their full cooperation in this effort to organize farm workers, and calls upon them to give every possible moral and material assistance, such as publicizing the just cause of the farm workers among their own members and the community at large; mobilizing public support for the farm workers; giving active endorsement and aid to constructive federal and state legislative programs;

furnishing manpower where necessary; and manifesting in all of labor's traditional manner their solidarity with farm workers.

Referred to Committee on Resolutions.
Filed, p. 57.. See Resolution No. 132.

Repeal Franchise Tax on Credit Unions

Resolution No. 90—Presented by Louis W. Jackson of Machinists No. 706, Barstow.

Whereas, The credit union has come to be the poor and working man's bank, encouraging thrift and making loans for his needs at very low rates of interest and moderate security; and

Whereas, The recent session of the California legislature, based on erroneous information furnished by banks and loan sharks, raised the minimum franchise tax on credit unions from \$25 to \$100 per year; and

Whereas, This will seriously jeopardize the formation of new credit unions, and will cause great hardship for those of small membership just getting started; and

Whereas, California has heretofore been in the forefront in the credit union movement for the benefit of workmen and women; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to sponsor legislation, and make every effort to secure repeal of this class legislation aimed directly at the welfare of laboring citizens of California.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 44.

Exorbitant Charges of Medical Profession

Resolution No. 91—Presented by Louis W. Jackson of Machinists No. 706, Barstow.

Whereas, In recent years, almost all labor organizations have through hard work, negotiated medical and hospitalization plans with employers, hospitals, and insurance companies for the benefit of their members; and

Whereas, The practice is becoming increasingly common for doctors and hospitals to double or triple the charges where the patient has insurance or is a member of a medical or hospital plan, thus nullifying the benefits which he or his employer is paying to secure; and

Whereas, Some labor organizations have already begun to try to remedy this over-charging by contacts with medical

associations, and gathering information on doctors and hospitals who follow this practice; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record, and make every lawful effort to secure the cooperation of all California medical, dental, optometric, and hospital associations to drive out the over-chargers and bring these humanitarian services back within reach of the workingmen and women and their dependents in California.

Referred to Committee on Resolutions.
Filed, p. 77. See Resolution No. 120.

Common Property vs. Utilities Tax Assessment

Resolution No. 92—Presented by Louis W. Jackson of Machinists No. 706, Barstow.

Whereas, A bill was passed by the recent legislative session and signed by the Governor, requiring publication of now secret ratio between assessed and market values of all common property, which utilities have tried to have passed since 1949; and

Whereas, This will quite likely move a great amount of additional tax burden from utilities to common property owned by workingmen and women up to double their present tax bill; and

Whereas, Many working people are trying to buy homes of their own, thus providing work for our building trades, and some degree of security for their families; and

Whereas, Most working people find it very difficult to meet their present tax payments; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record, and bend every effort to inform their membership of the extreme gravity of this tax shift from utilities, who now enjoy many tax privileges not available to the common property owner, to those workingmen and women who are already overburdened.

Referred to Committee on Resolutions.
Adopted, p. 52.

Full Pay by Employer for Jury Duty

Resolution No. 93—Presented by Louis W. Jackson of Machinists No. 706, Barstow.

Whereas, It is the civic duty of every citizen to serve when called for jury duty; and

Whereas, Most workingmen and women would be glad to exercise this constitutional right and duty, when called, except for the financial hardship incurred because of loss of wages; and

Whereas, Many states now have laws requiring the employer to grant full pay for employees' time spent on jury duty; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record, and sponsor legislation, to secure these benefits for California workingmen and women.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 47.

Unjust Dismissal of Probationary Teachers

Resolution No. 94—Presented by Antonia Booker and Lucille C. Grieve of Teachers No. 1263, Long Beach.

Whereas, The arbitrary and unreasonable dismissal of AFT member, Raymond de Groat, a third-year probationary teacher at Jordan High School in Long Beach, California, was forced upon his principal by a committee comprised of the district superintendent, the deputy superintendent, the assistant superintendent (secondary), the director of publications, and the president of the Board of Education of the Long Beach Unified School District; and

Whereas, No question has ever been raised concerning Brother de Groat's superior qualifications as a teacher; and

Whereas, The Long Beach Federation of Teachers, AFT Local 1263, AFL-CIO, has been duly authorized to act for Brother de Groat as his spokesman in seeking a fair conclusion to his grievance; and

Whereas, The LBFT has done everything possible to settle this disputed matter through the normal channels of procedure, including many discussions at all levels of local administration, between representatives of the administration and the American Federation of Teachers; and

Whereas, The representatives of the American Federation of Teachers have met evasive tactics by the Board of Education and the administration during all such discussions; and

Whereas, The Board's capricious and despotic action has been compounded by its last moment dismissal of two more Jordan High School union teachers, Lucille Couvillon Grieve and Maureen Cam-

eron Clarke, despite the principal's standing recommendation for retention; and

Whereas, These two teachers were dismissed because of their union activities and support of Brother de Groat in his fight for retention; and

Whereas, Sisters Grieve and Clarke requested support of the Long Beach Federation of Teachers, AFT Local 1263, AFL-CIO; and

Whereas, In answer to their requests, the Long Beach Federation of Teachers has been duly authorized to act for Sisters Grieve and Clarke as their spokesman in seeking fair conclusion to their grievances; and

Whereas, All three union teachers have received the support of the American Federation of Teachers, the California State Federation of Teachers, the former Long Beach Central Labor Council, and the former Greater Los Angeles CIO Council; and

Whereas, Appeals on behalf of and by these two teachers have been met by similar arbitrary and evasive tactics by the Board of Education; and

Whereas, Brother de Groat, Sisters Grieve and Clarke have retained the law firm of Wirin, Rissman and Okrand to file civil suit for reinstatement; and

Whereas, This problem emphasizes the need for remedial action to prevent the arbitrary dismissals of probationary teachers now so common; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does go on record in support of Raymond de Groat, Lucille Grieve and Maureen Clarke in their legal action; and be it finally

Resolved, That this organization does call upon the American Federation of Labor and Congress of Industrial Organizations and its affiliates to take any and all actions, including financial support, they deem fitting in support of our efforts for reinstatement of these three union teachers.

Referred to Committee on Resolutions.
Adopted as amended, pp. 93, 97, 107.

Oppose Business Education Day

Resolution No. 95—Presented by Antonia Booker and Lucille C. Grieve of Teachers No. 1263, Long Beach.

Whereas, There exists at present, both locally and nationwide, a trend toward school districts and their officials working with representatives of business and management to establish in school dis-

tricts a so-called Business Education Day or Business-Industry-Education days; and

Whereas, These days, during which the children have a holiday from school and the teachers are required to participate in visiting various business firms, factories or industries or else they will lose a day's pay; and

Whereas, These days have become a tool of management wherein they use teachers in a "captive audience" situation to instill in them the one-sided propaganda of management; and

Whereas, In most instances these propaganda techniques used have been either subtly or overtly anti-union and anti-labor in general; and

Whereas, The wages of teachers are paid by tax dollars, much of which have been contributed by union members and families of union members; and

Whereas, This cost, for example, in the Long Beach area alone, is very close to or over \$100,000 of public tax money being used for such a pro-management B-E Day; and

Whereas, In effect, this means that union members and their families are contributing to support a program which, because of its pro-management anti-union nature, favors the employer and is against the best interests of union members and all workers in general; and

Whereas, We believe this is just another gimmick of the enemies of organized labor to try to destroy labor through such a subversive means; and

Whereas, This gimmick results, in effect, in a type of "brain-washing" of our teachers, both locally and nationwide; and

Whereas, Anti-labor attitudes which may be developed by these one-sided B-E or B-I-E Days will often carry over into a teacher's classroom work, resulting in putting unfavorable ideas and opinions about labor into the minds of our nation's youth; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does go on record as opposing the present one-sided B-E or B-I-E Days in accordance with the state and national policies of the California State Federation of Teachers and the American Federation of Teachers; and be it further

Resolved, That we request all unions and councils to consider and, if possible, take appropriate action to remedy the situation and the problems caused by these one-sided pro-management days; and be it further

Resolved, That we request the Executive Council and/or the membership of all unions and councils to consider and adopt one or more of the following suggested solutions:

1. To oppose these one-sided B-E or B-I-E Days with the goal in mind of either doing away with them completely or making them into an institution allowing for the true democratic approach of permitting both labor and management to present their sides, which might be done in one of the following ways:

(a) Have another day set aside for visitations to only unions, union displays, and activities and to meet with union officials because it is crucial that teachers hear the true story about labor, or, if this can not be done, we might

(b) Limit the present type B-E or B-I-E Day visitations to only establishments, industries, etc. that have union contracts and are actually employing union members, and that top representatives of the unions involved (local, state or national) be present to discuss and present the union (labor's) side and problems; and be it further

Resolved, That we in the Long Beach Federation of Teachers, AFT Local 1263, pledge our support to aid in working with other AFL-CIO and bona-fide labor organizations to help turn the trend away from the present anti-union, pro-management infiltration into our schools.

Referred to Committee on Resolutions.
Adopted as amended, p. 93.

Promote Wider Showing of AFL-CIO Television Series, "Americans at Work"

Resolution No. 96—Presented by Antonia Booker and Lucille C. Grieve of Teachers No. 1263, Long Beach.

Whereas, The AFL-CIO is promoting a television series known as "Americans at Work"; and

Whereas, This series is being presented coast to coast as a public service television program; and

Whereas, In a communication from our national AFT office, received July 1, 1959, we find that no Southern California station is listed—the only four being: KIEM-TV, Eureka; KFRE-TV, Fresno; KCRA-TV, Sacramento; and KTVU, San Francisco; and

Whereas, We hope we may be able to announce to our members that viewing of this series is available to union members in general and AFT members as well especially, inasmuch as number 23 of the series has to do with teachers and our

own American Federation of Teachers movement; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to contact television stations throughout the state to see if they will present this series for the benefit of the viewing of union members plus the good public relations and good union education this will be for the public in general; and be it further

Resolved, That the California Labor Federation notify its affiliates of all stations, and the day and hour, these programs are being shown.

Referred to Committee on Resolutions.
Non-concurred, p. 94.

Investigate Trial of Murderer of Brother Roderick Mackenzie

Resolution No. 97—Presented by Charles L. Brown and George E. Smith of Allied Printing Trades Council, Los Angeles.

Whereas, Brother Roderick Mackenzie, business representative for the District Council of Painters No. 36, AFL-CIO, was attacked and mortally wounded in the process of doing his duty; and

Whereas, The person, Howard Newman, non-union painting contractor, with malice aforethought, did snuff out the life of Brother Mackenzie; and

Whereas, This murderer, Newman, did testify to his wilful, premeditated act of killing a man; and

Whereas, This murderer, Newman, first tried to sneak out of receiving his just punishment by pleading insanity, and thereby seeking to evade justice; and

Whereas, This murderer, Newman, did, with the assistance of the persons who sat in judgment of him, evade the rightful justice meted out to murderers of their fellowman; and

Whereas, This murderer was handed only a manslaughter verdict, subject to release all too soon, in one, two or three years; therefore be it

Resolved, that the second convention of the California Labor Federation, AFL-CIO instruct its legal department to investigate and consider an appeal against this improper miscarriage of justice in the courts of the State of California.

Referred to Committee on Resolutions.
Filed, p. 99.

Prevailing Wages in Public Printing

Resolution No. 98—Presented by Charles L. Brown and George E. Smith of Allied Printing Trades Council, Los Angeles.

Whereas, the printing trades have undertaken for many years to promote amendments to the Labor Code of the State of California to require prevailing wages in public printing and binding; and

Whereas, The public funds have been woefully mishandled in many of the areas within the state; and

Whereas, The following amendments to the Labor Code are being promoted by printing crafts affiliated with the respective Allied Printing Trades Councils and the union employers' section of the Printing Industries Association in Los Angeles:

Adds Ch. 3 (commencing at Sec. 1981), Part 7, Div. 2, Lab. C, defining "public printing and binding" as all printing, binding and allied printing trades work done for a public agency under contract and paid for out of public funds, except publication of public notices in newspapers of general circulation.

Provides that public printing and binding shall be done within this State whenever possible, except when out-of-state bids are 5 per cent or more below the bids received from in-state bidders.

Declares that all workmen, so employed, shall be paid the prevailing rate of per diem wages, including hourly employer contributions for health and welfare, pension, vacation and similar purposes, the determination of which, upon petition, is reviewed by the Director of Industrial Relations.

Prescribes that each contractor and sub-contractor must keep a record of each workman's name, occupation and per diem wages. Provides that the violation of any provision of this chapter is a misdemeanor; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, in the presentation to the next state legislative session of a prevailing wage bill commencing with the above-named section, will give advice and assistance.

Referred to Committee on Legislation.

Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 47.

Endorse and Support Campaign of L. A. Printing Trades Against L. A. Times and Mirror-Daily News

Resolution No. 99—Presented by Charles L. Brown and George E. Smith of Allied Printing Trades Council, Los Angeles.

Whereas, The publishers of the Los Angeles Times and the Los Angeles Mirror-Daily News have, since the year 1881, consistently fought the labor movement and its objectives in California; and

Whereas, The influence of the Los An-

geles Times and the Mirror-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 Los Angeles Times and Mirror-Daily News have consistently opposed the unionization of their employees and have traditionally operated on an open shop, non-union basis, and have for some time been the printers of telephone directories in southern California at their Boyle Street plant; and

Whereas, The Los Angeles Times has been on the official "We Do Not Patronize" list of the American Federation of Labor, California Labor Federation, Los Angeles Allied Printing Trades Council, and the Los Angeles Central Labor Council for the past 55 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, the Daily News since purchased by the Times Corporation in 1954; and

Whereas, The printing trades unions in Los Angeles are conducting a program to inform all members of organized labor of the anti-union policies of the Los Angeles Times and Mirror-Daily News with the ultimate objective of extending to the employees of the Times and Mirror-Daily News the full benefits of AFL-CIO organization; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO 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-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 Labor Federation be instructed and authorized to take any steps deemed necessary to assist and aid the Los Angeles Allied Printing Trades Council in its program; and be it finally

Resolved, That the California Labor Federation call upon every AFL-CIO union in California to extend unqualified support to the program of the Los Angeles Allied Printing Trades Council.

Referred to Committee on Resolutions.

Adopted, p. 112.

Teachers' Job Security

Resolution No. 100—Presented by Paul McGinnis and Donald K. Henry of California State Federation of Teachers, Sacramento.

Whereas, California union members have an intense interest in good education for their children; and

Whereas, The best education is provided by teachers free of administrative domination; and

Whereas, Teachers are subject, in all school districts except San Diego, San Francisco, and Los Angeles, to arbitrary dismissal during their probationary period, the first three years of employment by a district; and

Whereas, Some administrators use their power of dismissal for authoritarian purposes; and

Whereas, Both teachers' job security and the quality of education have improved in the three districts in which teachers are guaranteed by state law the simple right to have a hearing to determine causes of dismissal; and

Whereas, The Teachers' Union and the California Labor Federation have fought for extension of the probationary hearing protection to all school districts; and

Whereas, The last session of the California legislature again rejected the bill extending this protection, although granting the proposal somewhat more favorable consideration than it has in the past; and

Whereas, Although many legislators were pledged to a program which included extension of this right, some of them, nevertheless, not only failed to support the measure, but even participated in the maneuvers of the combined lobby of "educationists" to defeat the bill; now, therefore, be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO commends Senator Hugo Fisher of San Diego, author of the teachers' probationary protection bill, for his efforts on its behalf; and be it further

Resolved, That the Federation commends officers Thomas Pitts and C. J. Haggerty, for their excellent work on this proposal; and be it further

Resolved, That the proposal to extend probationary protection to all school districts be designated a central goal of this Federation during the next legislative session, with our officers directed to support and forward the bill with all the vigor and power at their command; and be it finally

Resolved, That copies of this resolution be made available to all legislators.

Referred to Committee on Resolutions.
Adopted, p. 94.

Objective Labor Materials for the Schools

Resolution No. 101—Presented by Paul McGinnis and Donald K. Henry of California State Federation of Teachers, Sacramento.

Whereas, Our public high schools are in need of objective materials concerning the history and nature of American trade unionism; and

Whereas, Excellent materials on union history and structure are available, but none exists for overall use in California secondary schools; and

Whereas, Various unions in California and elsewhere have made such materials as are available, including texts and outline teaching units, accessible to the schools; and

Whereas, The former California State Federation of Labor decided by formal resolution to prepare an outline teaching unit on American labor history suitable for distribution to all high schools in California and Hawaii, but was unable to carry out this resolution because of the great labor attendant on creation of the present California Labor Federation; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, shall go on record to prepare an outline teaching unit on American labor history for distribution to all California and Hawaii public high schools, to the end that both students and teachers shall have objective materials on unions available to them; and be it further

Resolved, That the Federation give every encouragement and assistance to the efforts of member unions to provide objective materials on labor for use in our schools.

Referred to Committee on Resolutions.
Adopted as amended, p. 93.

Protest UnAmerican Activities Committee Attack on California Schools

Resolution No. 102—Presented by J. Paul McGinnis and Donald K. Henry of California State Federation of Teachers, Sacramento.

Whereas, The State of California faces serious problems in the field of education which require for their solution the concentrated effort of all citizens interested in improving our schools; and

Whereas, The hearings on California education proposed by the House Committee on UnAmerican Activities constitute an interference with state prerogatives in educational matters, represent a threat to

the intellectual freedom necessary to good teaching, and make more difficult the overcoming of our real school problems; and

Whereas, The proposed hearings have for their aim more the garnering of political headlines through the airing of stale charges concerning teachers than any legitimate legislative goal of protecting the state or the nation; and

Whereas, American labor unions have a long and honorable record of defending the job security of their members; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does protest the invasion of state and local prerogatives in school personnel matters as proposed by the Committee through hearings which can result only in the disruption of orderly educational procedure; and be it further

Resolved, That the Federation calls upon California's representatives in Congress to use their good offices to prevent the proposed Committee hearings, so that Californians may be free to improve the public school system in their own way; and be it finally

Resolved, That copies of this resolution be sent to all California legislators in Congress.

Referred to Committee on Resolutions.
Filed, p. 94. See Resolution No. 135.

Reaffirm Endorsement of Coro Foundation

Resolution No. 103—Presented by George W. Johns and Tom Kelly of San Francisco Labor Council.

Whereas, The Coro Foundation of San Francisco and Los Angeles, now entering its fourteenth year of internships in public affairs, has long enjoyed and shared with the labor movement in California and the United States a dedication to the ideals of American democracy and a consistent concern with achieving the highest levels of public leadership; and

Whereas, Increasing recognition exists among the American labor movement that one of the greatest problems facing it today is the need for better understanding of labor's principles and problems by the public and public officials; and

Whereas, The Coro Foundation, a non-profit, non-partisan public trust, is engaged in programs of education and research aimed at securing more able men and women in public affairs, higher ethical and moral standards of political behavior, and a better understanding of our political-governmental system; and

Whereas, Over 100 unions and councils in the San Francisco Bay Area and southern California have cooperated with Coro Foundation over the years since its inception in enabling outstanding young people, as part of their training for community leadership, to gain a first-hand understanding of organized labor under the guidance of experienced union officials by personal observation of day-to-day union activities; and

Whereas, Graduates of the internship in public affairs are rising to positions of responsibility in local and state government, politics and business, where their decisions have real importance for union members, and the number of future community leaders benefiting from this practical training will now be doubled as the first full year of the southern California program is successfully concluded and community support firmly established; and

Whereas, Coro Foundation has merited and enjoyed in the past the support and endorsement of many central bodies, the California State Federation of Labor and the California Industrial Union Council; be it therefore

Resolved, That the second convention of the California Labor Federation, AFL-CIO, (1) reindorse and encourage the excellent work of Coro Foundation, and (2) urge all affiliated organizations to cooperate with Coro Foundation's programs and join in its financial support.

Referred to Committee on Resolutions.
Adopted, p. 112.

Inquire into Motives of UnAmerican Committee San Francisco Hearings

Resolution No. 104—Presented by George W. Johns and Tom Kelly of San Francisco Labor Council.

Whereas, San Francisco faces serious problems in the field of education which require the concentrated and constructive effort of interested citizens; and

Whereas, True citizenship and teaching must take place in an area free from fear or undue and unfounded suspicion; and

Whereas, Previous experience with the Walters Committee on Un-American Activities causes questions in our mind on whether the motives of the committee and certain of its activities might have an effect on, or be an invasion of, intellectual freedom; and

Whereas, The activities of such a committee, operating on the premise of unfair motives, might well damage the lives of some of our teachers and cast unjustified suspicion upon the entire profession; and

Whereas, The committee recently announced hearings to be held here, named the witnesses it expected to be called, then after the headlines subsided, postponed the hearings, thus, in effect, subjecting the teachers and others involved to accusation by innuendo without any recourse or reply; and

Whereas, Such unfair, publicity-minded action creates legitimate doubt about its legislative motives or a proper concern with democratic process; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO call upon the California Congressmen and Senators Engle and Kuchel to evaluate the motives, legislative and otherwise, of the Walters Committee in coming to our area and advise us accordingly prior to the contemplated hearing.

Referred to Committee on Resolutions.
Filed, p. 94. See Resolution No. 135.

Oppose Kennedy-Ervin Bill in Present Form

Resolution No. 105—Presented by John A. Despol of Steelworkers No. 2018, Bell.

Whereas, The expressed policy of the national AFL-CIO is to cooperate with the Congress of the United States in the enactment of constructive legislation directed against corruption and improper practices in the labor-management field which could not be dealt with adequately without governmental help; and

Whereas, While supporting appropriate corrective legislation, the AFL-CIO has expressed its determination to resist proposals which, under the guise of labor reform, in actuality seek instead to undermine effective collective bargaining by weakening or destroying honest, decent trade unions; and

Whereas, The original Kennedy-Ervin bill (S. 1555) was drastically transformed by a series of amendments on the Senate floor from a disclosure and reporting measure, aimed at corrupt elements, into a bill which would seriously hamper legitimate trade unions in their normal and proper activities on behalf of the welfare of their members and jeopardize the liberties of all honest trade unionists; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record as emphatically opposing the Kennedy-Ervin bill in its present form as a measure aimed to vitiate the democratic character and effective bar-

gaining power of our honest trade unions; and be it further

Resolved, That we call upon the Congress to eliminate those punitive, one-sided and anti-labor provisions in the bill which would weaken and disrupt the normal functioning of honest trade unions, and to adopt legislation which will help eliminate corruption in the labor-management field, with equal justice for both labor and management; and finally be it

Resolved, That copies of this resolution be sent to the national AFL-CIO and to all members of the California delegation to Congress.

Referred to Committee on Resolutions.
Filed, p. 52. See Policy Statement III(a).

Support Continuation of Geneva Nuclear Test Ban Talks

Resolution No. 106—Presented by John A. Despol of Steelworkers No. 2018, Bell.

Whereas, The goal of the people of the United States is a just and lasting peace; and

Whereas, The peace of the world is threatened by an arms race of major proportions among the leading powers, a key aspect of which is the continuing development of devastating nuclear weapons; and

Whereas, For thirteen years negotiations to control and limit these weapons have not led to agreement; and

Whereas, Representatives of the United States, the United Kingdom, and the Soviet Union are now meeting in Geneva for the purpose of drafting a treaty on the discontinuance of nuclear weapons tests; and

Whereas, An effective international control system is a necessary component of any multilateral agreement on the cessation of nuclear weapons tests in which all states are to have confidence; and

Whereas, An agreement regarding the discontinuance of nuclear weapons tests under an effective control system would prove an opportunity to ease world tensions and realize a small but significant first step toward the control and reduction of armaments; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record in support of the efforts of the United States to continue to negotiate for an international agreement for the suspension of nuclear weapons tests; and be it further

Resolved, That we emphatically endorse the principle that an adequate inspection

and control system must be part of any such international agreement involving a suspension of nuclear weapons tests; and be it further

Resolved, That we call upon the national AFL-CIO, at its coming convention in September, 1959, in San Francisco, to consider favorably the position set forth in this resolution and to use its good offices to work actively toward their realization; and be it finally

Resolved, That copies of this resolution be sent to the national AFL-CIO, to the California Congressmen, and to the appropriate Senate and House committees.

Referred to Committee on Resolutions.
Adopted, p. 92.

Eliminate Union Discrimination or Segregation

Resolution No. 107—Presented by Steelworkers No. 2058, Maywood.

Whereas, There are still a number of local unions affiliated with the California Labor Federation, AFL-CIO that practice discrimination or segregation on account of race, creed, color or national origin; and

Whereas, The labor movement of the state of California has a proud history of being in the forefront of the fight for equality for all; and

Whereas, Such discriminatory practices are harmful and morally wrong, as well as contrary to the democratic principles and policies of the California Labor Federation, AFL-CIO; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO hereby goes on record requesting that any affiliate that practices discrimination or segregation in any form because of race, creed, color or national origin, take immediate steps to eliminate such practices; and be it further

Resolved, That the results of actions taken to remove the blemish of discrimination from door of the California labor movement be reported to the next convention of the California Labor Federation, AFL-CIO.

Referred to Committee on Resolutions.
Adopted as amended, p. 78.

Amend Section 1257(a), California Unemployment Insurance Code

Resolution No. 108—Presented by Steelworkers No. 2058, Maywood.

Whereas, Section 1257(a), California Unemployment Insurance Code, provides for indefinite disqualification for false statements; and

Whereas, These disqualifications are made by administrative fiat, which result in many instances of error, causing untold hardship on claimants; and

Whereas, The complex and intricate wording of present legislation prevents thorough knowledge of the law by each claimant, thereby subjecting the claimant to entrapment; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to secure an amendment of this Section 1257(a) so as to eliminate this unnecessary severe penalty.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 33.

Abolish Section 1277, California Unemployment Insurance Code

Resolution No. 109—Presented by Steelworkers No. 2058, Maywood.

Whereas, Section 1277 was amended into the California Insurance Code a few years ago; and

Whereas, This section has deprived workers of unemployment benefits which they were formerly able to receive before it was enacted; and

Whereas, This provision constitutes one of the devices by which the employers have been emasculating and watering down the workers' rights under the California Unemployment Insurance Code; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to work for the complete abolition of any restriction upon the use of "lag period wages" in filing a new claim when the benefit year on an old claim has expired.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 34.

Amend Section 1279 of the California Unemployment Insurance Code

Resolution No. 110—Presented by Steelworkers No. 2058, Maywood.

Whereas, Section 1279 of the California Unemployment Insurance Code restricts the amount of money which may be earned in excess of unemployment benefits to \$3.00 in a benefit week; and

Whereas, This restriction deprives a worker of an opportunity to supplement his meager unemployment benefits by occasionally taking an odd job; and

Whereas, This \$3.00 limitation has not been increased in many years and has not

kept pace with the times and the cost of living; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to work for the amendment of Section 1279 to raise the amount from \$3.00 to at least \$16.00.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 34.

Loss of Unemployment Benefits in Respect to Trade Disputes

Resolution No. 111—Presented by Steelworkers No. 2058, Maywood.

Whereas, Under present regulations of the California Department of Employment, a worker who has seniority and is in layoff status may be arbitrarily recalled for work by the employer shortly before a trade dispute is about to begin and denied unemployment benefits for refusing to cross a picket line; and

Whereas, The employers have been using this as a gimmick to chisel laid-off workers out of their unemployment benefits and to harass the unions; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to work for a change in the California Unemployment Insurance Code which will eliminate this unfair and abusive practice.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 34.

Amend Section 1253(c), California Unemployment Insurance Code

Resolution No. 112—Presented by Steelworkers No. 2058, Maywood.

Whereas, The standard governing the California Department of Employment's rulings on the availability for work factor in the payment of benefits has been steadily increased by the pressure of the employer's lobby; and

Whereas, The availability factor has finally reached the punitive level that even when workers are not available for work a few hours in a week due to an act of God, or some other involuntary reason, they are denied benefits; and

Whereas, In the Garrett case, where this unfortunate worker was held by thugs at gun point, the Department of Employment's denial of benefits was deemed so unfair that Governor Goodwin Knight personally paid him the money he had lost; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-

CIO instruct its legislative representatives to work for a reasonable and fair regulation in respect to availability in the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Filed, p. 34.

Uniform and Adequate Health and Sanitation Standards

Resolution No. 113—Presented by Steelworkers No. 2058, Maywood.

Whereas, Consistent efforts of the labor movement in direct negotiation with employers have failed to secure uniform and adequate health and sanitation standards in the mills and factories of California; and

Whereas, Existing provisions of the state Labor Code are obsolete and woefully inadequate, and are used as a refuge by employers anxious to squeeze the last penny of profit from their employees; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record that Articles 2 and 3, Chapter 1, Part 9 (Section 2330, 2331 and 2350), Labor Code, State of California, be amended by legislative action to conform with the health and sanitation standards enumerated in the attached report:

INDUSTRIAL HEALTH AND SANITATION STANDARDS

WATER SUPPLY

Approved Water

An adequate supply of water consistently meeting the "U. S. Public Health Service Drinking Water Standards," shall be provided for drinking, ablutionary, and culinary purposes in all places of employment. Drinking water shall be made available within 100 feet of any location at which employees are regularly engaged in work. Under certain conditions where the work area is large and the number of employees relatively small, these requirements may be met by the use of approved portable containers.

Drinking Fountains

When sanitary drinking fountains are provided, they shall be of the angle jet type, with guard; in good working order at all times, and shall be of a design approved by the County Health Officer. When such drinking fountains are provided, at least one shall be provided for each fifty employees or fraction thereof.

Common Drinking Cup

The common drinking cup is prohibited and no common drinking cup shall be kept

or maintained at any place in close proximity to any common source of supply of drinking water in any industrial establishment.

Single Service Cups

Where single service cups (to be used but once) are supplied, both a sanitary container for the unused cups and a receptacle for disposing of the used cups shall be provided.

NON-APPROVED WATER

Posting Unsafe Water

Outlets for non-approved water, such as water for industrial or fire-fighting purposes only, shall be posted to indicate clearly that the water is unsafe and is not to be used for drinking, ablutionary, or culinary purposes.

Cross-Connections

There shall be no cross-connection, open or potential, between a system furnishing water for drinking purposes and a system furnishing non-approved water for other uses.

Backflow

Construction shall be such that there shall be no possibility of backflow of contaminated water into an approved water system.

Bathing or Washing With Non-Approved Water

Non-approved water shall not be used for bathing or for washing any portion of the person, clothing, dishes, or premises.

TOILET FACILITIES

Every industrial establishment shall provide and have available for use in good working order at all times an adequate number of water closets, separate for each sex, in accordance with the following table:

Table No. 1

No. of Persons	*No. of Water Closets
1- 9	1
10- 24	2
25- 49	3
50- 74	4
75-100	5
Over 100	1 for each additional 30 persons or fraction thereof

*Urinals may be substituted for a certain number of the water closet facilities specified in the above table as follows:

One (1) urinal may be substituted for one water closet provided the total number of water closets is at least twice the total number of urinals.

Accessibility of Facilities

Toilet facilities shall be provided so as to be readily accessible to all employees. Toilet facilities so located that employees must use more than one floor-to-floor flight of stairs to or from them are not considered as readily accessible. As far as is practicable, toilet facilities shall be located within 200 feet of all locations at which workers are regularly employed.

Toilet Room Supplies

An adequate supply of toilet paper and seat covers with suitable holder shall be provided for each water closet at all times.

Receptacles

Covered receptacles shall be kept at all times in all toilet rooms. They shall be emptied at regular and frequent intervals.

Proximity of Washing Facilities to Toilet Rooms

Adequate washing facilities shall be provided in every toilet room or be immediately adjacent thereto.

CONSTRUCTION OF TOILET ROOMS

Separate Compartments

Each toilet facility (closet) shall occupy a separate compartment which shall be equipped with a door and latch.

Height of Walls

The walls of compartments or partitions between fixtures may be less than the height of room walls, but the top should not be less than six feet from the floor and the bottom not more than one foot from the floor.

Toilet Room Doors

The door to every toilet room should be fitted with an effective self-closing device, and the entrance to the toilet room shall be so screened that the interior of the toilet room is not visible from the work-room.

Floor and Side Walls

In all toilet rooms hereinafter installed, the floors and side walls to a height of at least six inches, including the angle formed by the floor and side walls, shall be of smooth, watertight, nonporous, and absorption-resistant material. Floor drains

shall be provided. All toilet rooms shall have solid walls separating them from work rooms.

Surfaces of Floors and Walls

The floor and walls of toilet compartments, and those within two (2) feet of front and sides of urinals, shall be finished with a smooth, non-porous, absorption-resistant hard surface of cement, tile, or an approved equal. Walls shall be so finished to a height of four (4) feet above the floor.

Size of Water Closet Compartment

Each water closet compartment shall be not less than thirty (30) inches in width.

Installation Requirements

Every water closet bowl shall be set entirely free and open from all enclosing structures and shall be installed so that the space around the fixture can be easily cleaned. This provision does not prohibit the use of wall-hung-type water closets.

Water Closet Seats

Every water closet shall have a hinged open-front seat made of substantial material having a nonabsorbent finish. Integral water closet seats may be used where specifically permitted by the health authorities having jurisdiction.

WASH FACILITIES

General Statement

Adequate facilities for maintaining personal cleanliness shall be provided in every place of employment. These shall be convenient for the employees for whom they are provided and shall be maintained in good working order and in a sanitary condition at all times.

Number of Lavatories Required

At least one lavatory (wash basin) with adequate hot and cold water under pressure, preferably from a combination supply fixture, shall be provided for every 10 employees (men and women) or portion thereof up to 100 persons, and one lavatory (wash basin) for each additional 15 persons or portion thereof. Twenty-four inches of sink with individual faucet shall be considered as equal to one lavatory.

Table No. 2 — Wash Fountain Allotment Facilities

Fountain	Average No. Simultaneous Users	Average No. Total Users
54 inch circular	9	27
34 inch circular	5	15
54 inch semi-circular	5	15
36 inch semi-circular	3	9

In all instances, a suitable cleansing agent shall be provided at location convenient to the facilities.

Where Poisonous, Infectious, or Irritating Material Used

Where employees are exposed to skin contaminations with poisonous, infectious, or irritating material, one lavatory supplied with hot and cold water under pressure, preferably from a combination supply fixture, shall be provided at all times for every 5 of these employees.

Showers Required

One shower bath with ample supply of hot and cold water from one fixture shall be supplied for every 15 workers, or portion thereof, exposed to excessive heat or to skin contamination with poisonous, infectious, or irritating material.

Provisions for Hand Drying

Individual hand towels or section thereof, of cloth or paper, shall be provided at all times, and proper receptacles or other sanitary means maintained for the disposal of used towels. Other apparatus for drying the hands may be substituted for towels upon approval of the County Health Officer. The provision of a towel for general or common use shall be prohibited.

LUNCH ROOMS

Adequate Space

In all places of employment where employees are permitted to lunch on the premises, an adequate space suitable for that purpose shall be provided for the maximum number of employees who may use such space at one time. Such space should be separate and apart from any location where there is an exposure to toxic materials, but adjacent to the work room.

Receptacles

A covered receptacle shall be provided at all times for the disposal of all waste food.

Storage of Food

No employee shall be permitted to store or eat any part of his lunch or other food at any time or at any location where there are present any toxic materials or other substances that may contaminate the food or the atmosphere.

Permits Required

All places of employment operating a cafeteria or employees' lunchroom, where food is prepared on the premises, shall comply with the California State Restau-

rant Act and/or any County regulations, depending upon the jurisdictional area. A "Permit" to operate the lunch room or cafeteria shall be obtained from the County Health Officer.

PERSONAL PROTECTIVE EQUIPMENT

When to Be Worn

Where the removal of harmful dusts, fumes, mists, vapors, or gases at their source is impracticable, the employees who may be liable to harmful exposure shall be protected by means of respiratory or other protective equipment approved by the health authorities having jurisdiction.

Approval Required

Respiratory protective equipment, including filter, cartridge, and supplied-air respirators, hose masks, canister-type gas masks, supplied-airhoods and helmets, and self-contained oxygen breathing apparatus shall be of a type approved.

Protection of Temporary Nature

The use of respiratory equipment shall, in general, be regarded as emergency protection against occasional and/or relatively brief exposure.

Provision and Care of Equipment

It shall be the duty of the employer to provide and replace, when necessary, such respiratory and other personal protective equipment as may be required, and to maintain same in efficient and sanitary condition.

Sanitation of Respiratory Equipment

The employer shall provide the means for cleaning and sanitizing all respiratory equipment, and it shall be the duty of the employer to cause such equipment to be maintained in a clean and sterile condition. Respiratory equipment shall not be passed on from one man to another until such equipment is cleaned and sanitized. When filter or cartridge type respirators are used, each employee shall have such respirator for his own exclusive use. Respiratory equipment and replacement units shall be stored, when not in use, in approved containers.

HOUSEKEEPING

Passageways and Stockrooms

All places of employment, passageways, storerooms, and service rooms shall be kept clean and orderly, and in a sanitary condition.

Maintenance of Floors

The floor of every workroom shall be maintained in a clean and a dry condition.

Where wet processes are used, drainage shall be maintained and false floor, platforms, mats, or other dry standing places shall be provided where practicable.

Cleaning and Sweeping of Floors

Cleaning and sweeping shall be done in such a manner as to minimize the contamination of the air with dust and, so far as is practicable, shall be done outside of working hours.

Maintenance of Work Area

Every floor, working place, and passageway shall be kept free from protruding nails, splinters, holes, or loose boards and shall be surfaced in such a manner as to eliminate any slipping or tripping hazard.

WASTE DISPOSAL

Waste Receptacles

Any receptacle used for putrescible solid or liquid waste or refuse shall be so constructed that it does not leak and may be conveniently and thoroughly cleaned, and it shall be maintained in a sanitary condition. Such a receptacle shall be equipped with a tight-fitting cover.

Disposing of Wastes, Refuse, and Garbage

All sweepings, solid or liquid wastes, refuse, and garbage shall be removed in such a manner as to avoid creating a nuisance or menace to health and as often as necessary to maintain the place of employment in a sanitary condition.

RODENT CONTROL

Rodent, Insect, and Vermin Control

Every enclosed work place and personal service room shall be constructed, equipped, and maintained in such a manner as to prevent the entrance or harborage of rodents, insects, and vermin of any kind.

Use of Insecticides and Rodenticides

Whenever insecticides, rodenticides, etc. are used they shall be stored in a safe manner and kept under lock and key. One man shall be responsible for the safe use and dispensing of such materials.

CHANGE ROOMS

Facilities Required

Separate change or dressing rooms equipped with individual clothes facilities shall be provided for each sex whenever it is the practice to change from street clothes or wherever it is necessary to change because the work performed involves exposure to excessive dirt, heat, fumes, vapor, or moisture. Change rooms

shall be located adjacent to employees' work areas. (Within 200 ft.)

Storage of Work Clothes

Where employees' work clothes are exposed to contamination with poisonous, infectious, or irritating material, facilities shall be provided in change rooms so that street and work clothes will not be stored in contact with each other.

Provision for Dry Clothing

Where the process in which the worker is engaged is such that his working clothes become wet or have to be washed between shifts, provision shall be made to insure that such clothing is dry before re-use.

DRESSING AND REST ROOMS FOR WOMEN

Change Rooms

Employers shall provide for adequate safekeeping of employees' outer clothing during working hours, and for their work clothes during non-working hours. When the occupation requires a change of clothing, a suitable space should be provided where female employees may make such change in privacy and comfort.

Rest Rooms

Couches shall be placed in suitable rooms, conveniently located, exclusively used by women, and open to them during all working hours, such rooms should be properly lighted, ventilated, heated, and maintained in a sanitary condition at all times.

Referred to Committee on Legislation.
Filed, p. 42.

Eliminate Section 1253(d) California Unemployment Insurance Code

Resolution No. 114—Presented by Steelworkers No. 2058, Maywood.

Whereas, Section 1253(d), requiring that a claimant serve a one-week waiting period before becoming eligible for unemployment compensation benefits serves no valid purpose; and

Whereas, This waiting week causes undue and unnecessary hardship on a claimant contrary to the spirit and intent of the Unemployment Insurance Act; therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to have introduced legislation to eliminate Section 1253(d) from the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Non-concurred, p. 34.

Amend Section 1252, California Unemployment Insurance Code

Resolution No. 115—Presented by Steelworkers No. 2058, Maywood.

Whereas, The inclusion as wages of holiday, vacation and severance pay has been, by administrative decision, used to prevent claimant from drawing full compensation while unemployed; and

Whereas, This constitutes a violation of the principles of the state Unemployment Insurance Act; therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its legislative representatives to have introduced legislation amending Section 1252, California Unemployment Insurance Code to read that 'holiday, vacation and severance pay accruing to an employee upon layoff is not to be considered as wages for the purposes of this section.'

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 34.

Oppose Fair Trade Laws

Resolution No. 116 — Presented by Charles J. Hardy and John W. Quimby of San Diego Labor Council.

Whereas, The AFL-CIO executive council in San Juan, P. R., on February 24, 1959, issued a statement on federal resale price maintenance legislation (Fair Trade Laws); and

Whereas, The AFL-CIO executive council views these pending proposals with "grave concern"; therefore be it

Resolved, That the second convention of the California Labor Federation adopt the following statement as an official statement of policy:

Since wage and salary workers in the AFL-CIO represent a large portion of the consuming public, the California Labor Federation opposes federal and state legislation which authorizes certain manufacturers and retailers to impose arbitrarily high prices on the consuming public. For this reason, the California Labor Federation opposes federal resale price maintenance legislation (Fair Trade Laws) as represented by HR 1253.

While the AFL-CIO favors constructive measures to aid the preservation of small business and to maintain the competitive system, it objects to legislation which permits prices of certain commodities, such as pharmaceuticals, appliances, cosmetics, etc., to be fixed by a manufacturer rather than by free and open competition among retailers. For this reason, the California Labor Federation is also opposed to the

California Fair Trade Law and urges its outright repeal because it violates anti-trust policy, inhibits free enterprise and removes competition, all at the expense of the consuming public.

Referred to Committee on Resolutions.
Filed, p. 108.

Campaign for Four-Day Week

Resolution No. 117—Presented by Alfred Thoman, Lewis Wilson, Paul Hudgins, J. F. Hightower and John Walsh of Carpenters No. 36, Oakland.

Whereas, The Carpenters and Joiners of America at their last General Convention unanimously went on record to work closely with the Building and Construction Trades Department of the AFL-CIO in working for a four day week; and

Whereas, Statistics indicate that approximately 12 per cent of organized building tradesmen are working less than 40 hours per week at the present time; and

Whereas, The forty-hour week has been in effect about thirty years and historically this is a long time to be standing still; and

Whereas, An analysis of the present situation indicates a need for a serious re-evaluation of the forty-hour week for the following reasons:

- (1) Unemployment is still hovering around the four-million mark, and
- (2) Automation is speeding up production to an extant almost unbelievable rate in all lines of work, and
- (3) Of the two million workers who were laid off during the recession, one million will never be rehired because their jobs have been eliminated through mechanization, and

Whereas, The normal times increase in the rate of productivity is about 3 per cent; many experts estimate that productivity has increased close to 12 per cent in the last 12 months; and

Whereas, It is reasonable to assume that automation will increase, thereby constantly shrinking the number of workers needed to put into place a given amount of construction; therefore be it

Resolved, That the second Convention of the California Labor Federation, AFL-CIO go on record as concurring with the intent of this resolution and recognizing the need of immediate action, appoint a working committee which will take the necessary action to hasten the application of the four-day week by such means as (A) working for a common expiration date on all contracts covering building

tradesmen, (B) gathering of statistics on automation production, costs, etc., which will assist the members to see the necessity and feasibility of the shortened work-week, and assist our negotiating teams in pressing for this vital objective.

Referred to Committee on Resolutions.
Concurred in intent, filed, p. 48.

Provide Penalty for Violation of the Fair Labor Standards Act

Resolution No. 118—Presented by N. G. Cordil and Donald Overhiser of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, A practice has become so widespread that it is now common knowledge that many non-union lumber operators are working employees in violation of the Fair Labor Standards Act; and

Whereas, By such actions, these operators are not only injuring employees but are providing unfair competition with legitimate companies in bidding for government-owned timber; and

Whereas, Such violations of the Fair Labor Standards Act give such operators unfair economic advantage to the detriment of the companies which obey the laws; and

Whereas, The Walsh-Healy Act and the Davis-Bacon Act provide penalties for violation of government laws in the production of goods for our government; and

Whereas, Similar penalties should be provided for violation of federal laws in purchasing from our government; and

Whereas, Violators of the Walsh-Healy Act and the Davis-Bacon Act are penalized by denial of eligibility to bid on government contracts for a period of three years; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to exercise all means to bring about an amendment to the Fair Labor Standards Act to make violation by a lumber company punishable by denial of eligibility to bid on government-owned timber for a minimum period of three years; and be it further

Resolved, That copies of this resolution be sent to California Congressmen and to appropriate Senate and House Committees.

Referred to Committee on Resolutions.
Adopted as amended, p. 56.

Protect Our Natural Resources

Resolution No. 119—Presented by N. G. Cordil and Donald Overhiser of Cali-

fornia State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, It has historically been the public policy of our country that the natural resources of our country belong to the people as a whole; and

Whereas, This historic public policy is in keeping with the policy of the American Federation of Labor-Congress of Industrial Organizations to the effect that the public resources should be protected for the use and benefit of all the people; and

Whereas, In recent years the Administration has adopted a policy of business in government, and in the field of public power, particularly, has adopted the policy of turning over government-owned power plants to private enterprise for operation and profit; and

Whereas, This is directly contrary to the policy of organized labor as well as the historic public policy of our country; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record as opposing any policy or program which would turn our natural resources or their use; over to any private enterprise; and be it finally

Resolved, That copies of this resolution be sent to U. S. Senator Clair Engle, the U. S. Department of Interior and to appropriate Senate and House Committees as well as California Congressmen.

Referred to Committee on Resolutions.
Adopted as amended, p. 91.

Medical Costs

Resolution No. 120—Presented by N. G. Cordil and Donald Overhiser of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Hospital and medical costs have been increasing at a rapid rate in recent years in the state of California; and

Whereas, There is ample evidence made available to demonstrate that such increases and other fees charged are not directly related to increased costs and reflect abnormal increases in medical fees; and

Whereas, This problem has become acute to all our members, and is an equally acute problem to us and our employers in financing health and welfare plans; and

Whereas, There exists no standard practice on uniform fees; and

Whereas, It is a responsibility of unions

and employers to closely guard health and welfare money so that expenditures are restricted to essential medical care and not wasted on individual, unjustified medical charges; and

Whereas, A great deal of work is being done in this field by various professional, medical, insurance and union-employer organizations in the state of California; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to lend its efforts in support of and in cooperation with those organizations working towards the elimination of unnecessary increased medical costs.

Referred to Committee on Resolutions.
Adopted, p. 77.

Amend Workmen's Compensation Laws

Resolution No. 121—Presented by N. G. Cordil and Donald Overhiser of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Many improvements are required in the workmen's compensation laws of our state to meet the requirements of a workmen's compensation program essential to the protection and security of employees and their dependents; and

Whereas, The outstanding advancements in our workmen's compensation laws, as achieved by action of the 1959 session of our state legislature, still fall short of this objective; now therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO adopt the following program on workmen's compensation:

1. Establish weekly benefits at 66 per cent of weekly earnings at time of injury.

2. Provide for widows' benefits on the same basis for so long as the widow doesn't remarry or die; and for dependent children's benefits until such children are self-supporting or have left school.

3. Eliminate the seasonal factor in the computation of earnings for purposes of establishing the rate of temporary or permanent disability compensation.

4. Eliminate the waiting period of seven days for disabilities of seven or more days' duration without consideration as to the necessity for hospitalization.

5. Provide that the use of safety inspection reports of the Division of Industrial Safety may be used in serious and wilful cases or any appropriate court action.

6. Provide for a free choice of doctors on a panel established by the Industrial

Accident Commission rather than by the insurance carriers.

7. Require Industrial Accident Commission determination of rating factors rather than insurance carrier determination of rating factors to be supplied to the Rating Bureau of the Industrial Accident Commission; and

8. Provide for maximum retention by the insurance carriers of an amount not to exceed 15 per cent of the insurance premium so that at least 85 per cent of the premium must be used for employee benefits; and be it further

Resolved, That the California Labor Federation have prepared and introduced into the next regular legislative session of the California legislature appropriate legislation to amend the workmen's compensation laws to accomplish the aims and objectives of the aforementioned program; and be it finally

Resolved, That copies of this resolution be sent to Mr. John F. Henning, Director, California State Department of Industrial Relations, Mr. S. W. MacDonald, Chairman, Industrial Accident Commission, and to Governor Edmund "Pat" Brown.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 35.

Amend California Unemployment Insurance Code

Resolution No. 122—Presented by N. G. Cordil and Donald Overhiser of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Recent revisions of the California Unemployment Insurance Code added restrictions which deprived many qualified employees of unemployment insurance benefits; and

Whereas, The penalties and restrictions in the present Act are detrimental to deserving unemployed persons; and

Whereas, Penalty for any non-criminal act should not be an excessive burden on employees; and

Whereas, Employees are put to an excessive burden detrimental to their welfare by delays incurred where there is a determination to be made between workmen's compensation and state disability liability; and

Whereas, These determinations should be made without detracting from the immediate benefits payable to the employee; and

Whereas, Benefits are payable irrespective of which Act provides the benefits; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to have prepared and introduced to the next regular legislative session of the California legislature appropriate legislation to amend the California Unemployment Insurance Code to require

- (1) immediate payment of benefits to an otherwise eligible employee where a question of workmen's compensation liability exists,
- (2) that such final determination shall be made without delay of benefits to employees,
- (3) a maximum disqualification period for any non-criminal act not to exceed one benefit week, and
- (4) payment of maximum benefits to employees earning \$900.00 or more in any one quarter; and be it finally

Resolved, That copies of this resolution be sent to the Director of the Department of Employment and to the Director of the California State Department of Industrial Relations.

Referred to Committee on Legislation.
Filed, p. 35.

Endorse California Citizens' Committee for Agricultural Labor

Resolution No. 123—Presented by Robert S. Ash and Charles Wells of Central Labor Council of Alameda County, Oakland.

Whereas, The shameful plight of the farm workers of California and their families condemns them to an ever-perpetuated poverty, to sickness, to hunger, to physical discomfort, and to life as second-class citizens in a rural slum from generation to generation; and

Whereas, California's agri-business interests, dominated by giant corporation farm enterprises, seek to isolate the farm workers from the advances of society, and to prevent them from presenting their claim to the American community for economic and social justice; and

Whereas, The farm workers of California lack their own organizations and trade unions to combat their cruel exploitation, carried on behind a barrier of silence and indifference, and must enlist the support of the community at large; and

Whereas, In April of this year, the California Citizens' Committee for Agricultural Labor was formed to focus public attention on the degraded conditions of

the farm workers of California and to press for comprehensive action to elevate them to the level of first class citizenship; and

Whereas, This committee, sponsored by religious, labor and other public-spirited groups and individuals, was endorsed by the executive council of the California Labor Federation, AFL-CIO at its July meeting; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO hail the formation of this committee and pledge its full support and assistance to the committee and to the efforts on behalf of California's farm workers.

Referred to Committee on Resolutions.
Adopted, p. 58.

Initiative Petition for \$2 Minimum Wage

Resolution No. 124—Presented by Robert S. Ash and Charles Wells of Central Labor Council of Alameda County, Oakland.

Whereas, The 1959 California state legislature failed to pass an adequate minimum wage law; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct its executive council to give serious consideration to submitting an initiative petition to the voters, requiring a two dollars (\$2.00) per hour minimum wage, and a forty (40) hour work week for all workers, including farm laborers.

Referred to Committee on Resolutions.
Filed, p. 57.

Improve Industrial Safety Regulations

Resolution No. 125—Presented by Robert S. Ash and Charles Wells of Central Labor Council of Alameda County, Oakland.

Whereas, we feel that California's industrial safety regulations are inadequate; and

Whereas, In many instances, qualified personnel are not readily available to administer first aid to injured workers; and

Whereas, Industrial accidents are an inseparable part of the factory production system; and

Whereas, The underlying intent of the Workmen's Compensation Act is to provide safe conditions for workers in all industries; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record that proper legislation be enacted to amend the labor law of the state of California, and that all employers be required, under penalty, to

have adequate facilities and personnel on the job to take care of injured employees and to transport them to the hospital for further treatment when necessary.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 42.

PG&E to Pay 2 Per Cent Annually on Principal of Outstanding Mortgage Bonds

Resolution No. 126—Presented by Leon McCool, Virgil Brunstedt, Gustave Toensing and Robert Queen of Carpenters No. 1622, Hayward.

Whereas, According to the Annual Report of the Pacific Gas & Electric Company as of December 31, 1958 there was outstanding \$1,036,193,680 in Funding Mortgage Bonds on which the consumer has to pay interest and principal; and

Whereas, Under the "Token" payment plan of the Pacific Gas & Electric Company, for paying off these mortgage bonds, at the end of 50 years the consumer will have paid \$2,043,980,870 in interest and \$410,875,182 on the principal, a total of \$2,454,856,052 and will still owe \$625,318,498 on the principal and to pay off the total mortgage bonds under the "Token" payment plan will cost the consumer more than \$7 billion and take at least 1,000 years; and

Whereas, If the Public Utility Commission will require the Pacific Gas & Electric Company to pay 2 per cent of the \$1,036,193,680, being \$20,723,897 each year for 50 years, the maximum time the federal government allows for repayment of all monies advanced for public power projects, the mortgage bonds will be paid off with interest cost of only \$1,331,046,001, a savings on the interest for the 50 years under the "Token" payment plan of \$712,934,869; and

Whereas, We believe that inasmuch as the consumer is paying the interest and taxes, that the 2 per cent paid on the principal should be paid from the net earnings of the Pacific Gas & Electric Company; therefore be it

Resolved, That the second convention of the California State Federation of Labor, AFL-CIO request the Public Utilities Commission of the State of California to require the Pacific Gas & Electric Company to pay 2 per cent (\$20,723,897) each year of the \$1,036,193,680 for 50 years, being the mortgage bonds outstanding as of December 31, 1958, and any other bonds that may have been issued since that date or in the future. By so doing, it will save the consumer served by the Pacific Gas & Electric Company, at least

\$4.5 billion and still leave a comfortable amount of profit for dividends to their stockholders.

Referred to Committee on Resolutions.
Filed, subject matter referred to Executive Council, p. 91.

**Support California Conference
on Apprenticeship**

Resolution No. 127—Presented by I. Theodore Timpone and McKay Mitchell of State Employees No. 361, Los Angeles; California State Association of Electrical Workers.

Whereas, Under the sponsorship and with the support of this Federation, the Shelley-Maloney Apprentice Labor Standards Act was enacted into law in 1939, just 20 years ago; and

Whereas, In the 20 years since the creation of the California Apprenticeship Council and the enactment of our apprenticeship law, some 600 joint labor-management and other apprenticeship committees have been organized and have been conducting apprenticeship programs in every community in California, in several hundred skilled crafts, in which 50,000 of our youth have been trained and have been certificated as apprentice-trained, skilled journeymen-craftsmen and in which 20,000 of our youth are currently in training; and

Whereas, The California Apprenticeship Council is planning to call a statewide California Conference on Apprenticeship, to be participated in by all the joint apprenticeship committees in California, their parent labor unions and management organizations, as well as all other interested employers, unions and other people, for the purposes (1) of achieving better communication and coordination among the many hundreds of labor unions and employer associations throughout the state that are jointly participating in these programs, (2) of securing the participation of others who are not now participating, and (3) of providing a greater impetus to the program to meet the present and future skilled manpower needs of our economy; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO endorses the holding of such a California Conference on Apprenticeship and pledges its support to its purposes.

Referred to Committee on Resolutions.
Adopted, p. 109.

**Strikebreaking by Foreign
Contract Workers**

Resolution No. 128—Presented by Frank Menezes and Jerry Breshears of Packinghouse Workers No. 78, Salinas.

Whereas, On June 29, 1959, the UPWA,

AFL-CIO, Local 78, began a strike against West Coast Farms, Watsonville, California, when 22 members of the union walked off their jobs on a field celery packing machine where approximately 40 contract nationals from Mexico were also employed cutting and trimming celery; and

Whereas, On the third day of the strike, contract nationals were brought to the field and forced to work behind Local 78 picket lines as strikebreakers; and

Whereas, Secretary of Labor James Mitchell, who is charged under Public Law 78 with transferring contract workers from any farm where a strike seriously affects the operations in which they are engaged, refused to take any action to stop the use of contract workers as strikebreakers, although repeated demands were made by Local 78 for such action; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO demands of the U. S. Department of Labor that foreign contract workers be removed immediately from any agricultural operation where domestic workers may, in the future, be on strike and are maintaining a picket line.

Referred to Committee on Resolutions.
Adopted as amended, p. 76.

**Endorse Work of Citizens Committee
for Agricultural Labor**

Resolution No. 129 — Presented by Frank Menezes and Jerry Breshears of Packinghouse Workers No. 78, Salinas.

Whereas, The California Citizens Committee for Agricultural Labor, a statewide organization of interested citizens from the professions, religious organizations and labor, has launched a campaign to assist in elevating farm workers to the level of first class citizenship both in legal rights and dignity; and

Whereas, The Citizens Committee for Agricultural Labor has done yeoman work in presenting before public bodies on behalf of the general public, the urgent need for immediate legislative action to provide agricultural workers with the same legal safeguards as are enjoyed by other workers; and

Whereas, The Citizens Committee for Agricultural Labor deserves the support of organized labor in its activities in whatever ways are appropriate to its functioning as a committee representing the general public; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, endorse the work of the Citizens Committee for Agricultural Labor; and be it further

Resolved, That we support the work of this committee.

Referred to Committee on Resolutions.
Filed, p. 58. See Resolution No. 123.

End Employment of Mexican Contract Workers in Packing Operations on Machines in the Field

Resolution No. 130 — Presented by Frank Menezes and Jerry Breshears of Packinghouse Workers No. 78, Salinas.

Whereas, U. S. Public Law 78, under which foreign contract workers from Mexico are brought into California and other states for agricultural work, provides that these contract workers shall not be employed where such employment will adversely affect the wages and working conditions of domestic workers similarly employed; and

Whereas, In spite of this provision in the law, the wages and working conditions of thousands of domestic agricultural workers who are members of Local 78, UPWA (AFL-CIO) have been adversely affected by authorizations of the U. S. Department of Labor and the California State Department of Employment's Farm Placement Service permitting agricultural employers to use contract workers on work being done, or formerly done, under union contract scales negotiated between Local 78 UPWA (AFL-CIO) and the employers; and

Whereas, Through the employment of contract workers on runaway "factory-in-the field" operations, Local 78 wage scales have been cut from \$1.00 an hour to 55 cents an hour; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, demands of the U. S. Department of Labor and the California State Department of Employment that no further authorizations be granted for the employment of contract workers to perform any processing or packing operations on any machines in the field, and that any authorizations for such employment previously made be rescinded forthwith.

Referred to Committee on Resolutions.
Adopted, p. 76.

Sanitary Facilities for Field Workers

Resolution No. 131 — Presented by Frank Menezes and Jerry Breshears of Packinghouse Workers No. 78, Salinas.

Whereas, The California State Department of Public Health has, on the basis of its investigations, found that an extremely serious threat to the public health exists due to the contamination of field-packed

vegetables because of the failure of agricultural employers to provide toilets or drinking and handwashing facilities for the field harvesting crews; and

Whereas, The health of field workers, shed workers and workers in the produce departments of stores is endangered due to contaminated field-packed produce; and

Whereas, At present there are no statutes on the lawbooks of the State of California requiring agricultural employers to provide toilets, drinking water and handwashing facilities to workers engaged in field-packing produce for the consuming public; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, go on record to secure the introduction and passage in the next session of the state legislature of legislation to require that agricultural employers furnish at all locations where vegetables or fruits are being field-packed, appropriate toilet, handwashing and drinking facilities for field workers; and be it further

Resolved, That the California Labor Federation press the California State Department of Public Health to take immediate action to protect the consuming public against infection from contaminated field-packed vegetables.

Referred to Committee on Legislation.
Concurred in intent of first Resolved, filed, with recommendation to reintroduce in 1960; second Resolved adopted, p. 42.

Support Drive to Organize Farm Workers

Resolution No. 132—Presented by California State Council of Building Service Employees.

Whereas, The present drive of the national AFL-CIO to organize farm workers is concentrated largely in the state of California, under the leadership of Norman Smith, Director of the Agricultural Workers Organizing Committee; and

Whereas, The aim of the drive is to negotiate contracts with growers and growers' associations to include such basic rights as: recognition of the union for the purpose of collective bargaining; setting a wage floor at a living level; guaranteeing continuity of employment; eliminating the shape-up and establishing a hiring hall in its place; and providing for grievance machinery; and

Whereas, Such rights and the basic right of the farm worker to enjoy the protection of federal and state legislation on matters of social welfare have been denied to farm workers by the powerful, well-financed, and well organized efforts of such corporate-farm dominated groups as

the Associated Farmers, the Farm Bureau, the Agricultural Council, and the San Joaquin Farm Production Association; and

Whereas, These grower organizations supported and financed the infamous Proposition 18 in the November 1958 election, which would have severely crippled and damaged the organized labor movement, and these organizations continue to oppose attempts to advance social welfare legislation for the benefit of all our citizens; and have announced their determination to keep unions out of the fields of California; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO announce its determination to combat the vicious propaganda of the corporate farm organizations to deny the rights of farm workers to self-unionization; and be it further

Resolved, That we call upon our affiliated bodies to render all possible moral and material aid to the farm workers in their just fight against the monopolistic interests of California's agricultural-business holdings; and be it further

Resolved, That we call upon the Governor of the State of California and his administration to give farm workers the kind of support and consideration which will make them first-class citizens along with other workers in California.

Referred to Committee on Resolutions.
Adopted, p. 57.

Prevailing Wages for Service Workers in Government Establishments

Resolution No. 133—Presented by California State Council of Building Service Employees.

Whereas, The service industries have established areawide wage scales and working conditions under union contracts in every major area within the state of California; and

Whereas, The unions have obtained these wage scales and working conditions through years of continual struggle; and

Whereas, The Defense Department and other government agencies have a long established practice of awarding contracts to the lowest bidder, whether nonunion or union workers are employed in the service industries; and

Whereas, Union contractors and fair-minded employers must bid and pay the area prevailing wage rates on all government contracts awarded; and

Whereas, The protections provided under the Bacon-Davis Act have never been extended to service workers, and untold

hardships have been suffered by service workers because of this loss of protection; and

Whereas, Decent and fair-minded employers bidding on government jobs are unable to compete on these government service jobs because of the low wages that companies from outside of California pay to service workers; and

Whereas, The Defense Department has awarded contract after contract for services to firms from outside the state of California at prices that are so low that decent employers are unable to compete because these outside firms pay wage scales far below the area prevailing wage scale; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to contact the Congressmen from California and the legislative department of the AFL-CIO to do all in their power to adopt **H.R. 5869**, which will provide prevailing wages to service workers in all government establishments throughout the United States.

Referred to Committee on Resolutions.
Adopted as amended, p. 109.

Amend Public Law 78 to Protect American Farm Workers

Resolution No. 134—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Public Law 78, 82nd Congress, as amended, deals with the entry of Mexican agricultural workers into the United States; and

Whereas, The Honorable James P. Mitchell, Secretary of the United States Department of Labor, has appointed a committee of four as "Consultants on Public Law 78," the members of which are The Very Rev. Msgr. George G. Higgins, Director, Department of Social Action, National Catholic Welfare Conference; Edward J. Thyne, former United States Senator from the State of Minnesota; Rufus von Kleinsmid, Chancellor of the University of Southern California; and Glenn E. Garrett, Chairman of the Texas Council on Migrant Labor; and

Whereas, Public Law 78 is in need of amendment and the Consultants on Public Law 78 are studying means by which said law may be amended in order that citizens and residents of the United States may be better assured of obtaining work in agriculture; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, meeting in San Diego, California, from August 10 to August 14, 1959, requests the said Consultants on Public Law 78 to recommend the following amendments to Public Law 78:

1. The creation of rigid standards for recruiting citizens and residents of the

United States for agricultural employment by agricultural employers, which standards must be met before agricultural employers can be certified as users of Mexican Nationals.

2. The creation of standards for the method of certifying agricultural growers as users of Mexican Nationals; such standards should be created by committees composed of representatives of the federal government, state government, organized agriculture and organized labor; and be it further

Resolved, That copies of this resolution be sent to the members of the above-mentioned committee appointed by Secretary of Labor James P. Mitchell.

Referred to Committee on Resolutions.
Adopted, p. 77.

Protest Invasion of Civil Liberties

Resolution No. 135—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Organized labor in California and the nation has continuously battled against communist and other subversive groups who seek to undermine our democratic form of government; and

Whereas, The record of organized labor in this regard is beyond reproach; and

Whereas, In this never-ending battle it has been a primary concern of organized labor that the civil liberties of individuals be protected from infringement by those who would ape the methods of subversive and totalitarian groups to uproot the subversives in our nation; and

Whereas, One of the greatest violators of civil liberties has been the House Un-American Activities Committee, which has repeatedly used the subversive issue as a vehicle for obtaining newspaper headlines without regard for our cherished American institutions of free speech and assembly, and the constitutional rights of individuals; and

Whereas, It is of paramount importance that organized labor, which has openly fought communist and other subversives for so many years, should raise its voice in opposition to such undemocratic methods in rooting out destructive elements in our society; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO declare once again its devotion to the preservation of our civil liberties in spirit and practice against the subversives of both the left and right; and be it further

Resolved, That this convention specifically protest the damaging methods employed by the House Un-American Activities Committee in recently scheduling California hearings in the field of public education, and demand that the House of Representatives of the United States require that the committee, as a condition

of holding such hearings, take every possible precaution to avoid the implication that any person called before the committee is a subversive; and be it finally

Resolved, That the committee shall be required to respect the rights of individuals, and to give any person accused of subversive activities by the committee or by any of its witnesses, the right to appear before the committee to face his accusers and the opportunity to clear himself of the charges so made against him.

Referred to Committee on Resolutions.
Adopted, p. 94.

Reduce Private Employment Agency Fees

Resolution No. 136—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Legislation was introduced in the 1959 session of the California state legislature limiting the fees to be charged applicants for jobs by private employment agencies; and

Whereas, Despite the support of the California Labor Federation, this legislation, AB 2796, was referred to interim study, delaying for at least two years effective legislative remedy against such exorbitant fees; and

Whereas, Job seekers in need of employment thus continue to be at the mercy of unscrupulous operators who demand, in some cases, in excess of a full month's pay in return for referral to a job; and

Whereas, Since AB 2796 was refused passage, many private employment agencies have further increased their already outrageous fees; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO instruct their officers to continue their efforts to reduce private employment agency fees to fair and reasonable levels and to exert all efforts before the Assembly interim committee and the next legislative session to bring about necessary protection against excessive fees from working people seeking jobs through private employment agencies.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 48.

Federation Weekly, Statewide TV Show

Resolution No. 137—Presented by California State Council of Retail Clerks.

Whereas, The immediate and great need for modern, effective communication from the labor movement to the public and membership is recognized; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO take all steps necessary to create a weekly, statewide, TV show.

Referred to Committee on Resolutions.
Filed, subject matter referred to Executive Council, p. 109.

Outlaw Polygraph Tests for Employees

Resolution No. 138—Presented by California State Council of Retail Clerks.

Whereas, Several employers in the state of California are promoting polygraph or lie detector tests for their employees; and

Whereas, Many of the questions asked in these tests are an infringement on the personal liberties and freedom of religion and thought held dear to American citizens; and

Whereas, Having to take a polygraph test carries a certain stigma; and

Whereas, The person taking a polygraph test is thereafter usually disturbed mentally and physically; and

Whereas, There are certainly other surer means of checking on employees' honesty; and

Whereas, Such methods of checking employees are not consistent with the principles of good unionism; and

Whereas, In the opinion of experts, the lie detector or polygraph is not a reliable scientific instrument for the ascertainment of truth; therefore be it

Resolved: The second convention of the California Labor Federation, AFL-CIO go on record and take action to write and push for passage a bill to outlaw polygraph tests for employees or prospective employees throughout the state of California.

Referred to Committee on Legislation.
Amended, concurred in intent, filed with recommendation to reintroduce in 1960, p. 48.

Guarantee Organizational Rights of Labor

Resolution No. 139—Presented by California State Council of Retail Clerks.

Whereas, There are depths of hunger and degradation beneath which human beings cannot remain submerged; and

Whereas, Faith must supplant fear; respect and understanding must supplant intolerance; and

Whereas, The future prosperity and welfare of all Californians are greatly dependent on a free and unfettered labor movement; now, therefore, it be

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to move, at the earliest possible moment, to obtain passage of laws guaranteeing full organizational rights of labor and seeking repeal of the Jurisdictional Strike Act.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 48.

Safeguards for Meat-Sealing Operations

Resolution No. 140—Presented by Western Federation of Butchers of California.

Whereas, There has been, in the past few years, considerable increase in the sale of packaged fresh meats; and

Whereas, The preparation of such packaged meats involves the use of cello-

phane and pliofilm and like materials; and

Whereas, These wrapping materials are sealed through the use of heat from wrapping irons or automatic sealing machines; and

Whereas, The process of meat wrapping through the use of such wrapping materials sealed by heat from a wrapping iron or an automatic sealing machine sometimes causes a toxic fume to emanate into the meat-wrapping workroom which is inhaled by the wrappers; and

Whereas, These fumes in many instances are not carried out of the workroom; and

Whereas, The inhalation of these fumes may prove injurious to the health of the wrappers; and

Whereas, Due to the lack of any medical officer in the Division of Industrial Safety of the California Department of Industrial Relations, it is not possible to determine the extent to which the wrapper's health is affected; and

Whereas, It is the opinion of the Western Federation of Butchers that lack of medical officers in the Division of Industrial Safety now allows many physical ailments from the inhalation of toxic fumes to go undetected; therefore be it

Resolved, That this second convention of the California Labor Federation, AFL-CIO instruct the Federation's secretary to prepare a bill to be introduced at the next session of the California legislature setting up a medical department within the Division of Industrial Safety so that the Division may uncover any cases of physical deterioration which now lie hidden because of the lack of medical authority within the Division; and be it further

Resolved, That all proper steps be taken through the Division of Industrial Safety to require complete ventilation in any meat-wrapping workroom to insure that fumes from any and all meat-sealing equipment be drawn out of the workroom.

Referred to Committee on Legislation.
Concurred in intent, filed, with recommendation to reintroduce in 1960, p. 48.

State Water Facilities

Resolution No. 141—Presented by California State Association of Electrical Workers.

Whereas, The California state legislature, during its 1959 regular session, did pass the California Water Resources Development Bond Act, which provides for a bond issue of One Billion Seven Hundred Fifty Million dollars (\$1,750,000,000) to be used by the Department of Water Resources for the development of the water resources of the state; and

Whereas, The California Water Resources Development Bond Act shall be submitted to the people of the state of California for their ratification at the

next general election, to be held in the month of November, 1960; and

Whereas, This nor any other state legislation makes any provisions whatsoever for protecting taxpayers from the monopolization of benefits and the enrichment of large landholders if the people of California should ratify the California Water Resources Development Bond Act; and

Whereas, Ratification of the California Water Resources Development Bond Act would truly put the State of California into the water and power business, at times in competition with private enterprise; and

Whereas, This nor any other state legislation clearly sets forth state policy with respect to power development and/or sale of excess power; and

Whereas, This nor any other state legislation makes any provisions for the protection of the rights to self-organization and collective bargaining for the employees on state water facilities or related projects; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO, while recognizing the need for full development of California's water resources, go on record as opposing the California Water Resources Development Bond Act as passed by the California state legislature during its 1959 regular session; and be it further

Resolved, That the California Labor Federation call upon Governor Edmund G. Brown to call a special session of the California state legislature during its 1960 budget session to consider the matters aforementioned.

Referred to Committee on Resolutions.
Filed, p. 88. See Resolution No. 81.

Establish Federation Committee on Power

Resolution No. 142—Presented by California State Association of Electrical Workers.

Whereas, The members of the International Brotherhood of Electrical Workers employed by the utility companies are directly involved in questions on the policy of generation, transmission, and distribution of electrical energy; and

Whereas, The California Labor Federation will be faced with resolutions concerning this policy; and

Whereas, In the future sessions of the California state legislature, bills affecting the power issue will be up for action and the California Labor Federation will be making recommendations on these bills; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO form a Committee on Power to consider recommendations on bills and resolutions affecting the question of electric power; and be it further

Resolved, That at least three members of this committee shall be appointed by the State Association of Electrical Workers.

Referred to Committee on Resolutions.
Filed, p. 91.

Preserve West Coast Ship Construction Differential

Resolution No. 143—Presented by California State Association of Electrical Workers.

(Concerning H.R. 8093, a bill to amend Section 502 (d), Merchant Marine Act of 1936, deleting therefrom the 6% differential for the construction of merchant vessels in shipyards of the Pacific Coast of the United States, under circumstances set forth therein.)

Whereas, The Congress of the United States enacted in 1938 an amendment to the Merchant Marine Act of 1936, in Section 502 (d) thereof, a provision for a 6% differential for construction of merchant ships for Pacific Coast lines operating in Pacific Coast trades, such amendment having been based on the national defense consideration that the Pacific Coast, as well as the Atlantic Coast, must have a strong and active shipbuilding industry; and

Whereas, These national defense considerations are even more strongly present now than at the date of that amendment; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does hereby resolve to vigorously oppose **H. R. 8093** described above, and any companion or similar legislation aimed at destroying such differential at a time when its very intent and objective is just being demonstrated by the commencement of the first post World War II ship-building of any magnitude on the Pacific Coast; and be it further

Resolved, That the California Labor Federation is to respectfully request that this resolution be placed in the record of any hearings that may be held before any subcommittees of the House Committee on Merchant Marine and Fisheries; and be it finally

Resolved, That all central and departmental councils and local unions on the Pacific Coast to take similar action.

Referred to Committee on Resolutions.
Adopted as amended, p. 109.

Safe Driver Insurance Plan

Resolution No. 144—Presented by California State Association of Electrical Workers.

Whereas, A large number of insurance companies in the state of California have instituted a so-called "Safe Driver Insurance Plan" (hereafter called the "Plan"); and

Whereas, The largest majority of members are forced to use an automobile to drive to and from work; and

Whereas, The coverage of automobiles with insurance is compulsory for all practical purposes in the state of California; and

Whereas, The traffic safety laws of this state are adequately enforced by the legally constituted law enforcement agencies, Motor Vehicle Department and courts, and have recently been toughened up; and

Whereas, The "Plan" goes back three years in a driver's record and penalizes the driver for even a minor moving traffic violation and for accidents not even the driver's fault; and

Whereas, The penalties imposed by the insurance companies are excessive—from 25% to 100% of the normal premium, and in the case of omission of stating a violation in the application, a 100% additional premium to the highest premium charged; and

Whereas, This premium is collected by the insurance companies and retained by them for their own benefit, while fines collected by the courts are paid to the public fund; and

Whereas, The reduced premium to so-called "safe drivers" is really not very substantially reduced, and in comparison to the premium charged the driver with violations is but a small reduction; and

Whereas, The insurance agencies by instituting and implementing the "Plan" are setting themselves up as a private court of law, dictating fines and collecting them for themselves; and

Whereas, This is not in the best public interest and is another attempt by vested interests to extract a tribute from the working people; now, therefore, be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO does hereby oppose and condemn the so-called "Safe Driver Insurance Plan"; that this convention urges all affiliated organizations to join in this opposition and condemnation and action against this plan; and that copies of this resolution shall be sent to the Governor, the Attorney General, and all legislators in the State Assembly and State Senate, urging investigation of and legislation against such practices.

Referred to Committee on Resolutions.
Adopted, p. 110.

Repeal or Modify Responsible Relatives Law

Resolution No. 145—Presented by California State Association of Electrical Workers.

Whereas, There exists in California a vicious and outdated law known as the "Responsible Relatives" law; and

Whereas, This law imposes undue hardships on some 750,000 working men and women, many of whom are members of

trade and industrial unions, by requiring them to disclose confidential information concerning their financial affairs and in some cases contribute part of their earnings to their elderly mothers and fathers who receive state old age pensions; and

Whereas, These contributions are rigidly governed by a wholly unrealistic scale based on the monthly earnings of the sons and daughters of pensioners, which has remained unchanged for 10 years, despite the steady rise in the cost of living; and

Whereas, The California State Senate recognized the injustice of the present law by passing, in 1959, a bill that would have greatly modified the scale of contributions to provide long-overdue relief for the thousands who are forced to neglect their own families in order to help the state and the counties provide for the aged, only to have the Assembly Ways and Means Committee refuse to send it to the floor of the lower house; and

Whereas, This bill was supported by the California AFL-CIO on behalf of its many members who suffer under the "Responsible Relatives" law, and who will continue to suffer as long as this unjust statute remains in the Welfare and Institutions Code in its present form; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to request the Governor of the State of California, in order to provide relief to these wage earners as rapidly as possible, to include in his special call of the legislature to run concurrently with the biennial budget session, starting February 1, 1960, measures for the drastic modification or outright repeal of the "Responsible Relatives" law; and be it further

Resolved, That copies of this resolution be forwarded to the following: Governor Edmund P. Brown; Senator Hugh M. Burns, President pro tem of the State Senate; Assemblyman Ralph Brown, Speaker of the Assembly; Senator James McBride, Chairman, Senate Committee on Finance; Assemblyman Jesse M. Unruh, Chairman, Assembly Committee on Ways and Means; George McLain, Chairman, California Institute of Social Welfare.

Referred to Committee on Legislation.
Adopted, p. 48.

Unemployment and Disability Insurance Coverage for Variety Artists

Resolution No. 146—Presented by California State Theatrical Federation.

Whereas, Members of the American Guild of Variety Artists, AFL-CIO are the only performers in the theatrical profession that are arbitrarily classified as independent contractors by employers; and

Whereas, Members of the American Guild of Variety Artists, AFL-CIO are deprived of all the benefits they would be entitled to as employees, such as workmen's compensation, state unemployment

and disability insurance; and

Whereas, When members of the American Guild of Variety Artists, AFL-CIO are employed, they are engaged on an employment contract, which has been approved by the Labor Commissioner, and stipulates that an employee-employer relationship exists between the performer and the employer; and

Whereas, When these same performers do the identical work in motion pictures, radio or television, or legitimate shows, they are considered as employees; and

Whereas, The American Guild of Variety Artists, AFL-CIO negotiates a "Minimum Basic Agreement" with all employers of its members which includes the following language: "GOVERNMENTAL BENEFITS: The Employer agrees to abide by and live up to all present and future State, County, Municipal and Federal ordinances, rules, regulations, laws and statutes enacted for the protection of and applicable to the employment of employees and more specifically applicable to employment of the Artists hereunder. All Artists shall be considered employees and not independent contractors and the Employer assumes all responsibility for the payment of all taxes and contributions under Workmen's Compensation, Unemployment Insurance, Social Security, Old Age Pension or any other Law applicable thereto"; and

Whereas, The Department of Employment has conceded to the employer's arbitrary classification as independent contractors for members of the American Guild of Variety Artists, AFL-CIO by

denying unemployment insurance claims because the employer has advised the Department of Employment that the claimant was an independent contractor and that there were no withholdings of any kind from the claimant's salary; and

Whereas, Whenever the original denial of benefits is given to a member of the American Guild of Variety Artists, AFL-CIO, by the local offices of the Department of Employment, the member is advised by the American Guild of Variety Artists, AFL-CIO, to file an appeal; and

Whereas, When these appeals are heard by a Referee of the Department of Employment, sent from Sacramento, California, at an expense to the taxpayers, and also at the expense of the American Guild of Variety Artists, AFL-CIO, to represent the claimant, the original decision is reversed in ninety-nine percent of the claims appealed; therefore be it

Resolved, That the second convention of the California Labor Federation, AFL-CIO go on record to do all in its power to contact the Director of the State Department of Employment to enforce the relationship of employee and employer for the variety performers, based on the "Minimum Basic Agreement", as well as employment contracts of the American Guild of Variety Artists, AFL-CIO, and that all field offices of the Department of Employment be so directed, that the variety performers be entitled to their just protection under the labor laws of the State of California.

Referred to Committee on Resolutions.
Adopted as amended, p. 110.

ROLL OF DELEGATES

This comprises the completed roll call of the 1959 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

Communications Wkrs. No. 9505
(1026)
John Walsh, 513
Collis Spurlin, 513
Electrical Utility Wkrs. No. 47
(500)
A. J. Coughlin, Jr., 250
J. M. Kelly, 250

ANAHEIM

Carpenters No. 2203 (1453)
Matt Plews, 727
M. A. Pietrok, 726

ANTIOCH

Carpenters No. 2038 (127)
Blair F. Spires, 127

ARCADIA

Horseshoers No. 12 (23)
James Lane, 12
Fred Sneddon, 11

ARCATA

Lumber & Sawmill Wkrs.
No. 2808 (563)
Leonard Cahill, 563
Plywood & Veneer Wkrs.
No. 2789 (376)
Roy Clark, 375

AVALON

Painters No. 1226 (40)
Ben Nathanson, 40

BAKERSFIELD

Bldg. & Const. Trades Council
(2)
H. D. Lackey, 1
Butchers No. 193 (375)
Harold W. Hodson, 187
Charles A. Hohlbein, 186
Carpenters No. 743 (1056)
Paul A. Hill, Jr., 352
C. H. Sutton, 352
Fred J. Wiley, 352
Central Labor Council (2)
Irving E. Hammell, 1
Hod Carriers & Com. Laborers
No. 220 (666)
Bill Sherwood, 333
Joe E. Southern, 333
Hotel & Restaurant Empls.
No. 550 (1186)
Claude S. Penn, 593
Jack White, 593
Lathers No. 300 (52)
C. H. Collins, 52
Painters No. 314 (240)
Gerald Finch, 120
Floyd E. Prince, 120
Transport Wkrs. No. 3005 (100)
Juan Govea, 50
E. P. Benson, 50
Typographical No. 439 (85)
Irving Hammell, 85

BAEISTOW

Machinists No. 706 (264)
Louis W. Jackson, 264
Railway Empl., Local Fed.
Council No. 120 (2)
L. W. Jackson, 1

BELL

Auto Workers No. 230 (1690)
David Bittner, 845
John Adams, 845
Steelworkers No. 2018 (3137)
John A. Despol, 3137
Steelworkers No. 3941 (185)
Gilbert W. Daniels, 93
G. J. Conway, 92

BELLFLOWER

Steelworkers No. 4670 (880)
Perry Nethington, 880

BELL GARDENS

Rubber Wkrs. No. 417 (99)
A. J. Moore, 50
Jerald Carpenter, 49

BERKELEY

Painters No. 40 (348)
Ben Rasnick, 174
Clarence Vezey, 174
Teachers No. 1078 (40)
John Hutchinson, 20
Don Henry, 20

BORON

Chemical Wkrs. No. 85 (365)
Benton B. Potts, 365

BREA

Rubber Workers No. 490 (229)
Harold R. Cox, 150
Jess Hoosier, 149

BURBANK

Hotel, Motel, Restnt. Empls. &
Bartndrs. No. 694 (2336)
Ira L. Osborn, 584
Al Hesseltine, 584
Lois O'Neal, 584
Vincent Billagrana, 584
Machinists No. 1600 (1398)
Max Mennen, 233
Daniel F. Fitzpatrick, 233
George Rusnak, 233
Lois R. Melton, 233
Wm. Durham, Jr., 233
Warren S. Brewer, 233

CHICO

Pipe Trades Council No. 36 (2)
J. F. Peyton, 1

CHULA VISTA

M. P. Projectionists No. 761
(40)
M. D. Murphy, 40

COLMA

Cemetery, Wkrs. & Greens
Attendants No. 265 (125)
William L. Becker, 125

COMPTON

Carpenters No. 1437 (1235)
Fred Burlin, 309
John Gunsten, 309
Albert O. Horne, 309
Wm. M. Young, 308

CORONA

Glass Bottle Blowers No. 192
(149)
John Guzzi, 75
Robert Cochems, 74

CROCKETT

Sugar Refinery Empls.
No. 20037 (1143)
Frank L. Lettich, 1143

DOWNEY

Communications Wkrs. No. 9595
(655)
L. L. O'Bar, 328
J. A. Everitt, 327
Rubber Workers No. 171 (211)
Frank Osiel, 106
Henry Sherard, 105

DUNSMUIR

Railroad Trainmen No. 458 (51)
Norman Green, 51

EL CAJON

Carpenters No. 2398
(711)
H. I. Snyder, 237
Clifford Frey, 237
Page Nelson, 237

EL CERRITO

Teachers No. 866 (176)
Paul McGinnis, 176

EL MONTE

Carpenters No. 1507
(1934)
V. C. Mathis, 484
Dean Weddle, 484
Richard A. Parker, 483
Joseph Gibbs, 483
Hod Carriers & Laborers
No. 1082 (1301)
George Tarr, 1301
Painters No. 254 (636)
Arthur L. Arbaugh, 212
Edwin Decker, 212
Steve Spolar, 212

EL SEGUNDO

Transport Wkrs. No. 502 (333)
Eric I. Lawrence, 333

ENCINO

Railroad Trainmen No. 448
(199)
Norman M. Green, 199

EUREKA

Bartenders No. 318 (135)
R. G. Dickinson, 135
Central Labor Council,
Humboldt-Del Norte (2)
Albin J. Gruhn, 1
Cooks & Walters No. 220 (340)
Ruby Van Ornum, 170
Elona Haney, 170
Laborers No. 181 (223)
Albin J. Gruhn, 223
Lumber & Sawmill Workers,
Redwood Dist. Council (2)
Claude A. Heinig, 1

FEATHER FALLS

Lumber & Sawmill Wkrs.
No. 2801 (196)
Milton H. Vandeburgh, 196

FONTANA

Steelworkers No. 2869 (2666)
 Joe Sutherland, 889
 Al Marnati, 889
 Stanley J. O'Neill, 888

FRESNO

Bakers No. 43 (400)
 John C. Bopp, 400
 Bldg. & Construction Trades
 Council (2)
 Loyd M. Myers, 1
 Central Labor Council (2)
 Bill O'Rear, 1
 Cooks, Pastry Cooks & Assts.
 No. 230 (216)
 Leo Vuchinich, 216
 Culinary, Bartenders & Hotel
 Serv. Empls. No. 62 (833)
 Geo. Rollis, 833
 Electrical Wkrs. No. 100 (160)
 Loyd Myers, 160
 Federated Fire Fighters of
 Calif. (2)
 T. J. Rizzo, 1
 Alfred Colombo, 1
 Fire Fighters No. 753 (139)
 Charles E. West, 70
 Ray W. Shukraft, 69
 Hod Carriers & Com. Laborers
 No. 294 (1437)
 Chester Mucker, 359
 Jesse Bernard, 359
 Dutch Epperson, 358
 John Green, 358
 Iron Workers No. 155 (100)
 H. D. Lackey, 100
 M.P. Machine Operators
 No. 599 (40)
 Frank Letlow, 40
 Plumbers & Steamfitters
 No. 246 (462)
 James F. Peyton, 231
 Carl G. Horner, 231
 Retail Food, Drug & Liquor
 Clerks No. 1288 (880)
 George Kisling, 880
 Typographical No. 144 (110)
 Robert M. Perkins, 110

GARDENA

Steelworkers No. 2273 (70)
 Thomas K. Leonard, 70
 Utility Wkrs. No. 389 (394)
 William McKinley, 197
 Cenona Burkett, 197

GILROY

Painters No. 1157 (20)
 Otto E. Sargent, 20

GLENDALE

Carpenters No. 563 (1304)
 Wm. F. Miller, 1304
 Painters No. 713 (673)
 Robert M. Esch, 337
 Leonard H. Small, 336
 Plumbers No. 761 (876)
 Fred E. Weeks, 292
 Harold Taylor, 292
 Paul R. Lane, 292

GRASS VALLEY

Bartenders & Culinary Wkrs.
 No. 368 (523)
 Gene Brewer, 262
 W. G. Jensen, 261

HAYWARD

Carpenters No. 1622 (1000)
 Leon McCool, 250
 Virgil Brunstedt, 250
 Gustave Toensing, 250
 Robert Queen, 250

Culinary Wkrs. & Bartenders
 No. 823 (2079)
 Leroy V. Woods, 416
 Floyd Attaway, 416
 Robert Otteson, 416
 Joseph Medeiros, 416
 Louis Stockinger, 415

Painters No. 1178 (430)
 A. G. Swayson, 215
 Raymond Conklin, 215

HERCULES

Oil, Chemical & Atomic Wkrs.
 No. 587 (185)
 Ray Epley, 185

HOLLYWOOD

Actors Equity Assn. (235)
 Edd X. Russell, 118
 Angus Duncan, 117
 Affiliated Property Craftsmen
 No. 44 (1666)
 B. C. "Cappy" DuVal, 556
 Frank O'Connor, 555
 Kressent H. Rhoads, 555
 Bldg. Services Empls. No.
 278 (339)
 John A. Buchanan, 339
 Broadcast, Television &
 Recording Engineers No.
 45 (386)
 Fred Begley, 193
 Duane Schirmer, 193
 Carpenters No. 1052 (1400)
 Patrick A. Hogan, 350
 George Zack, 350
 Edward Singer, 350
 Forest Allsup, 350
 Film Council, Hollywood (2)
 H. O'Neill Shanks, 1
 Film Technicians, Theatrical
 Stage Empls. No. 683 (2549)
 Donald P. Haggerty, 1275
 Ernest H. Abell, 1274
 Machinists No. 1185 (150)
 Theodore Baird, 150
 Make-up Artists No. 706 (224)
 Fred B. Phillips, 112
 Naomi Cavin, 112
 M. P. Costumers No. 705 (260)
 Carl R. Walker, 130
 Ted Ellsworth, 130
 M. P. Crafts Service No. 727
 (125)
 Albert K. Erickson, 125
 M. P. Film Editors No. 776
 (840)
 John W. Lehnors, 840
 M. P. Photographers No. 659
 (300)
 Herbert Aller, 150
 Robert F. Bryan, 150
 M. P. Set Painters No. 729 (220)
 Ralph W. Peckham, 220
 M. P. Sound Technicians
 No. 695 (300)
 Thomas A. Carman, 300
 M. P. Studio Cinetechnicians
 No. 789 (505)
 Paul E. O'Bryant, 253
 Percival F. Marston, 252
 M. P. Studio Electrical
 Technicians No. 728 (500)
 Al Franklin, 250
 Charles Futoran, 250
 M. P. Studio Projectionists
 No. 165 (300)
 George J. Flaherty, 150
 Leo S. Moore, 150
 Nat'l Broadcast Empl. No. 53
 (730)
 Charles E. Schmidt, 730
 Office Employees No. 174 (791)
 Max J. Krug, 396
 Herman W. Pope, 395
 Painters No. 5 (532)
 John Hedser, 266
 N. C. Neall, 266
 Scenic Artists No. 816 (214)
 D. C. Thomason, 214
 Screen Actors Guild
 (5000)
 Pat Somerset, 1250
 George Chandler, 1250
 Leon Ames, 1250
 John Dales, 1250

Screen Extras Guild
 (3000)

Jeffrey Sayre, 600
 Paul Cristo, 600
 Kenner G. Kemp, 600
 Franklyn Farnum, 600
 H. O'Neill Shanks, 600
 Script Supervisors No. 871 (136)
 Thelma Preece, 136
 Set Designers No. 847 (75)
 Zeal Fairbanks, 75
 Studio Carpenters No. 946
 (411)
 W. R. Baker, 206
 J. W. Vance, 205
 Studio Electricians No. 40
 (300)
 Charles L. Thomas, 300
 Studio Grips No. 80 (300)
 William J. Holbrook, 300
 Studio Utility Employees No.
 724 (669)
 Norval D. Jarrard, 223
 Thomas J. Lynch, 223
 Frank W. Regula, 223
 Television & Radio Artists (290)
 Harvey Palash, 290

HUNTINGTON BEACH

Rubber Workers No. 393 (350)
 Earl Leath, 175
 John Noblett, 175

HUNTINGTON PARK

Furniture Workers No. 1010
 (566)
 Louis Gilbert, 566
 Glass Bottle Blowers No. 100
 (76)
 Steve Heinrich, 76
 Glass Bottle Blowers No. 114
 (83)
 Jay Wilder, 43
 Deward Pitts, 40
 Glass Bottle Blowers No. 146
 (275)
 Paul Stobbe, 138
 Michael Pindar, 137
 Machinists No. 1571 (829)
 John C. Strosky, 829
 Post Office Clerks, Calif. Fed.
 (2)
 George M. Wall, 1
 Richard W. Jensen, 1

INGLEWOOD

Carpenters No. 2435 (1,139)
 Dick B. Jackson, 570
 Arlie Hulsey, 569
 Painters No. 1346 (686)
 Edward L. Hunt, 343
 Robert L. Heller, 343

LA JOLLA

Carpenters No. 1358 (257)
 Fred B. Gough, 257

LA MESA

Broadcast Empls. No. 54 (29)
 Louis R. Pheil, 15
 Donald McIntosh, 14

LONG BEACH

Auto Workers No. 148 (9474)
 Alex Groulx, 1053
 Allan Haywood, 1053
 Ray Meadows, 1053
 Bud Coleman, 1053
 Ken Shurtliff, 1053
 Henry Phillips, 1053
 Bob Wiley, 1052
 Ben Hogan, 1052
 Edward Wiancki, 1052
 Auto Workers No. 805 (740)
 Clayton E. Booker, 370
 Thomas M. Lynch, 370
 Bartenders No. 686 (689)
 M. R. Callahan, 345
 Thomas Pitts, 344

Bldg. & Const. Trades Council

- (2)
 Carleton E. Webb, 1
 Cement Masons No. 781 (310)
 W. E. Evans, 310
 Chemical Wrkrs. No. 255 (120)
 Dan Colby, 120
 Communications Wrkrs. No. 9571 (891)
 George Buck, 891
 Culinary Wrkrs. No. 681 (3646)
 James T. Stevens, 607
 Juanita McDougle, 607
 James O'Connor, 608
 Clayton R. Smith, 608
 V. V. Jameson, 608
 J. A. Mitcheek, 608
 Culinary Wrkrs., Bartenders,
 etc., State Council (2)
 Frankie Behan, 1
 M. R. Callahan, 1
 Hod Carriers & Com. Laborers
 No. 507 (2008)
 E. M. Mueller, 1004
 Donald Graves, 1004
 M. P. Projectionists No. 521 (69)
 Milton M. Heiss, 35
 Gilbert A. Lahlum, 34
 Oil, Chemical & Atomic Wrkrs.
 No. 128 (5,227)
 E. M. Cantley, 523
 Tom Burkholder, 523
 Franklin K. Hull, 523
 David D. Brymer, 523
 Howard Geiger, 523
 Harlan L. Savage, 523
 Roy Shaw, 523
 E. C. Vaughan, 522
 Edward Duffy, 522
 Charles F. Armin, 522
 Painters No. 256 (771)
 James H. Blackburn, 257
 Omer Rivard, 257
 George Yale, 257
 Plasterers & Cement Masons
 No. 343 (261)
 Carleton Webb, 261
 Sheet Metal Wrkrs. No. 420
 (433)
 Donald Leroy Chapman, 433
 Teachers No. 1263 (41)
 Antonia Booker, 21
 Lucille C. Grieve, 20
 Utility Wrkrs. No. 246 (345)
 John E. Trantham, 173
 Rex M. Jensen, 172

LOS ANGELES

- Advertising & Public Relations
 Empls. No. 518 (20)
 Ralph Roddy, 10
 Ella C. Lea, 10
 Allied Printing Trades
 Council, L. A. (2)
 Charles L. Brown, 1
 George E. Smith, 1
 Allied Printing Trades Council,
 So. Calif. Conf. (2)
 John P. Yost, 1
 Asbestos Wrkrs. No. 5 (290)
 George Hunt, 290
 Auto, Aircraft & Agricultural
 Citizenship Council (2)
 Allan Haywood, 1
 Walter P. McLogan, Jr., 1
 Auto Workers No. 887, (6,781)
 Richard Cartwright, 3,391
 E. J. Franklin, 3,390
 Barbers No. 295 (604)
 Alvin L. Holt, 604
 Barbers & Beaut. State Assn.
 (2)
 M. C. Isaksen, 1
 Anthony Agrillo, 1
 Bartenders No. 284 (1796)
 Herman Leavitt, 898
 Earl Hyatt, 898
 Beauticians No. 295-A (33)
 Fannie Markley, 17
 Esther Bills, 16

- Bill Posters No. 32 (96)
 C. J. Hyans, 48
 E. R. Dresman, 48
 Boilermakers No. 92 (800)
 Lucky Johnson, 267
 Lonnie E. Dalton, 267
 Joseph F. Eberle, 266
 Bookbinders & Bindery Women
 No. 63 (500)
 George E. Smith, 250
 Gino C. Petrella, 250
 Bricklayers No. 2 (325)
 William Palmer, 163
 E. J. Thompson, 162
 Bldg. & Constr. Trades
 Council, L. A. (2)
 J. J. Christian, 1
 R. A. McMullen, 1
 Bldg. Service Empl. State
 Council (2)
 Luther Daniels, 1
 Bldg. Serv. Empls. Jnt.
 Council, So. Cal. No. 8 (2)
 William M. Sloane, 1
 Building Service Empls. No.
 193 (50)
 Harold L. Kerr, 25
 Roy Winters, 25
 Cabinet Mkr. & Millmen
 No. 721 (2209)
 E. J. Barbour, 553
 Harlan Poulter, 552
 A. Bogdanowicz, 552
 James Flores, 552
 Carpenters Dist. Council,
 L. A. County (2)
 Gordon A. McCullough
 William Sidell, 1
 Carpenters No. 25 (1,395)
 Roy Wallace, 465
 Dewitt Bowman, 465
 C. T. Lehmann, 465
 Carpenters No. 929 (874)
 Thurman E. Sanford, 874)
 Carpenters No. 1497 (1353)
 S. L. Roland, 677
 G. E. Lambert, 676
 Carpenters No. 1976 (536)
 Nathan Fleisher, 536
 Carpet, Lino & Soft Tile
 Layers, No. 1247 (1,202)
 Fred V. Adam, 601
 Edward Kallcock, 601
 Cement Masons No. 627 (986)
 William W. Haslwanter, 493
 Martin J. Nelson, 493
 Chemical Wrkrs., Dist.
 Council No. 5 (2)
 D. E. Stutts, 1
 Chemical Wrkrs. No. 11 (628)
 Delmus E. Stutts, 628
 Chemical Wrkrs. No. 452 (452)
 Jack T. Swift, 452
 City Empls. L. A. No. 119 (26)
 John T. Gardner, 26
 Clothing Workers No. 55-D
 (450)
 Leonard Levy, 225
 Claude Cox, 225
 Cloak Makers No. 58 (716)
 Sadie Sherman, 358
 Max Mont, 358
 Clothing Workers No. 278
 (1552)
 Jerome Posner, 311
 Harry Bloch, 311
 Ruth Miller, 310
 Frank Fanick, 310
 Mario Rosini, 310
 Clothing Workers No. 408
 (375)
 Martha Sanchez, 375
 Clothing Wrkrs. No. 551 (450)
 Leonard Levy, 225
 Claude Cox, 225
 Communications Workers No.
 9590 (1341)
 R. T. Newman, 447
 D. J. Burgess, 447
 C. R. Harmon, 447

- Cooks No. 468 (2416)
 Paul E. Greenwood, 403
 C. A. Schroeder, 403
 Paul Butler, 403
 Demmy DeForet, 403
 Augustine Garcia, 402
 John Neiger, 402
 Council of Federated Municipal
 Crafts (2)
 L. A. Parker, 1
 B. A. Mitchell, 1
 Culinary Wrkrs. Jnt. Exec. Brd.
 (2)
 Walter Cowan, 1
 Dept. Variety & Spec. Store
 Clerks No. 777 (1101)
 Edgar A. Montgomery, 1101
 Dining Car Empls. No. 582 (280)
 William E. Pollard, 140
 Marshall Brooks, 140
 Editorial Ass'n No. 21241 (235)
 Sidney A. King, 235
 Electrical Wrkrs. Calif. State
 Ass'n (2)
 Webb Green, 1
 W. H. Diederichsen, 1
 Electrical Wrkrs. Jt. Exec. Conf.,
 So. Cal. (2)
 George O'Brien, 1
 Charles L. Thomas, 1
 Electrical Wrkrs. No. 11 (4333)
 C. W. Anderson, 723
 Herb Dodson, 722
 Erwin A. Huss, 722
 Howard M. Jones, 722
 B. J. Ross, 722
 Ernest H. Sorenson, 722
 Electrical Wrkrs. No. B-18 (540)
 Paul Wilson, 270
 Louis B. Hoffman, 270
 Electrical Wrkrs. No. 1710 (500)
 William E. Hall, 250
 Mike Morales, 250
 Elevator Constructors No. 18
 (112)
 John E. Dowd, 56
 Carl Hicks, 56
 Federation of Labor, AFL-
 CIO, L. A. County (2)
 George Roberts, 1
 Thomas Ranford, 1
 Fire Fighters No. 748 (755)
 William V. Wheatley, 252
 William K. Waibel, 252
 Ronald E. Flott, 251
 Fire Fighters No. 1014 (1041)
 Oscar P. Castorina, Jr., 209
 Kenneth D. Larson, 208
 Fred C. Smith, 208
 Glenn I. Hyde, 208
 C. C. Oleson, 208
 Glass Bottle Blowers No. 19
 (172)
 Elizabeth Bakus, 86
 Audra Black, 86
 Glass Bottle Blowers No. 125
 (200)
 Belvia Smith, 100
 Emil Gonzales, 100
 Gov't Employees, Pac. S. W.
 Dist. Council (2)
 J. C. Coulter, 1
 C. J. Newton, 1
 Hardwood Floor Workers No.
 2144 (378)
 Gustav H. Olson, 378
 Health Wrkrs. No. 1036 (59)
 Alfred Bligh, 59
 Hod Carriers No. 300 (4833)
 Lee Barker, 484
 Robt. G. Washington, 484
 Ernesto Guzman, 484
 Irving Jackson, 483
 Rudy Campa, 483
 Ray Waters, 483
 Frank M. Garcia, 483
 Manuel Renteria, 483
 Daniel Harvey, 483
 Charles H. Jefferson, 483

- Hotel Serv. Empls. No. 765 (833)
John A. Casey, 833
- Laborers, So. Cal. Dist. Council (2)
W. Loyd Leiby, 1
H. C. Rohrbach, 1
- Ladies Garment Wkrs. No. 55 (1200)
Isidor Stenzor, 600
Harry Lesch, 600
- Ladies Garment Wkrs. No. 84 (283)
Harry Cohen, 283
- Ladies Garment Wkrs. No. 96 (386)
Fannie Borax, 193
Bertha Kopsell, 193
- Ladies Garment Wkrs. No. 97 (300)
Sam Lepre (300)
- Ladies Garment Wkrs. No. 445 (100)
Sue Adams, 100
- Ladies Garment Wkrs. No. 451 (300)
Samuel Otto, 300
- Ladies Garment Wkrs. No. 482 (217)
Rosetta Watkins, 217
- Ladies Garment Wkrs. No. 483 (150)
Novella M. Eaton, 150
- Ladies Garment Wkrs. No. 496 (217)
Sigmund Arywitz, 217
- Ladies Garment Wkrs. No. 497 (500)
Lois Larson, 500
- Ladies Garment Wkrs. No. 512 (100)
Emma Goodman, 100
- Lathers, So. Calif. Dist. Council (2)
Norman Donnelly, 1
- Lathers No. 42 (199)
C. J. Haggerty, 100
George W. Flanders, 99
- Lathers No. 42-A (892)
Richard DeBey, 892
- Letter Carriers, Calif. State Assn. (2)
J. R. LePage, 1
- Lumber & Sawmill Wkrs. No. 2288 (3019)
Nick G. Cordill, 755
Harry N. Sweet, 755
Andrew A. Shubert, 755
John T. Smith, 754
- Machinists, Dist. Council No. 94 (2)
H. A. Cooksey, 1
- Machinists No. M-311 (3,626)
Carl J. Best, 3,626
- Machinists No. 1186 (2333)
Herbert A. Cooksey, 2333
- Mallers No. 9 (435)
W. J. Bassett, 435
- Meat Cutters No. 421 (2,500)
Geo. M. Swan, 625
Glenn Gilbreath, 625
Ryan P. Clark, 625
Luther J. Lawson, 625
- Mechanical Supervisory Empls. L.A. County No. 180 (28)
Youell L. Wright, 14
Browne C. Hamilton, 14
- Metal Trades Council of Southern California (2)
A. J. Timmons, 1
- Miscellaneous Empls. No. 440 (2773)
Harvey Lundschen, 347
John L. Cooper, 347
Dale Bradford, 347
Fred Felix, 347
Merlin Woods, 347
Charles Harper, 346
Robert J. Taylor, 346
Robert Giesick, 346
- Misc. Foremen & Supts. of Public Works No. 413 (111)
C. W. Chapman, 111
- M. P. Projectionists No. 150 (613)
Arthur C. McLaughlin, 613
- Musicians No. 47 (2333)
John V. Tranchitella, 2333
- Newspaper Guild No. 69 (877)
Justin F. McCarthy, 877
- Newspaper Pressmen No. 18 (367)
Thomas J. Shirley, 183
T. Q. McCollem, 184
- Office Employees No. 30 (1,165)
Donald K. Camp, 389
Cynthia A. McCaughan, 388
Berneice Gordon, 388
- Office Employees No. 305 (77)
Joseph F. McGee, 77
- Offset Wkrs., Prntg. Pressmen & Assts. No. 78 (550)
Frank Calderone, 275
Preston Wilson, 275
- Operating Engineers No. 12 (6800)
R. B. Bronson, 680
J. J. Twombly, 680
H. B. Gifford, 680
W. C. Carroll, 680
James Downs, 680
Wm. A. Cobb, Jr., 680
D. L. Fager, 680
Ernest Barnett, 680
James A. Towne, 680
P. A. Judd, Jr., 680
- Oper. (Stat'y) Engineers No. 501 (680)
Robert H. Fox, 227
E. J. Leupp, 227
R. W. Tucker, 226
- Packaginghouse Workers District No. 4 (2)
Helen Hardeman, 1
Fred Cyrus, 1
- Painters Dist. Council No. 36 (2)
Chas. H. Marsh, 1
Julius L. Bence, 1
- Painters No. 1348 (166)
Abraham Boyarsky, 83
Sol Zelesnick, 83
- Paperworkers No. 1400 (175)
Frank E. Oremus, 175
- Parl-Mutuel Empls. No. 280 (600)
Louis Scaler, 600
- Park & Recreation Empls. No. 517 (271)
Walter H. Murphy, 271
- Photo Engravers No. 32 (590)
Olin G. Voss, 590
- Pipe Trades Council, So. Calif. (2)
Lewis N. Burdett, 1
- Plumbers No. 78 (1798)
L. M. Wickland, 899
Mike S. Sudakow, 899
- Printing Spec. & Paper Prod. No. 388 (833)
Art Perez, 417
Jane Peek, 416
- Printing Specialties & Paper Products Joint Council No. 2, Southern Calif. (2)
Don McCaughan, 1
- Provision House Wkrs. No. 274 (2500)
Joseph A. Spitzer, 1250
Frank Aiello, 1250
- Public Empls. So. Cal. Council No. 20 (2)
Daniel J. Scannell, 1
- Railroad Trainmen No. 912 (161)
John McGillicuddy, 161
- Roofers No. 36 (983)
Ernest C. Shimek, 983
- Rubber Workers No. 43 (541)
George B. Roberts, 541
- Rubber Wkrs. No. 44 (1174)
H. H. Wilson, 294
D. E. Crawford, 294
V. F. Laurich, 293
F. E. Fairington, 293
- Rubber Wkrs. No. 131 (1421)
J. McCubbin, 356
Houston Grady, 355
Scott Ellis, 355
Gayle Collins, 355
- Rubber Workers No. 458 (374)
Doris Monroe, 374
- Sheet Metal Wkrs. No. 108 (3754)
Wm. F. Roy, 1877
Walter Metzger, 1877
- Shinglers No. 1125 (386)
William J. Elcher, 386
- Sportswear & Cotton Garment Wkrs. No. 266 (773)
John Ulene, 387
Margaret Finger, 386
- Sprinkler Fitters No. 709 (318)
John R. Ladika, 318
- Stage Empls. No. 33 (275)
Carl G. Cooper, 275
- State Empls. No. 361 (40)
I. Theodore Timpono, 20
McKay Mitchell, 20
- Steamfitters No. 250 (833)
Jack Williams, 278
George Williams, 278
Thomas J. DeLaney, 277
- Stereotypers No. 58 (236)
Walter R. Stansberry, 236
- Textile Wkrs. No. 99 (210)
Dan Shope, 210
- Textile Wkrs. No. 818 (35)
Frank Nicholas, Jr., 35
- Textile Wkrs. No. 915 (160)
Petra Mendoza, 80
Ted Emory, 80
- Typographical Conf., So. Cal. (2)
Wm. H. Martin, 1
- Typographical Union No. 174 (1520)
Joseph A. AuBuchon, 304
Robert M. Jones, 304
Ernest L. Cruz, 304
Alvin F. Latolait, 304
C. R. Powers, 304
- Union Label Council (2)
James Waugh, 1
Lorraine Lindner, 1
- United Garment Wkrs. No. 94 (26)
Betty Fenney, 26
- United Garment Wkrs. No. 125 (264)
Ethel Fite, 264
- Utility Wkrs. No. 132 (1151)
Thirvin D. Fleetwood, 384
Lorenzo Gill, 384
John C. Kreutz, 383
- Walters No. 17 (2256)
Hyacinthe Railla, 376
Leonard Wooten, 376
Gus Certel, 376
Raymond B. Maestas, 376
Charles Stirner, 376
Edward S. Simpson, 376
- Waitresses No. 639 (3840)
Marie O'Keefe, 640
Evelyn S. Murphy, 640
Mae Stoneman, 640
Mary Pilgram, 640
Clara Gurney, 640
Anne Buckley, 640

MARTINEZ

- Bldg. & Construction Trades Council, Contra Costa (2)
Howard Reed, 1
- Central Labor Council, Contra Costa (2)
Paul C. Boyd, 1
Hugh Caudel, 1

Construction Laborers No. 324 (2388)

John A. Cesputiglio, 398
Robert A. Skidmore, 398
Herbert J. Shoup, 398
Salvatore J. Minerva, 398
Clarence C. Cowell, 398
Ronald D. Wright, 398

Oil, Chemical & Atomic Workers No. 5 (1668)

Paul C. Boyd, 417
Virgil F. Coraghiott, 417
George D. Keltly, 417
Anthony M. Troia, 417

Painters No. 741 (145)

William A. Weigele, 145

MAYWOOD

Auto Wkrs. No. 509 (1,470)

DeWitt Stone, 490
Robert Slater, 490
Spencer Wiley, 490

Glass Bottle Blowers No. 145 (118)

Wyatt R. Lazenby, 118

Glass Bottle Blowers No. 148 (258)

Oscar Jordan, 129
Cloise McCauley, 129

Steelworkers No. 1981 (1083)

Al Cheleden, 1083

MILPITAS

Auto Workers No. 560 (1810)

Ben Cross, 604
Harvey Stray, 603
P. B. Gharat, 603

MODESTO

Central Labor Council, Stanislaus Co. (2)

Wynn C. Plank, 1

Chemical Wkrs. No. 190 (157)

J. A. Thomas, 157

Hod Carriers No. 1130 (328)

Stuart Scofield, 328

Plasterers & Cement Masons No. 429 (72)

C. Al Green, 72

MONROVIA

Electrical Wkrs. No. 1008 (334)

Arthur E. Tucker, 334

Machinists No. 1893 (500)

Kenneth G. Youngers, 250
Chester H. Herring, 250

Railroad Trainmen No. 465 (163)

John McGillicuddy, 163

MONTEREY

Bldg. & Const. Trades Council of Monterey (2)

Louis A. Casati, 1

Central Labor Council of Monterey Peninsula (2)

Douglas Reynolds, (1)

Fish Cannery Workers of the Pacific (317)

James Rodriguez, 317

Hod Carriers & Com. Laborers No. 690 (554)

George E. Jenkins, 277
Louis A. Casati, 277

MONTEREY PARK

Steelworkers No. 1502 (336)

John Frye, 336

MOUNTAIN VIEW

Carpenters No. 1280 (1,175)

Leigh Keeline, 294
Furd Childers, 294
James Robertson, 294
Albert O. La Chapelle, 293

NAPA

Bartenders & Culinary Wkrs. No. 753 (362)

Ernest E. Collicutt, 181
Stella M. Collicutt, 181

Carpenters No. 2114 (245)

Fred Schoonmaker, 245

Central Labor Council (2)

Ernest Collicutt, 1
Jesse Payne, 1

Hod Carriers & Gen. Laborers No. 371 (210)

Louis A. Buck, 105
Jessie O. Payne, 105

NILES

Steelworkers No. 3367 (493)

Joseph Angelo, 493

NORTH HOLLYWOOD

Auto Workers No. 179 (1892)

Dewey Hawkins, 946
Mary Mangelli, 946

OAKLAND

Allied Printing Trades Council (2)

Paul L. Folden, 1

Auto & Ship Painters No. 1176 (354)

Fred J. Campbell, 354

Automotive Machinists No. 1566 (4243)

M. E. Francis, 708
E. H. Vernon, 707
M. F. Damas, 707
A. J. Hayes, 707
De Wayne Williams, 707
Jack E. Clark, 707

Auto Wkrs. No. 76 (581)

Manuel Dias, 581

Auto Wkrs. No. 333 (633)

Edwin C. Meyers, 633

Auto Wkrs. No. 1031 (923)

Jack E. Tobler, 308
Joseph A. Dolin, 308
Frank A. Robello, 307

Barbers No. 134 (500)

C. A. Silva, 250
S. J. Olsen, 250

Bartenders No. 52 (1217)

Steven J. Revilak, 305
James F. Murphy, 304
John F. Quinn, 304
Joseph J. Canale, 304

Bldg. & Const. Trades Council (2)

J. L. Childers, 1
Jos. F. Pruss, 1

Butchers No. 120 (900)

S. E. Thornton, 300
Don Finnie, 300
John Reid, 300

Carpenters No. 36 (1915)

Alfred Thoman, 383
Lewis Wilson, 383
Paul Hudgins, 383
J. F. Hightower, 383
John Walsh, 383

Central Labor Council (2)

Robert S. Ash, 1
Charles Wells, 1

Chemical Wkrs. Dist. Council No. 2 (2)

J. A. Thomas, 1

Cleaning & Dye House Wkrs. No. 3009 (1289)

Russell R. Crowell, 1289

Commercial Telegraphers No. 208 (100)

G. W. Hageman, 100

Communications Wkrs. No. 9490 (887)

R. W. Rivers, 444
Arthur Hellender, 443

Construction & General Laborers No. 304 (2500)

Paul L. Jones, 417
Howard Bostwick, 417
Jay R. Johnson, 417
Lester A. Smith, 417
Eric Norberg, 416
Anthony C. Schiano, 416

Cooks No. 228 (1993)

H. J. Badger, 387
Jack Faber, 387
Pat Sander, 387
Art Leischman, 386
Harry Goodrich, 386

Culinary Workers No. 31 (3427)

Edrie E. Wright, 572
Fran Kaczmarek, 571
Betty Borikas, 571
Jody Kerrigan, 571
Elmo Rua, 571

Department & Specialty Store Empls. No. 1265 (1484)

John P. Philippott, 1484

Dining Car Cooks & Waiters No. 456 (240)

T. W. Anderson, 240

Electrical Wkrs. No. B-595 (1208)

J. R. Johnston, 302
J. H. Kurt, 302
Thomas J. Sweeney, 302
Jerry Donahue, 302

Electrical Wkrs. No. 1245 (10,000)

Robert E. Staab, 1667
Ronald Weakley, 1667
M. A. Walters, 1667
D. J. McPeak, 1667
Charles Massie, 1666
N. E. Amundson, 1666

Fire Fighters No. 55 (620)

E. P. Nunes, 207
H. J. Abbott, 207
A. E. Albertoni, 206

Gardeners, Florists & Nurserymen (68)

I. Ray Darton, 68

Glass Bottle Blowers No. 141 (516)

Gratalee Reese, 258
Florance Graham, 258

Hod Carriers No. 166 (341)

Wm. H. Norman, 341

Lathers No. 88 (138)

William Ward, 69
R. B. Pritchard, 69

Laundry Wkrs. No. 3012 (899)

Eddie Maney, 300
Jessie White, 300
Millie Castelluccio, 299

Legislative and Co-ordinating Council-Cal. (2)

F. V. Stambaugh, 1

Machinists, Dist. Council No. 115 (2)

Charles Garoni, 1
Ben Rasnick, 1

Machinists No. 284 (1946)

William Standnisky, 649
Arthur B. Briggs, 648
Edward J. Logue, 649

Machinists No. 1566 (966)

Patrick Kelley, 483
Charles Perine, 483

M. P. Operators No. 169 (147)

Irving S. Cohn, 74
John Forde, 73

Office Employees No. 29 (1600)

Ann Hollingsworth, 1600

Operating (Staty) Engrs. No. 736 (124)

Daniel J. Molles, 62
Fred M. Pruitt, 62

Paint Makers No. 1101 (455)

Peter J. Ceremello, 228
John Kopke, 227

Plasterers No. 112 (83)

Melvin H. Roots, 83

Printing Pressmen No. 125 (193)

John Melnick, 193

Printing Spec. & Paper Products No. 382 (1392)

Raymond Gelger, 1392

Printing Spec. & Paper Prod. No. 677 (107)

Tom Wilkins, 107

Printing Spec. & Paper Prod.

No. 678 (513)
 Fred Voetsch, 513
Retail Food Clerks No. 870
 (1000)
 Harris C. Wilkin, 500
 Robert S. Ash, 500
Roofers No. 81 (200)
 Con Silveria, 200
Sheet Metal Wkrs. No. 216 (416)
 Warren J. Payne, 416
Shipyard & Marine Shop
 Laborers No. 886 (676)
 H. J. LaLonde, 338
 Harry Lumsden, 338
Sleeping Car Porters (250)
 C. L. Dellums, 250
Steamfitters No. 342 (1232)
 William N. Weber, 1232
Steelworkers No. 1798 (397)
 Charles E. Wells, 397
Street Carmen No. 192 (833)
 Fred V. Stambaugh, 833
Theatrical Empls. No. B-82 (40)
 Joe Connelly, 40
Theatrical Janitors No. 121 (64)
 Frank Figone, 64
Theatrical Stage Empls. No.
 107 (71)
 John F. Craig, 71
Typographical No. 36 (574)
 John W. Austin, 287
 Ted F. Trautner, 287
Typographical Unions,
 Calif. Conf. (2)
 John W. Austin, 1
Univ. of Calif. Empls. No. 371
 (235)
 C. F. Martin, 118
 P. McCollum, 117

OLIVE VIEW

L. A. City, County, State
 Empls. No. 347 (160)
 Sidney Moore, 160

OXNARD

Carpenters No. 2042 (301)
 Merritt C. Reid, 151
 Robert L. Rogers, 150

PALM CITY

Carpenters No. 1490 (112)
 Tolton Harris, 112

PALM SPRINGS

Carpenters No. 1046 (319)
 Arthur Jensen, 160
 Roy N. Lee, 159

PALO ALTO

Barbers No. 914 (73)
 Frank E. Ermeey, 73
 Carpenters No. 668 (1308)
 James E. Powers, 654
 Chester R. Keeton, 654
 Painters No. 388 (432)
 Roger M. Brennan, 432

PASADENA

Carpenters No. 769 (1101)
 Ben V. Doda, 276
 Floyd S. Alvord, 275
 Peter Keller, 275
 Neal Wagner, 275
Hod Carriers No. 439 (320)
 Otto Emerson, 320
Hotel-Restaurant Empls.
 No. 531 (1782)
 Hilton Porter, 891
 Edith Glenn, 891
Meat Cutters No. 439 (1440)
 Lee Johnson, 288
 Russell F. Robinson, 288
 Ray Hollingsworth, 288
 Arnold Hackman, 288
 Charles H. Lang, 288

Painters No. 92 (483)
 William A. Law, 242
 Clem Farrington, 241
School District Empls.
 No. 606 (146)
 Gus Peterson, 73
 Sam Meclean, 73

PETALUMA

Bartenders & Culinary Wkrs.
 No. 271 (75)
 Earl P. Byars, 75

PITTSBURG

Chemical Wkrs. No. 23 (390)
 J. A. Thomas, 390
Steelworkers No. 1440 (2084)
 Allen Prator, 1042
 Anthony Cannata, 1042

POMONA

Barbers No. 702 (100)
 Premo M. Valle, 100
Painters & Decorators No. 979
 (450)
 H. C. Evetts, 450
Retail Clerks No. 1428 (2244)
 John M. Sperry, 2244

REDDING

Carpenters No. 1599 (685)
 James A. Elliott, 685
Central Labor Council (2)
 Robert E. Koenig, 1
 Clarice Rabe, 1
Culinary Wkrs. No. 470 (962)
 Clarice Rabe, 962
Hod Carriers No. 961 (875)
 Riley P. Bryan, 438
 R. D. Chester, 437
Retail Clerks No. 1364 (579)
 Hartley L. Weingartner, 290
 Robert E. Koenig, 289

REDONDO BEACH

Carpenters No. 1478 (1158)
 Clifford G. Bone, 579
 Abraham T. Avolian, 579

REDWOOD CITY

Electrical Workers No. 1969
 (350)
 M. G. Snyder, 175
 Edward W. Allen, 175

RESEDA

Carpenters No. 844 (1468)
 W. T. Hopkins, 294
 Lewis J. Howard, 294
 Patrick J. Starr, 294
 Arthur F. Hovious, 293
 Joe R. Whiteside, 293

RICHMOND

Bartenders & Culinary Wkrs.
 No. 595 (1717)
 Bernice A. Cooper, 430
 Charles F. Cooper, 429
 Mary R. Murphy, 429
 D. E. Robinette, 429
Beauticians No. 508-A (90)
 Gaye Campbell, 90
Boilermakers No. 513 (308)
 Ernest M. King, 154
 Dale Sigler, 154
Electrical Wkrs. No. 302 (749)
 Robert D. Kenna, 250
 Arthur G. Mainini, 250
 E. F. Stark, 249
Machineists No. 824 (1614)
 Walter T. Koop, 1614
M.P. Projectionists No. 560 (80)
 Hugh Caudel, 80
Retail Clerks No. 1179 (2451)
 William C. Roddick, 2451

RIDGECREST

Electrical Wkrs. No. 729 (48)
 Henry Taylor, 48

RIVERSIDE

Bldg. & Constr. Trades
 Council (2)
 Robert F. Willsey, 1
 Elmer J. Doran, 1
Carpenters No. 235 (615)
 John H. Allen, 308
 Guy B. Marquand, 307
Carpenters No. 1959 (100)
 James S. Rigney, 100
Central Labor Council (2)
 Burnell W. Phillips, 1
Electrical Wkrs. No. 440 (234)
 Walter L. Stephenson, 234
Hod Carriers & Com. Laborers
 No. 1184 (1273)
 James L. Smith, 255
 Dewey Franklin, 255
 Roscoe Grosvenor, 255
 R. L. Robinson, 254
 John H. Cox, 254
Painters District Council No. 48
 (2)
 Jack T. Cox, 1
Painters No. 286 (222)
 Carl Hoffman, 111
 Albert E. Fields, 111
Retail Clerks No. 1167 (2033)
 Ted Phillips, 2033
Sheet Metal Wkrs. No. 509 (349)
 Paul E. Healy, 349

SACRAMENTO

Bartenders No. 600 (613)
 Thomas Peterson, 613
Bookbinders No. 35 (112)
 Joseph J. Selenski, 112
Bldg. & Const. Trades Council
 (2)
 R. A. Caples, 1
Carpenters, Dist. Council (2)
 M. B. Bryant, 1
Carpenters No. 586 (1520)
 J. B. Long, 380
 G. W. Bryant, 380
 W. Hocker, 380
 A. Georges, 380
Cement Masons No. 582 (285)
 Gordon M. Bishop, 143
 Eugene M. Henderson, 142
Central Labor Council (2)
 Harry Finks, 1
Const. & Gen. Laborers No. 185
 (2916)
 Percy F. Ball, 972
 Truman Thomas, 972
 John F. Petersen, 972
Cooks No. 683 (685)
 Barney Jackson, 685
Electrical Wkrs. No. 340 (500)
 Robert C. Rodger, 250
 Paul R. Tooker, 250
Miscellaneous Employees No.
 393 (1008)
 Ralph P. Goss, 1008
Painters No. 437 (653)
 H. J. Buckman, 327
 George Price, 326
Plumbers & Steamfitters
 No. 447 (300)
 P. B. Messick, 300
Railroad Trainmen No. 340 (83)
 John McGillicuddy, 83
Retail Clerks No. 588 (1933)
 Jas. F. Alexander, 645
 Howard Bramson, 644
 Wynn C. Plank, 644
Teachers, Calif. State Fed. (2)
 J. Paul McGinnis, 1
 Donald K. Henry, 1
Theater Empls. No. B-66 (100)
 Harry Finks, 50
 Lewis Lipton, 50
Typographical No. 46 (288)
 Conrad C. Haug, 288
Waiters & Waitresses No. 561
 (993)
 Ethel Moran, 993

Wholesale Plumbing House
Empls. (82)
J. T. Minear, 82

SALINAS

Central Labor Council (2)
Carl N. Carr, 1
Peter A. Greco, 1
Hotel, Restaurant Empls. No. 355
(283)
Virgil C. Knight, 142
Alfred J. Clark, 141
Packinghouse Wkrs. No. 78
(992)
Frank Menezes, 496
Jerry Breshears, 496
Painters No. 1104 (75)
Peter A. Greco, 75
Retail Clerks No. 839 (446)
Carl N. Carr, 446

SAN BERNARDINO

Carpenters Dist. Council (2)
Arthur Jensen, 1
Carpenters No. 944 (1449)
Verne Rippetoe, 725
H. H. Morrison, 724
Central Labor Council (2)
Earl Wilson, 1
John B. Lawrence, 1
County Employees No. 122
(542)
John B. Lawrence, 542
Culinary Wkrs. & Bartenders
No. 535 (1428)
Clare Breitmeir, 714
Louis J. Rees, 714
Electrical Wkrs. No. 477 (531)
Jack Carney, 266
Lester B. Morrell, 265
Electrical Wkrs. No. 543 (200)
J. B. Masink, 100
C. J. Sanders, 100
Gov't Empls. No. 1485 (325)
David Cunningham, 325
Hod Carriers No. 783 (1904)
Bennie Flores, 952
Manuel D. Padilla, 952
Lathers No. 252 (161)
Ivan Lee Buck, 161
Machinists No. 1047 (160)
George H. Dickson, 160
M. P. Projectionists No. 577
(40)
Morris D. Krausman, 20
Robert G. W. Bennett, 20
Office Employees No. 83 (55)
Burnell W. Phillips, 55
Plumbers & Steamfitters
No. 364 (480)
Gus Jahnke, 240
Franklin White, 240
Stage Empls. No. 614 (80)
Earl Wilson, 80

SAN BRUNO

Transport Wkrs. No. 505 (233)
Maurice E. Tarrou, 233

SAN DIEGO

Allied Printing Trades
Council (2)
T. E. Hillier, 1
Mark Schwartz, 1
Auto Wkrs. No. 506 (2412)
Wm. C. Oxley, 345
J. H. Curry, 345
R. L. Spears, 345
C. W. Nichols, 345
C. E. McCluskey, 344
A. A. Rolecki, 344
Rod O'Conner, 344
Barbers No. 256 (130)
Alvin L. Holt, 65
Leo Goulet, 65
Bindery Wkrs. No. 40 (50)
Robert Good, 50

Bridgemen No. 229 (169)
Thomas J. Dowling, 85
Raymond E. Neil, 84
Bldg. & Const. Trades Council
(2)
W. J. DeBrunner, 1

Bldg. Service Empls. No. 102
(320)
George C. Allen, 160
Ray Russell, 160

Butchers No. 229 (1800)
Louis Ecker, 360
Thomas L. Goodbody, 360
Arthur Meyer, 360
Earl Riley, 360
Max J. Osslo, 360

Carpenters Dist. Council (2)
Armon L. Henderson, 1

Carpenters No. 1296 (1578)
Charles R. Bates, 316
A. H. Shipway, 316
J. W. Parker, 316
Chris Lindebekke, 315
Guy Duncan, 315

Carpenters No. 1571 (780)
Malcolm Mercer, 780

Carpet, Lino. & Tile Wkrs.
No. 1711 (200)
Jereld Rees, 100
John S. Brewer, 100

Central Labor Council (2)
Charles J. Hardy, 1
John W. Quimby, 1

Clothing Workers No. 288 (250)
Joe T. Saidivar, 125
Lorraine Morris, 125

Commercial Telegraphers
No. 150 (24)
Antonio A. Penueles, 24
Irene L. Wright

County & Municipal Empls.
No. 127 (907)
James F. Murray, 303
F. D. Green, 302

Otto W. Hahn, 302
Culinary Alliance No. 402 (2839)
M. C. Bray, 474

Edward Clouette, 473
Lucy Galaski, 473
Joe LiMandri, 473

Carmen Pradels, 473
Dudley Wright, 473
Electrical Wkrs. No. 465 (531)
Vernon W. Hughes, 266
Robert D. Parsons, 265

Electrical Wkrs. No. 569
(1722)
M. J. Collins, 345

K. E. Garnett, 345
Frank R. Underhill, 344
Richard Kiley, 344

N. G. Bacon, 344
Fire Fighters No. 145 (409)
H. C. Harmelink, 205
M. H. Reiman, 204

Floorlayers No. 2074 (102)
F. O. Edwards, 102

Furniture Workers No. 577
(33)
Manuel Garcia, 17
Hector Garcia, 16

Hod Carriers No. 89 (3400)
John P. Felix, 567
R. R. Richardson, 567

Frank Penueles, 567
Frank Reed, Jr., 567
Samuel S. Brown, 566
Rosendo Cota, 566

Iron Wkrs. No. 627 (252)
George Martin, 126
Bob Rose, 126

Machinists Dist. Council No. 50
(2)
J. A. Collins, 1
K. R. Conney, 1

Machinists No. 2191 (1516)
Virginia M. Ferson, 506
James R. Ferson, 505
Dave Chambers, 505

Machinists No. 2192 (1981)
Frank Channele, 660
Roy A. Schultz, 660
L. D. Harrington, 661

Machinists No. 2195 (2428)
Al J. Baffone, 2428

Machinists No. 2196 (1065)
Willard S. Brown, 1065

Machinists No. 2215 (1510)
Robert L. Morrow, 1510

Mallers No. 75 (40)
Reedus Sides, 40

Millmen No. 2020 (655)
Donald K. Overhiser, 219
Marion N. Long, 218
Henry G. Wilder, 218

M. P. Projectionists No. 297
(85)
Edward H. Dowell, 43
Earnest J. Miller, 42

Office Employees No. 139 (75)
Gladys Wilson, 38
Emily Jones, 37

Painters No. 333 (580)
John H. Land, 194
Edward W. Petersen, 193
H. C. Baker, 193

Plasterers & Cement Masons
No. 346 (1149)
E. J. Black, 288
Jess Jessup, 287

Paul Robertson, 287
Truman Little, 287

Printing Pressmen No. 140 (60)
Charles S. Webber, 60

Retail Clerks No. 1222 (1980)
Phil J. Scott, 495
David J. Jacobs, 495
Herbert C. Langfeldt, 495
Helen Daly, 495

Roofers No. 45 (101)
Harry B. Feldman, 51
James B. Davis, 50

Shipwrights No. 1300 (247)
Fred Applegate, 124
Ralph H. Howards, 123

Stage Empls. No. 122 (11)
Robert P. Quiet, 6
Mitchell B. Solomon, 5

Stationary (Oper.) Engineers
No. 526 (193)
William S. Houston, 97
Oliver H. Williamson, 96

Stereotypers No. 82 (20)
John P. Yost, 20

Street Elec. Rwy. & M. C. O.
No. 1309 (473)
Victor Baldwin, 237
David H. Moore, 236

Teachers No. 1278 (27)
Gladden Booz, 13
Morton E. McGeary, 14

Typographical No. 221 (406)
F. Lorimer Ratliff, 406

Waiters & Bartenders No. 500
(1043)
Peter N. George, 261
Charles J. Hardy, 261
William J. Mulligan, 261
Augustus J. Mureo, 260

SAN FRANCISCO

Allied Printing Trades Council
(2)
Albert Mattson, 1

American Radio Assn. (250)
Philip A. O'Rourke, 250

Apartment, Motel, Hotel &
Elevator Operators No. 14
(479)
Philip J. Deredi, 479

Automotive Machinists No. 1305
(3406)
J. P. Andersen, 682
Jos. M. Doody, Jr., 681
C. L. Hoppe, 681
Fred L. Martin, 681
Fritz May, 681

- Bakers No. 24 (1450)
Edward Kemmitt, 290
Wm. E. Stief, 290
Joseph Allen, 290
Thomas D. Wake, 290
Perry Rose, 290
- Barbers & Beauticians No. 148 (1035)
Noel J. Clement, 345
Dean B. Hillam, 345
M. C. Isaksen, 345
- Bartenders, Culinary Workers Local Jt. Exec. Bd. (2)
Anthony Anselmo, 1
- Bartenders No. 41 (2789)
Royal R. Kenny, 698
Wm. G. Walsh, 697
George A. Corey, 697
G. R. Thompson, 697
- Bill Posters & Billers No. 44 (87)
Loyal H. Gilmour, 44
H. D. Skellenger, 43
- Bookbinders No. 31-125 (435)
Paul Folden, 218
Albert Mattson, 217
- Bldg. & Const. Trades Council (2)
A F. Mailloux, 1
- Bldg. & Const. Trades Council, State (2)
Bryan P. Deavers, 1
James Lee, 1
- Bldg. Service Empls. No. 87 (960)
George Hardy, 960
- Butchers No. 115 (2750)
George Mesure, 459
Richard Brugge, Sr., 459
Thomas Anderson, 458
Alfred Lombardi, 458
Albert Nelson, 458
Robert Lodging, 458
- Butchers, Western Federation of (2)
R. Lautermilch, 1
- Carpenters Dist. Council, Bay Counties (2)
C. R. Bartolini, 1
Clement A. Clancy, 1
- Carpenters, Calif. State Council (2)
H. J. Harkleroad, 1
C. R. Bartolini, 1
- Carpenters No. 22 (2000)
Fred B. Gebhard, 2000
- Carpenters No. 2164 (634)
Roy T. Beatty, 634
- Central Labor Council (2)
George W. Johns, 1
Tom Kelly, 1
- Cleaning & Dye House Wkrs. No. 3010 (375)
Henry M. Romiguere, 188
Albina Baker, 187
- Cloakmakers No. 8 (773)
Jack Taub, 773
- Clothing Wkrs. No. 42 (500)
Sam Krips, 500
- Const. & Gen Laborers No. 261 (2721)
George Ellis, 454
H. J. Brosseau, 454
A. P. Devlin, 454
Dennis Collins, 453
Dick Allander, 453
James C. Smith, 453
- Cooks No. 44 (2435)
C. T. McDonough, 348
Joe Belardi, 348
Wm. Kilpatrick, 348
Jas. Bracisco, 348
Al Mason, 348
Jas. LaFrance, 348
Jean LaChampagne, 347
Gust Smirnis
- Dental Technicians, No. Calif. No. 99 (67)
Lew C. G. Blx, 67
- Electrical Wkrs. No. 6 (800)
Charles J. Foehn, 267
William Reedy, 267
Otto Weber, 266
- Film Exchange Empls. No. B-17 (88)
John M. Jensen, 88
- Film Exchange Empls. No. F-17 (147)
John M. Jensen, 147
- Fire Fighters No. 798 (1649)
Robert F. Callahan, 330
Jerry Mahoney, 330
Harvey G. Follett, 330
Patrick Cunningham, 330
Thomas O'Sullivan, 329
- Furniture Wkrs. No. 262 (916)
Fred Stefan, 458
Anthony Scardaci, 458
- Garment Cutters No. 45 (63)
Andy Ahern, 63
- Government Empls., No. Calif. Council (2)
Thomas W. Cleary, 1
- Government Empls. No. 634 (147)
Thomas W. Cleary, 147
- Government Empls. No. 922 (65)
Paul M. Sapp, 65
- Hospital & Institutional Wkrs. No. 250 (500)
Tom Kelly, 500
- Hotel & Club Service Wkrs. No. 283 (2873)
Bertha Metro, 479
Glenn Chaplin, 479
Marie Stephens, 479
Lillian McKnight, 479
Arnold Gordon, 479
Leo Ware, 478
- Inlandboatmen of the Pacific (300)
Raoul A. Vincillione, 300
- Iron Wkrs. Dist. Council (2)
Juel D. Drake, 1
- Laborers Dist. Council of No. Calif. (2)
Jay Johnson, 1
Chas. Robinson, 1
- Ladies Garment Wkrs. No. 213 (120)
Ralph King, 120
- Lumber & Sawmill Wkrs. State Council (2)
N. G. Cordil, 1
Donald Overhiser, 1
- Machinists No. 68 (3133)
Ed Logue, 3133
- Machinists No. 1327 (4833)
Frank P. Meagher, 806
Charles Barnes, 806
Chris Amadio, 806
Emmett Camplon, 805
Vincent Allgood, 805
Wm. Murphy, 805
- Mailers No. 18 (160)
Paul C. Welton, 160
- Marine Cooks & Stewards (4166)
Ed Turner, 834
Leonard McNichol, 833
Tom Nugent, 833
Joe Goren, 833
Mel Mochesti, 833
- Marine Firemen (2000)
S. E. Bennett, 1000
Joe DoBosics, 1000
- Metal Trades Council, Bay Cities (2)
Joe Roberts, 1
- Miscellaneous Employees No. 110 (2343)
Rodger W. Smith, 335
A. T. Gabriel, 335
Charles Gricus, 335
Wm. T. Donovan, 335
Willie Bible, 335
Mildred Washington, 334
Willey Nelum, 334
- M. P. Machine Operators No. 162 (162)
Henry Meyer, 81
Edward H. Ponn, 81
- Musicians No. 6 (966)
Charles H. Kennedy, 322
A. Ray Engel, 322
Wm. Catalano, 322
- Newspaper Guild No. 52 (1206)
Sam B. Eubanks, 1206
- Office Empls. No. 3 (580)
Phyllis Mitchell, 290
John F. Henning, 290
- Operating Engineers, Calif. State Branch (75)
Frank Lawrence, 38
Jack Greenstreet, 37
- Operating Engineers No. 3 (12000)
Al Clem, 2000
Paul Edgecombe, 2000
Ed Park, 2000
H. O. Foss, 2000
W. V. Minahan, 2000
Newell Carman, 2000
- Operating Engineers No. 39 (1200)
Matt Tracy, 300
James T. Rivers, 300
Richard A. Christianson, 300
Herbert H. Sims, 300
- Ornamental Plasterers No. 460 (26)
Frank J. Nieberding, 26
- Paint & Brush Makers No. 1071 (340)
John R. Shoop, 170
Kenneth E. Reeves, 170
- Painters, Dist. Council No. 8 (2)
Harry L. Bigarani, 1
- Painters No. 19 (1024)
Thomas Begley, 256
Thomas Mahoney, 256
Jack T. Tracy, 256
Thomas Fleming, 256
- Painters No. 1158 (930)
Gerald Downing, 465
Walter Kristofferson, 465
- Pharmacists No. 838 (400)
Homer L. Asselin, 400
- Pipe Trades Council of Calif. (2)
James Dawkins, 1
- Plasterers & Cement Masons Dist. Council No. Calif. (2)
Frank J. Nieberding, 1
Thos. H. Price, 1
- Plumbers & Pipe Fitters No. 38 (2416)
Ray Springer, 403
Jim Duggan, 403
Gus Katarsky, 403
Bob Collins, 403
Barney Mayer, 402
Tom Manders, 402
- Post Office Clerks No. 2 (833)
Emmet C. Andrews, 833
- Printing Specialties & Paper Converters No. 362 (811)
Kenneth Young, 406
LeeRoy Risdon, 405
- Professional Embalmers No. 9049 (104)
John F. Crowley, 104
- Railroad Trainmen, Legislative Brd. (2)
G. W. Ballard, 1
James E. Howe, 1
- Repeatermen & Toll Testboardmen No. 1011 (300)
John M. Lappin, Jr., 300
- Retail Dept. Store Empls. No. 1100 (3700)
Charles McDermard, 3700
- Retail Fruit & Vegetable Clerks No. 1017 (250)
Allen Brodke, 125
Henry Savin, 125

Retail Grocery Clerks No. 648
(2100)

C. H. Jinkerson, 350
Robert A. Hunter, 350
Maurice Hartshorn, 350
Eric Lyons, 350
John Hill, 350
Elsie MacDougall, 350

Retail Shoe & Textile Salesmen
No. 410 (573)

William Silverstein, 287
Milton Blaustein, 286

Sailors Union of the Pacific
(5333)

Morris Weisberger, 1067
Jim Dimitratos, 1067
Ed Wilson, 1067
Gordon Ellis, 1066
Robert Dutton, 1066
Jack Casper
Paul Scharrenberg

Scrap Iron, Salvage, etc. Wkrs.
No. 965 (200)

Jack Streit, 100
George Mendoza, 100

Seafarers, Atlantic & Gulf
District (400)

Marty Breithoff, 200
John Hawk, 200

Teachers No. 61 (385)

Dan Jackson, 193
Patricia Jackson, 192

Theatrical Federation, Calif.
State (2)

Pat Somerset, 1
Wm. P. Sutherland, 1

Theatrical Janitors No. 9 (145)

Ellis Cheney, 145

Theatrical Stage Empls. No. 16
(75)

Frank O'Leary, 75

Theatrical Wardrobe Attendants
No. 784 (80)

William P. Sutherland, 80

Typographical No. 21 (1400)

Joseph Riley, 350
Orrin F. Alfred, 350
Edward Sarkon, 350
Chas. C. Castro, 350

Union Label Section (2)

James C. Symes, 1
Andy Ahern, 1

United Garment Workers No.
131 (1233)

Emily Rosas, 411
Josephine Garcia, 411
Mary Fierros, 411

Walters & Dairy Lunchmen
No. 30 (3011)

Richard Anderson, 501
Sangle Escove, 502
Peter Lallas, 502
Joseph A. Piccini, 502
Joe Wilder, 502
Sanford J. Williams, 502

Waitresses No. 48 (4238)

Frankie Behan, 707
Dorothy Brady, 707
Elizabeth Kelley, 706
Joyce McCabe, 706
Hazel O'Brien, 706
Jackie Walsh, 706

Watchmakers No. 101 (166)

George F. Allen, 166

Web Pressmen No. 4 (193)

John F. Kelly, 193

Western Conference of
Specialty Unions (2)

Kenneth Young, 1

Wood, Wire & Metal Lathers
No. 65 (86)

Kenneth M. Edwards, 43
Joe Pagliaro, 43

SAN JOSE

Barbers No. 252 (164)

Anthony Agrillo, 82
Frank Chirco, 82

Bartenders No. 577 (559)

Herschell Morgan, 559

Bldg. & Constr. Trades
Council (2)

Otto E. Sargent, 1

Carpenters Dist. Council (2)

F. O. Jorgensen, 1

Carpenters No. 316 (2129)

E. J. Gale, 1065
S. E. Welch, 1064

Cement Laborers No. 270 (2794)

Joe W. Kenney, 466
Harry F. Whitehouse, 466
Robert H. Medina, 466
John Pierini, 466
Frank P. Diaz, 465
Virgil P. Mosher, 465

Central Labor Council (2)

Herschell Morgan, 1

Electrical Wkrs. No. 332 (200)

P. A. Egan, 100
Frank Manfredi, 100

Fire Fighters No. 873 (180)

Ralph Bernardo, 90
Raymond Jones, 90

Hod Carriers No. 234 (306)

Robert J. Spottswood, 153
James R. Woodbury, 153

Hotel, Restaurant & Hotel
Serv. Empls. No. 180 (3226)

Louis Bosco, 404
Paul Burns, 404
John Bushnell, 403
Charles Kallas, 403
Frank Owen, 403
Lee Stears, 403
Sue Bosc, 403
Joe Santamaria, 403

Lathers No. 144 (119)

Geo. W. Breedlove, 119

Painters Dist. Council No. 33
(2)

Kenneth M. Hower, 1

Painters No. 507 (933)

Charlie Davis, 467
Kenneth Spofford, 466

Plumbers No. 393 (283)

Rex V. Saunders, 283

Retail Clerks No. 428 (1666)

James F. McLoughlin, 833
Victor J. Lazzaro, 833

Utility Workers No. 259 (54)

Edward T. Shedlock, 54

SAN LUIS OBISPO

Central Labor Council (2)

Richard A. Walters, 1

SAN MATEO

Air Transport Empls. No. 1781
(1036)

Salvatore Menta, 1036

Bartenders & Culinary Wkrs.
No. 340 (2445)

T. A. Small, 1233
John L. Conlan, 1222

Bldg. & Constr. Trades
Council (2)

U. S. Simonds, Jr., 1
Wm. C. Baumbach, 1

Butchers No. 516 (657)

Edwin F. Michelsen, 657

Carpenters No. 162 (906)

Earl W. Honerlah, 302
Chas. Phillips, 302
J. F. Cambiano, 302

Central Labor Council (2)

Herbert Brisbee, 1
J. P. Willis, 1

Const. & Gen. Laborers No. 389
(1763)

Chas. Benton, 588
Phil Thorpe, 588
Glen Hopper, 587

Electrical Wkrs. No. 617 (110)

W. H. Diederichsen, 110

Horseshoers No. 11 (7)

Robert DePonte, 4
Jerry Lane, 3

Laundry Wkrs. No. 143 (143)

Jack Ladd, 143

Painters & Decorators No.
913 (490)

Kenneth Hower, 490

Paint, Varnish & Lacquer
Makers No. 1053 (292)

Raymond Angeli, 292

Plasterers and Cement Masons
No. 381 (90)

Thos. H. Price, 90

Plumbers & Steamfitters No.
467 (50)

Sam Abruscato, 25
Irving Hupp, 25

Retail Clerks No. 775 (483)

Herbert Brisbee, 483

SAN PEDRO

Bartenders No. 591 (342)

Andrew Hemnes, 342

Carpenters No. 1140 (776)

George T. Yoder, 388
Gordon M. Goar, 388

Hotel, Restaurant, Cafeteria &
Motel Empls. No. 512 (1453)

Mary J. Olson, 291
Joseph J. Gleason, 291
Edna N. Waugh, 291
Beulah Class, 290
Goldie Price, 290

Marine & Shipbuilding Wkrs.
No. 9 (1523)

Emmet A. Davis, 1523

National Maritime Union (233)

Peter Bocker, 233

Painters No. 949 (230)

Wayne J. Hull, 230

Pile Drivers No. 2375 (500)

Chas. Popejoy, 500

Retail Clerks No. 905 (1456)

Ben N. Scott, 486
James Simmons, 485
E. Johnson, 485

Seine & Line Fishermen (300)

John Calise, 150
Guy Patalano, 150

Shipyard Laborers No. 802
(1355)

L. McClain, 452
E. Congo, 452
M. Freeman, 451

Steelworkers No. 5303 (165)

Rudolph Ondics, 83
C. W. Moody, 82

SAN RAFAEL

Bartenders & Culinary Wkrs.
No. 126 (918)

Elsie Jensen, 459
Marie Koehler, 459

Bldg. & Const. Trades Council (2)

L. C. Brooks, 1

Central Labor Council (2)

Albert De Mello, 1

Hod Carriers & Gen. Laborers
No. 291 (833)

Lloyd C. Brooks, 833

SANTA ANA

Bldg. & Constr. Trades
Council (2)

Thomas W. Mathew, 1

Carpenters Dist. Council (2)

James G. King, 1
Mathew Flews, 1

Carpenters No. 1815 (1723)

Clyde K. Bush, 345
P. E. Lonon, 345
A. L. Oliver, 345
W. W. Palmer, 344
H. E. Squire, 344

Cement Masons No. 52 (310)

Wm. J. Fountain, 155
Frank Skinner, 155

Central Labor Council (2)

Wm. J. Fountain, 1

Glass Bottle Blowers No. 81
(73)

Clyde A. Bratcher, 1
Jack Kusinsky, 37
Isabelle Alderson, 36

Hod Carriers No. 652 (2298)

Ray Mendoza, 462
 Jack D. Pool, 459
 David Hernandez, 459
 Jose M. Lara, 459
 Robert G. Moreno, 459
 Lathers No. 440 (250)
 Ray B. Braden, 250
 Painters No. 686 (544)
 George W. Longwell, 544
 Plumbers & Steamfitters No. 582 (250)
 Ray F. North, 125
 James Orr, 125
 Roofers No. 36-C (119)
 Frank Darby, 119
 Theatrical Stage Empls. No. 504 (53)
 Russell J. Bonney, 27
 Leo J. Buckholz, 26

SANTA BARBARA

Bldg. & Const. Trades Council (2)
 W. L. Fillippini, 1
 Carpenters No. 1062 (640)
 R. W. Mansfield, 320
 Wm. Coldewe, 320
 Central Labor Council (2)
 Al Whorley, 1
 Warren Underwood, 1
 Culinary Alliance & Bartenders No. 498 (1495)
 Zola Benson, 748
 Al Whorley, 747
 Electrical Wkrs. No. 413 (160)
 David G. Milne, 160
 Meat Cutters No. 556 (425)
 Warren M. Underwood, 213
 Russell E. Jehnke, 212
 Painters, Calif. State Conf. (2)
 Herbert C. Baker, 1
 Painters Dist. Council No. 52 (2)
 Cleo Baker, 1
 Plasterers No. 341 (176)
 B. McCloud, 176
 Retail Clerks No. 899 (1308)
 Betty B. Johnson, 1308
 Sheet Metal Wkrs. No. 273 (191)
 Carl L. Hehnke, 96
 Wilbur Fillippini, 95

SANTA CLARA

Glass Bottle Blowers No. 262 (213)
 James J. Giacobelli, 107
 Warner P. Basse, 106

SANTA CRUZ

Central Labor Council (2)
 Paul J. Burnett, 1
 Const. & General Laborers No. 283 (120)
 Paul Burnett, 120

SANTA MARIA

Carpenters No. 2477 (510)
 A. E. Atkinson, 510
 Const. Gen. & Oil Field Laborers No. 1222 (839)
 J. W. McClung, 839

SANTA MONICA

Barbers No. 573 (140)
 Patrick Birch, 70
 Danny Hernandez, 70
 Carpenters No. 1400 (907)
 Robert J. O'Hare, 303
 Paul Miller, 302
 Harry Wm. Parker, 302
 Culinary Wkrs. & Bartenders No. 814 (2,900)
 John W. Meritt, 1450
 Doris Ray, 1450
 Meat Cutters No. 587 (800)
 George P. Veix, 267
 Mario J. Pieri, 267
 Patricia D. Weger, 266
 Retail Clerks No. 1442 (2000)
 O. I. Clappitt, 667
 E. F. Marshall, Sr., 667
 Dorothy Liechty, 666

SANTA ROSA

Bartenders & Culinary Wkrs. No. 770 (953)
 J. W. Triplett, 953

Butchers No. 364 (573)

Everett A. Matzen, 287
 Jack Laumann, 286
 Central Labor Council of Sonoma County (2)
 Everett 9. Matzen, 1
 Jack McCormick, 1
 Retail Clerks No. 1532 (587)
 George L. Deck, 587

SAUGUS

Glass Bottle Blowers No. 69 (204)
 Carl J. Napoli, 102
 Harold Smith, 102

SHERMAN OAKS

Hotel, Rest. Wkrs. & Bartenders No. 694 (2336)
 Robert Axelrod, 2336

SOUTHGATE

Auto Workers No. 216 (1909)
 Harold Dunne, 955
 Walter Laney, 954
 Communications Workers No. 9506 (625)
 Ernest W. Buchner, 312
 Lester W. Prairie, 313
 Rubber Wkrs. No. 100 (1490)
 Betty Luncford, 1490
 Rubber Workers No. 225 (268)
 Clarence Remington, 134
 Helen C. Gonzales, 134
 Utility Workers No. 283 (53)
 Edward T. Shedlock, 65

STOCKTON

Bartenders No. 47 (373)
 Angelo Trucco, 373
 Bldg. & Const. Trades Council (2)
 Howard A. Gibson, 1
 Central Labor Council, San Joaquin (2)
 Henry Hansen, 1
 Culinary Wkrs. No. 572 (1244)
 Dave Mitchell, 1244
 Electrical Wkrs. No. 591 (100)
 O. G. Harbak, 50
 Geo. A. Mulkey, 50
 Hod Carriers & Com. Laborers No. 73 (750)
 Jerry Arnold, 375
 William J. Schmidt, 375
 Office Employees No. 26 (40)
 Alice Hansen, 40
 Painters No. 1115 (325)
 Howard Gibson, 325
 Paper Makers No. 320 (372)
 S. W. Brown, 372
 Retail Clerks No. 197 (250)
 Emmet Hughes, 250

TERMINAL ISLAND

Cannery Wkrs. of the Pacific (3750)
 Arnulfo Miranda, 750
 Frank Rivera, 750
 Antonio Tovar, 750
 Vivian Battaglia, 750
 Eva Malsberg, 750

TORRANCE

Chemical Wkrs. No. 598 (50)
 George C. Moore, 50
 Steelworkers No. 1414 (708)
 Robert R. Clark, 708

TRENTON

Loggers No. 3006 (358)
 Granville D. Hartman, 358

UKIAH

Carpenters, N. Coast Counties Dist. Council (2)
 Robert Hinkson, 1
 E. A. Brown, 1

VALLEJO

Bldg. & Constr. Trades Council (2)
 James H. Pollard, 1
 Butchers & Meat Cutters No. 632 (690)
 Walter A. Quinn, 345
 W. L. White, 345
 Carpenters No. 180 (583)
 Wm. Leshe, 583

Central Labor Council (2)

Lowell Nelson, 1
 William Leshe, 1
 Culinary Wkrs. & Bartenders No. 560 (714)
 Loretta Coss, 714
 Hod Carriers No. 326 (505)
 Walter F. Conley, 253
 Duster L. Scroggins, 252
 Plasterers & Cement Masons No. 631 (100)
 Lowell Nelson, 100
 Retail Clerks No. 373 (966)
 Stanley Lathen, 966
 Sheet Metal Wkrs. No. 75 (350)
 W. R. White, 350

VAN NUYS

Auto Workers No. 645 (3,188)
 Howard L. Owens, 3,188
 Barbers No. 837 (120)
 Alvin L. Holt, 120
 Carpenters No. 1913 (1828)
 Oliver Owens, 610
 G. S. Holloway, 609
 Samuel M. Cowan, 609
 Industrial Union No. 1662 (71)
 Charles F. Powers, 36
 Earl Schultz, 35
 Painters No. 1595 (636)
 James S. Lee, 636

VENTURA

Bldg. & Const. Trades Council (2)
 Dean Southerland, 1
 Ronald Benner, 1
 Carpenters Dist. Council, Ventura (2)
 Dean E. Southerland, 1
 Carpenters No. 2463 (608)
 F. H. Todd, 304
 D. Wood, 304
 Central Labor Council (2)
 George F. Bronner, 1
 Ronald Benner, 1
 Hod Carriers & Common Laborers No. 585 (930)
 James V. Flores, 310
 Juan Carmona, 310
 Fred Brown, 310

VERNON

Glass Bottle Blowers No. 224 (145)
 Chester D. Cole, Jr., 73
 Roscoe Harper, 72

VISALIA

Bldg. & Const. Trades Council (2)
 Lige Meek, 1
 Carpenters No. 1484 (197)
 Charles Nichols, 197
 Hod Carriers & Com. Laborers No. 1060 (356)
 Theodore Skulski, 178
 Lige Meek, 178
 Stage Empls. & M. P. Oper. No. 605 (40)
 Albert M. Cox, 40

VISTA

Carpenters No. 2078 (621)
 Boyd W. Eldridge, 207
 Wm. R. Tattersfield, 207
 Bob Greenough, 207

WHITTIER

Auto Workers No. 809 (122)
 Walter P. McLogan, Jr., 122
 Railroad Trainmen No. 78 (126)
 Norman M. Green, 126
 Steelworkers No. 4511 (125)
 Leo L. Allison, 63
 Charles A. Wright, 62
WILMINGTON
 Butchers No. 551 (2590)
 Harold Woodard, 2590
 Chemical Wkrs. No. 40 (228)
 J. H. Parker, Jr., 228
 Marine Engineers No. 79 (549)
 W. H. Buttram, 275
 Timothy C. Sullivan, 274
 Ship Carpenters No. 1335 (290)
 I. D. (Tex) Skinner, 290
 Sugar Workers, Council of Calif. (2)
 Kyle Dickinson, 1

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, July 15, 1959

To the Second Convention of the
California Labor Federation, AFL-CIO—

Greetings:

At its first meeting on December 13, 1958, following adjournment of the merger convention, the executive council of the California Labor Federation, AFL-CIO took action on a number of matters necessary to the functioning of the new organization. These included bonding arrangements for Secretary-Treasurer Haggerty and the Federation's bookkeeper; the choice of bank for the deposit of California Labor Federation funds, as well as the transfer of other funds on deposit with savings and loan firms to the merged Federation; the payment of salaries and expenses of Federation officers. The secretary-treasurer was authorized to make annual contributions into the Federation pension fund from Federation funds. A general rule covering meetings of the executive council was adopted. Charles P. Scully was designated general counsel, and Curtis J. Hyans a representative of the California Labor Federation.

Subsequently, Secretary-Treasurer Haggerty was notified that Federation's constitution adopted by the merger convention had been formally approved by the AFL-CIO.

Federation Committees

The following members of the executive council were appointed to serve on the Federation's standing committees:

Legislation

Manuel Dias, Chairman
Bill Bassett
M. R. Callahan
Arthur Dougherty
Lowell Nelson
Herbert Willson

Education

Thomas A. Small, Chairman
John Despol
Wilbur Fillippini
Thomas L. Goodbody
Edward T. Shedlock
Pat Somerset

Civil Rights

Albin J. Gruhn, Chairman
Robert Clark
Harry Finks
Chris Lehmann
Robert O'Hare
Jerome Posner

Housing

Joseph Christian, Chairman
Chris Amadio
Robert Clark

C. A. Green
James Smith
Emmett O'Malley

Safety and Occupational Health

Robert Ash, Chairman
Robert Giesick
Paul Jones
E. A. King
George O'Brien
DeWitt Stone

Community Services

Sam Eubanks, Chairman
Newell Carman
H. D. Lackey
Emmett O'Malley
Howard Reed
Morris Weisberger

Three resolutions, referred to the executive council by the merger convention, were subsequently re-referred to Federation standing committees, as follows:

Resolution No. 1—"Recreation," concerning the establishment by the California Labor Federation and central labor councils of committees to promote greater recreational programs, facilities and opportunities for union members, was referred to the committee on community services.

Resolution No. 11—"Safety and Health in Shipyards," and **Resolution No. 24**—"Emergency Hospital Admissions" were referred to the committee on health and safety.

"We Don't Patronize" List

At the executive council's initial meeting, it was agreed that the unfair lists of the two former state labor federations should be combined, and the secretary-treasurer was instructed to write to the various labor councils to ascertain the current status of the firms on the existing lists. Compliance with the national AFL-CIO's rules and regulations governing unfair lists was reaffirmed.

California Labor COPE

In another action required by the merger, the executive council officially designated the California Labor Council on Political Education as the exclusive political arm of the California Labor Federation, AFL-CIO.

1959 LEGISLATURE

With the opening of the 1959 general session of the California legislature only a few weeks away, the executive council took certain preparatory steps at its first meeting to facilitate the setting up of the

Federation's legislative program with the least possible delay. Thus, the standing committee on legislation was authorized to act as a screening committee to review convention resolutions calling for the introduction of bills. This task was performed by the committee at a meeting in Sacramento early in January.

Legislative Conferences

In addition to this, recognition of the numerous legislative problems that would confront the Federation resulted from a general discussion of the situation. To be ready for any eventuality, the executive council empowered the officers, at their discretion, to call a legislative conference, the time and place to be determined by them, to inform the affiliated organizations of developments.

The introduction of the Governor's labor bills early in the session made the calling of such a conference necessary. Some 400 representatives of central labor bodies, craft councils and international unions accordingly met in San Francisco on February 7, and after a thorough discussion of the bills, recommended a number of changes to be considered by the executive council at its meeting the following week. (These and other legislative matters are set forth more fully in the report of the secretary-treasurer to this convention, as well as in the separately issued "Sacramento Story, 1959.")

At its February meeting, the executive council also took action on several resolutions calling for legislation that had been referred to it by the convention.

In view of the existing uncertainty about the whole legislative picture, due to the fact that, under the new procedure, bills were to be introduced throughout the session, the executive council authorized Secretary C. J. Haggerty to call mobilization conferences in Sacramento at such times as they might be needed and would be the most productive. These mobilization meetings were planned with a dual purpose: in order that the affiliated organizations might lend their full strength to the Federation's legislative program, and to afford them the opportunity to discuss matters with their respective representatives in the legislature. This action, it may be noted, was in keeping with certain recommendations in Resolution No. 58, referred to the executive council by the convention and reported below. As it turned out, lack of time as well as of accommodations in Sacramento prevented the calling of such mobilizations.

1958 CONVENTION RESOLUTIONS

At its February and June meetings, the executive council considered and took action on several resolutions, either referred to it by the convention or submitted directly by affiliated organizations.

Resolution No. 58—"AFL-CIO Legislative Mobilization."

The council approved the intent and purpose of the mobilization conferences proposed in this resolution, and empowered the secretary-treasurer to determine the scope, educational content and planning of such conferences.

Resolution No. 60—"Recommendation on Director of State Department of Social Welfare."

This resolution called for the appointment by Governor Brown of George D. Collins, Jr., as director of the State Department of Social Welfare. During the period that intervened between the convention and the meeting of the executive council, Governor Brown had appointed John M. Wedemeyer, former director of the Santa Clara County Welfare Department, to the designated office. The resolution was accordingly filed.

Resolution No. 183—"Abolition of Regional Offices."

This resolution called upon the Federation to endorse and support federal legislation to eliminate regional post offices in order to reduce the postal deficit and cut the amount of duplication of authority within the postal administration, or, if this were not feasible, to enact Hoover Commission recommendations for four regional offices. The executive council filed the resolution, but authorized the secretary to take the necessary action upon receipt of further information and determination that postal employees would not be adversely affected if regional post offices were eliminated as proposed.

Resolution No. 230—"Demand Justice Department Investigation of Ultra-Right-winger Joe Kamp."

This resolution condemned the actions of Joe Kamp and demanded that the Justice Department conduct an investigation of his activities and the parties who sponsored him. In condemning the activities of this individual, the convention noted that the resolution referred to a national problem which should be handled through the national office of the AFL-CIO. Accordingly, the resolution was filed and the subject matter referred to the incoming executive council for action in conjunction with the national AFL-CIO.

The council instructed the secretary-treasurer to communicate with the national body to ascertain what action was being taken by the AFL-CIO, and what California labor could do to supplement such action.

Resolution No. 259—"Aid Postal Unions in Combatting Anti-Union Policies of Post Office Department."

This resolution requested the Postmaster General and/or U.S. senators and congressmen to rescind and/or repeal Parts 741, 743, 744 and 746, of the Postal Manual, all of which permit harassing

and anti-union edicts issued by the Post Office Department. The convention filed the resolution and referred the subject matter to the incoming executive council. Following discussion, the executive council referred the subject matter of the resolution to the secretary with instructions to act in concert with the parent organization of the sponsoring organization, the Post Office Clerks.

Motion on Procedure for Reporting Resolutions.

This motion expressed the sense of the merger convention that the executive council should consider the problem of delegates being able to follow resolutions with a knowledge of what was going on at conventions, and should accordingly adopt procedures which would make possible the consolidation of resolutions into a fewer number by subject matter. The motion also called for establishment of a procedure which would permit delegates to know in advance what resolutions were coming up for disposition by the convention at each session.

After the executive council had discussed the matter in great detail, it was agreed that each member of the executive council would consider the problem and submit in writing any recommendation which he might care to make to the meeting of the executive council just prior to the Federation's next convention.

AGRICULTURAL LABOR

The plight and the problems of the agricultural workers in California have been of continuing concern to the California Labor Federation, especially during the recent period when action has been taken on several fronts simultaneously. The report of the secretary-treasurer to this convention and "Sacramento Story, 1959" deal in some detail with the Federation's participation on these fronts, as well as with the AFL-CIO agricultural labor organizing campaign just now getting underway.

At its meeting in June, the executive council adopted the following program, in order to channelize the Federation's activities and to make its contributions and assistance in the solution of this complicated and intensely difficult problem as effective as possible:

(1) Full support and assistance was extended to the farm labor organizing campaign recently launched in California by the national AFL-CIO.

(2) Assistance and support was pledged to the Imperial Valley Labor Coordinating Committee which has been established to expose and correct a situation described as approaching "licensed and legalized slavery" in the importation of Mexican nationals as farm workers.

(3) Secretary-Treasurer C. J. Haggerty was instructed to give all available assistance to the California Citizens Committee

for Agricultural Labor, which was formed earlier this year by religious, labor, and other public-spirited groups and individuals determined to focus the public's attention on the growing plight of the agricultural workers in this state.

CIVIL RIGHTS PROGRAM

A four-point program to guide the activities of the California Labor Federation's standing committee on civil rights was approved by the executive council at its June meeting.

As outlined by Vice President Albin J. Gruhn, chairman of the committee, it was proposed that the committee should function in the four fields of (1) education, (2) service to local and central labor council civil rights committees, (3) discrimination within unions, and (4) public relations.

Under the category of education, the action program calls for broad distribution among local affiliates and individual members of the Federation's convention actions on civil rights, and regular distribution of pamphlet literature developed by the various groups with which labor works closely on various civil rights issues.

A statewide conference on civil rights was also proposed by the committee, with delegates from all affiliates invited to participate. Such a conference, it was pointed out, should include the participation of various minority organizations.

In the servicing of local and central labor council civil rights committees, Gruhn's group proposed an initial meeting with local representatives active in the field to see what their needs and problems are, so that usable services can be provided at the state level.

As possible local projects, the committee suggested (1) a survey of school districting lines in various cities, and (2) work with Negro churches on motivating more Negro youth to get a better education, in general, and to prepare for apprenticeship training in particular.

Regarding the problem of discrimination within unions, the committee noted that the new state FEP law, enacted with active labor support, applies to labor unions as well as business. The committee report stated that all civil rights grievances should be referred to the AFL-CIO Civil Rights Committee, since local unions can only be disciplined by their Internationals, and the national AFL-CIO in working directly with International unions on the problems presented.

As a means of improving public relations, the committee proposed (1) more frequent news releases to minority newspapers whenever there is a civil rights issue, (2) distribution of all labor pamphlets and leaflets to civil rights groups and organizations, (3) promotion and establishment of speakers' bureaus to serv-

ice requests of local civil rights groups, and (4) development of better relations with labor reporters for more accurate reporting of civil rights activities of organized labor in the commercial press.

SUPPORT FOR STEEL WORKERS

Unanimous support of the United Steelworkers of America in the event a strike became necessary as a result of failure in negotiations for a new contract with the steel industry was noted by the executive council at its June meeting.

The following statement setting forth the council's position was issued:

Statement Extending Full Support to Steelworkers

"Current negotiations between the Steelworkers Union and the steel industry are of tremendous importance not only to the workers involved in this giant industry, but also to the consuming public at large. With a pious zeal for the public welfare which the steel industry has never shown before, its spokesmen are now exhorting the nation to support their self-serving, make-believe crusade against inflation. In short, the industry is trying to hoodwink the consuming public in support of the profit-hungry policies of steel industry leaders on the grounds that any wage increase will force another increase in the price of steel.

"The basic issue in the current negotiations in steel is whether an industry, rapidly accumulating great profits resulting from an advanced technology, and consequent substantial increases in output per manhour, can prevent its union workers from obtaining improved benefits and living standards which they rightfully seek on the basis of a fair sharing of the industry's increased profits and productivity among the worker, the shareholders, and the consumer.

"The proposals of the members of the United Steelworkers of America for a fuller equity for themselves and their families out of the rapidly advancing technology and accelerating substantial profits of the steel industry are morally and economically justified. The sharing of the fruits of greater production and greater productivity per manhour is the only way to provide the maintenance and increase in mass purchasing power essential to a dynamic, expanding American economy. The concentration of the benefits of advancing technology in the hands of a few in the form of profits, retained by management, is the surest road to mass unemployment, shrinking production, and depression.

"The steel industry is applying a double standard. It hides the fact that

it applies one standard for industry management and stockholders—and another for the workers. The steel corporations say it is sound and desirable for profits, managerial compensation, prices of steel stock equities and dividends to go up, up and up—despite the uncontroverted fact that all such returns for the steel corporations already are far above the level of the majority of other industries and have increased at faster rates in the past 15 years. But a different standard is applied to the steel industry's workers. The steel industry opposes progress for the steelworkers.

"It is time now that the public become aware of how it is being used to block justifiable increases in steelworker wages based on their proper share of productivity gains.

"For more than 20 years the story of steel has been—more output with fewer workers and constantly rising profits.

"Twenty years ago it took 22.1 man-hours of production and maintenance labor to produce a ton of finished steel shipments. By 1949, the need had dropped to 16.3 man-hours; as of March-April, 1959, it had fallen to 11.4.

"More production but fewer steelworkers is the story in 1959—only more so. Estimates for April—when output was already achieving a new peak—placed production and maintenance jobs at less than 510,000; this is about 35,000 less than during the previous peak production year of 1955.

"Over the twenty-year period from the beginning of 1939 to the beginning of 1959, steel productivity (output per man-hour) rose 87.9%. In contrast, steelworkers' 'real' earnings went up only 7.19%. Since the rise in workers' real benefits has actually lagged behind the productivity rise, these improvements could have and should have been financed without price increases at all.

"Since the end of World War II, the industry has raised steel prices 23 times. It has not only boosted prices to cover what it chooses to call the 'cost' of worker improvements, but it has actually raised prices more than \$3 for every \$1 increase in worker earnings.

"The steel industry has been able to milk workers and the consumer in this fashion, because of monopoly controls which enable the steel giants to administer their own prices upward with little or no regard for demand and supply.

"Although steel industry's arbitrary pricing policy is a prime instigator of inflation, company spokesmen are

again attempting to sell the myth that still higher prices are needed to meet higher payroll costs. Actually, the gap between payroll costs and steel costs has been constantly getting wider. Between 1940 and March 1959, the gap between steel prices and all employee payroll costs—not just production and maintenance worker costs—rose from \$32.45 per ton to \$99.26. From the first half of 1955 to March 1959—in less than four years—the price of a ton of steel was raised \$34.18, while the payroll cost of all employees per ton increased only \$9.31. In 1959, payroll costs have been going down because of an increase in output per manhour, which may even exceed the 11.6% productivity rise in 1955.

"And still, the industry piously appeals for public support of its outrageous position in collective bargaining that the union forces up the prices of steel. The California Labor Federation agrees wholeheartedly with United Steelworkers that the U. S. Steel Corporation, for example, could cut prices \$18 per ton and still earn a respectable after-tax profit of 6.8% on net worth on the basis of its first quarter 1959 operations.

"In the face of these facts, we find it deplorable that the giants in steel should seek aid and comfort from the consuming public which it has been robbing blind, year in and year out. We find it even more deplorable that the present national Administration should be a party to this deceit in playing upon the legitimate inflationary fears of the public to strengthen the bargaining position of industrial giants who are largely responsible for the inflationary pressures in our economy.

"The Executive Council of the California Labor Federation, AFL-CIO, in renouncing this ostrich game with the facts, extends full support to the Steelworkers in their efforts to gain a justifiable settlement which will allow workers to share in the productivity gains of America's giant steel industry, and at the same time, protect the interests of the consumers from inflationary administered prices."

CONSUMER PROBLEMS

Growing concern over the problems confronting the consumer today and recognition of the need for an appropriate body to take effective action in this field have resulted in plans being drawn for setting up an organization for this purpose. At its June meeting, the executive council voted the participation of organized labor in the formation of a California Consumer Association, composed of consumer-interest groups, to promote and

protect the interests of the buying public at all levels. The new association will be launched in the near future.

NEW VICE PRESIDENT

At its June meeting, the executive council regretfully accepted the resignation of Thomas D. Goodbody as vice president of District No. 1 (San Diego and Imperial Counties). Max J. Osslo was selected by the council to fill the vacancy in this district.

Fraternally submitted,

THE EXECUTIVE COUNCIL
CALIFORNIA LABOR
FEDERATION, AFL-CIO

THOMAS L. PITTS,
President

C. J. HAGGERTY,
Secretary-Treasurer

JOHN A. DESPOL

MANUEL DIAS

MAX J. OSSLO

M. R. CALLAHAN

C. T. LEHMANN

PAT SOMERSET

GEORGE E. O'BRIEN

W. J. BASSETT

J. J. CHRISTIAN

JAMES L. SMITH

ROBERT J. O'HARE

WILBUR FILLIPPINI

H. D. LACKEY

C. A. GREEN

THOMAS A. SMALL

MORRIS WEISBERGER

ARTHUR F. DOUGHERTY

CHRIS AMADIO

NEWELL J. CARMAN

ROBERT S. ASH

PAUL L. JONES

HOWARD REED

LOWELL NELSON

HARRY FINKS

ALBIN J. GRUHN

ROBERT GIESICK

ROBERT R. CLARK

DeWITT STONE

EDWARD T. SHEDLOCK

HERBERT WILSON

JEROME POSNER

E. A. KING

EMMETT P. O'MALLEY

SAM B. EUBANKS

Vice Presidents

REPORT OF THE SECRETARY-TREASURER

The Second Convention of the California Labor Federation—

Greetings:

The activities of the California Labor Federation during the eight months that have elapsed since the merger convention which united the two state labor organizations in December 1958 were overshadowed throughout nearly this entire period by the lengthy and extremely difficult session of the state legislature, which began on January 5, 1959, and continued without recess until June 19. Its demands on the time, skill and experience of the Federation's legislative representatives were enormous; fortunately, the results of these strenuous efforts, in terms of accomplishment, were rewarding. A full account of the session, together with the voting records of the legislators in both houses on issues of importance to the organized workers in California, will be found in the separately issued legislative report, "Sacramento Story, 1959."

Despite the dominance of the legislative session, however, a great deal was accomplished by the Federation in other fields. It is with these numerous matters that this report by your secretary is mainly concerned.

FEDERATION LEGISLATIVE PROGRAM

Immediately following the merger convention of the California Labor Federation, AFL-CIO, all policy statements and resolutions adopted by this convention were reviewed to determine which actions required the introduction of legislation, and bills were then drafted by the Federation's general counsel, Charles P. Scully. The executive council's committee on legislation met as a screening committee to study the legislative policy statements and resolutions, as well as the implementing bills drafted by the general counsel, and authorized the introduction of legislation in all cases except one. The Federation's reasoning on this matter was communicated to the sponsors, who did not object to the decision. A total of 147 bills were thereupon introduced in the legislature through designated authors to make up the legislative program of the California Labor Federation for the 1959 general session. To these was added, by action of the executive council at its February meeting, sponsorship of **AB1543**, a bill to permit the payment of negotiated supplemental unemployment insurance benefits to individuals without reduction of state benefits, after **AB1543** was amended to conform to Federation policy.

Of the 147 bills, 85 were introduced as a comprehensive program to liberalize workmen's compensation, unemployment insurance, and unemployment disability insurance. Another 27 bills were intro-

duced under the general category of labor code amendments, dealing with such subjects as minimum wages, fringe benefits, collective bargaining, industrial safety, etc. The remaining bills were grouped as follows: five bills involving barbers; seven bills involving contractors; two firefighter measures (in addition to several others falling under the category of workmen's compensation bills and labor code amendments); three bills affecting public works; thirteen measures affecting public employees generally, as well as their retirement systems; and five bills on miscellaneous subjects.

Following the introduction of these measures, the sponsors of all resolutions requiring the introduction of legislation were sent copies of the implementing bills with the request that they (1) review the legislation for compliance with the intent of the resolution, (2) advise the Federation if they wished to appear before the legislature in support of the measure, and (3) forward to the Federation all pertinent information in their possession to help secure the passage of the measure.

Bills Based on Convention Action

Workmen's Compensation

Policy Statement VII (a)—The weekly benefit amount for both temporary and permanent disability should be increased to a minimum of \$20 and a maximum of \$70, so that a substantial majority of workers who suffer industrial injury will receive a benefit which conforms to the wage-loss compensation standard prescribed by the law itself, as intended by the framers of California's compulsory workmen's compensation program. **AB1015** and **SB199**.

Policy Statement VII (b)—The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at a rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent. **AB737** and **SB200**.

Policy Statement VII (c)—The so-called waiting period should be compensated in all cases lasting more than one week, and should be eliminated entirely in cases involving hospitalization, and **Resolution No. 190**—"Workmen's Compensation from First Day When Disability Duration Lasts One Week or More." **AB735** and **SB195**.

Policy Statement VII (d)—Coverage should be made mandatory for employment in agriculture and domestic service; **Resolution No. 316**—"Compulsory Workmen's Compensation Coverage for Agricultural Employees"; and **Resolution No. 325**—"Workmen's Compensation Coverage for Domestic Service Workers." **AB734** and **AB733**.

Policy Statement VII (e)—The present inadequate and arbitrary limitation on the

duration of death benefit payments should be removed so as to permit the continuation of payments to a dependent's spouse until death or remarriage, with additional benefits for other dependents; and **Resolution No. 319**—"Duration of Death Benefits for Dependent Spouse and Children." **AB731** and **SB197**.

Policy Statement VII (f)—California's workmen's compensation law should be amended to provide for a long overdue program for the rehabilitation of injured workers unable to return to their former jobs, with provision for full payment of disability benefits during the period of rehabilitation, in addition to all other benefits now provided by law; and **Resolution No. 50**—"Rehabilitation of Injured Workers." **AB736** and **SB196**.

Resolution No. 124—"Prohibit Apportionment of Disability Benefits." **AB528**.

Resolution No. 123—"Ten-Year Conclusive Presumption, Section 3212, State Labor Code." **AB515**.

Resolution No. 52—"State Supervision of Industrial Accident Claims"; and **Resolution No. 314**—"Audit All Workmen's Compensation Claims." **AB864**.

Resolution No. 37—"Workmen's Compensation"; and **Resolution No. 239**—"Public Employees and State Compensation Insurance Fund." **AB1071**.

Resolution No. 55—"Medical Care Under California Workmen's Compensation Act"; **Resolution No. 236**—"Free Choice of Physician by Injured Workers"; and **Resolution No. 310**—"Medical Care Under California Workmen's Compensation Act." **AB365** and **SB162**.

Resolution No. 54—"Practices of Workmen's Compensation Insurance Carriers"; and **Resolution No. 235**—"Penalty for Failure of Workmen's Compensation Insurance Carriers to Pay Claims." **AB1039**.

Resolution No. 321—"Compensation for Time Spent Getting Medical Treatment or Physical Examination." **AB1384**.

Resolution No. 105—"Proof of Claims by Injured Workers." **AB1386**.

Resolution No. 200—"Set Time Limit for Appointment of New Physician." **AB333**.

Resolution No. 204—"Speed Up Payments of Accident Compensation to Injured Employees." **AB1388**.

Resolution No. 202—"Increase Amount Provided for Burial Benefits." **AB422** and **SB144**.

Resolution No. 52—"State Supervision of Industrial Accident Claims." **AB334**.

Resolution No. 201—"Extend Period for Reinstating Proceedings for Compensation on an Old Injury." **AB728**.

The following additional workmen's compensation bills were also sponsored by the Federation to round out its pro-

gram in this field: **AB1070**, **AB1072**, **AB498** and **SB753**, **AB460**, **AB461**, **AB526**, and **SB371**, **AB1389**, **AB743**, **AB744**, **AB740**, **AB732** and **SB198**, **AB1385**, **AB751** and **SB546**, **AB423**, **AB729** and **AB741**.

Unemployment Insurance

Policy Statement V (b)—Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:

(1) Increase the maximum weekly benefit amount from \$40 to at least \$65. **AB589**.

(2) Provide dependency benefits, in addition to the weekly basic benefit, at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent; and **Resolution No. 331**—"Unemployment Insurance Dependency Benefits." **AB1209** and **SB182**.

(3) Provide for the retroactive payment of benefits for the present one week "waiting period" to workers who are unemployed more than one week. **AB820**.

(4) Increase benefit duration period from a maximum of 26 to 39 weeks; and **Resolution No. 354**—"Extend Duration of Unemployment Benefits to 39 Weeks." **AB587**.

(5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations and city, county and state government; **Resolution No. 324**—"Extend Coverage of Unemployment Insurance Law; **Resolution No. 130**—"Disability Insurance for Public Employees"; and **Resolution No. 217**—"Extend Unemployment Insurance Coverage to Employees of Non-Profit Organizations." **AB818**, **AB319**, **AB821**, and **AB287**.

(6) Abolish California's "merit rating" system; and **Resolution No. 329**—"Repeal Sections of Unemployment Insurance Act Providing Schedules of Contribution Rates." **AB738** and **AB739**.

Resolution No. 333—"Department of Employment to Print Informational Pamphlets in Spanish as well as English." **AB476** and **SB179**.

Resolution No. 327—"Extend Limit of Taxable Wages in Unemployment Insurance Code." **AB745**.

Resolution No. 31—"Amendment of Section 1252, California Unemployment Insurance Code." **AB761** and **SB184**; **AB762** and **SB183**.

Resolution No. 26—"Amendment of Section 1253(c), California Unemployment Insurance Code"; and **Resolution No. 341**—"Amend Section 1253(c) of Unemployment Insurance Act re: Availability for Work." **AB347**.

Resolution No. 30—"Amendment of Section 1257(a), California Unemployment Insurance Code." **AB480** and **SB181**.

Resolution No. 328—"Reduce Period of Disqualification for Voluntary Quits." **AB509.**

Resolution No. 39—"Elimination of Section 1262 of California Unemployment Insurance Code." **AB511.**

Resolution No. 336—"Repeal Section 1264 of Unemployment Insurance Act re: Eligibility." **AB510.**

Resolution No. 28—"Against Section 1277 of the California Unemployment Insurance Code." **AB505.**

Resolution No. 198—"Increase Amount of Earnings Under Section 1279, Unemployment Insurance Code." **AB1331.**

Resolution No. 283—"Inequities of the Unemployment Insurance Code." **AB1330.**

The following additional bills on unemployment insurance were also sponsored by the Federation: **AB435, AB434, AB137 and SB136, AB433, AB746, AB742, AB348, AB512, AB504, AB590, AB822, and AB1543.**

Unemployment Disability Insurance

Policy Statement VI (a)—The maximum weekly benefit amount should be increased to \$65, with additional benefits for dependents, as recommended for unemployment insurance. **AB322 and SB313; AB353 and SB82.**

Policy Statement VI (b)—The waiting period for all disability spells lasting more than one week should be compensated. **AB494 and SB118.**

Policy Statement VI (c)—Benefits should be made payable for disabilities caused by or arising in connection with pregnancy.

Policy Statement VI (d)—Full coverage should be extended to all wage and salary workers presently denied protection of the law, including agricultural and domestic workers and employees of non-profit organizations, and of city, county and state government. This was covered by unemployment insurance bills.

Resolution No. 354—"Extend Duration of Unemployment Benefits to 39 Weeks." **AB493 and SB81.**

Resolution No. 30—"Amendment of Section 1257(a), California Unemployment Insurance Code." **AB473 and SB180.**

Resolution No. 39—"Elimination of Section 1262 of California Unemployment Insurance Code." **AB477.**

Resolution No. 206—"Speed Up Collection of U.C.D. Benefits." **AB445.**

Resolution No. 59—"Voluntary Plan Carriers." **AB447.**

The following additional bills on unemployment disability insurance were also sponsored by the Federation: **AB439, AB442, AB478, SB207, AB1075, AB441, AB474, and AB352.**

Labor Code Changes—General

Policy Statement III (e), as amended by convention—The present archaic minimum wage procedures in California should be replaced by a state fair labor standards act patterned after the federal law, providing for a statutory minimum wage of \$1.50 per hour, with coverage for men as well as women and minors; and **Resolution No. 22**—"Minimum Wage" (as amended). **AB440 and AB1421.**

Resolution No. 166—"Increase Penalty for Failure to Pay Wages When Due at Time of Quit." **AB301.**

Resolution No. 169—"Discharges for Garnishment." **AB300.**

Resolution No. 208—"Protect Workers' Pay When Labor Releases Must be Signed." **AB303.**

Resolution No. 165—"Payment by Certified Check or Cash When Requesting Lien Release." **AB302.**

Resolution No. 172—"Authorize State and Political Subdivisions to Contribute to Pension Funds." **AB902.**

Resolution No. 167—"Payroll Stub to Show Straight Time and Overtime Hours." **AB680.**

Resolution No. 168—"Payroll Stub to Show Deductions for Fringe Benefits." **AB681.**

Resolution No. 106—"Adequate Pay for Jury Duty"; and **Resolution No. 360**—"Compensation for Jury Duty." **AB443 and SB435.**

Resolution No. 192—"Uniform Meal Periods in the Lumber Industry." **AB142.**

Resolution No. 114—"Right of Fire Fighters to Organize." **AB618.**

Resolution No. 308—"Right of Association, Collective Bargaining, etc. for Employees of all Public Bodies." **AB631.**

Resolution No. 215—"Collective Bargaining for Public Employees at Local Levels." **AB602.**

Resolution No. 213—"Delete Jurisdictional Strike Act from Labor Code." **AB 709.**

Resolution No. 185—"Private Employment Agencies." **AB 446.**

Resolution No. 280—"Require All Public Bodies to Pay Prevailing Wage Scales." **AB 1210.**

Resolution No. 173—"Per Diem Wages Under Public Contracts to Include All Fringe Benefits"; and **Resolution No. 286**—"Published Per Diem Wages to Include Fringe Benefits." **AB 317.**

Resolution No. 171—"Director of Industrial Relations to Receive Classifications and Rates List Prior to Advertisement for Bids." **AB 880.**

Resolution No. 108—"Prevailing Wage Rates in State Construction"; and **Resolution No. 282**—"Restore Prevailing Wage Rate to State Construction Employees." **AB 318 and SB 334.**

Resolution No. 276 — "Sanitary Facilities on Construction Jobs." **AB 431.**

Resolution No. 301 — "Amend Section 3800, Labor Code." **AB 259.**

Resolution No. 187—"Adequate Medical Facilities and Qualified Medical Personnel at Certain Job Sites." **AB 299.**

The following additional bills were sponsored by the Federation in this category: **AB 380, AB 479, AB 1300, and AB 711.**

Barbers

Resolution No. 147 — "Prohibit Advertising of Prices by Barber Colleges." **AB 306.**

Resolution No. 148—"Barber Examiners Board to Regulate Prices in Barber Schools and Colleges." **AB 307.**

Resolution No. 149—"Forty-Hour Week in Barber Schools and Colleges." **AB 308.**

Resolution No. 152—"Use of Term 'Cosmetologist'." **AB 351.**

Resolution No. 153 — "Eliminate Shop Training of Junior Cosmetology Operators." **AB 309.**

Contractors

Resolution No. 163—"Owner-Builders to Have Contractors' License." **AB 469.**

Resolution No. 164—"Contractors and Subcontractors to Have \$2500 Bond"; and **Resolution No. 306** — "Contractors and Subcontractors to Have \$2500 Bond." **AB 1375.**

Resolution No. 285 — "Contractors' License Law." **AB 470.**

Resolution No. 287 — "Floor Covering Contractors' License." **AB 471.**

Resolution No. 289—"Wilful Departure of Plans, etc. Without Consent." **AB 677.**

Resolution No. 296 — "'Suede Shoe' Operations." **ACE 77.**

Resolution No. 304—"Penalties for Violation of Contractors License Law." **AB 640.**

Fire Fighters

Resolution No. 112—"Raise Fire Protection Tax Limit Under California Health and Safety Code." **AB 1240.**

Resolution No. 115—"Protection of Fire Fighters in Event of Jurisdictional Changes in Fire Department." **AB 1243.**

Public Works

Resolution No. 205—"Adequate Protection for Contractors, etc. When Bidding on Public Work." **AB 701.**

Resolution No. 291 — "Bids on Public Works." **AB 702.**

Resolution No. 309—"Require Contractor's License for Public Works." **AB 608.**

State, County and Municipal Employees General

Resolution No. 211 — Include Fringe Benefits in Determination of Prevailing Wage." **AB 1420.**

Resolution No. 238—"Increase County Employees' Vacation Time." **AB 1552.**

Resolution No. 241—"Amend Los Angeles Metropolitan Transit Authority Act." **AB 189.**

Resolution No. 244—"Establish Labor-Management Conference Table System for State Employees." **AB 1415.**

Resolution No. 246—"Twenty-Six Equal Pay Days a Year for State Employees." **AB 1416.**

Resolution No. 247—"Change Promotional Examination Procedure for State Employees." **AB 1467.**

Resolution No. 348—"Union Security for Employees of Municipal Utility Districts." **AB 603.**

State, County and Municipal Employees Retirement

Resolution No. 113—"Straight 25-year Service Retirement in 1937 County Retirement Act." **AB 207.**

Resolution No. 116 — "Allowance of Earnings of Member on Disability Retirement." **AB 232.**

Resolution No. 119—"Remove Limitation of Earnings from State Employees' Retirement System." **AB 313.**

Resolution No. 125—"Vote of Alternate Member of Retirement System." **AB 233.**

Resolution No. 251—"Retirement After 25 years in State Service." **AB 803.**

Resolution No. 252—"Pro-rate County Employees' Retirement Contribution to Fit Monthly or Semi-Monthly Pay Periods." **AB 256.**

Miscellaneous

Resolution No. 57—"Attachments and Garnishments on Wages"; and **Resolution No. 237**—"Prohibit Attachments and Garnishments of Wages Before Judgment is Secured." **AB 304.**

Resolution No. 102—"Hospital Service Plans Rates." **AB 1524 and SB 100.**

Resolution No. 129—"Prevent Use of Labor Organization's Name by Outsiders Without Consent." **AB 811.**

Resolution No. 347—"Prohibit Wiretapping and "Bugging." **AB 1407.**

Resolution No. 362—"Protest Ruling on Application of Rees-Doyle Act." **AB 1163.**

New Procedure for Introducing Bills

The adoption by the voters of Proposition 9 at the general election in November 1958 put into effect at this session the new procedure for the introduction of bills. The constitutional recess has been eliminated, and bills are permitted to be introduced at any time, subject only to the provision that they may not be taken up before a period of thirty days except by three-fourths vote. This change greatly complicated the Federation's methods of handling legislative sessions, and precluded the printing and distribution to affiliates of a digest containing a summary of all of the measures affecting labor that were introduced. This digest had been issued by the Federation for many years and was extremely useful.

The Federation's Weekly News Letter, which was printed in Sacramento throughout the session, became the only vehicle for getting legislative information directly to the affiliated organizations. The News Letter carried summary-digests of bills of concern to labor, notices of committee hearings, and reports of action taken on legislation by the Assembly and Senate and their committees.

The Federation also compiled and sent to all its affiliated local unions and councils a roster of legislative representatives, and urged the organizations to set up legislative committees for action as needed for the most effective furtherance of the Federation's legislative program. The roster carried the names and addresses of U. S. Senators and Congressmen, members of the State Senate and Assembly, as well as standing committees of the legislature and committee schedules.

AGRICULTURAL WORKERS

Never before in California labor history has the decades—long battle by organized labor to improve the condition of the agricultural workers in our state been opened on so many fronts in so short a space of time as in the last half-year.

While the California Labor Federation was fighting tooth and nail in Sacramento to secure the passage of a minimum wage bill that would include coverage of these workers, the national AFL-CIO was getting ready to launch an agricultural labor organizing campaign in the state.

While striking packinghouse workers were making public uncontrovertible evidence of the starvation wages and unspeakable conditions of the field workers in the Imperial Valley, alarmed public health departments and outraged citizens were taking steps to end this intolerable situation.

While unemployed domestic farm workers watched the jobs that should have been theirs go to cheap, imported Mexi-

can labor, whose lives were in turn so lightly regarded by farm labor contractors that less consideration was given to their transportation than to farm animals, widespread criticism evoked by publicity given to these facts brought about long-overdue tightening and enforcement of safety requirements at both the state and national level.

And in the midst of all these events, there came into being the California Citizens Committee for Agricultural Labor, formed religious, labor and other public-spirited groups and individuals, determined not only to draw public attention to the terrible situation of the agricultural workers in our state but to assist in every possible way in improving their conditions.

Legislative Efforts

One of the most bitterly fought battles in the 1959 session of the legislature was over the inclusion of farm workers in the Governor's proposed minimum wage bill, AB 1223, just as the final defeat of this effort to crack the solid wall of opposition that has always denied these workers the protection of our labor laws was one of the most bitter of the session.

How desperately minimum wage coverage of agricultural workers was needed was made abundantly clear early in the session by facts revealed by Packinghouse Workers Local 78, whose members were on strike in the Imperial Valley—the first agricultural field strike there in twenty years. Rates of pay as low as 30 cents an hour for grown men in the carrot fields, and discrimination in the employment of domestic agricultural workers in favor of contract nationals from Mexico highlighted the reports from this source.

The corporate farm organizations, however, were stronger and more effective than ever before. First, they succeeded in getting the Industrial Relations Committee to reduce the \$1.25 hourly minimum wage provided in AB 1223 to \$1.00 for agricultural workers. Then, in the Ways and Means Committee, they were able to have the agricultural workers removed from the bill altogether. When the bill reached the Assembly floor, the \$1.00 minimum for agricultural workers was reinserted, and though greatly weakened by other amendments from the floor, the bill was passed and sent to the Senate. There, however, it met a quick death at the hands of the Labor Committee, which sent the entire measure to interim study.

A similar fate met every other attempt during the session to provide legal protections and safeguards for agricultural workers that in any way ran contrary to the interests of the corporate farmers, represented in Sacramento by the Farm Bureau Federation and the Associated Farmers.—Hotel & Restaurant People.

Minimum Wage for Women and Minors

The seventh in the series of meetings conducted since March 1958 by the Industrial Welfare Commission in agricultural areas throughout the state was held in Marysville on April 3. Purpose of the meeting was to secure first-hand information as to wages, hours and working conditions for women and minors in agriculture, particularly in the counties of Tehama, Yuba, Sutter, Placer, Sacramento, El Dorado, Butte, Glenn, Colusa and Yolo.

Behind this series of meetings lies the campaign launched by the Federation three years ago, in April 1956, to secure coverage of women and minors employed in agriculture by the minimum wage orders of the Industrial Welfare Commission. An account of action taken by the commission since 1956 appears in the annual reports of your secretary for 1957 and 1958. The meetings with employer and employee representatives were designed to obtain first-hand information on the conditions of employment of these workers in order to provide the commission with data on the necessity and feasibility of covering them with an IWC order.

Beginning in El Centro in March 1958, the meetings have followed the crops northward, reaching Marysville in April of this year. The Marysville meeting was, by all odds, the best of the series from labor's point of view, due to the large representation present of farm workers, unions and the public that is sympathetic to the efforts made on behalf of these neglected workers, and the effective presentation of the farm workers' case.

Demolishing the growers' arguments opposing the issuance of any IWC order for agricultural workers was both oral and written testimony detailing the desperate plight of the women and minors employed on California farms and ranches and the urgent need for an IWC wage order similar to those covering women and minors in other occupations. Spokesmen for the Agricultural Workers Union, the Machinists, the central labor and building trades councils in the area, the labor press, the Catholic Rural Life Conference of California, as well as the California Labor Federation, AFL-CIO presented telling arguments together with statistics and other material from federal and state government sources, covering all points on which the commission desired information: span of season and approximate peak for this employment; rates of pay, method of payment, and average hourly earnings of women and minors; methods of determining piece rates; housing facilities and costs; sanitary facilities; transportation facilities.

At this writing, the Industrial Welfare Commission has not yet indicated whether it has reached a decision either to issue or refuse to issue the desired order.

California Citizens Committee For Agricultural Labor

Meeting in Sacramento on April 22, organized labor joined with representatives of religious and minority groups and other public spirited individuals in sponsoring a long-needed California Citizens Committee for Agricultural Labor. The committee's main function is to bring the weight of broadly based community groups and organizations to bear on the focusing of public attention on the scandalous conditions that exist in the field of agricultural labor, and to press for remedial action which will elevate farm workers to the level of first class citizenship both in legal rights and dignity.

At its June meeting, the Federation's executive council instructed your secretary to assist in the work of this committee in every way possible.

Sponsors of the Citizens' Committee are the following: Susan D. Adams, Los Angeles; Ernest Besig, San Francisco; Louis Bloch, San Francisco; Berge Bulbulian, Fowler; Wm. C. Carroll, Long Beach; Rev. J. W. Coleman, Pasadena; Nathaniel S. Colley, Sacramento; Richard Drinnon, Berkeley; John Anson Ford, Hollywood; Mrs. Dorothy Goble, San Jose; Rachael Guajardo, Oxnard; Paul Jacobs, San Francisco; Charles A. James, Stockton; Van D. Kennedy, Berkeley; Seymour Martin Lipset, Berkeley; Manuel A. Maldonado, San Francisco; Alexander Meiklejohn, Berkeley; Loren Miller, Los Angeles; Father Alan McCoy, O.F.M., Stockton; Father Thomas McCullough, Stockton; Mrs. Robert McWilliams, San Francisco; Davis McEntire, Berkeley; Paul and Virginia O'Rourke, Novato; Walter E. Packard, Berkeley; Mrs. Helen Pedotti, Gaviota; George R. Reilly, San Francisco; Marshall Ross, Los Angeles; W. M. Roth, San Francisco; Mary Sparkuhl, San Marino; Kenneth M. Stampp, Berkeley; Paul S. Taylor, Berkeley; George L. Thomas, Los Angeles; Richard M. Thomas, Whittier; Robert S. Vogel, Pasadena; Annie Clo Watson, Berkeley; and Meyer Weintraub, Los Angeles.

The following serve on the committee's board of directors: Peter A. Andrade, Western Director, Teamsters Cannery and Process Workers Unions; William Becker, Area Representative, Jewish Labor Committee; Rabbi Ben Bergman, Board of Rabbis of Southern California; Ernesto Galarza, Secretary-Treasurer, National Agricultural Workers of America; C. J. Haggerty, Secretary-Treasurer, California Labor Federation, AFL-CIO; Clive Knowles, International Representative, United Packinghouse Workers, AFL-CIO; Eather Donald McDonnell, Director Region 11, National Catholic Rural Life Conference; Max Mont, Executive Director, Los Angeles Conference on Immigration and Citizenship; Anthony Rios, President, Community Services Organization; Reverend Douglas Still, Director, California

Migrant Ministry; Trevor Thomas, Executive Secretary, Friends Committee on Legislation; and Franklin Williams, West Coast Secretary, National Association for the Advancement of Colored Peoples.

The committee has been issuing a monthly news letter since May, and has been conducting a membership drive. It is to be hoped that ample assistance and financial support will be provided to keep this committee functioning. There is no doubt that its work will be urgently needed for a long time. Interested groups and individuals should get in touch at once with the acting secretary, James Murray, 821 Market Street, Room 722, San Francisco 3; telephone: YUkon 6-0394.

Farm Workers Organizing Campaign

At a meeting in Puerto Rico early this year, a well-planned, adequately financed campaign to organize the largest group of unorganized workers in America, the agricultural workers, was given official approval by the executive council of the AFL-CIO. The ambitious campaign was not idly conceived and it will not be conducted in any half-hearted manner. Decades of bitter experience and the wisdom gained therefrom lie behind its carefully worked out plans.

It was decided to open the campaign this year in the West, starting in California and moving later into Oregon and Washington. Then, as it gathers strength and momentum, it is to spread across the southwestern states to the East Coast and eventually into the deep South.

In California, the Stockton area was chosen as headquarters for the statewide organizing campaign. Officers have been elected and installed in the Stockton chapter of the Agricultural Workers Organizing Committee. Assistance will be given to the National Agricultural Workers Union and the United Packinghouse Workers of America in a vigorous, well-planned drive for members up and down the great central valley and in the coastal farming areas.

Chosen by Secretary-Treasurer George Meany of the National AFL-CIO to direct the campaign is Norman Smith, veteran Auto Workers organizer. Already working with Smith is Ernesto Galarzo, secretary-treasurer of the National Agricultural Workers Union and long active in the struggles of the California farm workers to better their lot, and a carefully selected nucleus of what will be the best organizing staff obtainable. Lined up to defeat, if possible, every move to organize the farm workers are the well-financed, tightly organized farm employers, undoubtedly led, as so often in the past, by the notorious Associated Farmers, the violently anti-labor group that California Labor has good reason to know only too well.

Campaign plans will soon be announced. As the situation develops, the

Federation's Weekly News Letter will keep our membership fully informed. Support and assistance to the campaign was pledged by the Federation's executive council at its June meeting after Norman Smith had presented an extensive report to the council.

At this writing, there has just come into the hands of your secretary the first of what is planned as a series of leaflets for use in the organizing campaign. This first leaflet sets forth the answers to the five basic questions of prime importance to the farm workers: **Why** a farm workers union? **What** will it do for farm workers? **Where** will it operate? **Who** is behind it? **How** may a person join?

Imperial Valley Labor Coordinating Committee

A delegation representing the Imperial Valley Coordinating Committee also appeared before the council at its June meeting. Its presentation exposed shocking violations of Public Law 78 in a vertical exploitation and profiteering on the importation of Mexican nationals at the expense of business and labor in the community.

They described a situation whereby Mexicans are imported in far greater numbers than needed, and kept in labor camps under military-like conditions. They are forced to make all expenditures in the camp, and profiteering is such that, in many instances, workers are left with paychecks of less than \$1.00 a week. The delegation presented the executive council with photostatic copies of three checks showing payments to braceros for a week's work in the amount of 10c, 17c and 50c.

Example after example was given of Mexican nationals being misused in skilled work classifications contrary to Public Law 78 and the international agreement with Mexico under which the bracero is brought into the United States. In many instances, the Imperial Valley delegation pointed out, the bracero is found engaged in construction activities on and off farms at the rate of 70c an hour. Similarly, the Mexican national is being used in the operation of farm machinery in skilled job classifications, despite federal law limiting his use to field labor only, and despite the existence of an abundant supply of domestic labor.

Local merchants also suffer under this system of vertical exploitation and profiteering, as they do not see one penny of the miserable wages paid the bracero. The executive council was informed that businessmen in the Imperial Valley, center of bracero importations, are backing organized labor's efforts to correct the situation.

The importance of this report was further emphasized by Norman Smith, director of the AFL-CIO agricultural labor or-

ganizing campaign, who stated that halting the exploitation of Mexican nationals was a prerequisite to the organization of domestic farm workers. The displaced domestic worker, he pointed out, is being developed into a reservoir of cheap labor for use half in industry and half in agriculture under conditions designed to break down trade union standards. Already, auto parts manufacturing concerns and textile plants are being moved into the valley areas to exploit this situation.

In support of the Imperial Valley Labor Coordinating Committee, the executive council voted approval of a state-wide appeal for funds to finance the committee's work in the compiling of facts necessary to obtain remedial action, both legislatively and administratively.

Conference on Field Worker Sanitation

Documented and filmed evidence that California's foods and vegetables are being contaminated by human excreta, because field workers lack toilet and hand-washing facilities, was presented by the United Packinghouse Workers at a conference sponsored by the State Department of Public Health on June 16, in Berkeley.

The conference was called as a result of charges filed earlier by the union, which focused public attention on this grave sanitation problem confronting consumers in the state and nation alike.

Present at the conference to receive and review the documented evidence were representatives of the State Departments of Public Health, Industrial Relations, Employment, and Agriculture, as well as county officials and spokesmen for labor and grower interests. Representatives of the Citizens Committee for Agricultural Labor were also present.

State Department of Public Health Director Malcolm H. Merrill, noting that similar charges had been filed in 1955 (action in which the Federation participated), without any corrective action being taken, stated that little or no preparation or provisions were being made to solve the basic problems of sanitation, such as water supply, sewage disposal, personal hygiene, and general cleanliness of the environment, all of which created risks to the public health which were extremely serious.

In the face of four years of failure of "voluntary" programs to correct this situation, grower representatives present at the conference strongly objected to any interference that legislation requiring toilets and other facilities for field workers was necessary, and maintained a "public be damned" attitude.

Dr. Arthur C. Hollister of the State Department of Public Health sounded a clear warning that the potential hazards of unsanitary field conditions could lead

to cholera, typhoid fever, amoebic and bacillary dysenteries, salmonella, various kind of viruses, infectious hepatitis, and gastro-intestinal illnesses.

Except for the growers, all appeared to agree that legislation was needed, and that the situation could not be held in abeyance until the legislature meets again in 1961.

John F. Henning, Director of the Department of Industrial Relations, agreed that legislative action was necessary, but was most vocal in expressing his strong conviction that immediate steps to correct the hazards of unsanitary field conditions had to be taken. Henning outlined the responsibility of the divisions in his department, and stated that his unit could utilize present law and administrative remedies to protect workers from the hazards involved.

A month later Henning made good on his promise to take action with an announcement that California farms would be inspected on a regularly scheduled basis from now on by the Department's Division of Industrial Safety. The new safety policy was ordered on July 1 by Thomas N. Saunders, chief of the division, and foreshadows a possible end to dual standards for agriculture and industry in the enforcement of state law.

Department of Industrial Relations statistics revealed that agriculture was the third most hazardous industry in the state for workers, trailing only mining and logging operations, and that the injury rate in agriculture was 56 percent above the average of all other industries.

New safety orders are to be established by the Division of Industrial Safety which will apply specifically to farms and farm equipment. Meetings on the adoption of these new orders will be held later this year.

State Farm Labor Placement Service

Mounting criticism of the state farm labor placement service's policies in certifying the need for imported Mexican nationals for farm work finally bore fruit in June when a ten-point program was announced to strengthen controls over the placement service.

Faced with the irrefutable charge that in the past ten years the number of imported nationals had increased to the point where many farmers had come to view this cheap labor as their primary source of supply, to the detriment of large numbers of domestic farm workers who go unemployed, Governor Edmund G. Brown requested the state Department of Employment to develop a new placement program.

The ten points of the new program, which were immediately put into effect, are as follows:

1. Farm placement offices will be open longer hours to better serve the public and reduce the loss of wages between jobs. Hours will vary with demand. The

department maintains 25 regular placement offices and 28 temporary offices on a seasonal basis. The latter will be manned with two persons instead of one as at present.

2. Careful field work will be done to see that the prevailing wage represents a level which will attract and retain domestic workers.

3. Grower associations will be required to keep domestic workers continuously employed as a condition of permission to use foreign workers as a supplemental labor source.

4. The department will certify the use of foreign nationals only when necessary to supplement the domestic worker supply, and will guard carefully against any tendency toward adverse effects on domestic workers, or for the crop-area to become dominated by foreign nationals.

5. The department will insist on "gate hire" and "day haul" of domestic workers whenever practical.

("Gate hire" means employment of the worker at the farm or growers' association, rather than sending him to the service office for placement. "Day haul" means transportation of workers from cities and return on a daily basis.)

6. The department will document all complaints and follow up to see that necessary action is taken and the law enforced where indicated.

7. The department will work closely with other state and federal agencies for better housing, sanitation, and working conditions.

8. The department is making certain internal readjustments within the Farm Placement Section for faster action and more field work, and to assure closer supervision over the entire operation.

9. The department is issuing specific, clear-cut policy statements to all growers and associations using foreign labor, and will enforce their observance.

10. The department will listen to and work with unions and other public groups having a legitimate interest in the program, and solicit their full cooperation.

Mexican Farm Labor Transportation

Once again, on June 8, imported Mexican workers were burned to death in the crash of an unsafe, overcrowded truck that was transporting them to their place of employment. An auxiliary tank of gasoline was inside the passenger section, the single exit was obstructed. Those who did not meet a flaming death were seriously burned and injured.

Belatedly, a week later, Secretary of Labor James P. Mitchell tightened the safety requirements governing the transportation of these workers.

His announcement stated that the new safety requirements covering short-haul transportation of Mexican nationals employed under the migrant labor agreement with Mexico had been sent to all Bureau of Employment Security regional

directors with instructions that they be forwarded immediately to all employers of Mexican contract workers. The new requirements, which were effective at once, were specifically directed at short-haul transportation for Mexican nationals which, until then, had been generally inadequately covered by state laws.

Under the standard work contract in the migrant labor agreement with Mexico, transportation facilities used in the movement of Mexican nationals between farm placement reception centers and the place of employment must meet the same safety requirements that are applicable to common carriers.

Under the new requirements, employers are also made responsible for the safe transportation of Mexican workers while they are on the job. They must assure that only competent and qualified persons drive vehicles transporting workers; that vehicles and requirement used to transport workers meet reasonable standards of safety; and that proper precautions are exercised to safeguard workers while being transported to and from the places where they work.

Complementing the action taken by Secretary of Labor Mitchell is the recent enactment of AB 49 (Pattee) by the 1959 state legislature. This measure establishes new state standards for the safe transportation of farm workers, and is applicable to domestic agricultural labor not covered by the Mitchell orders.

WATER AND POWER

The long fight in support of strict compliance with federal reclamation law in the construction of water and power projects, which the Federation has championed year after year, was intensified this year by the entry of the state into the already complicated and difficult situation. The key issue is, as it has always been, the 160-acre limitation.

In Washington, D.C., the struggle centered on Senate and House bills for the construction of the joint federal-state San Luis project; in Sacramento, we fought for the inclusion of acreage limitation in the Governor's water bills. Details of the latter are to be found in "The Sacramento Story, 1959."

The Governor's bills were enacted without the acreage limitation provision, but the vast water plan cannot be realized unless the voters approve a \$1.75 billion water bond issue at the November 1960 general election. The Federation has asked Governor Brown to call a special session of the legislature prior to that election to reconsider the omission of the acreage limitation.

San Luis Project

The San Luis project bills, S.44, authored by Senators Clair Engle and Thomas Kuchel of California, and several similar bills in the House, authorize a \$290 mil-

lion addition to the Central Valley project, with provision for a cooperative agreement with the state of California for enlargement and the joint use of the San Luis reservoir in connection with the state Feather River project.

The federal government would finance the cost of construction to irrigate some 450,000 water-thirsty acres in the west side of the San Joaquin Valley, and the state would finance additional capacity for delivery of water further down the valley and to Los Angeles in accordance with the state Feather River project.

S.44 as originally proposed by Senators Kuchel and Engle, would have applied antimonopoly protections only to a portion of the lands in the west side of the valley, while allowing the state to use the federally financed portion of the reservoir without applying any antimonopoly protections.

It is recognized that giant landholders in the lower end of the valley, who have made exemption from reclamation law a condition for support of the joint federal-state San Luis project, stand to be enriched by untold millions of dollars through water deliveries that utilize the San Luis reservoir.

Deliveries to these monopolists would actually be made by the state, which considers the San Luis project essential to the state Feather River project, but the state has no antimonopoly protections.

Hearings

Hearings on San Luis project bills S.44 and H.R.301 were held on the same day, March 16, 1959, in Washington, D.C. The following statement on behalf of the California Labor Federation, AFL-CIO, was submitted by your secretary to the Senate and House Subcommittees on Irrigation and Reclamation of the Senate and House Committees on Interior and Insular Affairs:

Statement in Support of Federal Construction of the San Luis Project in Strict Compliance with National Reclamation Law

In accordance with the long-established policy of the California Labor Federation, AFL-CIO, I appreciate the opportunity again to support a request for federal aid for water development in California, specifically upon this occasion for construction of the San Luis project.

The feasibility of the San Luis project and the absolute necessity of its construction have been established beyond all reasonable doubt. We strongly urge its immediate authorization and early construction.

We recognize and support the position that provision should be made in the authorizing legislation for coordination of the federal project with California water plans, should the state decide to enter the field of water and power development. At

the same time, we insist that the federal San Luis unit be constructed under reclamation law without deviation or evasion, and that the occasion for "cooperation" with the state shall not be used as a pretext for undermining, or for permitting others to undermine national anti-water monopoly policy. We stand on our position as stated previously when San Luis project bills were under consideration by Congress (see Hearings before the Senate Subcommittee on Irrigation and Reclamation, 85th Congress, 2nd session, on S.1887), and appreciate that some of our earlier specific objections were met in preparing current drafts. We continue to insist, however, that Congress shall maintain present law and policy on San Luis, which S.44 and H.R.301 fail to do, and ask that these bills be redrafted to preserve existing law and policy.

There is no need to set up a new policy for "cooperation" between the federal government and a state government. Reclamation law already provides that the basis of "cooperation" between the federal government and other agencies, public and private, corporate and individual, shall be national water policy.

Reclamation law, which we believe should stand unchanged, provides that in the event of "cooperation", the excess land provision shall govern all water using federal project facilities involved in the cooperative endeavor. The Warren Act of February 21, 1911 (36 Stat. 925, 926) states:

"That whenever in carrying out the provisions of the reclamation law, storage or carrying capacity has been or may be provided in excess of the requirements of the lands to be irrigated under any project, the Secretary of Interior . . . is thereby authorized . . . to contract for the impounding, storage, and carriage of water . . . with irrigation systems . . . individuals, corporations, associations, and irrigation districts . . . Water so impounded, stored, or carried shall not be used otherwise than as prescribed by law as to lands held in private ownership within government reclamation projects.

* * *

Provided further, That water shall not be furnished from any such reservoir or delivered through any such canal or ditch to any one landowner in excess of an amount sufficient to irrigate one hundred and sixty acres . . ."

We see no reason to make any exception to this law in any respect because the cooperation of the federal government proposed in the San Luis bills is with California or some California landowners. Unfortunately, H.R. 301 and S. 44 do propose to sacrifice the public policy inscribed in the Warren Act of 1911. The attention of members of Congress and citizens could easily be diverted away from the

crucial question whether the water benefits from federal facilities, to the irrelevant inquiry, **where is the land located?** Hoping we will forget that the limitation relates to **water**, these bills seek to divert our attention to **land**. Whether the land to receive water that is stored and carried in federal reservoirs and canals happens to be situated in a "state's service area" or not, has nothing to do with the propriety of conforming to, or escaping from public policy.

The issue is one of substance as well as principle. Physical advantages of the proposed integration with the federal Central Valley project are indispensable, and **all** landowners will benefit from integration whether their lands lie within the federal or the state's service area. Central Valley project facilities will be used to store and to bring water from sources hundreds of miles away, including water that will reach lands in the "state's service area."

The financial benefits of integration are great, if not also indispensable to the benefiting landowners. It may be impossible to measure precisely in dollars the advantages to landowners of financial integration of San Luis with the Central Valley project, but a number of California Congressmen have applied, as descriptive terms, to similar benefits for Central Valley landowners the strong words, "unearned" and "unjust" enrichment. (Clair Engle, George P. Miller, John E. Moss, Harlan Hagen, B. F. Sisk, and J. J. McFall to Edmund G. "Pat" Brown, February 4, 1957, L.A. 23,043, in the Supreme Court of the State of California, *The Ivanhoe Irrigation District, Plaintiff and Respondent, vs. All Parties and Persons, etc., Defendants and Appellants, Petition for Rehearing of the Appellant, the State of California.*)

These six Congressmen estimated that the financial advantages to landowners in the present Central Valley project were of approximately the following order of magnitude: a "direct subsidy" of \$350 per acre from the federal government and an additional "subsidy" of \$227 per acre from "public power revenue"; the landowner himself is expected to repay \$123 per acre. (Ibid.) Recognizing that the federal benefits to landowners in the "state service area" are somewhat less than in the "federal service area", and some uncertainty as to how closely these estimates fit the proposed San Luis integration, it is clear that the advantages to be conferred by the San Luis project on all landowners, at the hands of federal taxpayers and California power users, will be substantial.

We see nothing in the facts of the San Luis project to justify relieving excess landholders in whatever service area from the federal statute controlling "unearned" or "unjust" enrichment. On the contrary, the concentration of landownership in areas that would benefit from the San Luis project appears to be precisely the concentration that persuaded Congress to

pass the excess land provision in the first place. Congressman George W. Ray, of New York, for example, seeking to protect the public interest in 1902, opposed all spending of public funds for reclamation. When federal aid was being debated in the original reclamation bill in 1902, he said:

"... and so we find behind this scheme, egging it on, encouraging it, the great railroad interests of the West, who own millions of acres of these arid lands, now useless, and the very moment that we, at the public expense, establish or construct these irrigation works and reservoirs, you will find multiplied by 10, and in some instances by 20, the value of now worthless land owned by those railroad companies, the title to which they obtained through grants from the government for building great transcontinental railroad lines." (35 Congressional Record 6685.)

The original objections to public aid for private benefit, of course, were not grounded on the particular occupation of large landowners but on the excessive concentration of "unearned" benefits and water resources if size were not made a ground for limitation.

"Acceptability" is relative. On August 15, 1958, one senator said on the floor of the Senate that he thought one very large landholding corporation in San Luis project area, although opposed to the excess land provision publicly, nevertheless "will be compelled to participate through the force of public opinion." Another senator added immediately, "In my judgment, the Southern Pacific will reverse its decision, and will participate in the project, and will subdivide the land." (Congressional Record, August 15, 1958, p. 16301.)

Former Senator Downey predicted in 1947 that the Di Giorgio Fruit Corporation would not accept the excess land provision. (They Would Rule the Valley, p. 180.) But when the electors of a dozen water districts along the Friant-Kern canal voted 10 to one, on the average, to accept water under reclamation law, this corporation complied, too. (California Farmer, May 17, 1952, p. 533.)

We believe that large landowners in California, generally, when they fully realize the public purposes of the excess land provision, and when they believe that neither Congress, the courts, nor unsympathetic administrators will grant them escape from the law, will "accept" the law in good spirit and subdivide their lands.

The Supreme Court of the United States recently, in June 1958, has upheld the excess land provision against judicial attack. The Attorney General of the United States even more recently, on December 15, 1958, has upheld the law on Kings and Kern River projects in the immediate vicinity of the San Luis service area, against unsympathetic administrators.

We urge Congress, likewise, to stand firmly now for historic public policy, rather than offer a partial exemption to excess landowners at San Luis, and stir hopes of more laxity elsewhere.

The present is no time for Congress to yield, just when the executive and judicial branches of government are standing firm, when the electors in Central Valley, speaking clearly their acceptance of reclamation law, and when leading landowning corporations are moving in the direction of "acceptance."

* * *

A week later, on March 23, your secretary dispatched the following telegram to Congressman Wayne Aspinall, chairman of the House Committee on Interior and Insular Affairs:

Have just learned of introduction of San Luis Bill H.R. 5687 on March 13. Emphatically protest this bill, especially section 6 which explicitly subverts Warren Act of 1911 by proposing to substitute a "location of land" principle for the present "beneficial use of public reservoirs and canals" principle. The latter is sound while the former is illogical, irrelevant, diversionary and subversive of policy. California Labor Federation, AFL-CIO, opposes this effort to destroy national law and water policy governing Central Valley Project and urges the 86th Congress to do as well as the 78th and 80th Congresses by striking down H.R. 5687. Please print this wire in the San Luis Central Valley Project hearings.

C. J. Haggerty
Secretary-Treasurer
California Labor Federation,
AFL-CIO

On April 24, on behalf of the California Labor Federation, AFL-CIO, and 1,500,000 members of AFL-CIO unions, your secretary sent to every member of the 86th Congress the following statement on S. 44 and H.R. 5687, pointing out the "dangers attached to San Luis, Central Valley project bills now before Congress."

Statement on S. 44 and H.R. 5687

An atmosphere of lack of information appears to surround the San Luis bills as they move through Congress. The density and pervasiveness of this atmosphere obscure the dangers within the legislation as proposed. These dangers lie, not in the project itself, but in the riders, both open and concealed, that are attached to it.

For this reason, the California Labor Federation, AFL-CIO invites and requests the personal attention of every member of the Congress to the serious injury to national policy, and, we believe, to the people of California, that would follow enactment of these bills unless first they are pruned of their dangerous and wholly unnecessary language.

The San Luis bills combine a good project with bad and unnecessary concessions

at the expense of the public. We ask the Congress to approve the project and reject the concessions to avoid grave injury to the body politic.

These bills authorize public support for a necessary and wholesome irrigation project; San Luis unit deserves the generosity of the American public which, we hope, Congress is about to pour out under the liberal financial provisions of federal reclamation law.

These San Luis bills, however, contain language evidently written into them to favor interests that, while friendly to the generosity of federal reclamation law, are hostile to the anti-monopoly, anti-speculation provisions of the same statute. This language, offering nothing to the public interest, and favoring nobody but holders of excess lands, should be stricken before the bills are allowed to pass. We refer specifically to sections 3 (f) (g) (h) and to section 6. (See Appendix.)

This language of the San Luis bills opens the door to unjust enrichment, to monopoly of water resources, and to subsidized giantism in agriculture at a time when the march of automation, squeezing people out of agriculture, is also raising grave problems of unemployment in industry. This language subtly saps the very foundations of social and political stability in an area where not so long ago landlessness and civil conflict were rife. It rejects at home the farsightedness of American policy abroad, which in Japan and elsewhere in Asia has allayed unrest and nurtured a stability for which the free world stands, and upon which it depends.

The excess land provisions of reclamation law assure widespread distribution of water resources, and place an upper limit on the public subsidy which any individual landowner may receive. They place no limit on how much land an individual may own. They do not require anyone to comply unless he is willing to do so to obtain subsidized water. They offer each individual water for his land, up to 160 acres (320 for man and wife). They offer substantial advantages to those who choose to comply.

Six California Congressmen have estimated the amount of public subsidy under reclamation law to landowners in the present Central Valley Project. These landowners, they say, receive not less than \$577 in public subsidy per acre. (Letter from Clair Engle, George P. Miller, John E. Moss, Harlan Hagen, B. F. Sisk, J. J. McFall to Edmund G. "Pat" Brown, then Attorney General of the State of California, February 4, 1957.) The excess land provision, therefore, limits individual receipt of this subsidy on the Central Valley Project to \$92,320. (160 x \$577 equals \$92,320; 320 x \$577 equals \$184,640.) It is at this point that the bad features appear in the proposed bills which seek to remove this limitation.

Most Californians, unfortunately, still are unaware of the present danger. In

military parlance, the current tactics to weaken or destroy the excess land provision would be described as maneuvers of surprise, concealment and deception.

Language used a few years ago, in 1955, by a sponsor of one of the San Luis bills, appears to fit this latest phase in the long campaign against the excess land provision: "I grant you, you start kicking the 160-acre limitation and it is like inspecting the rear end of a mule: You want to do it from a safe distance because you might get kicked through the side of the barn. But it can be done with circumspection, and I hope we can exercise circumspection." (Hearings before the subcommittee on irrigation and reclamation of the House Committee on Interior and Insular Affairs on H.R. 104, 384, and 3817, 84th Cong., 1st Sess., p. 70.) The San Luis bills, it appears, are examples of "circumspection."

There appears to be a surprising lack of information concerning its content and effect, even among sponsors of the legislation. For example, one sponsor of a current San Luis bill, seeking approval of a similar measure on August 15, 1958, was asked on the floor of the Senate if he knew the "present pattern of landownership" and "size of the landholdings" in the area to be exempted from national policy. He replied: "it is not known to me; . . ." (Cong. Rec. August 15, 1958, p. 16300, col. 3, daily ed.)

The Senate need not have remained uninformed, for the main outlines of the relevant facts with respect to pattern of landownership and size of landholdings are sufficiently well known and of public record. The United States Bureau of Reclamation placed them in the Senate record of the 80th Congress, and they have been carried in the record of subsequent Congresses.

The simple answer to the question posed when the Senate was deliberating on August 15, 1958, is that the area to benefit from weakening or setting aside the law is marked by a pattern of the most extraordinary concentration of landownership. One table of ownership furnished to the 80th Congress, and carried again in hearings of the 85th, shows 34 owners with close to three quarters of a million acres, or around 22,000 acres each. (Hearings before Senate public lands subcommittee, 80th Cong., 1st Sess., on S. 912, 861 ff; Hearings before Senate irrigation and reclamation subcommittee, 75th Cong., 2d Sess., on S. 1425, S. 2541, and S. 3448, p. 181.) Using the estimates of the six California Congressmen to which we have already referred, this means that raising the water limitation on these lands would permit individual receipt of public subsidies averaging above \$12 million, each. (22,000 x \$577 equals \$12,694,000.) Public subsidies to bring water to these lands, whether by action of the federal or state governments, probably would not be less than the above estimates, and might be more, since new projects gener-

ally are more costly than earlier ones.

Although the principle of the excess land provision is simple and easily understood, viz., a device to assure widespread distribution of water resources and public subsidies, the language of bills and statutes sometimes appears bewilderingly complex, even to their sponsors. A leading spokesman for the San Luis bill in the Senate on August 15, 1958, a bill similar to the present ones, said: "You understand that a person who is not a lawyer, and I am not a lawyer, has a great deal of difficulty following all these things. I try my best to find what is in it that strikes down the limitation. I cannot find it." (Hearings before Senate subcommittees on irrigation and reclamation, 85th Cong., 2d Sess., on S. 1425, S. 2541, and S. 3448, p. 159.)

No doubt many other members of Congress face the same difficulty in trying to understand the true meaning of bills such as these, as they come before them for review and decision. Therefore, we attach our detailed analysis of objectionable passages in the bills that strike down or weaken the limitation, and give our reasons, in an Appendix.

Some persons who sponsor the San Luis bills, as written, declare themselves strongly in favor of the federal excess land law. Six members of Congress from California, for example, have said: "The plain fact is that there has to be a limitation, and if . . . Congress cannot impose such a limitation, the federal reclamation program as we know it will cease to exist for California or any other area." (Letter of February 4, 1957, above.) Nevertheless, we find in the San Luis bills that a certain area adjacent to, but designated as "outside" the "federal San Luis unit service area" is exempt. The arguments favoring such exemption are worded variously, e.g., the federal government should not "dictate" to California, should not "impose" its law on state projects, or, as a former California Senator expressed it last August, ought not to "impose federal legislation upon a state in the case of purely intrastate waters." (Cong., Rec., Aug. 15, 1958, p. 16303.)

We do not believe that anyone can regard the federal excess land law as "dictation," or an "imposition" on California. California irrigation districts accept the federal excess land law now; they are creatures of that state, authorized specifically by the state to accept federal reclamation law. (Cal. water code, secs. 23175-23302.) These districts put up money—as the state may now put up money—to help bring water to their lands. Nothing in the nature of cooperation proposed in the San Luis bills is so "unique" as to justify special treatment for California. The sums of money talked of—both federal and state—are larger than usual, it is true, and so are the land holdings seeking exemption.

Sponsors of the San Luis bills, as written, maintain further that the federal and

the state "projects" are really "separate." Actually, they are not. The bills themselves provide for "joint-use" facilities. Faced with this fact, it is then argued that the "joint-use" is very small. (Cong. Rec. Aug. 15, 1953, p. 16302.)

These arguments divert attention from the real issue, i.e., the removal of the excess land limitations. Congress has insisted, fortunately for the public interest, on applying the excess land provision to all waters, without fear or favor, interstate and intrastate, in the Central Valley of California as elsewhere, irrespective of "ownership" or location so long as the waters use the facilities of a federal reclamation project. The United States Supreme Court has upheld Congress in the exercise of this right, and has denied that the federal excess land law invades state water law or state authority over intrastate waters. It has indeed commended the Bureau of Reclamation for its scrupulous observance of water rights established under state law. (Ivanhoe Irrig. Dist. vs. McCracken, U. S. Supreme Court, June 23, 1958; U. S. Gerlach Live Stock Co., 339 U. S. 725, 734, 735.)

The fine hand of attorneys sympathetic to excess landholders appears evident in the strategy as well as the drafting of the San Luis bills. Their plain object in these bills appears to be, first, to remove the federal excess land law from as much of the area of concentrated landownership in Central Valley as they can.

Second, if Congress yields now, then it is doubtful if the California legislature can enact a 160-acre limitation that the California Supreme Court majority will sustain. The California Supreme Court has said already that the "real owners" of so-called "unappropriated" waters are the landowners of the state and that an excess land limitation would be invalid under the state Constitution. This, then, is the deadly import of the phrase "state law for a state project." In substance, the prospect is that an excess land limitation approved by the state legislature would likely be set aside by a bare majority of the California Supreme Court, at least so long as its composition remains substantially unchanged. The people of California, in that case, would be driven by the San Luis bills, as written, to the arduous and costly last resort of amending their own Constitution, as the only means of insuring equitable distribution of state waters and of preventing unjust enrichment of a few large landowners.

The voters of California irrigation districts served with Central Valley project water in the vicinity of the area proposed for exemption, have approved water contracts that include the excess land law at the polls by more than ten to one. In assessing California opinion and interest, we believe this action at the polls should be weighed together with the opinion and interest of California owners of excess lands.

We hope that the Congress of the United States, knowing this, will not now breach long-established national policy, for the benefit of a few. We hope, too, that members of Congress will preserve the present national policy inspired by President Theodore Roosevelt: to develop water resources for the greatest good of the greatest number for the longest time, and, in his words,

"to secure for our children and our grandchildren and for their children's children the same freedom of opportunity, the same peace and order and justice that we have had in the past."

APPENDIX

Specific objections to S. 44 as reported from Committee, and to H.R. 5687 as introduced

None of the language to which the California Labor Federation, AFL-CIO, objects is necessary to a successful San Luis project. All of it can be stricken in the public interest, with injury to no one except those whose hopes lie in monopolization of water resources and the benefits flowing from an opened public purse, federal or state. The objectionable—and unnecessary—language appears in

- (1) Section 6, which carries an outright exemption from the law, and should be stricken;
- (2) Section 3 (f). The last two sentences, beginning "The United States" and ending "the federal San Luis unit service area," are destructive of nation policy and wholly unnecessary. All necessary and proper protection to the rights of the United States and the State of California in the joint use of facilities can be mutually agreed upon administratively, without difficulty. These two sentences appear to be intended to supply a basis for later argument that Congress intended (without plainly saying so) to relinquish the right to "restrict" state use of facilities by applying the usual excess land provision that now governs "cooperation." Besides, these objectionable two sentences contain a reference to "title" to project works, an unnecessary reference that might be used later by spokesmen for excess landholders seeking to find a way to terminate by "interpretation" the nation's timeless concern for permanent widespread distribution of water resources. The vulnerability of administrators in this respect to pressures from special interests in conflict with the general interest is well-known in the Central Valley of California and elsewhere.
- (3) Section 3 (g) that appears to give future Secretaries of the Interior virtual *carte blanche* over the

terms and date on which they may turn federal reclamation works over to the State of California—as a means of escape from the excess land provisions. This would place the future Secretaries—and likewise the public's enduring interest in widespread distribution of water resources—at the mercy of unrelenting pressures from special interests such as have obstructed execution of reclamation laws of the United States for years in the Central Valley of California. There is no good reason for this section; Congress should reserve for itself any future decision on date and terms of transfer of a federal project.

- (4) Section 3 (h) which includes a second reference to "title" that appears intended for later use in obtaining strained administrative and judicial interpretations of Acts of Congress more favorable to excess landholders than they fear Congress might approve if written in plainer language. The words "of title or" should be deleted.

The preceding documentation of ways in which S. 44 and H.R. 5687 impair and destroy the federal excess land provision, inside as well as outside the federal San Luis service area, explains our unwillingness to rely on assurances, however sincere—and we do not question their sincerity—that federal reclamation law is preserved in these bills. It is all too plain that unfriendly hands had a part in their drafting. They should be amended thoroughly in Senate and House, or else sent back to committee for revisions that will produce strict conformity to reclamation law.

S.44 Passes Senate

When S. 44 reached the floor of the Senate, the battle was joined between those who were determined to uphold reclamation law and eliminate from the bill the provisions that would exempt large parts of the service area of the project from the 160-acre limitation, and those who believed that the monopoly loopholes were justifiable. For five days the issue was bitterly debated. Then, on May 12, the disputed provisions were voted down—and out of the bill, followed by its passage. Thus, the Senate served notice on California's landed monopolists that water development projects undertaken at the taxpayers' expense are not intended for the enrichment of the few.

Senators Paul H. Douglas (Dem., Ill.), Wayne Morse (Dem., Ore.), and Richard L. Neuberger (Dem., Ore.) led the successful fight to close the monopoly loopholes, while California Senators Thomas Kuchel (Rep.) and Clair Engle (Dem.)

supported their bill as originally conceived.

In the heat of debate, the California Labor Federation, AFL-CIO wired Douglas, Morse and Neuberger:

On behalf of a million and a half members, the California Labor Federation salutes your battle . . . to require construction under reclamation law without deviation from our national anti-monopoly policy. To do otherwise would open the door to giant landowners and monopolies gaining a lion's share of taxpayer-created benefits and result in their gaining a greater domination of our economy. We stand firmly with you on your anti-monopoly and anti-speculation position to insure equitable distribution of our water resources.

House of Representatives Now Battleground

The anti-monopoly battle has now shifted to the House of Representatives. There, the bill presently under consideration, H.R. 7155, contains the provisions successfully eliminated from the Senate version. The California Labor Federation has announced its intention to press the fundamental issue on the floor of the House.

Congressional support of our position continually grows in strength. Among many who have been actively fighting for anti-monopoly protections are California Congressmen John F. Shelley (Dem., San Francisco), and Jeffery Cohelan and George P. Miller (Dems., Alameda County).

Congressman Shelley recently wired his support of labor's position to Governor Edmund G. Brown in answer to a wire from the Governor concerning the support of the San Luis Project. Shelley's wire read as follows:

Your telegram concerning San Luis Project legislation received. I am and always have been firm believer in support of 160-acre limitation law. I approve of Senate action in striking section 6A (the loophole that was removed in the Senate version) and will join with many other Western Congressmen who will support the amendment to strike amendment from House bill. It is my considered opinion that inclusion of Section 7 is tantamount to repeal of the 160-acre limitation law. Also, I feel that you as Governor should have California legislature adopt a limitation law on distribution of water from state projects.

Federation's Stand on Water Issues

The latest Federation move to date is the issuing of a statement on various water issues before the House of Representatives and on state water legislation, in which we have sounded a warning of the attack presently underway to evade federal water policy.

The statement is as follows:

**Statement on Water Issues Before
the House of Representatives**

The California Labor Federation, AFL-CIO, is deeply concerned by what appears to be a three-pronged attack in Sacramento and Washington to thwart the aims of federal water policy and allow future irrigation projects in California to fall under the control of the few corporate absentee owners who hold huge tracts of land in the San Joaquin Valley.

This three-pronged attack is manifested in the following:

(1) The San Luis legislation now being considered by the House Rules Committee.

(3) The irrigation repayment contract which Secretary of the Interior Fred Seaton has recently offered to districts in the Pine Flat service area.

(3) Water legislation passed by California state legislature.

These three drives are not necessarily coordinated, but, significantly, each of them would serve the same end: monopolization of irrigation water furnished by public monies.

San Luis Legislation

On April 24, 1959, this organization mailed to all members of Congress an analysis of the San Luis bills. Since that time, one of the bills, S. 44, has been passed by the Senate with one of the key amendments suggested in our earlier statement (deletion of section 6a). Meanwhile, H.R. 7155 has cleared the House Interior Committee, and is now in Rules. H.R. 7155 is virtually the same bill as H.R. 5687. The most objectionable feature which appeared as section 6 in H.R. 5687 shows up in H.R. 7155 as section 7.

We were pleased to discover that some of the objectionable language in section 3h has been removed, but that sections 3f and 3g have not been improved.

Without repeating the substance of our previous statement, we would like to emphasize that none of the language to which we have objected is necessary in this bill. The bill is complete without it, the legal framework for a cooperative state-federal project already exists in present federal reclamation law, and, finally the inclusion of this language can only serve to confuse and confound existing law to the sole advantage of the large landowners, some of whom right now are on the verge of evading the aims of reclamation law in Pine Flat Service Area.

Pine Flat Service Area

Secretary of Interior Fred Seaton has recently offered to the local districts receiving irrigation water from Pine Flat Dam repayment contracts which would allow them to sidestep compliance with the so-called 160-acre limitation (actually the 320-acre plus limitation) by prepaying the charges allocated for irrigation, but not, of course, all the charges involved.

In offering to exchange policy for cash by this prepayment doctrine, Secretary

Seaton relies on an obtuse interpretation of reclamation law. But he fails to recognize that:

(1) This interpretation runs counter to the strongly expressed legislative intent of the law. The framers of reclamation law planned to erect a permanent barrier against water monopoly, one that is not for sale.

(2) On two occasions (in 1950 and 1951) legislation was introduced to permit the type of Pine Flat contracts Seaton is now proposing. Congress did not pass on either bill, so Secretary Seaton in 1959 is acting without legislative authority and in contradiction to the intent of the law which is supposedly designed to insure widespread distribution of the economic benefits of publicly financed water projects.

About 25 per cent of the 1,000,000 acres in the Pine Flat service area is excess land—land which should not receive water from Pine Flat unless the owners agree to abide by the acreage limitation. Incidentally, the dam has been completed for five years, and for five years the irrigation water furnished therefrom has been distributed with total disregard for the so-called 160-acre limitation. All the while, the large landowners have bickered over contract terms.

The pattern of land holdings in this area breaks down like this: some 5,900 owners hold no excess land (no more than 160 acres per owner) while a mere 52 "farmers" own 196,466 excess acres.

In the federal service area of the San Luis project, 66 owners hold about 70 per cent of the project's 450,000 acres.

The Pine Flat and San Luis situations are closely related for two reasons:

(1) The interpretation of the law which Seaton falls back on at Pine Flat is the same as one of the arguments which supporters of the San Luis legislation are using to buttress their claim that the federal law cannot be applied to the alleged state part of the project. They say the state will be paying its "share" of the project as construction proceeds, therefore, the prepayment doctrine, which would free water from regulation once allocated charges are paid, in this case would free "state water" from regulation.

Supporters of H.R. 7155 also argue that the alleged state part of the project is a separate venture. Of course, if this were strictly true, the federal law could not apply. But the very fact that these advocates find it necessary to include special exemptions in their bill and the fact that they rely so heavily on Seaton's unsubstantiated interpretation (See House report, pages 11-16) seems to indicate that even they have some grave doubts about the existence of any separate state project.

This conclusion seems inescapable: the special language in San Luis legislation and Seaton's ruling on Pine Flat are desired by certain interests to evade appli-

cation of federal reclamation law as concerns federal facilities. We appreciate the fact that some of those supporting H.R. 7155 have accepted the questionable language as the price they must pay to gain support from certain interests in California. We do not doubt the sincerity of these men, but we cannot accept their assurances, and we do not believe that the whole framework of future California water development should be lashed to their political commitments.

(2) The Pine Flat and San Luis situations are also closely related because many of the same corporate interests who hold huge acreages in the Pine Flat service area also have giant holdings in both the state and federal service areas of the San Luis project which is right next door. If these interests will negotiate and stall on Pine Flat to avoid the law—as they successfully have—we certainly can expect they will resort to the same tactics on San Luis. The language of the San Luis legislation should be direct and minimal, not devious and rambling. It should be such that all reasonable men who understand reclamation law are not at odds as to just what every sentence means.

State Water Legislation

Some supporters of H.R. 7155 are taking a "let George do it" attitude in regard to anti-monopoly and anti-speculation controls. Rather than assert federal authority, they apparently maintain the fiction of an independent state project, succumb to the lure of state's rights, and design language which limits, and in part repeals federal authority.

We are told that the provisions in the San Luis bill for state participation relate to an entirely independent project, and that the federal government cannot enforce its regulations. We do not know of any lateral barrier being planned in the San Luis dam that will separate federal water from state water, and prevent the latter from touching federal concrete. On the contrary, it is our understanding that water for federal deliveries is to be pumped to the San Luis dam in the winter, and that as this water is used for irrigation in the summer, the state would have direct planned use of the federally-financed portion of the dam. Again we note that the supporters of H.R. 7155, who hold to the state's rights point of view, find that to maintain this position, they must write special provisions into the federal bill to make sure the federal law will not apply to a "state project."

The full significance of this argument is revealed by the action—or more accurately the inaction—of the California legislature.

The history of the California legislature is consistent in efforts of the body to evade the application of federal reclamation law to California projects. This history dates back to the period when the federal government assumed the responsi-

bility for construction of the Central Valley Project, and specifically to 1944, when the legislature adopted a resolution memorializing Congress to adopt the Elliott rider to the Rivers and Harbors Act, designed to remove the application of the excess lands law to the Central Valley Project (SJR 1, filed with the Secretary of State, June 15, 1944, chapter 24, statutes of California 4th, extra session of the 55th legislature.)

In the failure of the California legislature to secure exemptions for monopoly landholders in federal law, it has nevertheless left the door open for these monopoly forces to use the state as a vehicle for undoing federal reclamation law.

This year several important water measures were passed by the California legislature. None of them, however, contained any type of acreage limitation or public power preference. The most important measure was the passage of SB 1106, the Governor's \$1.75 billion bond issue program, which will be submitted to the voters next fall. Unsuccessful efforts were made in both houses of the California legislature to incorporate anti-monopoly protections. The amendments were not supported by the state Administration or the sponsors of the bill. During debates, claims were made that this was not the time to consider protections against enrichment and monopolization of benefits. A later date was suggested—some vague later date before water delivery. Those of us familiar with the evasions at Pine Flat Dam and the history of the Central Valley Project generally, find it difficult to be convinced of such vague assurances.

Further, we are not unmindful of the decision of the California Supreme Court which upheld the efforts of monopolists in this state to undo reclamation law. While the U. S. Supreme Court reversed the state court decision in the application of the 160-acre limitation in the Central Valley Project, there is no assurance that anything short of a state constitutional amendment, requiring two-thirds vote in the legislature, would prevent the invalidation of a state acreage limitation.

In summary, therefore, when we add up the questionable language in H.R. 7155, the machinations at Pine Flat Dam and the aloofness of the state legislature, we see a major threat to federal water policy, dire consequences for working people, small farmers and small businessmen, and an erosion of independent economic political action in the great Central Valley of California.

We are taking this opportunity, therefore, to respectfully urge Congress to (1) amend H.R. 7155 along the lines suggested by the enclosed statement previously submitted to Congress, and (2) protest Secretary of Interior Seaton's proposed contracts for evasion of reclamation law in the service area of Pine Flat Dam.

California is truly at the crossroads in the development of its water and power resources. The decisions immediately be-

fore Congress will give direction to the future growth of California for years to come. We in California labor place our trust in the men of vision and integrity who are our elected representatives, to make the decisions which will insure the development of California's water and power resources in a manner consistent with the widest possible distribution of the benefits of such development.

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Copies of this statement have been sent to: Congressman Wayne Aspinall, chairman of the House Committee on Interior and Insular Affairs; the chairmen of both the House and Senate Subcommittees on Irrigation and Reclamation; Senators Paul Douglas, Wayne Morse and Richard Neuberger; and to the Representatives and both Senators from California.

Matters are certain to come to a head in the near future as the issue moves toward a decision. Your secretary will keep the membership fully informed through the Weekly News Letter, or by direct communication if necessary.

OTHER FEDERAL LEGISLATION

In addition to our activity in connection with water and power legislation, the Federation has concerned itself with a number of other measures now before Congress. Chief among these have been the following:

Minimum Wage

Efforts to increase the federal minimum wage to \$1.25 an hour and to broaden coverage under the Fair Labor Standards Act to include, especially, agricultural workers and those engaged in retail trade have been exceptionally determined in the 86th Congress. Vigorous support has been given these efforts by the labor movement, the AFL-CIO regarding the raising of the minimum wage and the increasing of coverage by the law as one of the most urgent issues in its legislative program.

Many bills containing the desired amendments, in whole or in part, are presently before the Congress, such as S. 1046 (Kennedy, Morse, Clark, McNamara, Murray, Randolph and Williams); S. 1085 (McNamara and Clark); S. 2141 (McNamara, Humphrey, Hart, Javits, McCarthy, Douglas, Chavez, Young of Ohio, Williams of New Jersey, Murray, Clark, Gruening, Mansfield, Bartlett, Proxmire, Dodd and Morse); H.R. 83 (Celler); H.R. 429, H.R. 4488, H.R. 4947 and H.R. 4948 (Roosevelt); H.R. 4409 (Teller).

Companion bills introduced in both houses and known as the Kennedy-Morse-Roosevelt bills have lately received wide attention. By raising the hourly minimum to \$1.25, the measure would provide better wages for 190,000 low-paid workers in California alone and produce an additional \$28 million a year in purchasing power. Nationally, the increase in the

hourly rate and extension of coverage would bring wage-hour protection under the law to upwards of seven million workers now excluded.

Inclusion of additional workers under this bill would be achieved in three ways.

First, the bill would wipe out the 1949 amendment to the Fair Labor Standards Act which eliminated processes and occupations "necessary to the production" of goods. Under this amendment only "producers" and operations "closely related" and "directly essential" to production are covered by the law.

Second, the bill would cover seven new types of enterprises by adopting standards of coverage which are applied by the National Labor Relations Board in deciding whether it has jurisdiction.

Third, the proposed bill would remove or modify the exemption now specifically granted by the law to twelve types of enterprises.

Within the organized labor movement, the National Joint Minimum Wage Committee was set up by the AFL-CIO to round up support for these issues. Co-chaired by Andrew J. Biemiller and Arthur J. Goldberg, the committee is comprised of the following International Unions:

Amalgamated Association of Street and Electric Railway Employees; Amalgamated Clothing Workers of America; Amalgamated Meat Cutters and Butcher Workmen of North America; Communications Workers of America; Hotel and Restaurant Employees' and Bartenders' International Union; Insurance Agents International Union; Insurance Workers of America; International Brotherhood of Electrical Workers; International Ladies' Garment Workers Union; International Woodworkers of America; National Agricultural Workers Union; Retail Clerks International Association; Retail, Wholesale & Department Store Union; Textile Workers Union of America; United Hatters, Cap and Millinery Workers; United Packinghouse Workers of America; United Shoe Workers of America; United Steel Workers of America; United Textile Workers of America.

This committee has enlisted the aid of AFL-CIO state and local central bodies throughout the nation in contacting the leading opinion-makers in all areas—influential civic leaders, clergymen, educators, public officials and the like—and gaining their active support. A publicity handbook, which includes an action program and a variety of materials to assist in carrying out the program, and a basic pamphlet have been issued by the committee. The Federation has made excellent use of the copies sent to us.

A series of conferences have been held throughout the country under the auspices of the Joint Minimum Wage Committee. The northern California conference, held in San Francisco on April 13, was very successful.

Outside the labor movement, excellent work has been done by the Citizens Committee on the Fair Labor Standards Act, functioning from its headquarters in Washington, D. C. Two pamphlets have been issued by this group—"An Appeal to America's Conscience: Why the Wage-Hour Law Must be Strengthened," and "Faith and Justice: America's Religious Leaders Support Fair Labor Standards for All." Five hundred copies of each of these pamphlets have been distributed by our Federation.

The main purpose of both committees has been to awaken as many people as possible (who, in turn, will awaken others) to an appreciation of the extreme importance of the proposed FLSA amendments, followed by letters to their respective Congressmen and Senators urging their support of the various bills.

Despite the intensive work of these committees, the issue faces tough sledding in Congress. For this reason, there should be no let-up in the campaign to obtain enactment of the desired amendments.

Sheep Shearers

At the request of the International president of the Amalgamated Meat Cutters and Butcher Workmen of North America, Thomas J. Lloyd, letters were written to each member of the California delegation in Congress, urging support of S. 1570 (Mansfield) and H.R. 6106 (Metcalf), companion bills to establish fair labor standards for sheep shearers by inserting a prevailing wage amendment into the Wool Act.

This measure is of especial importance to sheep shearers on the Pacific Coast. Inquiries revealed that these workers have been suffering sharply reduced earnings and loss of jobs, due to the arrival in their areas of low-paid crews, especially from Texas. To our arguments in favor of enactment of this amendment, we added that we felt very strongly that if the wool growers are protected by government payments from what they claim is unfair competition from foreign growers, the sheep shearers should be protected from similar competition from low-wage, out-of-state crews.

Our letters on behalf of these bills have received an interested and sympathetic response.

Reports on the sheep shearers' bills have been requested from the Department of Agriculture and the Department of Labor by the Senate and House Committees handling them. It was the consensus of opinion of the Congressmen replying to our letters that until these reports have been submitted and especially until the so-called "labor reform" bills are out of the way, no action will be taken on the sheep shearers' bills.

Apprenticeship

To clarify the legal status of apprenticeship funds and programs, as well as of joint apprenticeship committees operating under state and federal apprenticeship laws, two identical bills have been introduced in Congress: H.R. 6068 (Shelley) and S. 1534 (Engle).

Our support of these bills has been requested from many quarters. We have assured all that the Federation is prepared to render full assistance at whatever time and in whatever manner may be asked of us.

Longshoremen's and Harbor Workers' Compensation Act

At the request of James E. Daniels, regional director of the Industrial Union of Marine and Shipbuilding Workers of America, your secretary wrote to Senators Clair Engle and Thomas J. Kuchel of California, asking their support of H.R. 451 (Zelenko) after it had been passed by the House on April 8. On July 6, it was also passed by the Senate. The bill amends the Longshoremen's and Harbor Workers' Compensation Act with respect to the payment of compensation to injured workers in cases where third persons are liable.

Housing Act of 1959

The all-important housing bill, S. 57 (Sparkman, Fulbright, Yarborough, Randolph, Byrd of West Virginia, Morse, Monroney, Gruening, Magnuson, Jackson and Hart), was strongly supported by us. As will be recalled, it was passed, in the face of severe Presidential criticism and threats of veto, by both houses. On July 7, it was vetoed by President Eisenhower. At this writing, no decision has been made whether to attempt to override the veto, or to reintroduce its provisions in a new bill.

Unemployment Insurance Extension

Legislation to extend the duration of unemployment insurance benefits so as to protect unemployed workers and their families from the disastrous effects of prolonged, nationwide unemployment, has been carefully watched by your secretary, and important developments reported in the Weekly News Letter.

Early in the year, S. 1323 (McNamara, Clark, Hart, Murray, Mansfield, Morse, Neuberger, Green, Neuberger, Byrd of West Virginia, Randolph, Humphrey, McCarthy, Hartke, Douglas, Kennedy and Williams of New Jersey) was introduced, proposing to (1) establish benefits equal to not less than 50% of weekly wages so long as that amount is not more than 2/3 of the average weekly wage in the state; (2) establish a uniform benefit period of 39 weeks; (3) include within the system

employers who have one or more individuals in their employ, except for domestics and agricultural employees; (4) permit states to provide for uniform rate reductions to employers as well as individual experience-rated reductions.

On March 25, this bill was defeated in the Senate by a vote of 49-38; a switch of five votes made the difference.

"Labor Reform"

Direction of union activity in regard to the Kennedy-Ervin, so-called "labor reform" bill, S. 1555, has been in the capable hands of the AFL-CIO executive council.

The original bill, as will be remembered, had AFL-CIO support. On the floor of the Senate, however, amendments were inserted under the title of a "Bill of Rights of Members of Labor Organizations." An analysis of these amendments by the AFL-CIO shows that instead of establishing "rights" for union members, they would destroy the most effective right a worker has—the right to a strong and effective union.

Immediately after the passage of this now anti-labor measure on April 25, the AFL-CIO undertook to mobilize a nationwide effort to secure enactment of a sound labor-management anti-racketeering law, and the defeat of the Kennedy-Ervin bill in its present form. From coast to coast, local unions have undertaken a mass letter-writing campaign to their representatives in Congress urging that the Senate-passed version of S. 1555 be stripped of its provisions which would drastically weaken the rights of workers and block labor's own battle against corruption. This letter-writing campaign is still going on and should not cease until the issue is decided.

To date, the House Committee on Education and Labor has adopted amendments making the measure even less acceptable to labor. House Committee action is being interpreted generally by political observers as reflecting an apparent attitude in Congress to further convert the original labor reform measure, supported by organized labor, into a vehicle for weakening the trade union movement.

Your secretary will continue to keep the membership informed on developments in this crucial matter through the Weekly News Letter.

CONSUMERS AND PUBLIC UTILITIES

Early this year, the Federation joined with the Railroad Brotherhoods' Legislative Board in presenting a brief to the California Public Utilities Commission supporting the Attorney General's position in the matter of so-called "normalization of taxes" sought by the public utilities. If the brief has the desired effect, users of public utilities in California will be saved many millions of dollars annually.

In the case currently before the PUC,

private utility companies want to take advantage of the "fast write-off" provisions of the Internal Revenue Code regarding the depreciation of plants and equipment without passing these savings on to the consumers. On the other hand they would use these savings to build up reserves which would then be included with assets upon which rate fixing would be based. This would in effect be "eating their cake and having it too."

The complete text of the joint brief follows:

Before the Public Utilities Commission of the State of California

In the Matter of the Inves-
tigation on the Commis-
sion's Own Motion Concern-
ing the Proper Treatment,) Case No. 6148
for Rate-Fixing Purposes,))
To Be Accorded Acceler-
ated Amortization and Ac-
celerated Depreciation)

Statement of Position of the California Labor Federation, AFL-CIO and the Railroad Brotherhoods' California Legislative Board, as Interested Parties

The California Labor Federation, AFL-CIO and the Railroad Brotherhoods' California Legislative Board present this joint statement on behalf of some one and three quarters million organized workers in this state who have a vital interest in the decision reached by the Public Utilities Commission of the State of California in the matter of the treatment for rate-fixing purposes of tax deductions available to utilities regulated by the Commission under the provisions of Sections 167 and 168 of the Internal Revenue Code.

These union members and their families constitute the largest group of consumers of utility services in the state of California. The amounts they must pay each month for services provided by electric, gas and telephone companies are considerable.

The rates charged for these basic services, which are essential to maintaining a decent standard of living for all our citizens, represent a fixed payment which must be met by these workers whether they are fully employed, working short time, or without work. At the end of December, 1958, there were over 165,779 unemployed workers in this state drawing unemployment benefits. The total unemployment in the state for December 1958, including those who qualified for unemployment compensation, was 317,000, which represents 5.3 percent of the California labor force.

The following table shows the unemployment in California for the twelve-month period, January 1958 through December 1958 inclusive, as well as the num-

ber of persons who qualified for unemployment compensation benefits.

CALIFORNIA UNEMPLOYMENT

For 12-Month Period

January 1958 — December 1958

	Total Civilian Unemployment	No. Receiving U.I. Benefits
January	374,000	215,757
February	449,000	253,100
March	449,000	274,356
April	439,000	278,916
May	368,000	233,878
June	355,000	202,727
July	357,000	177,411
August	335,000	153,633
September	303,000	140,434
October	273,000	136,847
November	287,000	129,249
December	317,000	165,779

(Source: State of California Department of Employment)

The growing inadequacy of the California unemployment benefit structure as reflected in the average weekly benefit paid should also be kept in mind. As of March 1958, for example, it amounted to only 34.7 percent of average weekly earnings in covered employment. Thus, even within the present inadequate \$40 maximum benefit, individual claimants are being compensated at substantially less than 50 percent of the wage loss, drastically curtailing their purchasing power and sharply increasing the proportion spent on such non-deferrable living expenses as utility services.

The inadequacy of the present 26-week maximum duration period was also clearly demonstrated during the current recession. For the year ending September 30, 1958, exhaustions of benefits equaled better than 17 percent in the state. The percentage of exhaustions would have been much greater had not temporary unemployment compensation benefits been available as a result of federal action. This action in California had the temporary effect of increasing the duration period from a maximum of 26 weeks to 39 weeks.

The number of covered employees who exhausted state benefits and became eligible for extended benefits under the federal law increased quickly from 77 during the first week of operation in early July to 54,953 for the week ending October 2, 1958.

It should be borne in mind also that the groups denied protection of the unemployment insurance benefit program, such as the agricultural and domestic workers, employees of non-profit organizations, and city, county and state governmental employees, are often more susceptible to unemployment than many occupations presently enjoying protection under the state program. This fact was dramatically illustrated during the peak of unemployment in California earlier last year. While coverage amounted to approximately three-quarters of the wage and salary

workers in the state, compensated unemployment, on the other hand, averaged only about 50 percent of total unemployment.

Yet these large numbers of unemployed workers must meet their fixed payments for utility services despite the fact that their income has been drastically reduced. Those workers who are receiving disability benefits or workmen's compensation, or are subsisting on pensions are in a similar position. Certainly, all such groups whose income has been curtailed would benefit if their utility charges were reduced.

Union members are in the income group which is most vitally affected by increased charges for necessary services, because the greater portion of their income must go to meet basic requirements of living—for food, housing and utilities, transportation, clothes, and medical care. They can ill afford to pay inflated rates to utility companies. During recent years these workers have been constantly forced to pay higher prices for everything they have bought.

The cost of living has advanced more rapidly in California than for the United States as a whole, as indicated in the following table:

Consumer Price Index United States and California, 1947-1958 (1947-49=100)

Year (Average)	United States	California*
1947	95.5	95.5
1948	102.8	102.4
1949	101.8	102.1
1950	102.8	102.6
1951	111.0	111.1
1952	113.5	114.5
1953	114.4	115.9
1954	114.8	116.0
1955	114.5	115.6
1956	116.2	117.8
1957	120.2	122.0
1958	123.7	126.1

*California—compiled by Division of Labor Statistics and Research as weighted average of Los Angeles and San Francisco.

(Source: California Statistical Abstract, 1958)

The California consumer is faced with an increasing cost of living. This rate of increase is greater for him than for the average consumer in the United States and he is even less able to cope with inflated utility rates.

We must express our concern over the possibility that public utilities will be allowed to use tax savings accruing from Sections 167 and 168 for improper and inflationary purposes, rather than to reduce the rates of our members and all other consumers. It is essential that utility services be provided to everyone at the lowest possible cost.

While organized labor is opposed to the provisions of the Internal Revenue Code allowing accelerated amortization

and accelerated depreciation, we nevertheless believe that, as long as these laws are in existence, it is the obligation of regulated utilities to take full advantage of the tax savings available under them and to pass these savings on to their customers.

It is the responsibility of the California Public Utilities Commission to insure that the consumers of the public utility corporations receive the full benefits of Sections 167 and 168 by insisting that the companies take full advantage of the lowest possible tax liability and give their customers the full benefit of tax savings that accrue to them thereby.

We, therefore, fully support the position of the Attorney General of the State of California as set forth in his "Appearance and Petition" dated July 31, 1958. We believe that the Commission should reject "normalization" of taxes; should reject any scheme to establish "reserve funds" to be used for rate-fixing purposes which would result in inflated rates to cover **taxes not actually paid**; and should insist that the monopoly corporations under the jurisdiction of the Commission recognize their public obligation to provide the most efficient service at the lowest possible cost.

Public utility corporations regulated by this Commission are in a special category of business because of their status as legal monopolies. Their rates are not determined by competition with other utilities. They enjoy a public franchise which entitles them to monopolize the customers of an area and which allows them a rate of return based on their costs of doing business. This fair rate of return is the only profit the investors in such a corporation are entitled to receive.

Since they are essentially a cost-plus business, it is fundamental that the costs allowed them in determining their rates may only reflect actual operating costs and not any fictitious amounts.

The operations of these utilities are controlled by the government to insure the public welfare. However, this regulation also places them in the position of being among the few corporations which may enjoy a government enforced price increase. This privilege carries with it the responsibility to operate the utility in all its phases so that no undue advantage is given to the stockholders at the expense of the rate-payers.

Under the concepts of regulation which govern the utility business in this country, the utilities themselves do not pay taxes from their profits, but rather act as agents in collecting the taxes from their rate-payers. These taxes are included in their costs for establishing a fair rate of return; they do not come out of their profits.

In order to maintain historic principles of regulation and to insure that utilities acquire capital only from investors and do not accumulate it through excessive

rates on the users of their services, they must be allowed to compute their rates only on the basis of their **actual tax liability in any one year**. The proposal for so-called "normalization" of taxes would not do this. On the contrary, it would allow the utilities to charge rates based on mythical taxes which they will probably never have to pay. This amounts to a subsidy from the rate-payers and taxpayers—a subsidy or interest-free loan given to the utility to use as it pleases.

We feel that Congress did not intend this to be the case.

The attempt of the utilities to establish a fictitious long-term pattern of operations with regard only to the item of federal income taxes is entirely improper. Their case rests upon an assumption of a status quo which is completely out of line with recent facts of utility operations. Expert testimony before this Commission has established the fact that only if the companies involved stand still and do not add to their capacity will the proposed "normalization" of taxes work out as claimed. Even in that unlikely and hypothetical eventuality, the utilities would have the use of vast amounts of the rate-payers' and the taxpayers' money without having to pay a cent of interest on it.

The utilities of California have been a growing industry and an expanding industry for many years. In an economy such as that of California which has grown rapidly, there is no legitimate reason to believe that such vital industries as those involved here will stagnate in the future. On the contrary, all available evidence with regard to the future of this state, and especially with regard to technological developments in the electric and telephone industries, indicate that they will experience even greater expansion in the next fifty years.

If this develops and if they are allowed to "normalize" their taxes, they will in fact be able to accumulate huge reserves or additions to their capital, at the expense of the rate-payers of this state. These reserves will never be diminished.

Such reserves may be used by the companies for **any corporate purpose whatsoever**. Although the Congress made the deductions available to business to encourage expansion of our industrial capacity to meet the nation's needs, it did not specify that the tax savings which may result through the use of accelerated depreciation must be used for such expansion. It is a matter of record that many electric utility companies throughout the nation have declared such **tax savings as dividends to their stockholders**—dividends which are themselves tax-free to the stockholders as "return of capital."

The distortion which would result from allowing utilities to collect funds for taxes they will never pay can only lead to a further increase in the inflationary

spiral. Any possible reduction of operating costs of public utility corporations which may be achieved through utilization of Section 167 must be passed on to the consumers of those companies in order to reduce the pressures of inflation over a prolonged period and of current lessened employment due to the recession.

Using the City of San Francisco's estimate that annual savings per customer in electric, gas and telephone bills would amount to \$9.90 if the benefits of accelerated depreciation were given to them, the members of organized labor alone in this State would receive total annual benefits of more than \$16 million.

This amount of money, which is only a small part of the total involved each year, in the hands of consumers would represent a large increase in purchasing power and a real stimulus to the State's economy. It would enable us to achieve higher levels of employment, greater production and a rising standard of living for all. The evils of the recession confronting us can be met far more efficiently by a reduction of rates to all working people in California than by a grant of interest-free subsidies to public utilities. In our present economic situation it is unthinkable to give monopoly interests such a gift which all the people need and which can be used for the good of all.

We urge the Commission to concur with the position of the Attorney General of the State of California.

Dated this 30th day of January, 1959.

C. J. Haggerty,
Secretary-Treasurer
California Labor Federation,
AFL-CIO

William V. Ellis, Chairman,
Railroad Brotherhoods'
California
Legislative Board

Decision in this matter is still awaited.

CALIFORNIA CONSUMER ASSOCIATION

At its June meeting, the Federation's executive council voted approval of organized labor's participation in the formation of a California consumer organization, which would bring together various consumer-interest groups for the purpose of promoting and protecting the interests of the buying public at all levels.

Plans were accordingly laid for the establishment of such an organization immediately following a one-day conference on consumer problems held in San Francisco on July 11. This conference, patterned after a highly successful session last year at Asilomar, was presented by the Institute of Industrial Relations of the University of California, Berkeley, in cooperation with the California Labor Federation, AFL-CIO, Consumers Union, California Conference of Carpenters, Cal-

ifornia State Council of Culinary Workers, California State Federation of Teachers, California State Theatrical Federation, Communications Workers of America District 9, State Building and Construction Trades Council of California, American Labor Education Service, California Credit Union League, Associated Cooperatives, Inc., and Consumers Cooperative of Palo Alto, Inc. Announcements were sent by your secretary to all affiliated organizations in the state to encourage as broad a representation from labor groups as possible.

Participants in the July 11 conference, numbering close to 150, were addressed in the morning by several prominent speakers on a wide range of consumer problems: Dr. Colston Warne, president of the Consumers Union of New York, discussed the reasons why the consumer needs protection. Stepped-up activities by the state Attorney General's office, including creation of a Consumer Fraud Division, was reviewed by Howard Jewel, assistant attorney general.

The noon luncheon session featured an address on how consumer laws work by Persia Campbell, former Consumer Counsel in the state of New York, who gave conference participants insight into the type of problems which would likely confront the new state Consumer Counsel, and also what to expect in the way of accomplishments.

Governor Edmund G. Brown, who was unable to address the session, sent a statement praising the efforts of consumer groups to give direction to the consumer interests of the public, which was read to the luncheon meeting by Dr. Arthur Ross, director of the U. C. Institute of Industrial Relations.

Afternoon sessions were devoted to workshops on the subjects of wages and prices, installment buying and medical care. All conference participants alternately attended each workshop session.

Upon adjournment of the conference, about 100 interested participants constituted themselves as a sponsoring committee for the purpose of establishing the California Consumers Association. The self-constituted body then took formal steps to launch the organization. A provisional constitution was adopted and a statement of principles and objectives which will serve as working papers for the development of final documents to be presented at a founding convention to be called at a future date. Playing an active role in these preliminary steps was Vice President Sam Eubanks, chairman of the Federation's standing committee on community services.

Dr. Peter Odegard, professor at the University of California, was unanimously elected temporary president, and John Hutchinson of the University's Industrial Relations Institute and member of the Teachers Union, temporary secretary-treasurer, and instructed to proceed with preparations for the founding convention.

It is expected that the Consumer Association will be of great assistance to the office of Consumer Counsel established within the Governor's office by the recent session of the legislature.

WEST COAST SHIP CONSTRUCTION

Informed that California shipyards, and the state itself, faced the possible loss of \$62 million in ship construction work, the Governor's Committee for Ship Construction and Repair, of which your secretary is a member, called an emergency press conference on the last day of June. At stake was the construction of three American Mail Lines freighters and two Pacific Far East Lines ships, involving 12 million man-hours of work, unless the shipowners indicated their preference for construction in the state.

Calling for united action by business and labor, your secretary issued the following statement:

The California Labor Federation, AFL-CIO, is dedicated to the maintenance and extension of full employment in the state. In a growing state like ours it is of utmost importance that we not only work together to bring industry into the state, but also to maintain those industries which are so admirably suited to the West Coast, with its abundant supply of skilled labor.

In this regard, California's shipbuilding industry is vital to both the prosperity of the state and the defense of America against its enemies abroad. If this industry is not maintained at full operating capacity, the state stands to lose millions and millions of dollars necessary for economic growth, and the federal government and the nation as a whole will have dissipated the skilled work force of an industry essential to the defense of our nation.

At this moment, the state stands to lose some \$62 million worth of ship construction work which rightly belongs to California. This construction includes three American Mail Line freighters, and two Pacific Far East Line ships which I understand would be built in the state, if the American Mail Line and the Pacific Far East Line would indicate their preference for California construction.

At a difference in cost that is practically negligible to the shipowners, we believe that these companies have an obligation to California to press for construction here. These companies have as vital a stake in the stimulation of all phases of commerce and industry that would result from West Coast construction, as do the millions of workers in California. I sincerely hope that the Pacific Far East Line and the American Mail Line will join with labor and other industry leaders to bring about the

unity of action that is necessary to get this \$62 million worth of ship construction work assigned to our Golden State.

As far as organized labor is concerned, and myself personally as a member of the Governor's Committee for Ship Construction and Repair, we intend to press for California construction right down to the wire. The \$62 million in construction will establish a pattern for the future which will either make or break the California shipbuilding industry.

Ten days later the U. S. General Accounting Office announced a decision that appeared to assure two California shipyards of the \$62 million in construction contracts: the three American Mail Lines freighters to be constructed in San Pedro at a cost of \$35 million, and the two freighters for Pacific Far East Lines, valued at \$26.7 million, to be built in San Francisco.

The favorable decision came when Controller Joseph Campbell, after a week of study of bids and maritime law, upheld the 6 per cent bidding differential allowed West Coast shipyards as a higher cost area in order to maintain healthy shipping facilities in the West.

Application of the differential to ship construction, as distinguished from ship alternations, has established a precedent which may presage a pick-up in West Coast shipbuilding. Final, official decision in this matter is eagerly awaited.

COURT DECISIONS

Three court decisions handed down since the beginning of the year deserve special mention in this report: the U. S. Supreme Court ruling in the *Garmon* case, and decisions of the California Supreme Court in "right to work" ordinance cases.

Garmon Decision

The Supreme Court of the United States struck a death blow at the infamous *Garmon* decision in April, in a unanimous ruling which upheld the fundamental rights of organized labor, including the right to picket peacefully for organizational purposes.

Recognized as a landmark for federal pre-emption of the field of labor-management relations in interstate commerce, the decision was issued on an appeal of an earlier state Supreme Court decision in the so-called *Garmon* case to the high court by the California Labor Federation, AFL-CIO.

Charles P. Scully, general counsel of the Federation, successfully argued the history-making case before the U. S. Supreme Court.

The decision followed a long series of court rulings which carried the case to the U. S. high court on two different occasions.

The case began in 1952 when two building trades unions engaged in peaceful picketing of a San Diego lumber yard for organizational purposes. Although the picketed firm was engaged in a business affecting interstate commerce and therefore within the scope of the National Labor Relations Act, the NLRB refused to take jurisdiction under its narrow jurisdictional rules.

The employer turned to the California courts and in 1955 won an injunction against the picketing, along with damages in the amount of \$1,000.

The effect of the refusal of the NLRB to take jurisdiction was to deny the union the right of a representation election under the federal law, while at the same time allowing the state to act against unions in the very area of denial of peaceful, democratic procedures.

In 1957, on petition by the Federation, the U. S. Supreme Court struck down the state injunction on the ground that the state had no jurisdiction in the so-called "no-man's land" created by the refusal of the NLRB to take jurisdiction in cases affecting interstate commerce. The high court, however, sent the issue of damages back to the state Supreme Court for more study.

The state Supreme Court, in turn, reaffirmed its damage award, which had the effect of negating the action of the earlier Supreme Court decision. It was this state court award of damages that was reversed by the U. S. Supreme Court this week on Federation appeal.

Although the decision was unanimous in reversing the award of damages, the Justices divided 5 to 4 on how far they would restrict state action in labor disputes affecting interstate commerce. The court majority held that the state cannot "regulate activities that are potentially subject to the exclusive federal regulatory scheme."

In your secretary's opinion, this is the most encouraging court decision rendered in many years. Coming on the heels of the decisive defeat at the polls of the "right to work" proposal, it should help to bring to an end the concerted effort by irresponsible employers to undo our national democratic system of industrial relations and return to the laws of the jungle that prevailed prior to the enactment of the national labor law.

"Right to Work" Decisions

On May 19, the California Supreme Court held unanimously, in two decisions, that "right to work" ordinances enacted in Trinity and San Benito counties were invalid, since the state has occupied the field of such labor legislation to the exclusion of any local ordinance.

A four to two decision in the Trinity county case, however, established a new ruling on organizational picketing in California.

In a reversal of former decisions, the court declared that the state Labor Code

makes illegal, union picketing in any form where a majority of the employees do not want to become union members, with a right to seek injunctive relief.

Justice Roger J. Traynor, dissenting strongly from the majority, said that the four justices had usurped legislative power.

The effect of the majority decision was to create an inconsistency in upholding the issuance of an injunction and at the same time declaring the ordinance upon which it was issued to be void and illegal.

The decision was likewise inconsistent with the U. S. Supreme Court's Garmon decision prohibiting state action where exclusive jurisdiction of an interstate issue has been reserved for the federal government and federal courts.

Petition for rehearing of the injunctive features of the Trinity decision is presently being prepared by the Federation's general counsel, Charles P. Scully.

The following month, on June 26, the state Supreme Court declared the Palm Springs "right to work" ordinance invalid for the same reason used to strike down the Trinity and San Benito counties ordinances. As will be remembered, the Palm Springs ordinance, enacted in November 1956, was the opening gun in the anti-union "right to work" campaign that went finally down to defeat in the November 1958 general election.

Activities of Legal Counsel

Progress of the various court cases and other legal work performed by the Federation's General Counsel, Charles P. Scully between December 8, 1958 and June 30, 1959, as reported by him to your secretary from time to time, is summarized herewith, as follows:

Court Cases

Garmon v. San Diego Building Trades Council, et al.

This case, which has been handled by the Federation since the original adverse decision by the California Supreme Court, was heard by the United States Supreme Court a second time, after having granted a second Petition for Certiorari from the adverse decision of the California Supreme Court.

In its first decision, the United States Supreme Court had stricken down the decision of the state court permitting the trial court in San Diego to grant injunctive relief in an area that was occupied by the National Labor Relations Board. In its second decision, however, the California Supreme Court stated that it believed it could award damages even though it could not award injunctive relief and this was the issue on the second hearing before the United States Supreme Court.

General Counsel Scully was in Washington from January 16 through January 21, 1959 and presented oral argument before the court. Subsequent to this oral

argument, the Supreme Court issued its decision again reversing the state court and held that the state court could grant neither injunctive relief nor damages.

A separate report was issued to all the affiliates because this case has been recognized as a landmark decision in its field.

People v. Osslo, et al.

Late in 1958, the California Supreme Court, with Justice Carter dissenting, finally affirmed previous determinations made in this case. Thereafter, the General Counsel filed with the Governor a clemency brief, late in December, 1959, and as one of his last acts, Governor Knight pardoned defendants Meyer and Osslo on the ground that, as noted by the dissenting Justice in the final decision, they were guilty of no crime other than being members of a labor organization.

Trinity County "Right to Work" Ordinance Case.

By a 4-3 decision, the California Supreme Court, although holding that local "right to work" ordinances were void because the field was occupied by the state, nevertheless held in an extremely detrimental decision, with three Justices dissenting, that in effect all minority picketing for any purpose in California was illegal. The General Counsel of the Federation is currently preparing a Petition for Certiorari to the United Supreme Court on the ground that this decision of the California Supreme Court is in direct conflict with the second decision of the United States Supreme Court in the *Garmon* case, which was also handled by the Federation. The Petition for Certiorari should be filed within the next several weeks.

Palm Springs "Right to Work" Ordinance Case.

Subsequent to its decision in the *Trinity* case, the California Supreme Court struck down the city ordinance on the same ground as it struck down the county ordinance involved in the *Trinity* case.

The General Counsel of the Federation had filed a brief amicus curiae in this matter.

San Benito "Right to Work" Ordinance Case.

The California Supreme Court, as in the *Trinity* case, struck down the county ordinance on the ground that it was void.

The General Counsel of the Federation had filed a brief amicus curiae in this matter.

Jensen, et al. v. Contra Costa County Central Labor Council, et al.

This case involved an action for damages based upon the second decision by the California Supreme Court in the *Garmon* case. Although initially the state court had refused to dismiss the case, after the second decision by the United States Supreme Court in the *Garmon*

case, the motion to dismiss was granted on the ground that the court was without jurisdiction. This case was handled by the General Counsel of the Federation on behalf of the Central Labor Council and certain other defendants in the area.

Pacific Employers Insurance Company v. I.A.C. and Tom L. Stroer.

On review of an award of the Industrial Accident Commission, the District Court located in Los Angeles issued an unfavorable ruling which, in effect, eliminated any payment of benefits to an individual who was industrially disabled but was capable of doing light work.

Because of the extreme importance of the decision, on the request of those affected, the General Counsel of the Federation was instructed to file a brief amicus curiae, which was filed in the California Supreme Court on May 21, 1959. Since such date the Supreme Court has heard and decided the case and has reversed the decision of the District Court and affirmed the award of the Industrial Accident Commission, thus eliminating what would have been a most extreme detriment to all injured workmen.

Hignell and Strange v. Butte County Central Labor Council, et al.

This case involves an action for injunction and damages filed by a contractor in the Chico area against most of the councils and building trades unions located in that area because of picketing against a non-union operation. On request of the affected council, the General Counsel of the Federation was assigned to the case and met with the interested groups on June 29, 1959 and will defend them in the action which is scheduled for hearing July 22, 1959 in Chico.

It is hoped the case may be dismissed on the same theory as the *Jensen* case, based upon the second decision of the United States Supreme Court in the *Garmon* case.

Unemployment Insurance

Governor's Advisory Council

Governor Brown, in addition to appointing your secretary as a member of the Governor's Advisory Council on the Department of Employment, has also appointed to the same Council Vice President Finks and General Counsel Scully. They have attended two meetings of the Council to date.

Legislation

Subsequent to the merger convention, the General Counsel of the Federation drafted 152 bills for introduction to the legislature, which were submitted to and screened by the legislative committee of the Executive Council acting as a screening committee for that purpose. With respect to these bills and other legislation, such items are covered in the separate report on legislation, *The Sacramento Story*, 1959.

During the course of the legislative session, the General Counsel spent most of his time in Sacramento daily, analyzing bills as introduced, appearing before the committees as required and assisting your secretary generally in the legislative activities.

In addition, on February 2, 1959 at an all-day conference at California Hall, San Francisco, the General Counsel explained in detail the two so-called Brown labor bills to all of the delegates of the affiliates.

Merger Convention

The General Counsel was assigned to assist the various committees during the course of the merger convention as required.

Executive Council Meetings

The General Counsel attended all meetings of the Executive Council which were held. These included the meeting of December 13, 1958 in San Francisco; the meeting of February 13-14, 1959 in Sacramento; and the meeting of June 24-25, 1959 in Hollywood.

Miscellaneous

The General Counsel otherwise assisted the officers and affiliates of the Federation as requested or instructed by your secretary.

1959 SCHOLARSHIPS

Two girls and a boy were the winners of the three \$500 scholarships awarded in the Federation's ninth annual scholarship competition: Sandra Lee Miller, McCloud High School, McCloud (Siskiyou County); Allene Margie Downey, Westmoor High School, Daly City (San Mateo County); and Donald Manka, Live Oak Union High School, Morgan Hill (Santa Clara County).

These winners were selected from 357 students who participated in the contest, which was open as always to all high school seniors in California and Hawaii. Applications were received earlier from 595 students—the largest number in the history of our scholarship program.

Announcements and application forms containing the essential details of the program were mailed to all high schools in the state and Hawaii late in January. Deadline for the return of the applications was April 13, and examinations were held in the participating high schools on May 15.

Students were graded on an examination which tested their knowledge of industrial relations history and practices in the United States. Following the examination, the test papers were immediately returned to the Federation's office for grading and screening by competent personnel selected by the scholarship committee of three judges. School records and examination papers of the highest students were examined personally by the commit-

tee of judges, who then made the final selection of the three winners. Identity of the students participating in the contest was not known to the judges.

The committee of judges was composed of three professional educators: Frederick Breier, Ph.D., Assistant Professor of Economics, University of San Francisco; Leon F. Lee, Ph.D., Director, Institute of Industrial Relations, San Jose State College; and Arthur M. Ross, Ph.D., Director, Institute of Industrial Relations, University of California, Berkeley.

Under the rules of the Federation scholarship program, the winners may apply the \$500 award at any college or university of their choice, including a junior college as well as a four-year institution. Absolutely no restrictions are placed on the future course of study undertaken by the scholarship winners.

The scholarship award carries with it an expense-free invitation to each winner to attend the Federation's 1959 convention, where formal presentation of the scholarship award will be made by your secretary at the convention's Wednesday afternoon session. Each winner will have the opportunity to briefly address the convention delegates in acceptance of the award.

PUBLICATIONS

A roster of California's current legislative representatives was issued by the Federation in February. The roster contains the names and addresses of U. S. congressmen and senators, and of state senators and assemblymen, together with the standing committees of the legislature and committee schedules. Copies were mailed to all our affiliated organizations with a covering letter urging them to set up legislative committees for action as needed on legislation vital to labor's interests then pending in Sacramento.

Civil Rights was the title of a pamphlet issued by us in May, and containing the statement of policy and the several resolutions on civil rights which had been adopted at the merger convention of the California Labor Federation, AFL-CIO in December 1958. Copies were sent to the Federation's affiliates and to members of the California delegation in Congress to acquaint them with our program and our position in regard to federal civil rights legislation. Copies were also sent to Boris Shishkin, director of the AFL-CIO's Department of Civil Rights, who praised them in his letter of acknowledgment, saying, "... these are fine statements throughout and enormously helpful in furthering our civil rights program in the field."

The same month two other pamphlets were published by the Federation and made available to our affiliates for distribution at special events. Both are designed to acquaint workers and the public at large with the accomplishments of or-

ganized labor and its contributions to a better life. "Yesterday's Goals Taken for Granted Today," describes benefits secured by the people from the efforts of American labor. The other item, "What's Good for California is Good for Labor," relates labor's achievements to the welfare of all.

The Federation's "California Labor Publications," a directory of the labor press in the state, was issued in June. This widely used directory contains the names of the currently published labor papers and their editors, their addresses, how often and when published, and other pertinent information.

In July, "Are You on the Outside Looking In?", a large, twelve-page booklet, directed to the AFL-CIO local unions in the state which are not affiliated with our state body, came off the press and was sent out to all such organizations. The text asks and answers in detail such questions as: What is the California Labor Federation? How does the Federation function? Why do local unions join the Federation? What does the State Federation do? It closes with the invitation, "Affiliate Now!", and sets forth the simple way in which affiliation may be effected.

Finally, a long-desired change has taken place in connection with the Federation's Weekly News Letter. After twenty years of being issued in mimeograph form, it is now, and since the beginning of February, printed. This has not only simplified the entire process of producing and mailing the News Letter, but has made a good deal more space available for news items, analyses of vital issues and announcements of coming events of interest to our members.

UNION LABEL SHOW

San Francisco was the scene of the Golden Anniversary of the AFL-CIO's Union Label and Service Trades Department when the annual Union-Industries Show opened on May 1. This show is staged each year in a different city under the department's sponsorship and direction, and this year's was the first to be held in San Francisco.

Hundreds of colorful and action-packed displays of union-made goods and union services filled Brooks Hall at the San Francisco Civic Center. Attendance was in the hundreds of thousands, and many returned for second visits. There was no admission charge, and gifts and souvenirs awarded to the visitors exceeded \$80,000 in value.

Among the exhibits was one by our Federation, under the direction of Vice President John A. Despol, with materials showing, among other things, the extent of the services we perform for our affiliated unions.

Most of those who attended the six-day show will not forget its beauty and excitement. As one of them said: "It all

added up to endless variations on one broad theme—the fruit of free union labor, working together with management, within the framework of collective bargaining. Of this democratic effort, the union label, the union button and the union shop card are the symbol and the sign." Many expressed the wish that the exhibit be viewed by workers behind the Iron Curtain.

GOVERNOR'S INDUSTRIAL SAFETY CONFERENCE

The ninth annual statewide meeting of the Governor's Industrial Safety Conference was held in Los Angeles, February 5 and 6. This was by far the largest of these conferences, with nearly 1400 leaders from management and labor present, together with individuals and representatives of organizations interested in on-the-job safety.

The keynote address was delivered by Governor Edmund G. Brown. Featured speaker for labor was H. E. Gilbert, International president of the Brotherhood of Locomotive Firemen and Enginemen, whose theme was "Responsibilities in Safety." His counterpart for management was Henry J. Kaiser, Jr., vice president and director of Kaiser Industries, who spoke on "The Search for a Common Ground."

The California Labor Federation was well represented at the conference, several of our vice presidents actively participating in the discussions of the nine major industry sections at their separate two-session meetings.

POLITICAL ACTIVITY

In this off-year, labor's political organizations have turned their attention from the ballot box and election campaigns, except for local elections, to political education.

The national Committee on Political Education has stressed the need for intensive preparation for next year's important elections, not only because it will be a presidential election year, but especially because not in a long time has the labor movement been confronted by such a concerted, well-organized drive against it on the political as well as the legislative fronts by businessmen and industrialists. COPE accordingly launched a series of twenty area conferences across the nation to stimulate organizational activities involving registration, education and campaign techniques, as well as to lay COPE's program and the problems facing labor squarely before the conference delegates.

COPE California Conference

The COPE area conference for California was held in San Diego on April 7-8, and was attended by some 400 delegates.

Present from national COPE headquarters in Washington, D.C. were James L.

McDevitt, national COPE director, William McSorley, assistant director, Al Barkan, deputy director, and Mrs. Margaret Thornsburg, leader of the women's division. President Thomas L. Pitts represented the California Labor Council on Political Education.

Topics discussed included: Why labor is in politics, Requirements for effective action, Where we stand today, and Where do we go from here? Photo slides and motion pictures were used to show delegates the most effective way to make labor's voice heard in elections.

Special Elections of State Senator

As the result of the vacancy created in the state's 7th senatorial district, comprising the counties of Sierra, Nevada and Placer, by the election of Harold T.

(Bizz) Johnson to Congress last November, a special election was held on April 7 to fill the post.

Ronald G. Cameron (D) was endorsed for the office by the executive council of California Labor COPE and outstripped the field of six candidates to win the election. This victory gave the Democrats a majority in the Senate of 27 to 3.

Attached to this report are (1) statistics of the membership of the California Labor Federation covering the period December 9, 1958 to June 30, 1959, and (2) the report of the auditors covering the same period.

Fraternally submitted,
C. J. HAGGERTY,
Secretary-Treasurer.

FEDERATION MEMBERSHIP STATISTICS

June 30, 1959

Local Unions Affiliated	Councils Affiliated	Total Affiliations	Total Membership
1503.....	164.....	1667.....	845,340

NEW LOCAL AND COUNCIL AFFILIATIONS

December 9, 1958 to June 30, 1959

Locality	Union	Local No.	Date	Members
Ione				
	Lignite, Clay & Sand	750	1/17/59	30
Long Beach				
	Chemical Workers	255	5/12/59	362
Los Angeles				
	Auto, Aircraft & Agricultural Citizenship Council	—	6/30/59	—
Oakland				
	East Bay Offset Reproduction Artisans Union	473	4/6/59	77
	Scrap Iron & Metal Workers	1088	4/1/59	300
San Diego				
	Journeyman Barbers	506	2/17/59	170
San Francisco				
	American Federation of Television & Radio Artists—S. F. Local	—	4/14/59	372
	General Grievance Committee Brotherhood of Locomotive Firemen & Engineers	—	3/19/59	—
	Brotherhood of Locomotive Firemen & Engineers	91	6/1/59	100
	Furniture Workers Union	3141	4/22/59	600
	California Legislative Board of Brotherhood of Railroad Trainmen	—	4/1/59	—
San Jose				
	San Jose Bricklayers Union	10	5/1/59	200
	Carpet, Linoleum & Soft Tile Workers	1288	4/15/59	240

Locality	Union	Local No.	Date	Members
San Mateo				
	Horseshoers	11	12/1/58	12
Stockton				
	Housing Authority Employees	1577	3/31/59	40
Summary:				
	Locals	12		
	Councils	3		
	Total	15		

NEW LOCAL AND COUNCIL AFFILIATIONS

December 9, 1958 to June 30, 1959

Locality	Union	Local No.	Date	Members
	Brotherhood of Railroad Trainmen (See list appended)		4/10/59	6727
Ione				
	Lignite, Clay & Sand	750	1/17/59	39
Long Beach				
	Chemical Workers	255	5/12/59	362
Los Angeles				
	Auto, Aircraft & Agricultural Citizenship Council	—	6/30/59	—
	Leather Goods, Plastics & Novelty Wkrs.	64	5/29/59	150
Oakland				
	East Bay Offset Reproduction Artisans Union	473	4/6/59	77
	Scrap Iron & Metal Workers	1088	4/1/59	300
San Diego				
	Journeyman Barbers	506	2/17/59	170
San Francisco				
	American Federation of Television & Radio Artists—S. F. Local	—	4/14/59	372
	General Grievance Committee Brotherhood of Locomotive Firemen & Engineers	—	3/19/59	—
	Brotherhood of Locomotive Firemen & Engineers	91	6/1/59	100
	Furniture Workers Union	3141	4/22/59	600
	California Legislative Board of Brotherhood of Railroad Trainmen	—	4/1/59	—
San Jose				
	San Jose Bricklayers Union	10	5/1/59	200
	Carpet, Linoleum & Soft Tile Workers	1288	4/15/59	240
San Mateo				
	Horseshoers	11	12/1/58	12
Stockton				
	Housing Authority Employees	1577	3/31/59	40
Summary:				
	Locals	64		
	Councils	3		
	Total	67		

Locals of Brotherhood of Railroad Trainmen

Locality	Union	Local No.	Date	Members
Brotherhood of Railroad Trainmen				
Oakland		71	4/10/59	261
Los Angeles		74		353
Los Angeles		78		380
Oakland		236		56
San Bernardino		278		188
San Francisco		321		50
Sacramento		340		249
Los Angeles		367		86
Burbank		385		97
El Monte		390		321
Watts		406		217
Fresno		420		99
Needles		430		210
West Hollywood		448		598
Dunsmuir		458		153
Los Angeles		465		490
San Francisco		472		44
Bakersfield		566		121
San Luis Obispo		653		83
Santa Monica		677		113
Santa Rosa		687		52
Eureka		729		42
Los Angeles		739		103
San Jose		744		16
Richmond		812		64
Los Angeles		817		59
Portola		841		105
Stockton		843		106
Tracy		849		39
Oakland		850		89
Fresno		871		138
Watsonville		876		34
Los Angeles		912		484
San Francisco		947		53
Los Angeles		970		151
Sacramento		980		73
Roseville		994		43
San Diego		1001		54
Pasadena		1003		103
Barstow		1017		81
San Francisco		1019		20
Alturas		1032		26
San Bernardino		1036		139
Richmond		1042		104
San Jose		1046		59
Fresno		1060		44
Sacramento		1073		98
Bakersfield		1082		19
Indio		1095		116
Stockton		1111		19
Stockton		1116		25

**Locals and Councils
Suspended, Merged, Withdrawn, Disbanded, Revoked, etc.**

December 9, 1958 to June 30, 1959

Locality	Union	Local No.	Action	Date
Anderson				
	Woodworkers	433	Suspended	6/30/59
Arcata				
	Communications Workers	9405	Withdrew	3/24/59
Bishop				
	Construction Production & General Laborers	302	Suspended	6/30/59
Cazadero				
	Lumber & Sawmill Workers	2558	Suspended	6/30/59
Compton				
	State Employees	361	Suspended	6/30/59
El Centro				
	Barbers	733	Disbanded	4/4/59
	Carpenters	1070	Suspended	6/30/59
	Construction & General Laborers	1119	Suspended	6/30/59
	Musicians of Imperial Valley	347	Suspended	6/30/59
Eureka				
	Carpenters & Joiners	1040	Withdrew	2/20/59
	Electrical Workers	482	Suspended	6/30/59
	Hospital & Institutional Workers	327	Suspended	6/30/59
	Lumber & Sawmill Workers	2868	Suspended	6/30/59
	M. P. Operators	430	Suspended	6/30/59
	Retail Clerks	541	Suspended	6/30/59
	Teachers	1203	Suspended	6/30/59
Foresthill				
	Woodworkers	1386	Suspended	6/30/59
Fremont				
	Steelworkers	5649	Suspended	6/30/59
Fresno				
	Chemical Workers	97	Suspended	6/30/59
	District Council of Carpenters	Suspended	6/30/59
Gardena				
	Rubber Workers	433	Suspended	6/30/59
Granada Hills				
	United Auto Workers	1124	Merged with Local 45— Van Nuys	4/17/59
Greenville				
	Woodworkers	372	Suspended	6/30/59
Hollywood				
	Machinists	2039	Suspended	6/30/59
Honolulu				
	Building & Construction Trades Council	Suspended	6/30/59
Huntington Park				
	Butchers	563	Suspended	6/30/59
	Operative Potters	113	Suspended	6/30/59
Lancaster				
	Carpenters & Joiners	2185	Suspended	6/30/59
	Lathers	539	Suspended	6/30/59
Long Beach				
	Bakers	31	Withdrew Merged with L. A. County Fed. of Labor	4/6/59
	Central Labor Council	Suspended	2/1/59
	City Employees	112	Suspended	6/30/59

OFFICERS REPORTS TO

Locality	Union	Local No.	Action	Date
Los Angeles				
	Elevator Operators & Starters	217	Merged with Local 399—	
	Hosiery Workers	43	Los Angeles	7/14/59
			Withdrew	12/9/58
	L. A. County Fire Dept. Employees	1420	Merged with Local 187	—
	Post Office Clerks	64	Suspended	6/30/59
	Printing Spec. & Paper Products	522	Suspended	6/30/59
	Railway News Service	357	Suspended	6/30/59
	Retail, Wholesale & Department Store Employees	75	Suspended	6/30/59
	Steelworkers	1549	Suspended	6/30/59
Martinez				
	Carpenters & Joiners	2046	Suspended	6/30/59
Marysville				
	Building & Construction Trades Council		Suspended	6/30/59
Merced				
	Typographical	865	Suspended	6/30/59
Modesto				
	Post Office Clerks	635	Suspended	6/30/59
Napa				
	Building & Construction Trades Council		Suspended	6/30/59
	Packinghouse Employees	668	Suspended	6/30/59
Oakland				
	Communications Workers	9415	Suspended	6/30/59
			Merged with Local 472—	
			Oakland (New Local #790—	
	Iron Workers-Shopmen	491	S. F.)	4/30/59
	Retail, Wholesale & Dept. Store Employees..	768	Suspended	6/30/59
	United Transport Service Employees	95	Suspended	6/30/59
Ontario				
	City Employees	472	Disbanded	4/3/59
	Machinists	821	Suspended	6/30/59
Orange				
	Rubber Workers	498	Suspended	6/30/59
Pasadena				
	Central Labor Council		Merged with L. A. Fed. of Labor	1/30/59
Pittsburg				
	Contra Costa County C.I.O. Council		Merged with Central Labor Council—Martinez	5/14/59
Pomona				
	Central Labor Council		Merged with L. A. Fed. of Labor	—
Redding				
	Lumber & Sawmill Workers	2608	Suspended	6/30/59
Riverside				
	Steelworkers Union	4233	Suspended	6/30/59
Sacramento				
	Lumber & Sawmill Workers	3170	Withdrew	8/28/58
	Newspaper Guild	92	Suspended	6/30/59
	Transport Workers	907	Disaffiliated	6/1/59
Salinas				
	Plumbers & Steamfitters	503	Suspended	6/30/59
San Bernardino				
	Firemen & Oilers	1077	Suspended	6/30/59

Locality	Union	Local No.	Action	Date
San Diego				
	Government Employees	1399	Withdrew	3/1/59
	Insurance Agents	29	Suspended	6/30/59
	Tile Layers, Marble Masons	17	Suspended	6/30/59
San Francisco				
			Merged with Local 117 — Elevator	
	Apartment & Hotel Employees	14	Operators	6/30/59
	Building Service Employees	167	Suspended	6/30/59
	National Postal Transport Assn.		Withdrew	3/11/59
	Public Employee Conference		Suspended	6/30/59
	Street, Electric Railway & M. C. Operators..	1225	Suspended	6/30/59
	United Post Office Workers	1136	Suspended	6/30/59
San Jose				
	Communications Workers	9423	Withdrew	3/12/59
	Insurance Agents	194	Suspended	6/30/59
	Steelworkers Union	5119	Suspended	6/30/59
San Leandro				
	Teachers	1285	Suspended	6/30/59
	United Auto Workers	844	Merged with Local 75	4/23/59
San Pedro				
	Central Labor Council		Merged with L. A. Fed of Labor	—
	Culinary Alliance	754	Merged with Local 512	11/20/58
Santa Ana				
	Glass Bottle Blowers	263	Merged with Local 228 to become Local 81	1/7/58
	Glass Bottle Blowers Assn.	228	Merged with Local 263 to become Local 81	1/7/59
Santa Barbara				
	Hod Carriers & General Laborers	195	Suspended	6/30/59
Santa Clara				
	City Employees	107	Suspended	6/30/59
Santa Maria				
	Painters	1147	Suspended	6/30/59
	Teachers	1297	Suspended	6/30/59
Santa Monica				
	Central Labor Council		Merged with L. A. County Fed. of Labor	—
Stockton				
	Automotive Machinists	428	Withdrew	4/3/59
Taft				
	Carpenters	1774	Suspended	6/30/59
Torrance				
	Communications Workers	9580	Suspended	6/30/59
Ukiah				
	Pulp, Sulphite, & P. M. Workers	173	Withdrew	2/18/59
Vallejo				
	Consolidated Building & Trades Council		Suspended	6/30/59
	Sheet Metal Workers	221	Withdrew	3/11/59
Watsonville				
	Culinary Workers & Bartenders	345	Merged with Local 483, Monterey	10/1/58
Wilmington				
	Amusement Guild (Seafarers)		Merged with Local 399 — Bldg. Serv.	1/59
Summary:				
	Locals	80		
	Councils	14		
	Total	94		

OFFICERS REPORTS TO

SUMMARY OF MEMBERSHIP**DECEMBER 9, 1958 TO JUNE 30, 1959**

Labor Unions in good standing, 12/9/58	1519	
Labor Councils in good standing, 12/9/58	175	
TOTAL		1694
Labor Unions affiliated to 6/30/59	64	
Labor Councils affiliated to 6/30/59	3	
TOTAL		67
		1761

WITHDRAWALS DURING YEAR TO 6/30/59

Mergers:		
Labor Unions	11	
Labor Councils	6	
Suspended:		
Labor Unions	59	
Labor Councils	4	
Withdrawals, Disbanded, etc.;		
Labor Unions	10	
Labor Councils	4	
TOTAL UNION	80	
TOTAL COUNCILS	14	
TOTAL		94
Labor Unions as of June 30, 1959	1503	
Labor Councils as of June 30, 1959	164	
TOTAL		1667

REPORT OF THE AUDITORS

San Francisco, July 15, 1959

California Labor Federation, AFL-CIO
 995 Market Street
 San Francisco, California

Gentlemen:

We have examined the statement of cash and deposits of the California Labor Federation, AFL-CIO, as of June 30, 1959, and the related statement of cash receipts and disbursements for the period December 10, 1958, to June 30, 1959.

The California Labor Federation, AFL-CIO was formed on December 9, 1958 by merger of the California State Federation of Labor and the California Industrial Union Council and succeeded to all the assets and assumed all the liabilities and contractual obligations of those organizations.

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, with the exception that we did not audit the cash transactions of the California Industrial Union Council preceding the transfer of its cash balance, amounting to \$13,155.51 at January 27, 1959, to the California Labor Federation, AFL-CIO. We did, however, note that the balances so transferred were in agreement with the cash records as maintained by the California Industrial Union Council.

Following is a summary of the cash funds transferred to the California Labor Federation, AFL-CIO by the merged organizations:

	California State Federation Of Labor	California Industrial Union Council
	(Transferred as of December 9, 1958)	(Transferred as of January 27, 1959)
Petty cash funds	\$ 300.00	\$ 315.50
Cash deposits with airlines	850.00	
Bank accounts:		
Commercial accounts	166,423.24	12,840.01
Savings accounts	28,045.41	
	<u>\$195,618.65</u>	<u>\$13,155.51</u>

The California Industrial Union Council continued to collect per capita receipts for a short period of time subsequent to the merger date and prior to the transfer of funds as shown above.

The California Labor Federation, AFL-CIO succeeded to the assets of a pension fund established by the California State Federation of Labor and administered by Occidental Life Insurance Company. The balance in the deposit accumulation fund of the pension plan with Occidental Life Insurance Company at June 30, 1959, including interest, amounted to \$301,607.78. This amount was confirmed to us by the insurance company. The amount in the deposit accumulation fund with Occidental Life Insurance Company is carried as a memo account on the Federation's records and is therefore not included in the statements of this report.

An application is on file with the Commissioner of Internal Revenue for a ruling on the income tax status of this pension plan.

Cash receipts as recorded were found to have been deposited regularly in the bank. Disbursements were evidenced by paid cancelled checks on file which we compared with the cash book entries as to payee and amounts, and scrutinized as to signatures and endorsements. Disbursements from the checking accounts were found to be either supported by voucher, or approved for payment by Mr. C. J. Haggerty, Secretary-Treasurer. The classification as to detail of disbursements contained in this report has been compiled from information furnished by employees of the Federation.

The commercial accounts with Bank of America N.T. & S.A. were reconciled with the bank's statements on file for the period December 10, 1958 to June 30, 1959. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

Surety bonds in effect at June 30, 1959 were as follows:

C. J. Haggerty, Secretary-Treasurer	\$10,000.00
David M. Boring, Bookkeeper-Cashier	10,000.00

The accounts of the Federation are maintained on a cash basis; no effect has been given in these statements to income accrued but uncollected at June 30, 1959, or to expenses or expense commitments incurred but unpaid at that date.

In our opinion, subject to the exception noted hereinbefore relating to the accounts of the California Industrial Union Council, the accompanying financial statements present fairly, on the cash basis of accounting, the recorded cash transactions of the California Labor Federation, AFL-CIO for the period December 10, 1958 to June 30, 1959, and the cash balances on deposit at June 30, 1959.

We attach the following:

Exhibit A—Statement of Cash and Deposits—By Funds—June 30, 1959.

Exhibit B—Statement of Cash Receipts and Disbursements—By Funds—Period December 10, 1958 to June 30, 1959.

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees—Period December 10, 1958 to June 30, 1959.

Schedule 2—Detail of Disbursements—Period December 10, 1958 to June 30, 1959.

Very truly yours,

Skinner & Hammond
Certified Public Accountants

CALIFORNIA LABOR FEDERATION, AFL-CIO
EXHIBIT A—STATEMENT OF CASH AND DEPOSITS—BY FUNDS
JUNE 30, 1959

CASH ON HAND AND ON DEPOSIT:	TOTAL	GENERAL FUND	CONVENTION FUND	"RIGHT TO WORK" DEFENSE FUND
Office fund	\$ 300.00	\$ 300.00	\$	\$
Bank of America N.T. & S.A., Humboldt Branch:				
Commercial account	101,690.99	93,897.94		7,793.05
Savings account No. 29961	35,154.58	35,154.58		
Crocker-Anglo National Bank:				
Savings account No. 6731	12,473.35	12,473.35		
Savings account No. 8997	8,460.12	8,460.12		
The Hibernia Bank:				
Savings account No. 697-136	7,959.55	7,959.55		
	\$166,038.59	\$158,245.54		\$7,793.05
CASH DEPOSITS WITH AIRLINES	850.00	850.00		
	\$166,888.59	\$159,095.54		\$7,793.05

SUMMARY OF CHANGES IN FUND BALANCES
DURING THE PERIOD DECEMBER 10, 1958 TO JUNE 30, 1959

BALANCES AT DECEMBER 9, 1958, AS TRANSFERRED FROM CALIFORNIA STATE FEDERATION OF LABOR	\$195,618.65	\$138,483.92	\$ 50,000.00	\$7,134.73
Add:				
Transfer of funds from California Industrial Union Council	13,155.51	13,155.51		
Less:				
Excess of cash disbursements over cash receipts for period December 10, 1958 to June 30, 1959—Exhibit B	\$208,774.16	\$151,639.43	\$ 50,000.00	\$7,134.73
	41,560.52	(7,781.16)	50,000.00	(658.32)
Less:				
Decrease in reserve for payroll taxes	\$167,213.64	\$159,420.59	\$ —	\$7,793.05
	325.05	325.05		
BALANCES AT JUNE 30, 1959	\$166,888.59	\$159,095.54	\$ —	\$7,793.05

CALIFORNIA LABOR FEDERATION, AFL-CIO
EXHIBIT B—STATEMENT OF CASH RECEIPTS AND DISBURSEMENT—BY FUNDS

CASH RECEIPTS:

	TOTAL	GENERAL FUND	CONVENTION FUND	"RIGHT TO WORK" DEFENSE FUND
Per capita receipts and affiliation fees:				
Per capita tax	\$257,026.84	\$257,026.84		
Affiliation fee	6.00	6.00		
Total Per Capita Receipts and Affiliation Fees—Schedule 1	\$257,032.84	\$257,032.84		\$
Other receipts:				
Contributions to "Right to Work" Defense Fund	2,311.50			2,311.50
Refund from Marine Cooks & Stewards, AFL-CIO	15,000.00	15,000.00		
Refund of pro-rata expense from California Labor Council on Political Education	2,400.00	2,400.00		
Interest received on savings accounts	1,002.19	1,002.19		
Miscellaneous receipts and refunds	2,186.68	567.00		1,619.68
Total Cash Receipts	\$279,933.21	\$276,002.03		\$3,931.18

CASH DISBURSEMENTS:

Salaries—executives	\$ 38,656.43	\$ 37,321.73	\$ 1,334.70	
Expenses and allowances:				
Executives	13,631.63	13,186.63		445.00
Geographical vice-presidents	10,900.80	9,810.80		1,090.00
At large vice-presidents	2,528.49	2,193.49		335.00
General office salaries	47,886.40	46,470.96		1,415.44
Expenses and allowances—office employees	398.80	258.80		140.00
Organizing expenses	5,647.40	5,527.35		120.05
Convention expenses	82,155.08	37,815.16		44,339.92
Legislative expenses	32,714.61	32,120.72		593.89
Conference expenses	1,411.58	1,411.58		
Legal expenses	25,252.00	25,252.00		
Insurance expense	4,241.70	4,055.70		186.00
Accounting fees	2,080.00	2,080.00		

EXHIBIT B—STATEMENT OF CASH RECEIPTS AND DISBURSEMENT—BY FUNDS (Continued)

Automobile expenses	631.79	631.79	
Contributions	162.50	162.50	
Library expense	2,606.13	2,606.13	
Maintenance expense	529.37	529.37	
Newsletters, advertisements, etc.	9,986.69	9,986.69	
Office rent	8,601.00	8,601.00	
Printing	2,952.72	2,952.72	
Public relations	4,140.51	4,140.51	
Postage and mailing	5,433.50	5,433.50	
Services	368.04	368.04	
Stationery and supplies	2,201.64	2,201.64	
Taxes	3,852.23	3,852.23	
Telephone and telegraph	5,696.62	5,696.62	
Furniture, fixtures, and equipment	1,161.29	1,161.29	
Pension plan expenses	296.06	296.06	
Scholarships	41.08	41.08	
General expenses	2,054.78	2,054.78	
"Right to Work" Defense Fund expenses	3,272.86		3,272.86
Total Cash Disbursements—Schedule 2	\$321,493.73	\$268,220.87	\$ 50,000.00
EXCESS OF CASH DISBURSEMENTS OVER CASH RECEIPTS			
FOR THE PERIOD DECEMBER 10, 1958 TO			
JUNE 30, 1959—Exhibit A	\$41,560.52	\$ (7,751.16)	\$ (658.32)

**Schedule 1—Detail of Per Capita Receipts and Affiliation Fees
Period—December 10, 1958 to June 30, 1959**

ALAMEDA			Newspaper Guild No. 202	10.00
Carpenters No. 194	\$ 44.26		Oil, Chemical and Atomic Work- ers District Council	12.00
Steelworkers No. 1441	81.00		Oil, Chemical and Atomic Work- ers No. 19	185.85
Steelworkers No. 5525	32.00		Painters No. 314	72.00
ALHAMBRA			Plasterers and Cement Finish- ers No. 191	49.19
Communications Workers No. 9505	\$ 375.76		Plumbers and Steamfitters No. 460	84.05
Electrical Workers No. 47	150.00		Post Office Clerks No. 472	16.09
ALVARADO			Retail Clerks No. 137	210.00
Sugar Refinery Workers No. 20630	\$ 66.38		Transport Workers No. 3005	42.05
ANAHEIM			Typographical No. 439	30.10
Barbers No. 766	\$ 12.00		Utility Workers No. 170	17.95
Carpenters and Joiners No. 2203	526.10		BARSTOW	
International Union of Electrical Workers No. 1505	29.35		Machinists No. 706	\$ 93.49
ANDERSON			Theatrical Stage Employees No. 730	24.00
Woodworkers No. 433	\$ 36.30		BELL	
ANTIOCH			American Federation of Grain Millers No. 79	\$ 74.20
Carpenters and Joiners No. 2038	\$ 38.30		International Union of Electri- cal Workers No. 1501	73.30
Paper Makers No. 330	13.50		International Union of Electri- cal Workers No. 1504	13.20
Paper Makers No. 606	32.40		Steelworkers No. 2018	1,113.20
Pulp, Sulphite and Paper Mill Workers No. 249	30.00		Steelworkers No. 3941	68.55
Pulp, Sulphite and Paper Mill Workers No. 713	35.00		United Auto Workers No. 230....	628.80
Rubber Workers No. 60	53.15		BELL GARDENS	
ARCADIA			Rubber Workers No. 417	\$ 43.65
Horseshoers No. 12	\$ 7.00		BELLFLOWER	
ARCATA			Rubber Workers No. 476	\$ 17.30
Lumber and Sawmill Workers No. 2808	\$ 195.65		Steelworkers No. 4670	296.85
Plywood and Veneer Workers No. 2789	159.33		BENICIA	
AUBURN			Machinists No. 1687	\$ 70.00
DeWitt State Hospital Employ- ees No. 630	\$ 12.10		BERKELEY	
AVALON			Insurance Agents No. 219	\$ 12.40
Painters No. 1226	\$ 12.00		Meat Cutters and Butchers No. 526	24.50
AZUSA			Painters No. 40	123.77
Chemical Workers No. 112	\$ 3.75		Teachers No. 1078	18.00
BAKERSFIELD			United Auto Workers No. 567....	14.00
Barbers No. 317	\$ 46.34		BETTERVIA	
Building and Construction Trades Council	6.00		Sugar Refinery Workers No. 20884	\$ 45.33
Butchers No. 193	135.00		BIJOU	
Carpenters and Joiners No. 743	371.55		Carpenters No. 1789	\$ 60.85
Central Labor Council	12.00		BISHOP	
Communications Workers No. 9416	111.10		Painters and Decorators No. 1688	\$ 12.00
Cooks and Waiters No. 550	431.00		BLOOMINGTON	
Electrical Workers No. 428	148.75		Steelworkers No. 4155	\$ 36.95
Hod Carriers and Common Laborers No. 220	300.00		BORON	
Lathers No. 300	15.60		Chemical Workers No. 85	\$ 170.89
Machinists No. 139	33.50		BRAWLEY	
Machinists No. 5	35.90		Beet Sugar Refinery Workers No. 24257	\$ 54.30

BREA		
Rubber Workers No. 490	\$	104.15
BURBANK		
Hotel, Motel, Restaurant Em- ployees No. 694	\$	821.35
Machinists No. 1600		541.26
Plasterers No. 739		169.40
Teachers No. 1323		12.25
Woodworkers No. 269		65.25

CAMINO		
Lumber and Sawmill Workers No. 2749		51.29
Woodworkers No. 286		12.00

CASTRO VALLEY		
Insurance Workers No. 30	\$	13.95

CHESTER		
Lumber and Sawmill Workers No. 3074	\$	98.85

CHICO		
Barbers No. 354	\$	14.00
Building and Construction Trades Council		8.00
Carpenters and Joiners No. 2043		76.25
Carpenters and Joiners No. 2838		38.05
Lathers No. 156		12.00
Machinists and Mechanics No. 1853		96.25
Millmen No. 1495		160.20
Musicians No. 508		16.10
Pipe Trades District Council No. 36		12.00
Plasterers and Cement Work- ers No. 836		17.00
Retail Clerks No. 17		30.00
Typographical No. 667		12.00

CHULA VISTA		
Motion Picture Projectionists No. 761	\$	12.00

CLARKSBURG		
Beet Sugar Operators No. 20717		51.18

CLEVELAND, OHIO		
Brotherhood Railroad Trainmen	\$	5.00
Railroad Trainmen No. 71		39.15
Railroad Trainmen No. 74		52.95
Railroad Trainmen No. 78		57.00
Railroad Trainmen No. 236		8.40
Railroad Trainmen No. 278		28.20
Railroad Trainmen No. 321		7.50
Railroad Trainmen No. 340		37.35
Railroad Trainmen No. 367		12.90
Railroad Trainmen No. 385		14.55
Railroad Trainmen No. 390		48.15
Railroad Trainmen No. 406		32.55
Railroad Trainmen No. 420		14.85
Railroad Trainmen No. 430		31.50
Railroad Trainmen No. 448		89.70
Railroad Trainmen No. 458		22.95
Railroad Trainmen No. 465		73.50
Railroad Trainmen No. 472		6.60
Railroad Trainmen No. 566		18.15
Railroad Trainmen No. 653		12.45
Railroad Trainmen No. 677		16.95
Railroad Trainmen No. 687		7.80
Railroad Trainmen No. 729		6.30

Railroad Trainmen No. 739	15.45
Railroad Trainmen No. 744	2.40
Railroad Trainmen No. 812	9.60
Railroad Trainmen No. 817	8.85
Railroad Trainmen No. 841	15.75
Railroad Trainmen No. 843	15.90
Railroad Trainmen No. 849	5.85
Railroad Trainmen No. 850	13.35
Railroad Trainmen No. 871	20.70
Railroad Trainmen No. 876	5.10
Railroad Trainmen No. 912	72.60
Railroad Trainmen No. 947	7.95
Railroad Trainmen No. 970	22.65
Railroad Trainmen No. 980	10.95
Railroad Trainmen No. 994	6.45
Railroad Trainmen No. 1001	8.10
Railroad Trainmen No. 1003	15.45
Railroad Trainmen No. 1017	12.15
Railroad Trainmen No. 1019	3.00
Railroad Trainmen No. 1032	3.90
Railroad Trainmen No. 1036	20.85
Railroad Trainmen No. 1042	15.60
Railroad Trainmen No. 1046	8.85
Railroad Trainmen No. 1060	6.60
Railroad Trainmen No. 1073	14.70
Railroad Trainmen No. 1082	2.85
Railroad Trainmen No. 1095	17.40
Railroad Trainmen No. 1111	2.85
Railroad Trainmen No. 1116	3.75

COLMA		
Cemetery Workers and Green's Attendants No. 265	\$	45.00

COLTON		
Cement Masons No. 97	\$	75.60
Operative Potters No. 226		70.00
Steelworkers No. 5647		18.00
United Cement, Lime, and Gyp- sum Workers No. 89		67.58

COMPTON		
Carpenters and Joiners No. 1437	\$	434.07

CONCORD		
Communications Workers No. 9402	\$	148.90
Machinists No. 1173		174.56
Utility Workers No. 160-B		15.45

CORONA		
Brick and Clay Workers No. 674	\$	23.73
Carpenters No. 2048		27.45
Glass Bottle Blowers No. 192		44.80
Glass Bottle Blowers No. 254		12.00

CORONADO		
Masters, Mates and Pilots No. 12	\$	24.00

COVINA		
Communications Workers No. 9579	\$	121.50

COCKETT		
Sugar Refinery Workers No. 20037	\$	399.92

CULVER CITY		
Stove Mounters No. 68	\$	88.50

CUPERTINO		
United Cement, Lime, and Gyp- sum Workers No. 100	\$	43.30

CALIFORNIA LABOR FEDERATION

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DAVENPORT			Plumbers No. 471	17.22
United Cement, Lime, and Gypsum Workers No. 46	40.80		Plywood and Veneer Workers No. 2931	81.07
DECOTO			Redwood District Council of Lumber and Sawmill Workers	12.00
Operating Engineers No. 509\$	27.60		Typographical No. 207	16.50
DIAMOND SPRINGS			FAIRFIELD	
United Cement, Lime, and Gypsum Workers No. 158	12.00		Communications Workers No. 9422	63.95
DOWNEY			FEATHER FALLS	
Communications Workers No. 9595	229.35		Lumber and Sawmill Workers No. 2801	68.96
Rubber Workers No. 451	81.68			
Rubber Workers No. 171	63.40		FONTANA	
EL CAJON			Steelworkers No. 2869	800.00
Carpenters and Joiners No. 2398	251.39		Steelworkers No. 3677	199.20
EL CENTRO			Steelworkers No. 4954	15.10
Barbers No. 733	4.00		Steelworkers No. 5632	39.00
Bartenders and Culinary Workers No. 338	87.50		FORT BRAGG	
Building and Construction Trades Council	12.00		Carpenters and Joiners No. 1376	9.45
Central Labor Council	6.00		FRESH POND	
Painters No. 313	9.10		Lumber and Sawmill Workers No. 2561	34.48
Theatrical Stage Employees No. 656	12.00		FRESNO - FIREFIGHTERS	
EL CERRITO			Federated Fire Fighters of California Council	6.00
Operative Potters No. 165	41.88		Federal Naval Fire Fighters of the Bay Area No. F-15	12.00
Teachers No. 866	53.01		Fire Fighters Association No. 689	19.83
EL MONTE			Fire Fighters of Kern County No. 1301	13.55
Carpenters and Joiners No. 1507	638.98		Fire Fighters No. 1227	49.26
Chemical Workers No. 78	49.06		Fire Fighters Association No. 778	13.65
Glass Bottle Blowers No. 39	26.75		Fire Fighters Association of China Lake No. F-32	12.00
Glass Bottle Blowers No. 200	12.00		Fire Fighters Association of Mt. Diablo No. 1230	14.75
Hod Carriers No. 1082	466.50		Fire Fighters Association No. 652	12.10
Painters No. 254	225.29		Fire Fighters No. 1274	12.00
EL SEGUNDO			Fire Fighters Association No. 753	41.98
Oil, Chemical and Atomic Workers No. 547	170.35		Fresno County Fire Fighters No. 1180	12.00
Transport Workers No. 502	120.00		Fire Fighters No. 776	12.00
EMERYVILLE			Fire Fighters No. 1231	12.00
Oil, Chemical and Atomic Workers No. 589	205.45		Fire Fighters Association—Central 11th Naval District No. F-21	12.00
Steelworkers No. 1304	283.60		Fire Fighters No. 1225	12.00
EUREKA			Federal Fire Fighters — Long Beach Veterans Administration Hospital No. F-58	12.00
Bakers No. 195	13.20		Fire Fighters Association No. 372	96.86
Barbers No. 431	21.65		Fire Fighters Association No. 1167	12.00
Bartenders No. 318	48.75		Fire Protection District Fire Fighters of Los Angeles County No. 1014	312.50
Building and Construction Trades Council	12.00		Fire Fighters of Santa Clara County No. 1165	17.26
Carpenters and Joiners No. 1040	70.96		Fire Fighters Association No. 1289	12.00
Central Labor Council	12.00			
Cooks and Waiters No. 220	125.20			
Laborers No. 181	85.17			
Lathers No. 450	24.00			
Laundry Workers No. 156	12.70			
Lumber and Sawmill Workers No. 2592	224.85			
Machinists No. 540	75.25			
Municipal Employees No. 54	14.00			
Painters No. 1034	25.15			
Plasterers and Cement Finishers No. 481	14.15			

Fire Fighters—Bay Area		Machinists No. 653	272.00
No. F-48	12.00	Machinists No. 1309	272.00
Alameda Medical Depot No. F-9	12.00	Millmen No. 1496	75.00
Fire Fighters Association		Motion Picture Operators	
No. 55	186.25	No. 599	12.00
Federal Fire Fighters of		Motor Coach Operators	
Ventura No. F-54	12.00	No. 1027	23.00
Fire Fighters No. 1319	7.50	Office Employees No. 69	14.00
Fire Fighters Association		Plasterers and Cement Finish-	
No. 1154	22.00	ers No. 188	70.75
Fire Fighters Association		Plumbers and Steamfitters	
No. 809	38.73	No. 246	138.71
Fire Fighters Flight Test		Post Office Employees	
Center No. F-53	13.75	Amalgamated Union No. 1....	51.00
Fire Fighters Association		Printing Pressmen No. 159	15.00
No. 188	37.75	Retail Food, Drug and Liquor	
Fire Fighters Greater Sacra-		Clerks No. 1288	319.00
mento Area No. F-57	12.50	Sheet Metal Workers No. 252....	59.45
Fire Fighters Association		Sign Painters No. 966	14.50
No. 522	50.57	Theatrical Stage Employees	
Fire Fighters No. 1270	12.00	No. 158	12.00
Fire Fighters No. 891	31.32	Tile Layers No. 23	19.20
Federal Fire Fighters No. F-33	16.29	Typographical No. 144	33.00
Fire Fighters Association		Winery and Distillery Workers	
No. 145	122.87	No. 45	72.50
Federal Naval Fire Fighters			
San Francisco Naval Shipyard		FULLERTON	
No. F-52	12.00	Flat Glass Workers No. 187\$	22.14
Federal Fire Fighters No. F-36	12.00		
Fire Fighters No. 873	54.10	GARDENA	
International Fire Fighters		Rubber Workers No. 433	4.00
No. 1136	12.00	Steelworkers No. 2273	32.65
Fire Fighters No. 1171	12.00	Utility Workers No. 389	158.55
Fire Fighters No. 1109	22.94		
Fire Fighters of Seaside		GILROY	
No. 1218	12.00	Painters No. 1157	6.00
Fire Fighters of Signal Hill			
No. 1221	12.00	GLENDALE	
Fire Fighters No. 810	16.80	Barbers No. 606	14.16
Fire Fighters Association		Brick and Clay Workers	
No. 1229	36.16	No. 674	16.00
Fire Fighters of San Joaquin		Brick and Clay Workers	
County No. 1243	12.00	No. 774	233.80
Fire Fighters No. 1138	20.41	Brick and Clay Workers	
Fire Fighters No. 1186	18.52	No. 820	58.76
Fire Fighters of Santa Cruz		Carpenters & Joiners No. 563..	459.85
County No. 1272	12.00	Cement Finishers No. 893	156.15
		Painters No. 713	235.99
FRESNO		Plumbers and Pipe Fitters	
Bakers No. 43	140.00	No. 761	307.85
Barbers and Beauticians		Post Office Clerks No. 841	36.67
No. 333	56.35	Printing Pressmen No. 107	12.00
Bricklayers No. 1	15.50	Typographical No. 871	17.50
Building and Construction		Utility Workers No. 168	34.55
Trades Council	6.00		
Building Service Employees		GRANDA HILLS	
No. 110	74.15	United Auto Workers No. 1124..\$	24.65
Butchers No. 126	175.00		
Carpenters No. 701	319.80	GRASS VALLEY	
Central Labor Council	12.00	Bartenders and Culinary Work-	
City School Employees No. 1206	32.65	ers No. 368	190.05
Cooks No. 230	81.50	Carpenters and Joiners	
Culinary Bartenders, and Hotel		No. 1903	41.43
Service Workers No. 62	300.00		
District Council of Carpenters..	3.00	GREENVILLE	
Electrical Workers No. 100	48.00	Lumber and Sawmill Workers	
Hod Carriers No. 294	572.60	No. 2647	70.54
Iron Workers No. 155	60.00		
Iron Workers No. 624	17.00	GRIDLEY	
Joint Executive Board, Culi-		Carpenters and Joiners	
nary, Bartenders and Hotel		No. 2148	14.00
Workers	12.00		
Lathers No. 83	12.00	HANFORD	
		Carpenters and Joiners	
		No. 1043	59.20

HAYWARD			Studio Carpenters No. 946	143.40
Brewery Workers No. 293	\$	33.95	Studio Electricians No. 40	90.00
Carpenters and Joiners			Studio Grips No. 80	195.00
No. 1622		350.00	Studio Utility Employees	
Communications Workers			No. 724	233.70
No. 9412		146.40	United Auto Workers No. 179....	661.40
Culinary Workers and Bartend- ers No. 823		729.55	HONOLULU	
Glass Bottle Blowers No. 53		30.00	Central Labor Council	\$ 12.00
Painters and Decarators			Hotel, Restaurant Employees, and Bartenders No. 5	35.36
No. 1178		155.55	HUNTINGTON BEACH	
Steelworkers No. 5004		47.35	Rubber Workers No. 393	\$ 127.50
HERCULES			HUNTINGTON PARK	
Oil, Chemical and Atomic Work- ers No. 587	\$	66.70	Allied Industrial Workers	
HOLLYWOOD			No. 990	\$ 105.00
Actors Equity Association	\$	70.50	Butchers No. 563	200.00
Affiliated Property Craftsmen			California Federation of Post Office Clerks	12.00
No. 44		600.00	Furniture Workers No. 1010	200.20
American Federation of Televi- sion and Radio Artists		102.00	Glass Bottle Blowers No. 100....	23.00
American Guild of Musical			Glass Bottle Blowers No. 114....	37.50
Artists		21.00	Glass Bottle Blowers No. 141....	12.00
Broadcast, Television and Re- cording Engineers No. 45		136.00	Glass Bottle Blowers No. 146....	96.25
Building Service Employees			Machinists No. 1571	288.35
No. 278		121.49	Operative Potters No. 201	57.80
Carpenters and Joiners			Painters No. 95	148.43
No. 1052		489.05	Steelworkers No. 1845	457.10
Film Technicians No. 683		890.30	INGLEWOOD	
Hollywood AFL Film Council....		12.00	Carpenters No. 2433	\$ 409.65
Hollywood Painters No. 5		198.25	Communications Workers	
Machinists No. 1185		52.50	No. 9507	223.45
Make-Up Artists No. 706		78.30	Painters and Decorators	
Motion Picture Costumers			No. 1346	275.38
No. 705		91.00	IONE	
Motion Picture Crafts Service			Brick and Clay Workers	
No. 727		37.50	No. 750	\$ 15.00
Motion Picture Film Editors			KLAMATH	
No. 776		294.00	Lumber and Sawmill Workers	
Motion Picture Photographers			No. 2505	\$ 142.46
No. 659		105.00	KLAMATH FALLS, OREGON	
Motion Picture Screen Cartoon- ists No. 839		146.80	Woodworkers District Council	
Motion Picture Set Painters			No. 6	\$ 12.00
No. 729		79.50	LA JOLLA	
Motion Picture Sound Tech- nicians No. 695		105.00	Carpenters and Joiners	
Motion Picture Studio Art			No. 1358	\$ 93.10
Craftsmen No. 790		15.00	LAKEWOOD	
Motion Picture Studio Cine- technicians No. 789		151.50	Insurance Workers No. 83	\$ 50.65
Motion Picture Studio Electri- cal Technicians No. 728		175.00	Rubber Workers No. 357	28.65
Motion Picture Studio 1st Aid			LA MESA	
Employees No. 767		23.46	National Broadcast Employees	
Motion Picture Projectionists			No. 54	\$ 13.35
No. 165		105.20	LODI	
National Broadcast Employees			Carpenters and Joiners	
No. 53		308.50	No. 1418	\$ 55.80
Office Employees No. 174		334.75	LOMPOC	
Plasterers and Cement Finish- ers No. 755		24.00	Chemical Workers No. 146	\$ 86.75
Post Office Clerks No. 1256		30.00	LONG BEACH	
Publicists No. 818		71.76	Asbestos Workers No. 20	\$ 12.00
Scenic Artists No. 816		74.90	Bakers No. 31	12.28
Screen Actors Guild		1,750.00	Barbers No. 622	53.85
Screen Extras Guild		1,050.00	Bartenders No. 686	298.89
Script Supervisors No. 871		40.95	Bricklayers No. 13	100.00
Set Designers No. 847		22.50		
Story Analysts No. 854		17.70		

Building and Construction		Cabinet Makers and Millmen	
Trades Council	12.00	No. 721	777.83
Carpenters and Joiners		California State Association of	
No. 710	381.23	Barbers and Beauticians	12.00
Cement Finishers No. 701	107.00	California State Council of	
Central Labor Council	1.00	Building Service Employees	36.00
Chemical Workers No. 255	58.40	California State Association of	
City Employees No. 112	25.00	Letter Carriers	12.00
Communications Workers		Cap Makers No. 22	22.50
No. 9571	267.45	Carpenters and Joiners	
Culinary Alliance No. 681	1,320.70	No. 25	487.99
Dry Dock and Ordinance		Carpenters and Joiners	
Painters No. 1501	18.71	No. 929	304.48
Hod Carriers No. 507	725.25	Carpenters and Joiners	
Lathers No. 172	56.80	No. 1497	489.05
Lifeguards No. 1292	15.25	Carpenters and Joiners	
Machinists No. 1235	170.00	No. 1976	161.02
Machinists No. 1785	80.07	Cement Masons No. 627	348.02
Motion Picture Projectionists		Chemical Workers No. 11	221.60
No. 521	20.70	Chemical Workers No. 350	20.30
Musicians Association No. 353 ..	30.00	Chemical Workers No. 452	135.65
Oil, Chemical and Atomic		Child Welfare Workers No. 816 ..	14.00
Workers No. 128	1,840.75	Cloak Makers No. 55	420.00
Painters No. 256	271.01	Cloak Makers No. 58	250.00
Plasterers and Cement		Clothing Workers No. 55-D	135.00
Finishers No. 343	90.35	Clothing Workers No. 81	14.00
Plumbers and Steamfitters		Clothing Workers No. 278	541.00
No. 494	211.72	Clothing Workers No. 297	14.00
Post Office Clerks No. 543	30.00	Clothing Workers No. 372	61.25
Printing Pressmen No. 285	21.00	Clothing Workers No. 408	131.25
Retail Clerks No. 324	1,260.00	Commercial Telegraphers	
Rig Builders No. 1458	51.90	No. 48	75.00
Roofers No. 72	28.00	Communications Workers	
Sheet Metal Workers No. 420 ..	157.50	No. 9501	208.60
Sheet Metal Workers No. 502 ..	18.95	Communications Workers	
State Council Culinary Workers		No. 9590	589.10
—Bartenders and Hotel Serv-		Cooks No. 468	850.00
ice Employees	12.00	Council Federated Municipal	
Steelworkers No. 5038	42.60	Crafts	7.00
Stereotypers No. 161	12.00	Dental Technicians No. 100	30.00
Teachers No. 1263	24.65	Department Variety, Specialty	
Typographical No. 650	70.90	Store Employees No. 777	386.65
United Auto Workers No. 148 ..	3,416.20	Dining Car Employees No. 582 ..	114.00
United Auto Workers No. 805 ..	268.20	District Council Brick and Clay	
United Cement, Lime, and Gyp-		Workers No. 11	12.00
sum No. 59	49.68	District Council of Carpenters	12.00
Utility Workers No. 246	123.35	District Council of Chemical	
		Workers No. 5	12.00
		District Council of Machinists	
		No. 94	12.00
		District Council of Painters	
		No. 36	6.00
		District Council Plasterers and	
		Cement Masons	12.00
		Electrical Workers No. 11	1,550.00
		Electrical Workers No. B-18	162.00
		Electrical Workers No. 1710	150.00
		Electrotypers No. 137	24.90
		Elevator Constructors No. 18 ..	40.32
		Elevator Operators and Starters	
		No. 217	144.00
		Film Exchange Employees	
		No. 61-B	52.53
		Fire Fighters No. 748	272.40
		Glass Bottle Blowers No. 19	80.65
		Glass Bottle Blowers No. 122	22.50
		Glass Bottle Blowers No. 125....	72.50
		Glass Bottle Blowers No. 129	17.20
		Glass Workers No. 636	400.68
		Gunite Workers No. 345	109.50
		Hardwood Floor Workers	
		No. 2144	186.35

LOS ANGELES

Advertising and Public Relations Employees No. 518	\$ 6.00
American Flint Glass Workers	
No. 139	62.90
American Guild of Variety	
Artists	90.00
Asbestos Workers No. 5	102.00
Auto-Marine-Product	
Finishers No. 1798	120.00
Bakers No. 453	82.50
Barbers No. 295	218.19
Bartenders No. 284	632.09
Beauticians No. 295-A	12.00
Bill Posters and Billers No. 32 ..	34.00
Boilermakers No. 92	280.00
Boilermakers No. 1212	36.75
Bookbinders No. 63	180.00
Bricklayers No. 2	142.50
Brick and Clay Workers	
No. 661	41.40
Building Service Employees	
No. 193	17.50
Bus Drivers No. 1222	90.00

Health Workers No. 1036	20.75	Los Angeles Superior Court	
Hod Carriers No. 300	1,700.00	Clerks No. 575	40.18
Hod Carriers No. 696	38.00	Los Angeles Department	
Hotel Service Employees		Water and Power Employees	
No. 765	350.00	No. 233	12.00
House, Building and General		Los Angeles Editorial Associa-	
Movers No. 923	71.00	tion No. 21241	70.61
Insurance Agents No. 86	117.25	Lumber and Sawmill Workers	
Iron Workers (Shopmen)		No. 2288	1,057.65
No. 509	238.00	Machinists No. 311	1,257.00
International Union Electrical		Machinists No. 1186	825.00
Workers No. 850	58.80	Mailers No. 9	152.25
International Union Electrical		Meat Cutters No. 421	1,000.00
Workers No. 854	40.30	Metal Polishers No. 67	23.25
International Union Electrical		Metal Trades Council	12.00
Workers No. 1503	37.45	Millwrights No. 1607	176.32
International Union Electrical		Miscellaneous Employees	
Workers No. 1511	13.05	No. 440	987.22
International Union Electrical		Miscellaneous Foremen and	
Workers No. 1514	10.00	Public Works Superinten-	
Jewelry Workers No. 23	119.00	dents No. 413	39.06
Joint Board Amalgamated		Molders and Foundry Workers	
Clothing Workers	12.00	No. 374	42.04
Joint Council Building Service		Motion Picture Projectionists	
Employees No. 8	36.00	No. 150	214.55
Ladies Garment Workers		Musicians No. 47	700.00
No. 84	100.00	National Postal Transportation	
Ladies Garment Workers		Association	14.00
No. 96	136.00	Newspaper Guild No. 69	299.50
Ladies Garment Workers		Newspaper Pressmen No. 18	129.20
No. 97	105.00	Office Employees No. 30	349.50
Ladies Garment Workers		Office Employees No. 305	23.30
No. 445	35.00	Offset Workers No. 78	192.50
Ladies Garment Workers		Operating Engineers No. 12	2,550.00
No. 451	105.00	Pacific Southwest District	
Ladies Garment Workers		Council Government Em-	
No. 482	76.50	ployees	12.00
Ladies Garment Workers		Packaginghouse Workers District	
No. 483	52.50	Council No. 4	15.00
Ladies Garment Workers		Packaginghouse Workers No. 200	145.55
No. 496	76.50	Painters No. 116	272.84
Ladies Garment Workers		Painters No. 434	103.05
No. 497	175.00	Painters No. 1348	60.00
Ladies Garment Workers		Paper Handlers No. 3	46.00
No. 512	35.00	Paper Makers No. 208	44.36
Lathers No. 42	71.30	Paper Makers No. 349	40.55
Lathers No. 42-A	310.80	Paperworkers No. 1400	52.60
Leathers Goods Plastics and		Parl-Mutual Employees Guild	
Novelty Workers No. 64	20.00	No. 280	180.00
Linoleum, Carpet, and Soft		Pattern Makers Association	28.00
Tile Workers No. 1247	434.95	Photo Engravers No. 32	206.50
Los Angeles Allied Printing		Plasters No. 2	200.00
Trade Council	12.00	Plumbers No. 78	652.45
Los Angeles Building and Con-		Printing Specialties and Paper	
struction Trades Council	12.00	Converters No. 388	300.00
Los Angeles City Employees		Provision House Workers	
No. 119	12.00	No. 274	900.00
Los Angeles County Employees		Public Service Carpenters	
No. 187	8.85	No. 2231	17.90
Los Angeles County Federation		Pulp, Sulphite, and Paper Mill	
of Labor	2.00	Workers No. 266	54.00
Los Angeles County Guards		Pulp, Sulphite, and Paper Mill	
No. 790	28.69	Workers No. 268	32.20
Los Angeles County Mechan-		Pulp, Sulphite, and Paper Mill	
ical Supervisory Employees		Workers No. 307	266.00
No. 180	12.50	Pulp, Sulphite, and Paper Mill	
Los Angeles County Park and		Workers No. 550	34.50
Recreation Employees		Pulp, Sulphite, and Paper Mill	
No. 517	95.25	Workers No. 680	110.50
Los Angeles County Probation		Railway News Service No. 357	14.00
Officers No. 685	63.80		

OFFICERS REPORTS TO

Re-inforced Iron Workers No. 416	225.00	Waiters No. 17	812.00
Retail Clerks No. 770	3,000.00	Waitresses No. 639	1,382.70
Retail, Wholesale, and Depart- ment Store Employees No. 112	16.00	Wholesale Wine and Liquor Salesmen No. 151	23.95
Roofers No. 36	345.15	Window Cleaners No. 349	36.25
Rubber Workers No. 43	162.50	Women's Union Label League No. 36	6.00
Rubber Workers No. 44	420.05	LOS BANOS	
Rubber Workers No. 131	508.43	Carpenters and Joiners No. 539	10.00
Rubber Workers No. 141	108.15	LOS GATOS	
Rubber Workers No. 335	35.80	Carpenters and Joiners No. 2006	169.88
Rubber Workers No. 428	26.45	Transport Workers No. 518	12.30
Rubber Workers No. 430	12.50	LOS NIETOS	
Rubber Workers No. 458	137.20	Brick and Clay Workers No. 824	92.18
Service and Maintenance Em- ployees No. 399	337.50	LOYALTON	
Sheet Metal Workers No. 108	1,313.45	Lumber and Sawmill Workers No. 2695	71.80
Shinglers No. 1125	138.80	MADERA	
Sign and Pictorial Painters No. 831	35.00	Construction and General Lab- orers No. 920	153.00
Southern California Council Public Employees No. 20	7.00	MANTECA	
Southern California District Council of Lathers	12.00	Beet Sugar Operators No. 20733	38.55
Southern California Printing Specialties and Products Council	6.00	MARTELL	
Southern California Pipe Trades Council	12.00	Carpenters and Joiners No. 1522	17.35
Southern California Typo- graphical Conference	12.00	MARTINEZ	
Sportswear and Cotton Gar- ment Workers No. 266	272.00	Allied Hospital Employees No. 251	74.90
Sprinkler Fitters No. 709	111.40	Building and Construction Trades Council	12.00
Stage Employees No. 33	82.50	Carpenters and Joiners No. 2046	12.00
State, County and Municipal Employees No. 800	17.30	Central Labor Council	12.00
State Employees No. 361	12.00	Construction and General La- borers No. 324	846.90
Stationary Operating Engineers No. 501	246.50	Oil, Chemical and Atomic Workers No. 5	600.60
Steelworkers No. 1547	21.23	Painters No. 741	51.00
Steelworkers No. 1986	35.90	Plumbers and Pipe Fitters No. 159	112.50
Steelworkers No. 2172	52.25	MARYSVILLE	
Steelworkers No. 5504	65.95	Automotive Machinists No. 1887	12.00
Sterotypers No. 58	86.00	Bartenders and Culinary Alliance No. 715	90.00
Street, Electric Railway and Motor Coach No. 1277	290.00	Carpenters and Joiners No. 1570	151.45
Structural Iron Workers No. 433	340.00	Central Labor Council	12.00
Switchmen No. 43	14.00	Communications Workers No. 9429	41.75
Teachers No. 1021	40.40	Hod Carriers No. 121	143.75
Textile Workers No. 99	72.65	Stage Employees No. 216	12.00
Textile Workers No. 818	12.85	MAYWOOD	
Textile Workers No. 915	59.05	Glass Bottle Blowers No. 145	41.65
Textile Workers No. 1291	14.80	Glass Bottle Blowers No. 148	117.50
Theatrical Wardrobe Attend- ants No. 768	12.00	Glass Bottle Blowers No. 190	12.00
Tile Layers No. 18	134.00	Machinists No. 795	120.00
Transport Service Workers No. 908	20.00	Steelworkers No. 1981	390.00
Typographical No. 174	532.00	Steelworkers No. 2058	574.40
United Association Steamfit- ters No. 250	300.00	United Auto Workers No. 509	511.65
United Auto Workers No. 887	2,534.20	United Auto Workers No. 808	319.65
United Garment Workers No. 94	12.00	United Auto Workers No. 811	1,312.80
United Garment Workers No. 125	93.10		
Upholsterers No. 15	112.00		
Utility Workers No. 132	414.50		

MENLO PARK		MONTEREY PARK	
Utility Workers No. 160-C	\$ 19.40	Steelworkers No. 1502	\$ 152.50
MERCED		MOUNTAIN VIEW	
Carpenters and Joiners		Carpenters and Joiners	
No. 1202	\$ 59.33	No. 1280	\$ 411.03
Central Labor Council	12.00	City Employees No. 514	16.00
Communications Workers		Hardwood Floor Layers	
No. 9407	37.95	No. 3107	63.39
Construction and General		McCLOUD	
Laborers No. 995	122.03	Woodworkers No. 6-64	\$ 279.35
Plasterers and Cement Masons		NAPA	
No. 672	12.00	Bartenders No. 753	\$ 128.80
MILL VALLEY		California State Hospital Em-	
Carpenters and Joiners		ployees No. 174	22.00
No. 1710	\$ 89.52	Carpenters No. 2114	89.83
MILPITAS		Central Labor Council	12.00
United Auto Workers No. 560 ..	\$ 644.75	Hod Carriers No. 371	120.75
MODESTO		Machinists No. 1419	79.90
Barbers No. 787	\$ 17.15	Plasterers No. 766	12.00
Building and Construction		United Garment Workers	
Trades Council	6.00	No. 197	154.77
Building Service Employees		NEVADA CITY	
No. 415	6.00	Communications Workers	
State Hospital Employees		No. 9431	\$ 39.40
No. 636	10.00	NEWARK	
Carpenters and Joiners		Chemical Workers No. 62	\$ 60.35
No. 1235	110.44	NEWMAN	
Central Labor Council	12.00	Oil, Chemical and Atomic	
Chemical Workers No. 190	55.17	Workers No. 356	\$ 15.55
Communications Workers		NEW YORK, N. Y.	
No. 9418	102.80	National Maritime Union of	
Culinary Workers and Bar-		Los Angeles	\$ 70.00
tenders No. 542	359.85	National Maritime Union of	
Electrical Workers No. 684	113.05	San Francisco	70.00
Glass Bottle Blowers No. 17	54.50	NILES	
Hod Carriers and General		Steelworkers No. 3367	\$ 174.40
Laborers No. 1130	122.75	NORTH FORK	
Musicians No. 652	48.35	Lumber and Sawmill Workers	
Office Employees No. 208	12.00	No. 2762	\$ 56.75
Plasterers No. 429	21.75	NORWALK	
Plumbers and Steamfitters		Brick and Clay Workers	
No. 437	70.00	No. 487	\$ 41.49
Sign and Pictorial Artists		Rubber Workers No. 158	40.25
No. 1629	12.00	Steelworkers No. 5415	2.15
Stage Employees No. 564	24.00	OAKLAND	
Typographical No. 689	17.00	Aircraft Workers No. 854	\$ 196.65
MOJAVE		Alameda County School Em-	
Carpenters and Joiners		ployees No. 257	74.80
No. 1239	\$ 66.23	Allied Printing Trades Council..	12.00
MONROVIA		Auto and Ship Painters	
Electrical Workers No. 1008	\$ 100.35	No. 1176	148.44
Machinists No. 1893	175.00	Automotive Machinists No. 1546	1,489.00
MONTEREY		Barbers No. 134	175.00
Barbers No. 896	\$ 17.32	Bartenders No. 52	427.16
Building and Construction		Boilermakers No. 10	125.00
Trades Council	12.00	Bricklayers No. 8	68.00
Carpenters and Joiners		Building and Construction	
No. 1323	235.20	Trades Council	6.00
Central Labor Council	12.00	Building Service Employees	
Fish Cannery Workers	121.87	No. 18	522.00
Hod Carriers and Laborers		Butchers No. 120	540.00
No. 690	190.05	California Legislative and Co-	
Hotel, Restaurant Employees		ordinating Council	12.00
No. 483	417.76	Carpenters No. 36	672.81
Painters No. 272	21.60	Carpenters and Joiners	
Plasterers No. 337	34.00	No. 1473	161.40
Plumbers No. 62	30.00		
Seine and Line Fishermen	70.00		

Carpet, Linoleum, and Soft Tile Workers No. 1290	60.00	Railway Carmen No. 735	10.16
Cement Masons No. 594	120.00	Retail Food Clerks No. 870	360.00
Cemetery Workers and Greens Attendants No. 322	15.00	Roofers No. 81	60.00
Central Labor Council	12.00	Rubber Workers No. 64	116.70
Cleaning and Dye House Workers No. 3009	444.65	Rubber Workers No. 78	24.75
Clerks and Lumber Handlers No. 939	25.50	Scrapworkers No. 1088	36.25
Commercial Telegraphers No. 208	30.00	Sheet Metal Workers No. 216....	150.00
Communications Workers No. 9490	310.34	Sheet Metal Workers No. 355....	32.00
Construction and General Laborers No. 304	900.00	Shipyard and Marine Shop Laborers No. 886	238.00
Cooks No. 228	680.00	Sleeping Car Porters	75.00
Culinary Alliance No. 31	1,206.03	Steamfitters and Helpers No. 342	433.50
Department and Specialty Store Employees No. 1265	445.20	Steelworkers No. 168	12.00
Dining Car Cooks and Waiters No. 456	72.00	Steelworkers No. 1798	141.55
District Council of Chemical Workers No. 2	12.00	Steelworkers No. 3702	16.00
District Council of Painters No. 16	6.00	Steelworkers No. 4468	120.00
District Lodge of Machinists No. 115	12.00	Street Carmen No. 192	300.00
Electrical Workers No. 595	425.00	Teachers No. 771	35.50
Electrical Workers No. 1245	3,000.00	Technical Engineers No. 39	25.00
Floorlayers and Carpenters No. 1861	34.00	Theatrical Employees No. B-82	24.00
Gardners, Florists, and Nurserymen No. 1206	24.65	Theatrical Janitors No. 121	26.95
Glass Bottle Blowers No. 2....	34.00	Theatrical Stage Employees No. 107	21.44
Glass Bottle Blowers No. 137....	22.90	Typographical No. 36	172.20
Glass Bottle Blowers No. 141....	185.00	United Auto Workers No. 76	213.35
Glass Bottle Blowers No. 142....	25.65	United Auto Workers No. 333	228.80
Glass Bottle Blowers No. 155....	114.00	United Auto Workers No. 1031	333.55
Hod Carriers No. 166	122.50	University of California Employees No. 371	70.64
Iron Workers No. 378	70.00		
Iron Workers No. 491	38.00	OLIVE VIEW	
International Union Electrical Workers No. 1506	9.50	Los Angeles City, County, and State Employees No. 347	56.00
Lathers No. 88	50.00		
Laundry Workers No. 3012	317.30	OMO RANCH	
Machinists No. 284	684.00	Lumber and Sawmill Workers No. 2728	43.90
Machinists No. 1566	387.85		
Motion Picture Projectionists No. 169	44.20	ONTARIO	
Newspaper Printing Pressmen No. 39	32.25	City Employees No. 472	6.00
Nurserymen, Gardners, and Florists No. 300	10.00		
Offset Reproduction Artisans No. 473	16.55	ORO GRANDE	
Office Employees No. 29	560.00	Cement Workers No. 192	100.81
Operating (Stationary) Engineers No. 736	43.50		
Painters No. 127	188.53	OROVILLE	
Paint Makers No. 1101	165.10	Barbers No. 643	14.00
Plasterers No. 112	30.00	Bartenders No. 654	146.20
Plumbers and Gas Fitters No. 444	306.00	Butchers No. 460	11.49
Printing Pressmen No. 125	68.00	Carpenters No. 1240	60.97
Printing Specialties and Paper Products No. 382	491.85	Central Labor Council	12.00
Printing Specialties and Paper Products No. 677	37.55	Woodworkers District Council No. 13	12.00
Printing Specialties and Paper Products No. 678	185.20		
Pulp, Sulphite, and Paper Workers No. 255	62.64	OXNARD	
		Barbers No. 959	17.25
		Carpenters No. 2042	107.79
		Communications Workers No. 9575	68.50
		Steelworkers No. 2029	24.50
		Sugar Workers No. 20875	14.76
		PALM CITY	
		Carpenters and Joiners No. 1490	40.05
		PALMDALE	
		Painters No. 1793	37.83
		Typographical No. 852	10.00
		PALM SPRINGS	
		Carpenters and Joiners No. 1046	95.90
		Lathers No. 454	10.50
		Painters No. 1627	40.85

PALO ALTO			Painters and Decorators		
Barbers No. 914	\$	44.00	No. 979		158.60
Bindery Workers No. 21		24.00	Paper Makers No. 318		138.24
Carpenters and Joiners			Plumbers and Steamfitters		
No. 668		437.78	No. 398		217.50
Painters No. 388		147.06	Printing Pressmen No. 320		19.90
Typographical No. 521		30.00	Retail Clerks No. 1428		790.30
PANORAMA			Typographical No. 994		62.30
Communication Workers			PORT CHICAGO		
No. 9503	\$	225.25	Chemical Workers No. 25	\$	34.91
PASADENA			PORTERVILLE		
Carpenters and Joiners			Carpenters and Joiners		
No. 769	\$	386.79	No. 2126	\$	30.05
Cement Masons No. 923		86.55	QUINCY		
Hod Carriers No. 439		96.00	Lumber and Sawmill Workers		
Hotel-Restaurant Employees			No. 1123	\$	72.38
and Bartenders Alliance			RANCHO CORDOVA		
No. 531		640.15	Steelworkers Union No. 1586	\$	40.00
Lathers No. 81		82.00	RED BLUFF		
Meat Cutters No. 439		522.00	Carpenters and Joiners		
Operative Potters No. 222		34.80	No. 1254	\$	64.25
Painters and Decorators No. 92		145.05	REDDING		
Pasadena School District			Auto and Machinists No. 1397 \$		75.40
Employees No. 606		52.55	Building and Construction		
Plasterers and Cement Finish-			Trades Council Northeastern		
ers No. 194		124.65	California		6.00
Plumbers No. 280		150.48	Carpenters and Joiners		
Typographical No. 583		46.50	No. 1599		205.74
PATTON			Central Labor Council Five		
California State Hospital			Counties		12.00
Employees No. 128	\$	16.00	Culinary Workers, Bartenders,		
PETALUMA			and Hotel Service Employees		
Barbers No. 419	\$	14.00	No. 470		335.25
Bartenders and Culinary Work-			Hod Carriers and Common		
ers No. 271		97.08	Laborers No. 961		262.50
Beauticians No. 419-A		12.00	Meat Cutters and Butchers		
Machinists No. 1596		50.78	No. 352		102.70
Typographical No. 600		14.00	Motion Picture Projectionists		
PICO RIVERA			No. 739		22.00
United Auto Workers No. 923	\$	386.65	Musicians No. 113		34.50
PITTSBURG			Painters and Decorators		
Barbers No. 917	\$	36.19	No. 315		19.00
Bartenders and Culinary Work-			Plasterers and Cement Masons		
ers No. 822		237.92	No. 805		20.01
Chemical Workers No. 23		137.13	Plumbers and Steamfitters		
Contra Costa County CIO			No. 662		48.00
Council		3.00	Retail Clerks No. 1364		204.00
Glass Bottle Blowers No. 160		51.21	Typographical No. 993		14.00
Paper Makers No. 329		64.65	REDLANDS		
Plasterers and Cement Finish-			Carpenters and Joiners		
ers No. 825		30.00	No. 1343	\$	80.78
Steelworkers Union No. 1440		764.40	Operative Potters No. 214		66.14
Steelworkers Union No. 2571		93.55	REDONDO BEACH		
Steelworkers Union No. 4534		18.45	Carpenters and Joiners		
PLACERVILLE			No. 1478	\$	407.87
Carpenters and Joiners			REDWOOD CITY		
No. 1992	\$	33.54	Cement Mill Workers No. 760	\$	33.60
Hotel and Restaurant Workers			Electrical Workers No. 1969		145.00
No. 793		33.28	Teachers No. 1163		28.10
POMONA			United Auto Workers No. 109		61.80
Barbers No. 702	\$	35.60	RENO, NEVADA		
Chemical Workers No. 58		57.93	Lumber and Sawmill Workers		
Communications Workers			No. 2903	\$	27.48
No. 9572		60.00	RESEDA		
Glass Bottle Blowers No. 34		68.70	Carpenters and Joiners		
Hod Carriers No. 806		199.86	No. 844	\$	519.48
Machinists No. 1586		128.22			

RICHMOND

Barbers No. 508	\$ 29.75
Bartenders and Culinary Workers No. 595	607.99
Beauticians No. 508A	32.22
Boilermakers No. 513	92.40
Carpenters and Joiners No. 642	343.07
Communications Workers No. 9401	40.25
Electrical Workers No. 302	302.25
Fabricated Metal and Enamelware Workers No. 18524	45.85
Machinists No. 824	564.30
Motion Picture Projectionists No. 560	24.00
Office Employees No. 243	56.00
Operative Potters No. 89	44.70
Operative Potters No. 302	7.52
Painters No. 560	123.73
Public Employees No. 302	53.40
Retail Clerks No. 1179	861.50
Steelworkers No. 4113	33.80
Typographical No. 738	11.30

RIDGECREST

Electrical Workers No. 729	\$ 14.60
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RIVERA

Packinghouse Workers No. 67	\$ 161.25
Steelworkers No. 5188	12.00

RIVERSIDE

Barbers No. 171	\$ 23.70
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 235	224.80
Carpenters and Joiners No. 1959	35.00
Central Labor Council	12.00
Communications Workers No. 9508	142.45
Electrical Workers No. 440	82.75
Hod Carriers No. 1184	464.45
Machinists No. 1104	50.00
Painters No. 286	76.18
Retail Clerks No. 1167	717.22
Sheet Metal Workers No. 509	122.78
United Cement, Lime, and Gypsum Workers No. 48	109.67

ROSEVILLE

Carpenters No. 1147	\$ 169.05
Central Labor Council	12.00
Switchmen No. 263	44.15

SACRAMENTO

Barbers No. 112	\$ 76.11
Bartenders No. 600	215.70
Building Service Employees No. 22	99.00
Building Service Employees No. 411	14.00
Butchers No. 498	682.25
California Council of State Employees No. 56	12.00
California Department Industrial Relations No. 1031	18.00
California State Federation of Teachers	12.00
Carpenters No. 586	551.00

Carpet, Linoleum, and Tile

Workers No. 1237	44.61
Cement Finishers No. 582	103.00
Central Labor Council	12.00
Communications Workers No. 9421	337.50
Construction and General Laborers No. 185	1,050.00
Cooks No. 683	240.62
County Employees No. 146	60.00
District Council of Carpenters	6.00
Electrical Workers No. 340	150.00
Hod Carriers No. 262	56.65
Iron Workers No. 118	192.50
Iron Workers No. 504	19.50
Jewelry Workers No. 112	17.00
Lathers No. 109	21.25
Millmen No. 1618	68.13
Miscellaneous Employees No. 393	355.21
Motion Picture Machine Operators No. 252	15.05
Municipal Utility District Employees No. 1321	18.15
Musicians No. 12	97.50
National Broadcast Employees No. 55	14.00
Newspaper Guild No. 92	42.50
Northern California Joint Executive Conference Electrical Workers	12.00
Painters No. 487	238.00
Plumbers and Steamfitters No. 447	105.00
Printing Pressmen No. 60	43.75
Printing Specialties and Paper Converters No. 460	31.50
Retail Clerks No. 588	680.00
Rocket and Guided Missile Lodge No. 946	1,066.23
Roofers No. 47	43.75
Sacramento County Board of Education Employees No. 258	94.40
Sheet Metal Workers No. 162	141.11
Stage Employees No. 50	12.00
Steelworkers No. 4383	28.15
Stereotypers No. 86	12.00
Street Carmen No. 256	51.00
Teachers No. 31	18.00
Teachers No. 727	10.00
Theater Employees No. B-66	30.00
Typographical No. 46	105.05
Waiters and Waitresses No. 561	350.60
Wholesale Plumbing House Employees Auxiliary No. 447	28.90
Woodworkers No. 338	23.25

SALINAS

Barbers No. 827	\$ 14.40
Carpenters No. 925	121.04
Central Labor Council	12.00
Hod Carriers No. 272	75.10
Hotel and Restaurant Employees No. 355	85.10
Mechanics and Machinists No. 1824	52.50
Painters No. 1104	27.00
Retail Clerks No. 839	158.83
Teachers No. 1020	14.00

SAN ANDREAS

Carpenters No. 386	\$ 13.20
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SAN BERNARDINO

Barbers No. 253	\$ 42.30
California State Highway Employees No. 533	18.00
Carpenters No. 944	507.96
Central Labor Council	6.00
City Schools Maintenance Employees No. 1076	19.60
Communications Workers No. 9573	86.75
County Employees No. 122	162.86
Culinary Workers No. 535	592.58
District Council of Carpenters and Joiners	12.00
Electrical Workers No. 848	99.54
Electrical Workers No. 477	187.00
Electrical Workers No. 543	60.00
Firemen and Oilers No. 1077	6.20
Government Employees No. 1485	113.34
Hod Carriers No. 783	664.60
Lathers No. 252	57.15
Machinists No. 214	68.00
Machinists No. 1047	72.00
Millwright and Machinery Erectors No. 1113	83.56
Motion Picture Machine Operators No. 577	12.00
Musicians No. 167	36.00
Office Employees No. 83	19.55
Painters No. 775	126.62
Plasterers No. 73	86.49
Plumbers No. 364	174.00
Printing Pressmen No. 138	20.00
Stage Employees No. 614	24.00
Steelworkers No. 4765	55.35
Utility Workers No. 243	58.75

SAN BRUNO

Packinghouse Workers No. 263 \$	12.75
Transport Workers No. 505	70.00

SAN DIEGO

Allied Printing Trades Council \$	7.00
Barbers No. 256	47.50
Bindery Workers No. 40	15.00
Brick and Clay Workers No. 955	14.00
Bridgemen No. 229	59.50
Building and Construction Trades Council	12.00
Building Service Employees No. 102	116.00
Butchers No. 229	630.00
Carpenters No. 1296	557.45
Carpenters No. 1571	332.97
Carpet, Linoleum, and Tile Workers No. 1711	60.00
Central Labor Council	12.00
Clothing Workers No. 288	90.00
Commercial Telegraphers No. 150	25.50
Communications Workers No. 9509	302.00
County and Municipal Employees No. 127	319.57
Culinary Alliance No. 402	1,003.99
District Council of Carpenters	6.00
Electrical Workers No. 465	187.00
Electrical Workers No. 569	516.80
Fish Cannery Workers of Pacific	700.00
Floorlayers No. 2074	36.33

Furniture Workers No. 577	12.00
Government Employees No. 1085	32.35
Government Employees No. 1399	4.00
Hod Carriers No. 89	1,020.00
Insurance Agents No. 29	8.00
Insurance Agents No. 256	19.00
Iron Workers No. 627	95.30
Machinists District Council No. 50	12.00
Machinists No. 2191	531.16
Machinists No. 2132	692.76
Machinists No. 2193	452.60
Machinists No. 2194	398.95
Machinists No. 2195	857.06
Machinists No. 2196	370.35
Machinists No. 2215	541.36
Machinists No. 2216	307.59
Mailers No. 75	12.00
Millmen No. 2020	231.48
Motion Picture Projectionists No. 297	25.50
Newspaper Printing Pressmen No. 48	13.35
Office Employees No. 139	26.50
Operating Engineers No. 526	68.00
Painters No. 333	210.25
Plasterers No. 346	401.65
Printing Pressmen No. 140	21.15
Retail Clerks No. 1222	1,054.00
Roofers No. 45	35.68
Sheet Metal Workers No. 206	82.50
Shinglers No. 553	18.00
Shipwrights No. 1300	88.26
Stereotypers No. 82	12.00
Street Electric Railway and Motor Coach Operators No. 1309	165.60
Teachers No. 1278	12.60
Theatrical Stage Employees No. 122	12.00
Typographical No. 221	142.55
United Auto Workers No. 506	863.70
Waiters and Bartenders No. 500	366.20

SAN FERNANDO

Government Employees No. 1043	\$ 5.00
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SAN FRANCISCO

American Federation of Television and Radio Artists	\$ 60.80
Allied Printing Trades Council	7.00
American Guild of Variety Artists	60.00
American Radio Association	87.50
Apartment and Hotel Employees No. 14	168.75
Asbestos Workers No. 16	80.00
Asbestos Workers No. 29	12.00
Automotive Machinists No. 1305	1,199.10
Bakers No. 24	510.00
Barbers and Beauticians No. 148	353.15
Bartenders No. 41	980.00
Bay Area Joint Board of Textile Workers	12.00
Bay Cities Metal Trades Council	12.00
Bay Counties District Council Carpenters	12.00

Bill Posters and Billers No. 44.	30.45	International Union Electrical Workers No. 852	52.20
Boilermakers No. 6	600.00	Jewelry Workers No. 36	51.00
Boilermakers No. 1168	200.00	Joint Board, Amalgamated Clothing Workers	13.00
Bookbinders No. 31-125	153.00	Ladies Garment Cutters No. 213	42.50
Building Service Employees No. 87	348.00	Leather and Novelty Workers No. 31	35.00
Building Service Employees No. 167	3.75	Locomotive Firemen and Enginemen No. 91	10.00
Butchers No. 115	990.00	Locomotive Firemen and Enginemen (General Grievance Committee) Council	17.00
Butchers No. 508	423.16	Lumber Clerks and Lumbermen No. 2559	90.00
California Allied Printing Trades Conference	7.00	Macaroni Workers No. 493	29.20
California Pipe Trades Council	12.00	Machinists No. 68	1,078.25
California State Council of Lumber and Sawmill Workers	12.00	Machinists Production Workers No. 1327	1,700.00
California State Theatrical Federation	12.00	Machinists No. 1908	31.70
Candy and Glace Fruit Workers No. 158	245.00	Mallers No. 18	58.00
Carpenters No. 22	700.00	Marine Cooks and Stewards	1,500.00
Carpenters No. 483	335.75	Marine Engineers	24.00
Carpenters No. 2164	222.97	Marine Firemen	700.00
Cement Finishers No. 580	104.70	Master Furniture Guild No. 1285	116.00
Central California District Council of Lumber and Sawmill Workers	12.00	Masters, Mates and Pilots No. 40	53.79
Chemical Workers No. 466	14.40	Masters, Mates and Pilots No. 89	24.00
City and County Employees No. 400	78.00	Masters, Mates and Pilots No. 90	360.00
City and County Employees No. 747	35.00	Miscellaneous and Wood Worker No. 2565	108.00
Civil Service Building Maintenance Employees No. 66-A	218.52	Miscellaneous Employees No. 110	826.30
Cleaning and Dye House Workers No. 3010	135.00	Molders and Foundry Workers No. 164	78.25
Cloakmakers No. 8	272.00	Motion Picture Projectionists No. 162	48.60
Clothing Workers No. 42	180.00	Musicians No. 6	340.00
Commercial Telegraphers No. 34	310.00	Musicians Protective Association No. 669	68.00
Construction and General Laborers No. 261	961.12	National Broadcast Employees No. 51	56.00
Cooks No. 44	853.00	National Postal Transport Association	30.00
Coopers No. 65	17.00	Newspaper Guild No. 52	505.80
Coppersmiths No. 438	17.00	Northern California Council of Government Employees	12.00
Dental Technicians of Northern California No. 99	24.00	Northern California District Council of Laborers	12.00
District Council of Plasterers	6.00	Office Employees No. 3	204.00
Dressmakers No. 101	408.00	Operating Engineers No. 3	3,600.00
Electrical Workers No. 6	240.00	Operating Engineers No. 39	435.00
Elevator Constructors No. 8	45.00	Optical Technicians No. 18791	24.75
Elevator Operators No. 117	30.00	Ornamental Plasterers No. 460	12.00
Film Exchange Employees No. B-17	26.55	Paint and Brush Makers No. 1071	122.95
Film Exchange Employees No. F-17	22.50	Painters No. 19	363.85
Fire Fighters of San Francisco No. 798	579.93	Painters No. 1158	326.81
Furniture Workers No. 262	327.95	Pattern Makers Association	45.00
Furniture Workers No. 3141	53.10	Pharmacists No. 838	140.00
Garment Cutters No. 45	22.41	Photo Engravers No. 8	96.00
Glaziers and Glass Workers No. 718	114.60	Pile Drivers No. 34	150.00
Government Employees No. 634	51.83	Plasterers No. 66	80.65
Government Employees No. 922	23.04	Plumbing and Pipe Fitters No. 38	850.00
Granite Cutters	12.00	Post Office Clerks No. 2	300.00
Hospital and Institutional Workers No. 250	180.00	Printing Pressmen No. 24	222.20
Hotel and Club Service Workers No. 283	1,010.63	Printing Specialties and Paper Converters No. 362	295.05
Inland Boatmen's Union	105.00		
Insurance Agents No. 52	15.80		
Insurance Agents No. 73	26.25		
Iron Workers No. 377	70.00		

Professional Embalmers No. 90-49	36.70	Bookbinders No. 3.....	33.31
Radio and Television Technicians No. 202	60.00	Brick and Clay Workers No. 580	29.75
Railway Patrolmen No. 19	28.00	Bricklayers No. 10	25.00
Repeaterman and Toll Test-boardmen No. 1011	90.00	Building Service Employees No. 77	57.00
Retail Department Store Employees No. 1100	1,400.40	Butchers No. 506	603.97
Retail Fruit and Vegetable Clerks No. 1017	90.00	California State Council of Lathers	6.00
Retail Grocery Clerks No. 648 ..	735.00	Carpenters No. 316	749.10
Retail Shoe and Textile Salesmen No. 410	244.15	Carpet, Linoleum and Tile Workers No. 1288	28.25
Roofers No. 40	105.00	Cement Laborers No. 270	954.62
Sailmakers No. 11775	14.00	Cement Masons No. 25	164.38
Sailors Union of the Pacific ...	2,133.20	Central Labor Council	12.00
Sausage Makers No. 203	259.18	Chemical Workers No. 294	63.15
Scrap Iron, Metal, Salvage and Waste	70.00	City Employees No. 1058	54.74
Seafarers, Atlantic and Gulf Districts	120.00	Clay and Tile Products No. 994 ..	15.39
Sheet Metal Workers No. 104 ..	150.00	Clothing Workers No. 108	12.00
Sign and Pictorial Painters No. 510	74.80	District Council of Painters	12.00
Sprinkler Fitters No. 483	5.00	Electrical Workers No. 332	60.00
State County and Municipal Employees No. 1569	12.20	Electronics No. 547	83.10
Steelworkers No. 1069	475.00	Glass Bottle Blowers No. 267 ...	19.80
Steelworkers No. 1684	270.00	Hod Carriers No. 234	109.25
Sterotypers and Electrotypers No. 29	99.00	Hotel, Restaurant and Hotel Service Employees No. 180 ..	1,299.55
Street, Electric Railway and Motor Employees No. 1380	60.00	International Union Electrical Workers No. 1507	28.00
Teachers No. 61	115.60	Lathers No. 144	42.00
Technical Engineers No. 11	71.40	Lumber and Planing Mill Workers No. 3102	68.63
Textile Workers No. 71	58.60	Machinists No. 504	682.19
Textile Workers No. 146	56.90	Machinists No. 562	777.44
Textile Workers No. 158	67.00	Machinists No. 565	353.27
Textile Workers No. 1378	55.36	Millmen No. 262	153.47
Theatrical Employees No. B-18 ..	135.00	Motion Picture Projectionists No. 431	12.00
Theatrical Janitors No. 9	43.50	Musicians No. 153	17.50
Theatrical Stage Employees No. 16	22.50	Newspaper Guild No. 98	60.20
Theatrical Wardrobe Attendants No. 784	24.00	Operative Potters No. 168	17.70
Transport Service Workers No. 95	14.00	Painters No. 507	329.30
Transport Service Workers No. 905	11.45	Plasterers No. 224	51.00
Tri-State Council of California, Arizona and Nevada	12.00	Plumbers No. 393	100.00
Typographical No. 21	495.00	Police Department Employees No. 170	60.40
Union Label Section	6.00	Printing Pressmen No. 146	54.00
United Garment Workers No. 131	428.75	Public Employees of Santa Clara County No. 1409	34.00
Upholsterers No. 28	27.00	Retail Clerks No. 428	600.00
Waiters No. 30	1,083.95	Roofers No. 95	56.20
Waitresses No. 48	1,491.09	Sheet Metal Workers No. 309 ..	112.50
Watchmakers No. 101	60.00	Steelworkers No. 1835	52.50
Web Pressmen No. 4	68.00	Sterotypers No. 120	18.55
Western Federation of Butchers	12.00	Street Carmen No. 265	29.70
Window Cleaners No. 44	60.00	Teachers No. 957	18.00
Wood, Wire and Metal Lathers No. 65	32.95	Theatrical Stage Employees No. 134	12.00
SAN JOSE		Typographical No. 231	43.50
Allied Printing Trades Council \$	6.00	Utility Workers No. 259	19.30
Auto Mechanics No. 1101	360.18	SAN JUAN BAUTISTA	
Barbers No. 252	57.80	United Cement, Lime and Gyp- sum Workers No. 148	\$ 37.82
Bartenders No. 577	196.85	SAN LEANDRO	
		International Union Electrical Workers No. 853	\$ 14.90
		SAN LUIS OBISPO	
		Barbers No. 767	\$ 12.00
		Carpenters and Joiners No. 1632	60.00

Central Labor Council	9.00	Central Labor Council	12.00
Construction and General		Communications Workers	
Laborers No. 1464	60.00	No. 9404	101.89
Painters No. 1336	29.00	Golden Gate District Council	
Plumbers No. 403	35.00	of Lathers	12.00
		Hod Carriers No. 291	300.00
SAN MATEO		Lathers No. 268	18.00
Air Transport Employees		Machinists No. 238	226.85
No. 1781	\$ 310.85	Plasterers No. 355	34.00
Bartenders No. 340	863.70	Retail Clerks No. 1119	233.78
Building and Construction		Teachers No. 1077	16.00
Trades Council	12.00		
Butchers No. 516	270.56	SANTA ANA	
Carpenters No. 162	380.50	Barbers No. 549	\$ 12.00
Cement Finishers No. 583	15.00	Beet Sugar Workers No. 20748	62.30
Central Labor Council	12.00	Building and Construction	
Communications Workers		Trades Council	12.00
No. 9430	135.20	Carpenters No. 1815	607.55
Construction and General		Cement Masons No. 52	108.50
Laborers No. 389	529.08	Central Labor Council	12.00
County Employees No. 829	119.80	Chemical Workers No. 66	82.42
Electrical Workers No. 617	33.00	Communications Workers	
Hod Carriers No. 97	34.00	No. 9510	130.00
Lathers No. 278	18.00	District Council of Carpenters	6.00
Laundry Workers No. 143	51.00	Electrical Workers No. 441	75.00
Machinists No. 1414	68.00	Glass Bottle Blowers No. 81	30.55
Paint, Varnish, and Lacquer		Glass Bottle Blowers No. 263	20.75
Makers No. 1053	102.80	Hod Carriers No. 652	1,180.28
Painters No. 913	171.50	Lathers No. 440	87.50
Plasterers No. 381	27.00	Musicians No. 7	20.00
Plumbers No. 467	15.00	Painters No. 686	284.60
Printing Pressmen No. 315	22.10	Plasterers No. 489	105.00
Retail Clerks No. 775	170.00	Plumbers No. 582	90.00
Sheet Metal Workers No. 272	12.00	Printing Pressmen No. 166	13.55
Theatrical Stage Employees		Roofers No. 36-C	42.39
No. 409	12.80	Theatrical Stage Employees	
		No. 504	16.00
SAN PEDRO		Typographical No. 579	31.25
Auto Machinists No. 1484	\$ 163.70		
Barbers No. 881	33.00	SANTA BARBARA	
Bartenders No. 591	121.00	Barbers No. 832	23.42
Carpenters No. 1140	273.06	Building and Construction	
Central Labor Council	2.00	Trades Council	12.00
Chemical Workers No. 53	17.01	Carpenters No. 1062	232.00
Hotel, Restaurant, Cafeteria		Carpet and Linoleum Workers	
Employees No. 512	516.45	No. 1689	10.00
Lathers No. 366	15.96	Communications Workers	
Lumber and Sawmill Workers		No. 9576	83.60
No. 1407	150.00	Construction and General	
Marine and Shipbuilding		Laborers No. 591	166.95
Workers No. 9	540.80	Culinary Alliance and	
Masters, Mates and Pilots		Bartenders No. 498	543.65
No. 18	22.80	Electrical Workers No. 413	48.00
Painters No. 949	82.40	Lathers No. 379	16.05
Pile Drivers No. 2375	150.00	Meat Cutters No. 556	148.75
Plasterers and Cement		Musicians Protective Associa-	
Finishers No. 838	110.50	tion No. 308	75.55
Retail Clerks No. 905	654.45	Painters No. 715	75.67
Seine and Line Fishermen	105.00	Plasterers No. 341	63.00
Shipyard Laborers No. 802	493.00	Plumbers No. 114	24.00
Steelworkers No. 5303	57.10	Post Office Clerks No. 264	6.00
Typographical No. 862	25.76	Retail Clerks No. 899	449.00
		Roofers No. 137	12.00
SAN QUENTIN		Sheet Metal Workers No. 273	67.40
San Quentin Prison Employees		Theatrical Stage Employees	
No. 416	\$ 14.35	No. 442	24.00
SAN RAFAEL		SANTA CLARA	
Barbers No. 582	\$ 32.04	California State Council of	
Bartenders No. 126	324.30	Roofers	\$ 12.00
Building and Construction		City Employees No. 107	13.35
Trades Council	12.00	Glass Bottle Blowers No. 262	79.15

United Cement, Lime, and Gypsum Workers No. 334	23.50	SONORA	
		Carpenters No. 2196	\$ 61.35
SANTA CRUZ		SOUTHGATE	
Barbers No. 891	\$ 14.00	Communications Workers	
Carpenters No. 829	16.20	No. 9506	\$ 225.00
Central Labor Council	4.00	International Union Electrical	
Construction and General		Workers No. 1502	5.90
Laborers No. 283	76.00	Pulp, Sulphite, Paper Mill	
Electrical Workers No. 609	28.00	Workers No. 253	29.00
Leather Workers No. L-122	20.40	Rubber Workers No. 100	447.00
Painters No. 1026	25.99	Rubber Workers No. 225	80.40
Plasterers and Cement		United Auto Workers No. 216 ..	681.80
Finishers No. 379	14.75	Utility Workers No. 283	15.90
SANTA MARIA		SPRECKELS	
Barbers No. 941	\$ 14.00	Sugar Refinery Workers	
Carpenters No. 2477	178.00	No. 20616	\$ 80.06
Central Labor Council	12.00	STANDARD	
Chemical Workers No. 224	19.67	Lumber and Sawmill Workers	
City Employees No. 1224	12.00	No. 2652	\$ 135.99
Communications Workers		STOCKTON	
No. 9581	22.45	Automotive Machinists No. 428 \$	74.00
Construction, General, and Oil		Barbers No. 312	15.00
Field Laborers No. 1222	296.26	Bartenders No. 47	133.90
Culinary Workers No. 703	211.56	Brick and Clay Workers	
Oil, Chemical, and Atomic		No. 874	40.12
Workers No. 534	41.40	Building and Construction	
Painters No. 1147	33.49	Trades Council	6.00
SANTA MONICA		Building Service Employees	
Barbers No. 573	\$ 49.15	No. 24	29.00
Carpenters No. 1400	319.48	Butchers No. 127	318.85
Communications Workers		Carpenters No. 266	120.00
No. 9574	305.85	Carpenters No. 2891	102.89
Culinary Workers No. 814	1,076.25	Cement Finishers No. 814	15.00
Meat Cutters No. 587	280.00	Central Labor Council	12.00
Painters No. 821	121.77	City Employees No. 102	71.85
Plumbers No. 545	147.00	Communications Workers	
Printing Pressmen No. 429	24.00	No. 9417	164.50
Typographical No. 875	16.38	County Employees No. 183	18.00
SANTA ROSA		Culinary Alliance No. 572	439.87
Barbers No. 159	\$ 20.00	District Council of Carpenters	12.00
Bartenders No. 770	332.70	Electrical Workers No. 591	30.00
Boot and Shoe Workers No. 446	33.05	Hod Carriers No. 73	262.50
Building and Construction		Machinists No. 364	268.96
Trades Council	6.00	Motion Picture Projectionists	
Butchers No. 364	200.20	No. 428	12.00
Electrical Workers No. 551	70.00	Motor Coach Operators	
Hod Carriers No. 139	178.95	No. 276	17.55
Lathers No. 243	12.00	Musicians No. 189	68.00
Motion Picture Machine		Office Employees No. 26	14.00
Operators No. 420	24.00	Operative Potters No. 171	21.70
Musicians No. 292	106.00	Painters No. 1115	112.65
Painters No. 364	35.00	Paper Makers No. 320	130.82
Plasterers and Cement		Plasterers No. 222	13.70
Finishers No. 363	23.26	Plumbers No. 492	44.95
Printing Pressmen No. 354	14.00	Post Office Clerks No. 320	37.50
Retail Clerks No. 1532	207.63	Retail Clerks No. 197	75.00
Typographical No. 577	17.10	Sheet Metal Workers No. 283 ..	34.00
SAUGUS		State, County, and Municipal	
Glass Bottle Blowers No. 69	\$ 61.45	Employees No. 1577	11.00
SEAL BEACH		Theatrical Stage Employees	
Chemical Workers No. 225	\$ 14.20	No. 90	12.00
SELMA		Typographical No. 56	20.40
Carpenters No. 1004	\$ 44.70	United Auto Workers No. 792 ..	33.85
SONOMA		Utility Workers No. 160	16.35
California State Employees		SUNNYVALE	
No. 14	\$ 43.50	City Employees No. 1584	\$ 17.25
		Theatrical Stage and Motion	
		Picture Operators No. 796	24.00

SUSANVILLE					
Barbers and Beauticians				Central Labor Council	6.00
No. 311	\$	12.00		Culinary Workers and	
Lumber and Sawmill Workers				Bartenders No. 560	250.15
No. 3033		69.99		Electrical Workers No. 180	80.00
Tri-County Central Labor				Hod Carriers No. 326	200.50
Council		12.00		Lathers No. 302	14.00
Woodworkers No. 370		57.20		Machinists No. 1492	56.00
TAFT				Mare Island Navy Yards Metal	
Barbers No. 869	\$	10.00		Trades	6.00
Painters No. 702		17.00		Musicians No. 367	36.00
Utility Workers No. 193		11.85		Operating Engineers No. 731	62.41
Utility Workers No. 289		12.00		Painters No. 376	57.70
TERMINAL ISLAND				Plasterers No. 631	30.00
Cannery Workers of the				Plumbers No. 343	27.20
Pacific	\$	1,125.00		Retail Clerks No. 373	340.00
TORRANCE				Roofers No. 35	10.00
Boilermakers No. 718	\$	19.40		Sheet Metal Workers No. 75	105.00
Chemical Workers No. 138		30.07		Sheet Metal Workers No. 221	8.40
Chemical Workers No. 598		17.83		Shipwrights No. 1068	43.82
Machinists No. 1619		8.00		Teachers No. 827	12.00
Oil, Chemical, and Atomic				Technical Engineers No. 8	33.83
Workers No. 519		288.35		Theatrical Stage Employees	
Operative Potters No. 218		59.30		No. 241	14.00
Rubber Workers No. 146		18.10		Typographical No. 389	43.20
Steelworkers No. 1414		277.65		VALLEY SPRINGS	
Steelworkers No. 2586		16.35		Lumber and Sawmill Workers	
TRACY				No. 2847	\$ 25.35
Carpenters and Joiners				VAN NUYS	
No. 1698	\$	24.95		Barbers No. 837	\$ 44.55
Sugar Workers No. 20058		65.57		Carpenters and Joiners	
TRINIDAD				No. 1913	776.74
Loggers No. 3006	\$	129.75		Painters No. 1595	223.86
TULARE				Post Office Clerks No. 1159	19.81
Carpenters No. 1578	\$	10.90		United Auto Workers No. 645	1,352.95
TUOLUMNE				VENICE	
Lumber and Sawmill Workers				Rubber Workers No. 300	\$ 13.50
No. 2810	\$	95.80		VENTURA	
TURLOCK				Building and Construction	
Carpenters No. 1306	\$	24.00		Trades Council	\$ 12.00
TUSTIN				Carpenters No. 2463	212.15
Rubber Workers No. 510	\$	22.60		Central Labor Council	12.00
TWAIN				District Council of Carpenters	12.00
Woodworkers No. 398	\$	13.75		Electrical Workers No. 952	62.50
UKIAH				Hod Carriers No. 585	306.04
California State Employees				Lathers No. 460	29.86
No. 519	\$	10.00		Oil, Chemical and Atomic	
Central Labor Council		36.00		Workers No. 120	193.85
Lumber and Sawmill Workers				Operating Engineers No. 732	10.00
No. 2975		61.72		Painters No. 955	80.85
Northern Coast Counties Dis-				Plasterers No. 741	42.00
trict Council of Carpenters		6.00		Plumbers and Steamfitters	
VALLEJO				No. 484	50.40
American Federation of Grain				VERNON	
Millers No. 71	\$	44.96		Glass Bottle Blowers No. 224	\$ 51.00
Asbestos Workers No. 70		24.00		Paper Makers No. 336	16.50
Barbers No. 335		65.65		Pulp, Sulphite and Paper Mill	
Boilermakers No. 148		62.98		Workers No. 254	30.00
Building and Construction				VICTORVILLE	
Trades Council		6.00		United Cement, Lime and Gyp-	
Butchers and Meat Cutters				sum Workers No. 49	\$ 106.45
No. 532		276.00		VISALIA	
Carpenters No. 180		210.00		Barbers No. 856	\$ 14.00
				Building and Construction	
				Trades Council	12.00
				Carpenters No. 1484	59.36
				Central Labor Council	6.00

CALIFORNIA LABOR FEDERATION

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Communications Workers No. 9406	110.75	WESTEND Chemical Workers No. 398	\$ 87.30
Hod Carriers No. 1060	125.75		
Lathers No. 449	14.00	WEST POINT Lumber and Sawmill Workers No. 2694	\$ 58.15
Plasterers and Cement Masons No. 895	36.00		
Stage Employees No. 605	12.00	WHITE PINES Lumber and Sawmill Workers No. 2538	\$ 41.25
Typographical No. 519	12.00		
VISTA Carpenters No. 2078	\$ 229.03	WHITTIER Steelworkers No. 4511	\$ 44.65
Lathers No. 527	12.40	Typographical No. 899	14.00
WALNUT CREEK Steelworkers No. 5450	\$ 6.00	United Auto Workers No. 809 ..	65.00
WARM SPRINGS Brick and Clay Workers No. 663	\$ 34.00	WILMINGTON Amusement Guild	\$ 2.50
WATSONVILLE Barbers No. 749	\$ 14.00	Butchers No. 551	906.80
Brick and Clay Workers No. 998	27.15	Chemical Workers No. 40	95.90
Carpenters No. 771	46.54	Inland Boatmen of the Pacific Marine Engineers No. 79	70.00 197.75
Central Labor Council	12.00	Pulp, Sulphite and Paper Mill Workers No. 341	49.20
Communications Workers No. 9427	22.10	Seafarers, Atlantic and Gulf District	40.00
Electrical Workers No. 526	12.00	Ship Carpenters No. 1335	102.00
Lathers No. 122	14.00	United Auto Workers No. 406 ..	298.90
Machinists No. 1939	12.00		
Railway Carmen No. 765	18.17	WOODLAND Beet Sugar Operators No. 20610	\$ 102.06
Theatrical Stage Employees No. 611	13.50	United Sugar Workers Council ..	12.00
Typographical No. 543	15.18		
WEED Lumber and Sawmill Workers No. 2907	\$ 397.95	WOODLEAF Woodworkers No. 365	\$ 31.40
WEIMAR Weimar Sanatorium Em- ployees No. 745	\$ 73.72	TOTAL	\$257,032.84

Schedule 2—Detail of Disbursements

Period December 10, 1958 to June 30, 1959

SALARIES — EXECUTIVES:	Total	General Fund	Convention Fund	"Right To Work" Defense Fund
Haggerty, C. J., Secretary-Treasurer	\$ 16,151.00	\$ 15,318.80	\$ 832.20	
Pitts, Thomas L., President	8,750.00	8,247.50	502.50	
Despol, John A., General Vice President	6,824.63	6,824.63		
Dias, Manuel, General Vice President	6,930.80	6,930.80		
Total	\$ 38,656.43	\$ 37,321.73	\$ 1,334.70	

EXPENSES AND ALLOWANCES—**Executives:**

Haggerty, C. J.	\$ 3,300.00	\$ 3,125.00	\$ 175.00
Pitts, Thomas L.	3,331.29	3,131.29	200.00
Despol, John A.	1,659.41	1,659.41	
Dias, Manuel	968.00	898.00	70.00
Bewley Allen Company	51.27	51.27	
El Mirador Hotel	40.38	40.38	
Richfield Oil Company	637.66	637.66	
The Hertz Corporation	46.17	46.17	
Western Airlines	2,489.66	2,489.66	
Texas Company	133.58	133.58	
Bay Area			
Educational Association	461.09	461.09	
The Hollywood Roosevelt	470.88	470.88	
Cadillac Motor Car Division	42.24	42.24	
Total	\$ 13,631.63	\$ 13,186.63	\$ 445.00

Geographical Vice-Presidents:

Goodbody, Thomas L.	\$ 478.29	\$ 428.29	\$ 50.00
Callahan, M. R.	697.40	647.40	50.00
Lehmann, C. T.	262.50	262.50	
Somerset, Pat	120.00	70.00	50.00
O'Brien, George E.	312.50	262.50	50.00
Bassett, W. J.	546.16	496.16	50.00
Christian, J. J.	312.50	262.50	50.00
Smith, James L.	402.00	352.00	50.00
O'Hare, Robert J.	120.00	70.00	50.00
Fillippini, Wilbur	239.80	239.80	
Lackey, H. D.	319.30	269.30	50.00
Green, C. A.	165.20	115.20	50.00
Small, Thomas A.	698.20	648.20	50.00
Weisberger, Morris	408.90	358.90	50.00
Dougherty, Arthur F.	534.20	484.20	50.00
Amadio, Chris	370.49	320.49	50.00
Carman, Newell J.	155.00	120.00	35.00
Ash, Robert S.	385.00	335.00	50.00
Jones, Paul L.	342.80	342.80	
Reed, Howard	166.00	116.00	50.00
Nelson, Lowell	587.00	537.00	50.00
Finks, Harry	2,515.87	2,410.87	105.00
Gruhn, Albin J.	421.69	371.69	50.00
Giesick, Robert	340.00	290.00	50.00
Total	\$ 10,900.80	\$ 9,810.80	\$ 1,090.00

At Large Vice-Presidents:

Clark, Robert R.	\$ 272.80	\$ 222.80	\$ 50.00
Stone, DeWitt	345.00	295.00	50.00
Shedlock, Edward T.	275.39	225.39	50.00
Wilson, Herbert	515.00	515.00	
Posner, Jerome	350.00	300.00	50.00
King, E. A.	369.74	319.74	50.00
O'Malley, E. P.	284.56	234.56	50.00
Eubanks, Sam B.	116.00	81.00	35.00
Total	\$ 2,538.49	\$ 2,193.49	\$ 335.00

General Office Salaries:

Bergeron, Margaret	\$ 3,118.89	\$ 3,048.69	\$ 70.20
Bianchi, Maud	1,100.02	1,064.00	36.02
Boving, David	440.00	440.00	
Cardinal, Barbara	28.40	28.40	
Centonze, Irma	307.64	237.44	70.20
Conley, Mary	636.00	636.00	
Daniels, Rosemary	157.55	157.55	
Despol, Jeri	783.00	783.00	
Draper, Anne	3,013.24	3,013.24	
Dunn, Margaret	2,726.40	2,655.70	70.70
Handley, Idella	486.36	486.36	
Hayes, Nell H.	956.66	895.46	70.20
Henning, John F.	977.50	815.75	161.75
Hines, C. A., Jr.	90.40	90.40	
Hines, Charles A., Sr.	3,674.00	3,580.75	93.25
Kennedy, Margaret	2,703.00	2,624.80	78.20
Keys, Ferne	440.19	440.19	
King, Bert C.	2,367.16	2,317.94	49.22
Lewis, Carolyn A.	115.36	35.27	80.09
Livingston, Ethel M.	95.00	95.00	
London, Joan	3,363.82	3,281.52	82.50
McGinley, Madeline	1,932.62	1,932.62	
McKenney, Kathleen	1,779.86	1,779.86	
McManus, Shirley	1,543.81	1,474.26	69.55
Moore, Josephine	1,074.49	1,040.77	33.72
Otto, Walter R.	3,454.20	3,362.05	92.15
Petrone, Geraldine	2,787.31	2,707.71	79.60
Richard, Vern E.	296.32	296.32	
Spencer, Margaret	912.60	912.60	
Stack, Rachel	2,231.75	2,231.75	
Tappe, Dorothy	86.40	15.70	70.70
Terry, Harriette	563.76	563.76	
Vial, Donald	1,053.87	916.42	137.45
Walamau, William	41.93	41.93	
Weber, Jeanne M.	1,438.67	1,407.25	31.42
Weber, Nan A.	1,099.22	1,060.50	38.72
Total	\$ 47,886.40	\$ 46,470.96	\$ 1,415.44

Office Employees:

Henning, John F.	\$ 63.80	\$ 28.80	\$ 35.00
Otto, Walter R.	150.00	115.00	35.00
Petrone, Geraldine	150.00	115.00	35.00
Vial, Donald	35.00		35.00
Total	\$ 398.80	\$ 258.80	\$ 140.00

ORGANIZING EXPENSES:**Hyans, Curtis J.:**

Salary	\$ 3,600.00	\$ 3,514.95	\$ 85.05
Expenses and allowances	1,930.83	1,895.83	35.00
Richfield Oil Co.	109.35	109.35	
Texas Co.	7.22	7.22	

Total	\$ 5,647.40	\$ 5,527.35	\$ 120.05
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CONVENTION EXPENSES:**Expenses and allowances:**

Finks, Harry	\$ 22.85		\$ 22.85
Hines, Charles A.	250.00	\$ 250.00	
Hyans, Curtis J.	313.60		313.60
King, E. A.	35.00		35.00
Henning, John F.	250.00	250.00	
O'Malley, Emmett	35.00		35.00
Otto, Walter R.	250.00	250.00	
Vial, Donald	250.00	250.00	
Cash — for Sergeant at Arms....	1,400.00		1,400.00
Cash — for Rules of Order Committee	525.00		525.00
Cash — for subsistence office....	280.00		280.00

Other expenses:

Fairmont Hotel	6,182.96	3,950.07	2,232.89
Treasurer, City and County of San Francisco— auditorium rental	1,952.50		1,952.50
The Garrett Press—printing	50,668.51	18,980.23	31,688.28
E. D. Conklin— convention reporter	2,322.00	2,322.00	
Aldine Company—printing	2,298.40	2,298.40	
Stuart Co.—signs and furniture rental	2,696.95		2,696.95
Harry McCune Sound Service	1,030.50		1,030.50
Mo Dorman—office equipment rental	577.20	34.32	542.88
Pacific Telephone and Telegraph Co.	426.59	84.53	342.06
Golden Gate Press—ribbons and rubber stamps	670.28	670.28	
Irvine & Jachens, Inc.— badges and ribbons	3,355.21	3,355.21	
Western Union	849.01		849.01
Railway Express Agency	104.39		104.39
Welch Catering Co.	75.00		75.00
Scavengers' Protective Association	50.00	50.00	
Sir Francis Drake Hotel	54.00	54.00	
Joseph Tissier	25.00	25.00	
Benedetti's Flowers	41.60	41.60	
Pischoff Co.—signs	10.66		10.66
Allen's Press Clipping Bureau	10.00		10.00
Tanner Motor Livery	18.90		18.90
Balko Mail Delivery Service	18.10		18.10
Heinrich Specialty Co.	4,965.32	4,949.52	15.80
Pitney-Bowes, Inc.	10.99		10.99
Petty cash—miscellaneous	129.56		129.56
Total	\$ 82,155.08	\$ 37,815.16	\$ 44,339.92

LEGISLATIVE EXPENSES:**Salaries:**

Finks, Harry	\$ 2,400.00	\$ 2,400.00	\$
Henderson, Edris L.	2,122.90	2,122.90	
Hicks, James	200.00	200.00	
Hicks, William A.	1,350.78	1,350.78	
Holmes, Violette C.	1,995.00	1,995.00	
Livingston, Ethel M.	1,904.55	1,904.55	
Vial, Donald	3,165.44	3,165.44	

Expenses and allowances:

Callahan, M. R.	105.55	105.55
Dougherty, Arthur	68.00	68.00
Finks, Harry	277.05	277.05
Haggerty, C. J.	810.00	810.00
Hemnes, Andy		
Nelson, Lowell	72.80	72.80
Pitts, Thomas L.	577.81	577.81
Pritchard, Rex B.	52.00	52.00
Vial, Donald	1,226.10	1,226.10

Other expenses:

Addressing Machine Company	470.69	470.69	
Audograph, Inc.—rental	217.46	217.46	
A. B. Dick Co.	124.61	124.61	
Alta Engraving Co.	83.72	83.72	
A. W. Herron Co.	655.00	655.00	
Bedell's — restaurant	242.18	242.18	
California Hall Association— auditorium rental	125.00	125.00	
Capitol Office			
Equipment—rental	25.00	25.00	
Bekins Van & Storage Co.	125.73	125.73	
Crossman Office Equipment	19.50	19.50	
E. D. Conklin—reporter	392.30	392.30	
Duplicating Specialists	20.28	20.28	
El Mirador Hotel	3.62	3.62	
El Dorado Hotel	130.91	130.91	
David Typewriter Co.	15.28	15.28	
Garrett Press	1,005.73	411.84	593.89
General Office Equipment Co.	6.86	6.86	
H. S. Crocker Co.	87.17	87.17	
E. E. Noakes Typewriter Co.	80.25	80.25	
James H. Barry Co.	29.72	29.72	
Hotel Senator—Sacramento	9,686.04	9,686.04	
Legislative Ball Room Inc.	11.90	11.90	
Pacific Telephone & Telegraph Co.	1,974.52	1,974.52	
Pete McLaughlin—			
Photographer	15.60	15.60	
Sacramento Labor Council— phone calls	200.19	200.19	

OFFICERS REPORTS TO

Sleeper Stamp & Stationery Co.	205.87	205.87	
Welch Catering Co.	35.00	35.00	
Petty cash—miscellaneous	261.50	261.50	
Total	\$ 32,714.61	\$ 32,120.72	\$ 593.89

CONFERENCE EXPENSES AND ALLOWANCES:

Harry McCune Sound Service	\$ 104.00	\$ 104.00	
Draper, Anne	24.43	24.43	
Ballis, George	291.73	291.73	
Regents, University of California	620.52	620.52	
St. Francis Hotel	22.20	22.20	
Otto, Walter R.	115.10	115.10	
Pitts, Thomas L.	104.00	104.00	
Vial, Donald	104.00	104.00	
Petty cash—miscellaneous	25.60	25.60	
Total	\$ 1,411.58	\$ 1,411.58	

LEGAL EXPENSES:

Scully, Charles P.:

Retainer—six months	\$ 3,000.00	\$ 3,000.00	
Services re: Legislature	18,710.00	18,710.00	
Services re: Merger	2,505.00	2,505.00	
Services re: Executive Board meetings	925.00	925.00	
	\$ 25,140.00	\$ 25,140.00	

Nutter, Arnold & Smith:

Services re: Merger	112.00	112.00	
Total	\$ 25,252.00	\$ 25,252.00	

INSURANCE EXPENSE:

Office Employees Insurance Trust Fund—group insurance	\$ 1,555.75	\$ 1,555.75	\$
Maloney & Maritzen	202.28	16.28	186.00
State Compensation Insurance Fund	159.51	159.51	
George A. Novell	10.88	10.88	
James F. Allen—bond	37.50	37.50	
Norbert Cronin & Co.—compre- hensive general liability	2,275.78	2,275.78	
Total	\$ 4,241.70	\$ 4,055.70	\$ 186.00

ACCOUNTING FEES:

Skinner & Hammond	\$ 2,080.00	\$ 2,080.00
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AUTOMOBILE EXPENSES:

Richfied Oil Corporation	\$ 94.82	\$ 94.82
Standard Oil Company	49.27	49.27
Union Oil Company	6.40	6.40
Class "A" Garage	254.97	254.97
Cadillac Motor Car Division	124.33	124.33
California State Automobile Association—annual dues	21.00	21.00
Petty cash—license for Cadillac	81.00	81.00
Total	\$ 631.79	\$ 631.79

CONTRIBUTIONS:

Governor's Inaugural Committee	\$ 40.00	\$ 40.00
San Francisco Police—Widows and Orphans Aid Society	5.00	5.00
United Negro College Fund	100.00	100.00
Letter Carriers Mutual Aid Ass'n.	7.50	7.50
San Francisco Firemen & Police Benefit	5.00	5.00
Petty cash—miscellaneous	5.00	5.00
Total	\$ 162.50	\$ 162.50

LIBRARY EXPENSE:

Allen's Press Clipping Bureau	\$ 358.50	\$ 358.50
California Taxpayers' Association	5.00	5.00
Commerce Clearing House	315.00	315.00
Marchant Calculator Company	2.08	2.08
Twentieth Century Fund	7.03	7.03
American Heritage Publishing Co.	9.95	9.95
Commonwealth Club of California	21.00	21.00
Congressional Quarterly	60.00	60.00
Congressional Digest	20.00	20.00
Sacramento Bee	22.50	22.50
San Francisco Examiner	13.50	13.50
Schwabacher-Frey Co.	21.27	21.27
Town Hall	12.00	12.00
American Labor Education Service	5.00	5.00
Press and Union League Club	30.60	30.60
Standard & Poors, Inc.	484.00	484.00
Southern Illinois University Press	6.64	6.64
International Labor Press	25.00	25.00
World Affairs Council of Northern California	10.00	10.00
AFL-CIO	47.50	47.50

California Farm Research and Legislative Committee	2.00	2.00
National Child Labor Committee	25.00	25.00
West Publishing Co.	131.33	131.33
Associated Students, University of California	1.90	1.90
Congressional Quarterly News	10.00	10.00
Sacramento Newsletter	25.00	25.00
Bancroft Whitney Co.	62.40	62.40
Paul Elder Co.	24.91	24.91
Public Affairs Institute	5.00	5.00
Tax Foundation	3.50	3.50
Thermo-Fax Sales, Inc.	35.00	35.00
Regents, University of California	1.13	1.13
Wall Street Journal	48.00	48.00
Western Paper Box Co.	57.31	57.31
Capitol Office Equipment Co.	25.00	25.00
East Bay Labor Journal	2.00	2.00
Bureau of National Affairs	616.00	616.00
Union Labor Bulletin	3.00	3.00
The New Leader	10.00	10.00
Religion and Labor	2.00	2.00
Better Schools	2.00	2.00
National Labor Service	4.50	4.50
U. S. News and World Report	9.50	9.50
Committee on Political Education	2.00	2.00
Who's Who Historical Society	35.00	35.00
	<hr/>	<hr/>
	\$ 2,620.05	\$ 2,620.05
Less: Refunds:		
San Francisco Chronicle	3.97	3.97
American Heritage Publishing Co.	9.95	9.95
	<hr/>	<hr/>
	\$ 13.92	\$ 13.92
Total	<hr/>	<hr/>
	\$ 2,606.13	\$ 2,606.13

MAINTENANCE EXPENSE:

Miller Desk and Safe Co.	\$5.00	\$ 5.00
Addressing Machine Co.	72.32	72.32
Addressograph-Multigraph Corp.	205.56	205.56
Audograph, Inc.	7.23	7.23
International Business Machines Corp.	64.21	64.21
Brodies—water cooler service	8.00	8.00
Marchant Calculator Company	18.00	18.00
Pitney-Bowes, Inc.	67.07	67.07
Pacific Carbon & Ribbon Mfg Co.	4.58	4.58
Ed E. Noakes Typewriter Co.	21.40	21.40
John Herling's Labor Letter	20.00	20.00
Bell Typewriter Co.	24.00	24.00
Norbert Cronin Co.	12.00	12.00
	<hr/>	<hr/>
Total	<hr/>	<hr/>
	\$ 529.37	\$ 529.37

NEWSLETTER, ADVERTISEMENTS, ETC.:

Addressing Machine Co.	\$ 61.36	\$ 61.36
Blake, Moffitt & Towne Inc.	751.27	751.27
Allen's Press Clipping Bureau	196.00	196.00
Bekins Van & Storage Co.	11.55	11.55
The Garrett Press	987.48	987.48
News Publishing Co., Inc.	7,539.31	7,539.31
James H. Barry Co.	373.72	373.72
Golden Gate Press	57.20	57.20
Petty cash—miscellaneous	8.80	8.80
Total	\$ 9,986.69	\$ 9,986.69

OFFICE RENT:

David Hewes Building—		
San Francisco	\$ 6,515.00	\$ 6,515.00
Office Building Associates—		
Los Angeles	1,680.00	1,680.00
W. M. Garland Building—		
Los Angeles	406.00	406.00
Total	\$ 8,601.00	\$ 8,601.00

PRINTING:

Banco Corporation	\$ 55.80	\$ 55.80
K & D Press	7.80	7.80
Aldine Company	169.42	169.42
The Garrett Press	1,615.74	1,615.74
James H. Barry Co.....	852.20	850.20
Golden Gate Press	253.76	253.76
Total	\$ 2,952.72	\$ 2,952.72

PUBLIC RELATIONS:

Allen Lumber Company	\$ 2.91	\$ 2.91
Allen's Photo Supplies	132.12	132.12
General Office Equipment Co.	3.93	3.93
McCurry's	26.78	26.78
United Air Lines	163.75	163.75
Schwabacher-Frey Co.	26.07	26.07
Brede Inc.	147.50	147.50
Stuart Co.	511.49	511.49
Bekins Van & Storage Co.	34.01	34.01
Union Label Service Trades—		
booth rental	1,025.00	1,025.00
The Garret Press	1,667.35	1,667.35
Lyon Van & Storage	12.60	12.60
Bay Area Educational Ass'n	387.00	387.00
Total	\$ 4,140.51	\$ 4,140.51

POSTAGE AND MAILINGS:

John F. Fixa—Postmaster	\$ 2,720.00	\$ 2,720.00
Petty cash—postage meter	2,500.00	2,500.00
Petty cash—stamps	245.49	245.49
Pitney-Bowes, Inc.	49.20	49.20
Balko Los Angeles—		
mail delivery service	8.00	8.00
Finks, Harry	38.81	38.81
Petty cash—Los Angeles	72.00	72.00
WAACP—		
postage due (check cancelled) ..	(200.00)	(200.00)
Total	\$ 5,433.50	\$ 5,433.50

SERVICES:

International Business		
Machines Corp.	\$ 21.85	\$ 21.85
Ed E. Noakes Typewriter Co.	5.35	5.35
Magnetic Springs Water Co.	25.35	25.35
Kleen Towel Service	3.50	3.50
Addressing Machine Co.	21.54	21.54
Office Lettering Service	5.00	5.00
Alhambra National Water Co.	58.90	58.90
Balko Los Angeles	4.00	4.00
Galland Linen Service	47.75	47.75
Red Arrow Messenger	1.25	1.25
Sparkie's Special Delivery	3.75	3.75
Audograph Inc.	4.21	4.21
Petty cash—miscellaneous	25.25	25.25
Pitney-Bowes, Inc.	124.04	124.04
Bekins Van & Storge Co.	16.30	16.30
Total	\$ 368.04	\$ 368.04

STATIONERY AND SUPPLIES:

Morgan and Barclay	\$ 738.58	\$ 738.58
Photostat	158.66	158.66
Aldine Company	79.71	79.71
James H. Barry Co.	131.56	131.56
A. B. Dick Company	57.86	57.86
Wobbers, Inc.	174.58	174.58
United Stationers, Oakland	24.34	24.34
Milo Harding Co.	6.90	6.90
Pacific Carbon & Ribbon Mfg. Co.	131.35	131.35
Schwabacher-Frey Co.	7.44	7.44
Blake, Moffitt & Towne	182.93	182.93
H. S. Crocker Co.	42.06	42.06
Addressing Machine Co.	37.85	37.85
Golden Gate Press	140.40	140.40
International Business		
Machines Corp.	10.72	10.72
Mo Dorman Co.	34.01	34.01
Thermo-Fax Sales, Inc.	26.57	26.57

General Office Equipment Co.	35.99	35.99
George E. Montgomery Co.	29.04	29.04
Kielty Dayton Co.	48.17	48.17
Thermo-Fax Sales, Inc.	58.06	58.06
Marr Duplicator Sales Co.	4.01	4.01
Stuart Co.	26.57	26.57
Petty cash—miscellaneous	14.28	14.28
Total	\$ 2,201.64	\$ 2,201.64

TAXES:

Department of Internal Revenue:		
F.I.C.A. taxes	\$ 1,425.75	\$ 1,425.75
Federal unemployment tax	144.40	144.00
Department of Employment—		
State unemployment insurance	639.49	639.49
Federal Reserve Bank—		
F.I.C.A. taxes	1,387.73	1,387.73
Byram, H. L., Tax Collector, Los Angeles	82.21	82.21
Wolden, R. L., Assessor, San Francisco	173.05	173.05
Total	\$ 3,852.23	\$ 3,852.23

TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Co.	\$ 4,968.51	\$ 4,968.51
Sacramento Labor Council— reimbursement	143.72	143.72
Western Union	584.39	584.39
Total	\$ 5,696.62	\$ 5,696.62

FURNITURE, FIXTURES, AND EQUIPMENT:

Empire Manufacturing Co.— tables and shelving	\$ 894.19	894.19
Alhambra National Water Co.— water cooler	134.68	134.68
Arthur Unger Company— stepladder	25.96	25.96
Addressing Machine Co.— metal cabinet for plates	64.86	64.86
Mo Dorman Co.—glass	41.60	41.60
Total	\$ 1,161.29	\$ 1,161.29

PENSION PLAN EXPENSES:

Occidental Life Insurance Co.:

Contribution to fund	\$ 76.06	\$ 76.06
Administrative fee	220.00	220.00
Total	\$ 296.06	\$ 296.06

SCHOLARSHIPS:

Wobbers, Inc.	\$ 41.08	\$ 41.08
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GENERAL EXPENSES:

Petty cash—Christmas gifts	\$ 590.00	\$ 590.00
Railway Express Agency	64.16	64.16
Bronson Signs	7.50	7.50
Republic Van and Storage	885.29	885.29
Quality Electric Company	65.13	65.13
Benedetti's Flowers	119.80	119.80
Thompson Bros.	4.17	4.17
Petty cash—miscellaneous	205.13	205.13
Magnetic Spring Water Co.	20.27	20.27
Harold Shay	8.84	8.84
Bekins Van & Storage	27.07	27.07
Teamsters #598—		
El Centro, California	11.70	11.70
Audograph Co.	44.72	44.72
Ed E. Noakes Typewriter Co.	1.00	1.00
Total	\$ 2,054.78	\$ 2,054.78

"RIGHT TO WORK" DEFENSE FUND EXPENSE:

Frank M. Jordan, Secretary of		
State—campaign filings	\$ 93.90	\$ 93.90
Pacific Telephone and		
Telegraph Co.	64.02	64.02
Skinner & Hammond—audit	950.00	950.00
The Garret Press—printing	986.92	986.92
Gross & Roberts—		
re: John Carey—lawsuit	1,000.00	1,000.00
Jack Goldberger—		
campaign expenses	178.02	178.02
Total	\$ 3,272.86	\$ 3,272.86

TOTAL DISBURSEMENTS—

Exhibit B	\$321,493.73	\$268,220.87	\$ 50,000.00	\$ 3,272.86
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